



Collaboration Policy for Research and Development Projects at THE TECH HIGHS Pvt. Ltd.

At THE TECH HIGHS Pvt. Ltd., we believe in fostering collaborative efforts to drive innovation and advance our research and development endeavors. In line with this vision, the following collaboration policy outlines the guidelines for engaging in joint projects with external partners, with a share ratio of 75% and 25%.

- 1. Objective of Collaboration:** The primary objective of collaboration is to leverage the complementary expertise, resources, and capabilities of external partners to accelerate the pace of innovation and achieve mutually beneficial outcomes in research and development projects.
- 2. Selection of Partners:** Partners for collaboration will be selected based on their expertise, track record, and alignment with the goals and values of THE TECH HIGHS Pvt. Ltd. Preference will be given to partners who demonstrate a commitment to excellence, integrity, and ethical conduct.
- 3. Scope of Collaboration:** Collaborative projects will encompass a wide range of research and development activities, including but not limited to technology development, product design, prototyping, testing, and validation. The scope of collaboration will be defined through mutual agreement between THE TECH HIGHS Pvt. Ltd. and the external partner, with clear objectives, deliverables, and timelines.
- 4. Resource Allocation:** The share ratio for collaborative projects will be set at 75% for THE TECH HIGHS Pvt. Ltd. and 25% for the external partner. This allocation will be based on the respective contributions of each party, including financial investments, intellectual property, human resources, and infrastructure.
- 5. Intellectual Property Rights:** Intellectual property generated through collaborative projects will be governed by a separate agreement between THE TECH HIGHS Pvt. Ltd. and the external partner. The rights and responsibilities related to intellectual property ownership, licensing, and commercialization will be clearly defined to ensure fairness and transparency for all parties involved.
- 6. Project Management:** Collaborative projects will be managed jointly by representatives from THE TECH HIGHS Pvt. Ltd. and the external partner. A project manager will be appointed to

oversee the execution of the project, coordinate activities, monitor progress, and address any issues or challenges that may arise during the course of the project.

7. Communication and Reporting: Effective communication and regular reporting are essential for the success of collaborative projects. Project milestones, progress updates, and key findings will be shared with all stakeholders through periodic meetings, progress reports, and presentations.

8. Conflict Resolution: In the event of disputes or disagreements between THE TECH HIGHS Pvt. Ltd. and the external partner, a structured mechanism for conflict resolution will be implemented to facilitate constructive dialogue, mediation, and resolution of issues in a timely and amicable manner.

9. Performance Evaluation: The performance of collaborative projects will be evaluated based on predefined metrics, such as project outcomes, impact, innovation, and value creation. Feedback and lessons learned from collaborative projects will be used to inform future collaborations and continuous improvement initiatives.

10. Termination of Collaboration: Collaboration agreements may be terminated by either party upon mutual consent or in accordance with the terms and conditions specified in the agreement. In the event of termination, provisions for the orderly transition of project activities, resources, and intellectual property rights will be established to minimize disruption and ensure continuity of operations.

By adhering to this collaboration policy, THE TECH HIGHS Pvt. Ltd. aims to establish productive partnerships, drive innovation, and achieve excellence in research and development projects, while creating value for all stakeholders involved.

A handwritten signature in black ink, written in a cursive style. The signature appears to read "Shubhanshu Prakash" and is positioned in the lower right quadrant of the page.