



INTELLECTUAL PROPERTY AND TECHNOLOGY TRANSFER POLICY

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1 Introduction

1.1 Background

The FUNDACIÓ CENTRE DE REGULACIÓ GENÒMICA or Centre for Genomic Regulation (henceforth, the “CRG”) is a research institute created in the year 2000, formed as a non-profit foundation by the former Department of Universities, Research and Information Society of the Catalan Government.

The CRG involves the participation of the Catalan Government, via the Department of Research and Universities and the Department of Health, as well as the Pompeu Fabra University, the Ministry of Science and Innovation and la Caixa Bank Foundation. CRG has the status of research centre in Catalonia, being identified as CERCA centre.

The mission of the CRG is to discover and advance knowledge for the benefit of society, public health and economic prosperity by promoting excellence in basic research in biomedicine and, particularly, in the fields of genomics and proteomics.

CRG’s Articles of Incorporation highlight its role in the development and transfer of inventions and discoveries arising from research done at the institute as it sets out inter alia the following specific purposes of the CRG:

“(b) “to facilitate the development of applications of the knowledge of the structure, function, and regulation of genes in the field of biomedicine to meet the challenges of the post-genomic age”;

(c) “the promotion and management of initiatives that make it possible to improve the exploitation, transfer and valorization of the results of research and technologies in the industrial world in order to develop products and services with market projection.”

(d) “to cooperate, through agreements and other forms of collaboration, with national and international organizations, whether public or private, dedicated to the purposes of the foundation, especially with genomics and biomedicine research centres in Europe and internationally.”

In order to fulfil its objectives, and the mandates of the Spanish Science Law L17/2022, the CRG:

- a) carries out its own research activities;
- b) is very active in collaborating with other national and international organizations (including other research centres and companies);
- c) promotes effective valorization and technology transfer through by itself or through the establishment of relationships with third parties (public or private) to perform research and or manage its protection and commercialization of the knowledge and technologies developed in the context of its scientific activities as well as the creation of spin-off companies emerging from such research activities.

This Intellectual Property and Technology Transfer Policy is applicable jointly with the provisions of other internal policies of the Centre for Genomic Regulation currently in force. Such internal policies include the “Conflict of Interest Policy”, and the “Code of Good Practice”. Such policies form an inherent

part of the professional duties of the CRG researchers. Therefore, each CRG researcher must be aware of implement and comply with all such policies and rules.

This Intellectual Property and Technology Transfer Policy is intended to supplement, but not replace, any applicable laws governing conflicts of interest applicable to the CRG, as well as any mandatory rules set forth by law, including, employment law and rules on safety in the workplace, or by contract, including employment and commercial contracts.

1.2 Purpose

This Intellectual Property and Technology Transfer Policy clarifies, translates and complements existing laws and regulations on the ownership, management and transfer of intellectual and industrial property rights following from the research performed at publically-funded research centres, namely. Further, it describes where necessary the existing mechanisms and structures designed to promote the transfer of research results to the rest of the scientific community, to industry and, last but not least, to society.

Therefore, this policy aims to establish a framework regulating the following aspects:

- a) The ownership of knowledge and results derived from research, development and innovation activities carried out at the CRG.
- b) The duty of the CRG researchers (as defined below) to communicate the results of their work to the CRG, and to collaborate with the CRG in order to facilitate the transfer of such results.
- c) The procedures to be followed for the protection of the aforementioned knowledge and results, to prevent third parties from commercially exploiting the CRG's research output independently from the CRG.
- d) The transfer of the aforementioned knowledge and results in the form of sponsored research collaborations or services, consultancy or advice services, licensing of patents and/or know-how, and/or data, and/or materials, and other knowledge and results so that such research, development and innovation activities may result in useful products.
- e) The incentives for the CRG researchers as a share of the revenues obtained through the commercial transfer of the results of their research.
- f) The support given by the CRG to: (i) generate new business opportunities arising from the research activities carried out at the CRG, that may be identified by the CRG itself or at the initiative of CRG researchers or of third parties; (ii) promote the creation of new spin-off entities, companies, or organizations; and (iii) facilitate the transfer of research results to society, eventually, through such new spin-of entities, companies, or organizations.

1.3 Scope

This policy is applicable to individuals (herein "CRG Researcher") that provide its services to the CRG and to which Art 35 of the Spanish Science Law (LI17/2022) applies such as personnel that carry out research, development, innovation, management, educational and/or training activities (the "Research Activities") and that may use funds, facilities, space, equipment, supplies and/or materials or other resources of the CRG, or participate in Research Activities headed by the CRG without prejudice of third parties' rights under or subject to an agreement between the CRG and such third party. In the absence of such agreement, Research Activities carried out by CRG Researches shall be presumed to fall under the applicable regime for works and inventions developed by CRG's employees.



More specifically, this includes full and part time staff and researchers, including students, trainees, pre-doctoral, postdoctoral, or research support technicians who have entered into an employment agreement with the CRG and/or to those who –not being CRG employees– have entered into or are subject to any type of contractual engagement with the CRG (the “Researchers”).

