



Easy ET Technology Solutions PLC

Intellectual property rights policy

January 01, 2022

1. Purpose

The purpose of this policy is to provide and describe in a single document the policy and strategic intentions for the management of intellectual property and aquatic genetic resources, for the benefit of the Easy Et stakeholders and staff.

2. Scope of this Policy

The scope of this policy is confined to the definition and management of intellectual property generated, used or transferred by Easy Et, and to the specification of the principles for the collection, research, associated use and transfer of aquatic genetic resources by the Center and its partners.

3. Definitions

Intellectual property (IP) means information, ideas, inventions, new technologies, innovations, art work, designs, literary text and any other matter or thing whatsoever that as a creation of human intervention, that may be capable of legal protection or the subject of legal rights, as granted by national laws and which may include the following items: patents; information which is of a kind and which has been communicated in such a way as to give rise to a duty of confidentiality (a trade secret or “know-how” are examples of this type of IP); copyright vesting in literary works (including computer programs), Electromechanical or civil, dramatic works, musical works, artistic works, films, sound recordings, multimedia works, broadcast, published editions and certain types of

performance; registered trademarks; unregistered trademarks used or intended for use in business, plant machinery rights or equivalent; registered designs and designs capable of being registered; layout designs of integrated circuits; databases; and other rights resulting from intellectual activity in the industrial, commercial, scientific, literary and artistic fields.

- “Intellectual property right” (IPR) means the right or rights conferred by the law, which protect innovations or creativity from being appropriated by others.

4. Principles in relation to Intellectual Property and Management of Genetic Resources

Now therefore:

(i) Whereas Easy Et recognizes its responsibility to manage its research and other materials and products to maintain accessibility to its products, to produce international public goods and thereby best serve its clients, the poor, who usually are not served well by commercial markets.

(ii) Whereas in its collaborative activities, Easy Et will abide by all relevant national and international laws and treaties concerning intellectual property rights, the international laws and Principles on the Management of Intellectual Assets as adopted by the Consortium, and as well, will respect the intellectual property rights of third parties.

(iii) Whereas Easy Et recognizes the role of its stewardship, and in some cases the Center's responsibility to ensure that the adoption pathways and monitoring of developed technologies are adequate to ensure delivery and maintain the quality of the original product for its beneficiaries, and in some cases this will involve partnership with the private sector.

(iv) Whereas ownership of the technology may be necessary in order to develop a partnership with the private sector.

(v) Whereas Easy Et does not see the protection of intellectual property as a mechanism for securing financial returns from its research activities and will not seek such returns as a source of operating funds, other than to cover the costs of protective IPR and of maintenance services.

(vi) Whereas Easy Et recognizes the indispensable role of engineers and technicians and scientists in evaluating aquatic species for use in aquaculture and enhanced technologies, and in conserving valuable aquatic genetic resources for the present and future generations of humans;

(vii) Whereas Easy Et will manage its intellectual property in accordance with the international law and Principles on the Management of Intellectual Assets as adopted by the Consortium.

Easy Et now adopts these principles:

1. The Easy Et will usually seek to place its intellectual property in the public domain. However, the company will seek, when appropriate, such intellectual property rights that are fully consistent with its mission when deemed in the best interests of its clients.
2. The company will make its IP available on a nonexclusive royalty free basis for research purposes to all of its clients and on a nonexclusive royalty free basis for use by its clients in non – commercial markets, and on a nonexclusive reasonable royalty basis for use by clients in a commercial market.
3. Easy Et staff will not derive any direct financial benefit from IP generated by them, for the company. In those cases where IPR prevents publication of the staff's findings, the contribution of the IP will be acknowledged in staff appraisals.
4. Easy Et will not normally seek IPR to fund its public goods research; rather it will seek IPR to:
 - facilitate the transfer of technology for greater impact;
 - maintain and sustain its knowledge banks and networks;

- use its IP as a “bargaining chip” to access otherwise costly technology required to serve its mission.
- 5. Easy Et will honor all terms and conditions to which it committed when acquiring the component resources and content for developing its technologies with respect to prior intellectual property. Easy Et will make reasonable and sincere efforts to share any benefits arising from the use of its IP fairly and equitably with the resource providers.
- 6. To ensure that the company can exercise authority over the IP which is developed through its activities, Easy Et will seek to exert appropriate rights over this intellectual property with a view to a) recognizing the contributions of others, b) maintaining the availability of the IP for continued research and its dissemination to clients through appropriate contractual licensing or other arrangements on a case by case basis.
- 7. All intellectual property rights accruing from work of a staff member at Easy Et or from the work of a Visiting scientist or student using Easy Et facilities, will be vested in the company under the Agreement that Easy Et enters into with the external entity to which the visiting scientists or student belongs, unless otherwise stipulated.
- 8. The ownership and retention of research data and information generated during employment by Easy Et are fully vested in the company, as reflected in each employment contract.
- 9. Easy Et will uniformly describe in staff employment contracts and the personnel policies of all categories of staff, the rights of the center and the staff member in relation to IP generated at Easy Et and to the observance of other companies’ practices in relation to aquatic genetic resources.

4. Management of Intellectual Property

In accordance with these principles and the responsibilities of Easy Et, the company will undertake the following with respect to IPR.

1. Easy Et promotes the use of its products. This will often be accomplished by a form of technology transfer arrangement in which the rights to IP assets are distributed by Center or its agents. The mode of transfer of such rights will be determined on a case-by-case basis.
2. All intellectual property will be managed in accordance with the international laws and Principles on the Management of Intellectual Assets.
3. All Easy Et staff will enter into a uniform employment contract (and research contracts where Easy Et is the contracting organization) with respect to IP. The employment contract (and the Personnel Policy Manual) will include the following statements ---

“Intellectual property created in the course of your work at Easy Et is governed by the Easy Et Policy for Intellectual Property Rights.

“Intellectual property (IP) means information, ideas, inventions, innovations, artwork, designs, literary text and any other matter or thing whatsoever as may be capable of legal protection or the subject of legal rights (for more details consult the Policy)”

“Staff members should report the creation of IP or intellectual assets that may be protected by intellectual property. Those who believe that intellectual property protection should be sought by Easy Et in relation to aspects of their work, should discuss this with the General Manager.

4. All visiting scientists will be required to observe the company’s undertakings. In circumstances where visitors and students are not obliged to enter into contracts with Easy Et, they will be obliged to sign a form admitting them to the Easy Et premises, subject to their respecting the Easy Et IPR Policy and in some cases may be required to sign confidentiality agreements before working with scientists.
5. The awareness of Easy Et policies will be built through:
 - (a) contract and performance discussions,

- (b) inclusion in the Personnel Policy Manuals for all categories of staff,
- (c) IP policies will be placed on the Easy Et website.
- (d) seminars will be held from time to time to bring staff up to date with recent developments in IP, and
- (e) provision of training materials from time to time.

Wendwosen Abebe



General Manager

