

INTRODUCTION

NetZero is a global company specializing in the long-term removal of carbon from the atmosphere. To do so, we turn crop residues into biochar, a very stable form of carbon then used as a soil amendment. NetZero's mission is to **bring biochar at scale in the tropics**, with the **greater purpose of helping build a more sustainable world**.

As an organisation developing innovative sustainable solutions, NetZero considers **Intellectual Property (“IP”) as a strategic asset essential to the fulfilment of its mission and** thus intends to protect it.

This policy aims at establishing clear guidelines regarding the ownership, use, management, and protection of the IP generated in the context of NetZero's activities. It **applies to all individuals and legal entities who are, directly or indirectly, involved in any activities related to NetZero** (including employees, collaborators, partners, directors, consultants, interns, volunteers, service providers, and suppliers) – collectively referred to as “Affiliated Persons”.

STATEMENTS AND DIRECTIVES

As a condition for Affiliated Persons to establish and maintain any relationship with NetZero, the **following guidelines** shall apply:

- Any intellectual creation developed by an Affiliated Person in connection with the activities performed in favour of NetZero will be the **exclusive property of NetZero** (including any intellectual or industrial property assets, technical documents, commercial information, know-how, inventions, designs, research, audiovisual materials, trademarks, software, among others), regardless of the means and modalities of creation.
- The **rights over such IP assets** (including economic copyrights) **are deemed automatically and fully assigned by the Affiliated Persons to NetZero**, in an exclusive, definitive, and irrevocable manner. As the sole owner of these rights, **NetZero may use, exploit, license, or otherwise dispose of the IP assets freely, for any purpose, including commercial**, without time, means, or territorial restrictions, and with no obligation of additional compensation to the Affiliated Person, unless otherwise expressly provided in a contract entered into prior to the development of the IP.
- **NetZero is the only party authorised to register, maintain, and economically exploit the IP assets and rights**, either directly or through affiliated or authorised entities.
- Affiliated Persons must **immediately inform** NetZero in writing of any creation developed within the scope of their activities for the company, as well as any suspected misuse or risks related to NetZero's IP.
- All Affiliated Persons must treat as **strictly confidential** any technical, business, or scientific information related to NetZero's IP.

In the event of any conflict between this policy and the terms of a valid contract between NetZero and an Affiliated Person, the relevant provisions of the contract shall prevail. Violation of this policy may result in disciplinary measures, legal sanctions (including criminal liability), and termination of the contract between NetZero and the Affiliated Person for just cause.

DEPLOYMENT AND TRAINING

The acceptance and adherence to this policy are mandatory for all current and future Affiliated Persons. NetZero will provide training sessions to its employees to ensure that the policy is clearly understood and fully implemented at all levels of the Group, and will periodically monitor its application to ensure that its principles and objectives are fulfilled.