2 Ownership and transfer of rights

2.1 Ownership and acknowledgment of inventorship, authorship or other contributors

Without prejudice of the rights that the CRG Researchers being Inventors, Authors or Contributors (as defined hereinbelow) in inventions and works shall have, including the right to be recognized as such, and the right to participate from the revenues obtained through the transfer of their Research Activities, the CRG shall be the owner of any and all works, technology, knowledge, processes, know-how, discovery, invention, data or information, biological material or any other type of material, creation or result, multimedia work, images, designs, databases and computer programmes (software), expression of ideas, documents, manuals, papers, articles, or reports arising from the Research Activities, that are conceived, developed or obtained by the Researchers that are either employed by CRG or that not being an employee of CRG, CRG has acquired ownership rights by means of other legal or applicable arrangements (e.g. visitors, collaborators, double affiliations) (hereinafter, “Research Results”).

In particular, the CRG shall be the owner of any and all of the following Research Results.

2.2 Inventions and Patents (“Propiedad Industrial”)

Inventions refers to Research Results developed by the Researchers in the course of their Research Activities susceptible of protection (according to Spanish Law or other applicable legislation as the case may be) by industrial property rights, including but not limited to, patents, usage models, semiconductor topographies and industrial designs that is conceived or reduced to practice by a Researcher (whether alone or together with others) in the performance of its Research Activities, if conceived or reduced to practice in whole or in part:

- (i) with the use of direct or indirect financial support from the CRG, including support or funding from any outside source awarded to, or administered by the CRG;
- (ii) or with use of space, facilities, supplies and/or materials or other resources provided by or through the CRG;
- (iii) or under or subject to an agreement between the CRG and a third party (hereinafter, “Inventions”).

The Researcher who, individually or jointly with others makes an Invention (whether or not this ends up in a patent) and who meets the criteria for inventorship under the Spanish or other applicable legislation as the case may be shall be referred to as the “Inventor”.

For the avoidance of doubt, Patent refers to a form of protection of Inventions which are:

- a) susceptible of industrial application (when its object can be manufactured or used in any form of industry, including agriculture)
- b) new (it does not form part of the state of the art which comprises everything made available to the public by means of a written or oral description, by use, or by any other way, before the date of filing of the patent application)

- c) involve an inventive step (it does not result from the state of the art in a manner obvious to a person skilled in the art).

A Patent shall give its owner the right to prevent any third party from undertaking the manufacturing, offering for sale, the marketing or use of, or importing or possessing the product or process that is the subject matter of the patent (as defined in its claims) without its/his consent. Therefore, the patent provides its owner with exclusivity to use and transfer the invention as described in its claims for the duration of the protection in the country in which the patent application has been filed (twenty years from the date of filing in Spain).

2.3 Unpatented Materials

Unpatented Materials refers to any biological materials such as cell lines, organisms, proteins, plasmids, antibodies, DNA/RNA, chemical compounds, transgenic animals, data or information resulting from preclinical or clinical trials in humans or animals, and other materials useful for research, development, and innovation or for commercial purposes for which patent applications are not possible, or make no commercial sense (the “Unpatented Materials”), where such Unpatented Materials are developed by the Researchers in the course of their Research Activities.

A Researcher that is not an Inventor or an Author of a Research Result (patented or unpatented) but that has made a Relevant Contribution to the Research Results shall be named a “Contributor”.

The term Relevant Contribution refers to an input that has required special dedication and/or skills that have been decisive to the generation and/or the practicability and/or usage of the Research Results and the intellectual property derived therefrom.

2.4 Rights to transfer Copyright (“Propiedad Intelectual”)

2.4.1 Copyright: General provisions

The copyright in any scientific work shall belong to the author by virtue of the sole fact of its creation. The Researcher who creates any scientific work shall be considered the author (the “Author”).

Any scientific work shall be deemed to be copyright and shall be protected as copyright as long as it is original and is expressed in a manner or medium, whether tangible or intangible, that is known at present or may be invented in the future. Therefore, the ideas are not protected by copyright as such but only the expressions of those ideas provided that they are original.

The author has a number of personal or moral rights that are inalienable and non-transferrable. Such personal rights include the following:

- (i) to decide whether his work is to be disclosed, and if so in what form (as a consequence of this, it is a standard practice for journal publishers to request the researchers to authorize the publication and to assign their copyrights to the journal when they publish the work (papers or results) of the researchers);
- (ii) to determine whether such disclosure should be effected in his name, under a pseudonym or sign or anonymously;
- (iii) to request the recognition of the authorship of the work;
- (iv) to request the respect of the integrity of the work and to object any distortion, modification or alteration of it or any act in relation to it that might adversely affect his/her interests or threaten his/her reputation;

- (v) to alter the work without prejudice of the obligation to respect the acquired rights of third parties;
- (vi) to withdraw the work from circulation under certain circumstances.

The CRG shall be the owner of each and all rights to transfer the copyright or any other copyright related to the original work developed by one or more Researchers, or acquired from third parties by agreement with the Author(s) or other rights holder(s).

Notwithstanding the right to transfer of the CRG, the Researchers that are authors of such works shall have the right to be recognized as such as well as the rest of the personal or moral rights, and the right to participate from the revenues obtained through the transfer of their Research Activities, except as otherwise provided by the Spanish or other applicable legislation, or by this Policy.

In all copyrights in which the transfer rights are owned by the CRG the following wording shall be visibly stated: “© Fundació Centre de Regulació Genòmica, year (...). All rights reserved.”

2.4.2 Copyright: Specific provisions

- (i) Software: When the work resulting from the Research Activities of one or more Researchers is software, CRG will own the right to exploit such software and related copyright rights, this without prejudice of the rights that the Researchers that are authors of such software shall have the right to be recognized as such as well as the rest of the personal or moral rights, and the right to participate from the revenues obtained through the transfer of their Research Activities, and except as otherwise provided by the Spanish or other applicable legislation, or by this Policy. In all software in which the transfer rights are owned by the CRG the following wording shall be visibly stated: “© Fundació Centre de Regulació Genòmica, (year ...). All rights reserved.”
- (ii) Databases: The ownership of the transfer rights over databases developed by one or more Researchers in the execution of their Research Activities, will be owned by the CRG, this without prejudice of the rights that the Researchers that are authors of such software shall have the right to be recognized as such as well as the rest of the personal or moral rights, and the right to participate from the revenues obtained through the transfer of their Research Activities, and except as otherwise provided by the Spanish or other applicable legislation, or by this Policy. The sui generis rights in a database protect the substantial investment, assessed either qualitatively or quantitatively, made by its manufacturer in the form of finance, time, effort, or energy or other means of similar nature dedicated to either the obtaining, the verification or the presentation of its contents. In all databases in which the transfer rights are owned by the CRG the following wording shall be visibly stated: “© Fundació Centre de Regulació Genòmica, year (...). All rights reserved.”
- (iii) Images: The CRG shall own the transfer rights on images and photographs (the “Images”), where such Images are created by the Researchers in the course of their Research Activities. The Researchers who have created the Images will be the Authors.

3 Disclosure and protection

3.1 Duty to Disclose, management and protection of Research Results

3.1.1 The Technology and Business Development Office (TBDO) is in charge of the activities related to the transfer of technology at CRG. In the case that a Researcher considers that as a consequence of his/her Research Activities, he/she has developed or obtained a Research Result that:

- a) is or may be potentially patentable;
- b) and/or that may have a commercial interest;
- c) or may be relevant for technology transfer, such Researcher will be obliged to disclose the creation or discovery of such Research Result to the TBDO in order to facilitate its transfer.

Such disclosure should take place as soon as possible after the creation, conception or reduction to practice of such creation or discovery, and in any case not later than two (2) months before any publication or communication is planned.

Disclosure shall be made using the established Disclosure Forms, including all the relevant information related to the Research Results, and submitting such Disclosure Form to the TBDO.

Aside from the necessary technical or scientific information, the Disclosure Form will include the identity of the Inventor(s) and/or Author(s) and/or Contributors to the Research Results object of disclosure, as the case may be, and the percentage of contribution of such Inventors or Authors or Contributors to the Research Results, as well as the contribution of third parties to the Research Results in any form whatsoever. The TBDO will notify the Researcher in writing and within a period not exceeding two (2) months from receipt of a complete Invention Disclosure Form, about its decision regarding the protection and the interest of the TBDO to support the transfer of the Research Results.

3.1.2 The TBDO shall be solely responsible for determining whether a patent application shall be filed on an Invention and whether the TBDO will support the transfer of the Research Results. In case the TBDO decides to support the transfer of the Research Results, it will assist the Researcher in the valorization of the Research Results, the identification of business opportunities, and the identification of potential partners that might be interested in the Research Results.

The TBDO decisions should be mostly guided by patentability criteria as well as the transfer/commercial potential of a technology, and the needs and resources required to promote its (commercial) transfer, including, inter alia, the need or possibility to protect such. However, other criteria may apply if they favor future disclosures or transfer at the CRG.

3.2 Collaboration of Researchers

- 3.2.1 The Researchers must collaborate with the CRG through the TBDO so that the CRG can obtain and maintain the proper protection of the Research Results as a means for their eventual transfer. In addition to this, the Inventor(s) and Contributors of an Invention for which patent applications are filed shall cooperate in the patent process as required by the TBDO or its agent or designee. The CRG acknowledges that the Researchers involved in the Research Results have a deep and comprehensive understanding of such Research Results. Therefore, the collaboration of the Researchers involved in the Research Results will be crucial to obtain and maintain appropriate protection of the Research Results. Such protection is of essence for the eventual transfer of the Research Results as the CRG will only try to transfer the Research Results once the Research Results have been duly protected. The TBDO will apply its reasonable efforts to find a fair balance between the duties to collaborate described in this Clause and established in the Science Law L14/2011 and the rest of the duties of the Researchers.
- 3.2.2 Once the Research Results that have been disclosed by the Researchers in accordance with Clause 4.1 above and been identified by the TBDO as being of interest in accordance with Clause 4.2 above, the Researcher will agree with the TBDO on the terms of dissemination of his/her Research Results in compliance with the terms and conditions of Clause 4.1 above. The Researcher will not carry out any act of disclosure until the protection of the Research Results has been completed as set forth pursuant to Clause 5.1 above. Failure to adopt appropriate measures of protection prior to the dissemination may adversely affect and even entirely prevent the transfer of the Research Results. In such a situation, the potential value of the Research Results will not generate any revenue which could further support additional future research, development, and innovation, besides reporting financial return to the Author or Inventor or Contributor. Unjustified disclosure of the invention by the Researchers prior to the protection in breach of Clause 4.1 and 5.1 above will result in all costs of the protection incurred by the CRG will be charged to the budget of the CRG Researcher who made the disclosure.
- 3.2.3 The provisions of 3.2.1. and 3.2.2. shall imply that the Researcher, in particular upon request by CRG, shall provide all necessary information regarding his/her Research Results and shall cooperate insofar as it is necessary or useful and within reasonable efforts for the optimal protection, valorization, promotion and commercialization of the Research Results. The Researcher shall timely execute all necessary documents and forms that are necessary for the assignment or otherwise transfer of its patrimonial rights on Research Results to CRG.

3.3 Waiver of industrial and intellectual rights in favour of Researchers

- 3.3.1 Should the CRG not be interested in requesting, keeping or maintaining the ownership of all or part of its intellectual property rights, it will communicate such decision to the Inventors, Authors and Contributors, as the case may be, by serving a prior notice of at least one (1) month prior to the date in which such decision will be effective. Inventors, Authors and/or Contributors, shall respond in 15 days from receipt of the notice stating their interest in pursuing the protection and/or transfer of the corresponding rights. The absence of a response shall be deemed as lack of interest and the Inventors, Authors and/or Contributor shall have no more rights on the industrial and intellectual ownership rights. In the case that the Inventors, Authors or Contributors are interested in pursuing the protection and/or transfer of the corresponding rights, the CRG may transfer said rights to them, subject to the Spanish or eventually other applicable legislation as the case may be.



- 3.3.2 Notwithstanding this, if the CRG has signed a contract with a third party giving such third-party preferential rights to assume ownership of Research Results, in case of waiver or abandonment by the CRG, the contract with that third Party will prevail.
- 3.3.3 In the event that the CRG abandons or waives its rights in favor of the Inventors or Authors, the Inventors or Authors may exploit the Research Results as they see fit.
- 3.3.4 However, the CRG will be entitled to receive from Inventors, Authors or Contributors to whom the ownership right is transferred a compensation for CRG's support in the generation, protection, transfer, promotion and/or exploitation efforts of the Research Results, in accordance with the following:
- a) When no internal CRG funds have been used in the generation, protection, transfer, promotion and/or exploitation of the Research Results, CRG will be entitled to receive 10% of all the Net Income (as defined in Clause 8.1 below or equivalent calculation) obtained by the Inventors', Authors' and/or Contributors from the transfer or exploitation of the rights assigned to them independently of whether this transfer or exploitation is made directly by them or through a third party. Income subject to this revenue sharing provision includes the proceeds resulting from the sale of equity received by Inventors, Authors and Contributors as consideration for the Research Results;
 - b) When internal CRG funds have been used in the generation, protection, transfer, promotion and/or exploitation of the Research Results, the CRG will be entitled to receive an amount not less than 15% of all the Net Income (as defined in Clause 8.1 below or equivalent calculation) obtained by the Inventors', Authors' and/or Contributors in connection with the transfer or exploitation of the relevant rights abovementioned.
 - c) Reserve the right to use the Research Results for non-commercial purposes through the grant back to the CRG of an irrevocable, perpetual, royalty-free, non-exclusive, non-transferrable, worldwide right and license to use Research Results for Research Activities solely or jointly with third parties.
 - d) Ensure such limitations on the CRG's liability and indemnity provisions are implemented in all cases as the CRG sees fit.

4 Exploitation of Research Results

4.1 Formulas to the transfer of Research Results

- 4.1.1 The CRG, through the TBDO, may exploit its Research Results in the way it considers most appropriate to serve its purpose, ensuring in every case the widest possible access to society for the new knowledge and technologies. In particular, the CRG, through the TBDO, may exploit its Research Results under terms and conditions, including the financial terms and others, to be determined by the TBDO exclusively in direct negotiations with third parties and under a number of alternatives or forms, including, without limitation, any of the following forms:
- a) Research collaborations means research projects carried out between one or more research groups of the CRG, and one or more research groups of other institutions or companies in which each party contributes with its own know-how and/or resources, and share the ownership and/or the transfer rights of the Research Results, and of the industrial and copyright rights deriving from such Research Results.

- b) Sponsored Research collaborations means research projects carried out between one or more research groups of the CRG, and one or more research groups of other institutions or companies in which the other party or parties financially support in whole or in part the Research done at the CRG, while ownership and/or the transfer rights of the Research Results and the patents or copyright and any other right deriving from such Research Results remains at the CRG or is shared between the CRG and the sponsor.
- c) Research Services means research projects and technical activities carried out by one or more research groups of the CRG upon request of companies or other external institutions which finance such research in its entirety, in exchange for the ownership and/or the transfer rights of the resulting Research Results and related rights. For the avoidance of doubt and in relation to section 8.2 below, the definition of Research Services herein excludes the services provided by CRG's Core Units in the Core Technology Platforms according to their standard service routine.
- d) Consulting or advice services means services provided by the Researchers, using only their own know-how and knowledge, and not involving the use of resources, rights or Results of the CRG:
 - directly on the basis that the provision of such services have been previously notified to or authorized in writing by CRG, as the case may be ("Consulting Service not Supported" as defined below)
 - or through the CRG ("Consulting Service Supported" as defined below).

CRG encourages Researchers to provide consulting services. In this regard, CRG advises Researchers to channel the provision of consulting services through the CRG's TBDO and through Department of Human Resources of the CRG in order to comply with certain requirements set forth by applicable Law and regulations and to better protect the Researchers' rights and obligations as well as the applicable intellectual property rights...

In addition to this, the CRG would have a better bargaining power in the negotiations of the terms and conditions of the consulting services with private companies, at national and international level, in particular, in the negotiations with multinational companies. The Researchers may choose to provide consulting services to non-for-profit entities or to for profit corporations.

In case the Researchers enter into a consulting agreement with a non-for-profit entity, such Researchers will not be bound to the distribution of revenues set forth pursuant to Clause 4 as such distribution of revenues only applies when the consulting service is provided to a for-profit corporation. If the Researchers decide to enter into consulting agreements with for-profit corporations, such distribution will apply and the Researchers may choose to fall under any of the following two (2) categories by serving notice of its decision to the CRG:

- i. Consulting Service Supported: A consulting service provided by a Researcher through a contract to which the CRG is a signatory party. Under this category, the CRG will provide the necessary legal advice and support to protect the Researcher and will ensure that the rights and obligations of the CRG, and its patent rights and copyrights are well preserved. In this case, the distribution of revenues will be as set forth in the table included in Clause 4.2 under the reference "consulting service supported" Consultancy services provided to spin off companies shall be made through CRG and thus fall under the category of Consulting Service Supported. In this context, spin off companies shall be those to which CRG has licensed or otherwise transfer Intellectual Property Rights and/or in which CRG holds equity interest, or

- ii. Consulting Service not Supported: A consulting service provided by a Researcher through a contract to which CRG is not a signatory Party: In this case, the Researcher shall manage the negotiation of the terms and conditions of the consulting agreement, and shall assume sole responsibility resulting from the consulting agreement. The CRG will not provide any legal advice and support to the Researcher in the negotiation and execution of the consulting agreement, and the Researcher will seek its own external legal advisors and will CRG will be in no obligation to cover any costs related to such advice. The Researcher will be required to comply with the following requirements:
 - (1) Prior to enter into a consultancy obligation and/or contract, the Researcher shall serve notice to the CRG of its intent to enter into a Consultancy Agreement by submitting and obtaining a written permission of the corresponding Avoidance of Conflict of Interest Statement in accordance with CRG's internal policies, including Human Resources policies,
 - (2) to serve notice to the CRG of the signed consulting agreement with a third party once it has been executed by the Researcher and provide a description of the same;
 - (3) Upon request by CRG, the Researcher shall furnish a report of all his its consultancy activities, where applicable, in a non-confidential format, and yet with sufficient detail to allow assessment of potential Conflict of Interest.

If the Researchers opt to apply this category to their consulting agreements, the distribution of revenues will be as set forth in the table included in Clause 4.2.2. under the reference "consulting service not supported" (the "Consulting Service not Supported").

It will be presumed that the Intellectual Property developed by a Researcher during a Consultancy Services shall fall under the applicable regime for works and inventions developed under an employment relationship with CRG and/or other relevant prior agreements, unless otherwise stated in the Consultancy Agreement.

In the event that the Researcher has assigned his/her intellectual property rights under a Consultancy Agreement, and the Researcher or the service contracting party wish to file for intellectual property protection such as a patent application, the Researcher shall inform CRG with at least 30 days in advance of the filing. The Researcher shall provide, under confidentiality, a summary of the intended patent or IPR right application to allow CRG to take appropriate measures to protect its own rights and interest as it may deem best. Additionally, within one month from filing for protection, the Researcher shall disclose to CRG any such patent application or any other intellectual property right in which he/she is named an inventor or author by providing information on the registration number, title, date of filing, applicants, inventors or authors and an abstract. When applicable, the Researcher shall be responsible for transferring these obligations to the other consulting party/ies.

- e) Out-licensing or otherwise assignment or transfer of CRG's rights of, without limitation, Patents, Unpatented Materials, Software, Images (each and all as defined above) and any other copyright means the granting by the CRG of exclusive or non-exclusive licenses on Patents, Unpatented Materials, Software, and Images in favor of researchers and/or companies and/or other external institutions in exchange for upfront payments, payments for the achievement of milestones, annual payments, and/or royalty fees.

4.2 Distribution of revenues from commercial transfer

For the purposes of this Clause, “Net Income” is to be understood as the income obtained by the CRG from the transfer (including any use, exploitation or commercialization, marketing, promoting, distributing, importing or exporting for sale, offering for sale, and selling) of Research Results, as defined in Section 2, or related rights minus:

- a) The income to be shared with third parties in reference to prior obligations of CRG (including, but not limited to co-ownership, promotion and technology transfer services; or research support grants).
- b) The direct costs and out-of-pocket expenses actually paid by the CRG to any third party, including legal costs, courier or travel expenses, in connection with the preparation, filing and maintenance of patent applications or other forms of protection of the Research Results, as well as with the direct marketing, negotiation, execution and maintenance of licenses or other type of agreement related to the transfer of such Results or related rights. For the sake of clarity, the direct costs and out-of-pocket expenses actually paid by the CRG to any third party, shall not encompass costs covered by CRG using external funds, whether from competitive grants or any other sources, such as a private entity or a donation from an external party.
- c) Taxes paid by and not recovered on the income obtained by the CRG from the transfer. If Taxes are recovered, they shall not be deducted.

CRG acknowledges that in the context of a license to a Spin Off, the compensation that CRG obtains for the technology transferred may be recognized in full or in part by offering CRG to participate in the share capital of the Spin Off. Shares or other securities, titles or assets granted to CRG by means of a technology transfer agreement such as a license, assignment or equivalent agreement directly related to the specific Research Result generated at CRG, shall have the consideration of Net Income and therefore subject to revenue distribution according to the specifications of table 2 and table 3 and other applicable provisions under section 4. Income from shares or other securities, titles or assets granted to CRG which are not directly connected to such technology transfer agreement shall not be subject to revenue distribution.



Should Net Income be generated in a continuous manner, the CRG will make annually the corresponding calculations, and perform the corresponding payments by the end of each year for the total Net Income received during the previous year. Notwithstanding this, the CRG may consider appropriate to make more frequent payments.

The CRG will inform the individuals entitled to receive the above-mentioned Net Income on the applicable distribution of such Net Income whether or not they are still Researchers. In case any of the individuals entitled to receive the above-mentioned Net Income ends his engagement with CRG as a Researcher, he/she will be obliged to serve notice of his/her new contact details to the Department of Human Resources of the CRG and to maintain it updated of his/her contact details including a bank account to which the money is to be made. In the case where the Department of Human Resources of the CRG is not provided with the updated contact and bank details and the Department of Human Resources of the CRG is unable to contact such individual, the CRG will not be obliged, and will assume no liability for such event, to pay applicable distribution of the Net Income in favour of such individual following the expiry of two (2) years from the date in which the last payment was made, and the CRG will be entitled to use such funds for any purpose the CRG may deem fit at its full discretion. Upon the lapse of this 2 years period, the right to claim for payments expires and funds accrue to the CRG.

In the case of the death of a Researcher, the financial rights accrued by such Researcher in accordance with this Policy will be transferred to his/her heirs.

The CRG shall only pay out to the Researches if the researches have previously completed, signed and submitted to TBDO (duly registered), an Invention, software of technology disclosure form in respect of contribution of made by each researcher and third parties and the corresponding distribution of Net Income to CRG researches. In the absence of such duly registered receipt by CRG of the Invention, software of technology disclosure form, the CRG will have no obligation to distribute Net Income. In case of disagreement between the relevant researches, the head of the TBDO shall mediate. If such mediation does not lead to an agreement in a reasonable period of time, not to be longer than 3 months, the TBDO at its own decision may instruct an external patent attorney to upon consultation of the parties involved, render a final decision. The expenses of such external patent attorney may be paid by the parties involved and, if paid by CRG shall be considered a legal cost to be deduced from the income received to make up the Net Income, according to section 4.2.1 b).

The calculations of the budget or income allocations and payments to be made in accordance with this Policy will be made by the Finance department in coordination with TBDO. The Finance Department shall inform and/or coordinate with the Department of Human Resources of the CRG for the payments to be made.

In every case, the distribution of the revenues set forth in this Clause will be in compliance with the criteria for the control of the use of funds that the Spanish or any other applicable legislation may establish.



5 Spin-Off Creation and Support

5.1 Creation of Spin-Off Companies

The CRG recognizes that the creation of Spin-off companies plays an important role in the national and regional economies and development, and numerous new companies have been established that commercialize technology licensed from academic or research institutions.

The CRG acknowledges that Inventors, Contributors and Authors and other Researchers often play a key role in the creation of Spin-offs, and furthermore, that the opportunity to participate in a new Spin-off without having to leave the CRG can be attractive to them, and advantageous to the CRG. For these reasons, a Spin-off may offer the best opportunity for the rapid commercial development of certain Research Results of CRG. Therefore, when a Spin-off is deemed to have the potential to obtain sufficient and adequate financial and management resources for the development of any Research Result of CRG, licensing to that Spin-off will be given serious consideration by the CRG.

The TBDO shall decide on the transfer of Research Results to a Spin-off through fair and thoughtful consideration of a variety of factors. Such factors include:

- a) the team involved;
- b) the reason for the proposed transaction;
- c) the nature of the Research Result to be transferred;
- d) the market for such Research Result;
- e) the nature of a given individual's involvement in the generation of the Research Results, and his/her involvement with the Spin-off company. For example, the highly conceptual or early-stage nature of the Research Results often requires the ongoing involvement of Inventors, Contributors or Authors in the Spin-off's development efforts as they are fully aware of the status of development and the next stages of the Research Results. While the CRG supports the commercial transfer of Research Results, it also recognizes that the involvement of its Researchers in the development and commercial transfer of Research Results under certain circumstances may be relevant to the success of the Spin-off.

5.2 Licensing request process

The CRG welcomes and encourages entrepreneurial activity, whether or not the entrepreneur is or has been working for, or has had any engagement with the CRG, and whether such entrepreneur is within or outside the CRG, as long as he/she (the "Entrepreneur") is interested in exploiting and commercializing any Research Result of CRG through the creation of a Spin-off company under the framework of this policy.

The Entrepreneurs, who are interested in the licensing of Research Results as the basis for the creation of a new (Spin-off) company, must submit a formal request to the TBDO, such request including the following information:

- a) A presentation of the partners/entrepreneurial team, and a statement declaring whether any of the members of the team have any relationship with the CRG.
- b) A draft strategic plan, including:
 - Identity as well as the respective updated CV of all the members of the team that will be involved in the Spin-off and their role in it and the distribution of the Equity of the Spin Off.



- A strategic viability study, setting out the competitive advantages of the proposed project to ensure its successful implementation in the market to which it is directed, and an analysis of the market and the potential competitors.
- An economic and financial feasibility study evaluating the economic potential of the project, possible viable funding alternatives, prediction of necessary investment as well as income.

Once the request has been submitted, the TBDO shall analyze the application on the basis of the following criteria: (a) the team; (b) the viability of the business project and its potential success.

The TBDO may request from the applicants any additional information it requires to evaluate the proposal. Notwithstanding the foregoing, the TBDO will actively support CRG researchers/entrepreneurs in all the above-mentioned activities, as it deems necessary for the good development of the process, and subject to the researcher's commitment and other relevant circumstances, as well as resources available.

5.3 License Agreement

5.3.1 Upon receipt of the request for a license to the Spin-off submitted by the Entrepreneur, the TBDO will determine whether the Spin-off has the potential to obtain sufficient financial, managerial and technological resources to enable vigorous development of the technology to be licensed:

- a) If the TBDO determines that the proposed licensee has such a potential, then the TBDO, at its discretion, using its best professional judgment, may enter into an exclusive or non-exclusive license agreement with the Spin-off, where the agreement shall contain provisions for the use of the Research Results by the Spin-off and economic considerations thereof (e.g. upfront payment, royalties, and any other remuneration which the CRG will be entitled to receive) as well as license termination provisions in the event that the company fails to meet its objectives, time-limited business development milestones that may include, e.g., achieving capitalization to a threshold level deemed sufficient by the TBDO to enable vigorous development of products based on the licensed Research Results or meeting specific technology-based milestones; or
- b) If the TBDO determines that the proposed licensee would not have such a potential, then TBDO, at its discretion, using its best professional judgment, may grant the Spin-off a short-term "stand-still" or option period of between three (3) months and up to six (6) months which could be extended for an additional term of three (3) additional months and up to a maximum of six (6) additional months (up to one (1) year in total and in an aggregate), during which the Spin-off may seek to assemble resources identified by the TBDO as critical and/or negotiate an exclusive or non-exclusive license for the relevant Research Results, the granting of which will be contingent upon the company having met pre-agreed criteria.

The terms and conditions of such agreement or option will be negotiated by the TBDO with the Spin-off.



5.3.2 The CRG understands that the request for upfront payments to the Spin-off for the granting of a license to the Research Results might adversely affect or compromise the viability of the Spin-off. In such circumstances, the Spin-off may request CRG to contemplate alternative means of payment. The alternative means of payment that CRG might contemplate, at its discretion, may include the acceptance of:

- a) equity of the Spin-off by holding a percentage of the share capital of the Spin-off under certain conditions;
- b) convertible debt into share capital by means of a share capital increase offsetting the credit of the CRG against the Spin-Off upon request of the CRG at any time and for the amount the CRG may determine at the same valuation or of any of the subsequent financial rounds or at a discount;
- c) options to subscribe shares in the share capital of the Spin-off by means of a share capital increase offsetting the credit of the CRG against the Spin-Off and/or to acquire shares in the share capital of the Spin-off free of charge under the terms and conditions to be determined by the CRG;
- d) reduced upfront payments, payments for the achievement of milestones, annual payments, and/or royalties; or
- e) a combination of any of the above-mentioned alternatives.

5.4 Participation of the CRG

5.4.1 CRG may participate in the share capital of any Spin-off:

- a) such participation will be protected with an anti-dilution clause in case of subsequent share capital increases below a valuation to be mutually agreed between the CRG and the Spin-off.
- b) the CRG will not make and will not be required to make any type of representation and warranty or give any guarantee in connection with the subscription of shares or the signature of the shareholders agreement or in connection with any transaction or the signature of any document vis-à-vis shareholders, third parties, or future investors or purchasers; and
- c) if the shareholders' agreement includes a drag along clause, such clause should state that it can only be exercised when an offer to purchase the shares of the Spin-off is submitted for at least the market value of the shares as determined by: (a) a binding offer from a third party different to the shareholders of the Spin-off company; or (b) an auditor designated by the administrative body of the Spin-off company different to the auditor of the Spin-off company.

The participation of the CRG in the share capital of the Spin-off by holding equity shares will be made at the time of incorporation of the company or licensing of the CRG's technology or as follow-on investment to protect the CRG's and public interest in the Spin Off, subject to the previous approval of the Board of Trustees of the CRG.

5.4.2 Any Spin-off in which the CRG participates must annually submit their annual accounts to the TBDO.

5.4.3 As a general rule, the CRG will not hold a position in the Board of Directors of the Spin-off but it will be entitled to appoint an observer to attend each and all of the meetings of the Board of Directors and the Shareholders' Meetings of the Spin-off. Exceptions shall be case by case negotiated and approved by the Board of Trustees of the CRG.

5.4.4 The observer will be appointed by the TBDO.

5.5 Participation of the Researchers in the Spin-Off

- 5.5.1 The Researchers may request authorization for the provision of services to a Spin-off, subject to certain conditions to be agreed between such Researchers and the CRG and having regard of other relevant policies and regulations at CRG (e.g. Human resources and/or Conflict of Interest) and subject to the contractual framework established by the applicable Law as (Spanish Science, Technology and Innovation Law: LCTI Law 17/2022, article 18; Spanish Incompatibility Law: Law 53/1984, article 12; article 14; Spanish Incompatibility Law at regional (Catalonia) level: Law 21/1987, article 11, article 17). The Researches shall, under confidentiality, provide a copy to CRG of any agreement regulating any provision of services of the Researchers to the Spin Off, to allow CRG to verify the compliance with the requirements in the applicable law and other relevant policies and regulations.
- 5.5.2 If the CRG is not a shareholder in the Spin-Off, the participation of Researchers in the share capital of the Spin-off will not be above 10% and the Researchers will not be able to be member of the governing body in accordance with the applicable legislation or will not be able to provide services to the Spin Off which are not previously authorized by CRG.
- 5.5.3 If the CRG is a shareholder in the Spin-Off, the Researchers will be entitled to take a position in the governing body of the Spin-off, and will have no limitation so as to the percentage of his/her participation in the share capital of the Spin-off and will be able to provide services to the Spin Off in accordance with this policy and applicable regulations.
- 5.5.4 The CRG and the Spin-off will be entitled to enter into a service and/or collaboration agreements, that shall, at a minimum establish the terms and conditions applicable to the Intellectual Property generated under such service and/or collaboration.

6 Miscellaneous

6.1 Conflicts of interest

Researchers are encouraged to read the Conflict of Interest Policy to ensure that no Conflict of Interest affects his/her participation or involvement in any activity with CRG. In case any Researcher falls under any conflict of interest, the Conflict of Interest Policy shall apply.

6.2 Reference to the bodies referred to in this Policy

In the case that any of the bodies referred to in this policy ceases to hold any of the responsibilities or duties provisioned herein, their position within these current policies shall be assumed by the organization that is designated by the CRG for the undertaking of those responsibilities or duties.

6.3 Sanctions for violation of Policy

Any failure to comply with the provisions of this Policy may result in disciplinary sanctions consistent with applicable collective bargaining agreements, up to and including termination of employment. In addition to this, it may also lead to a loss and/or withdrawal of grant funding or support, ineligibility to submit grant



applications to research sponsors or to participate in research on behalf of the CRG, and/or ineligibility to supervise the work of researchers in research projects.

6.4 Interpretation of the Policy

The resolution of any question of interpretation of the policies shall be referred to the TBDO. Disputes shall be referred to the CRG Direction.

6.5 Transitory Provision

The rights and duties contained in this Policy shall apply from their entry into force to all research activities carried out by the CRG starting from the date it entered into force, including the Policy of the distribution of revenues derived from the commercial transfer of the Research Results.

6.6 Derogation Provision

This Policy derogates the policies currently in force, and any other policy that opposes this current Policy as from the date this Policy entered into force.

6.7 Adaptation of the Provisions to the Applicable Legislation

The CRG will endeavor, in the shortest time possible, to adapt this Policy to any possible modification of the applicable legislation in force from time to time, in particular concerning incompatibilities and the creation of companies.

6.8 Entry into force

This policy will come into force on the day following its approval by the Board of Trustees of the CRG.

This Policy was approved by the Board of Trustees of the CRG on December 15, 2022.

This Policy will be reviewed every two years or whenever there is a change in relevant regulations or good practice.