

## 1. Purpose and Scope:

Our foundation offers a comprehensive range of products and services designed to enable our customers to learn, grow, and innovate. These offerings include courses, educational packages, kits, coaching and counseling services, incubator and accelerator programs, R&D services, and AI solutions. We value the trust and support of our customers and are committed to ensuring their satisfaction with their purchases.

## 2. Definitions:

**Team Members:** All individuals associated with the Foundation, including directors, managers, coordinators, board members, staff, employees, contractors, engineers, developers, partners, advisors, coaches, teachers, mentors, interns, volunteers, and students, are considered Team Members of the Foundation.

**Paid Team Members:** Individuals who have a contract with the Foundation and have received (or will receive) payment or compensation for their work, project, or service during their employment or contract period are referred to as Paid Team Members.

**Products:** All contents, materials, or devices created by the Foundation's Team Members, including articles, books, presentations, artistic works, designs, symbols, logos, business plans, business models, online posts, websites, weblogs, social media channels, reports, courses, mini-courses, educational packages, educational videos/audios, podcasts, games, patents, inventions, educational technologies, educational kits, robots, and toys, are referred to as Products

## 3. Ownership of Intellectual Property (IP)

The Foundation retains sole ownership of all intellectual property rights in the Products created by Paid Team Members, including but not limited to copyright, trademarks, patents, trade secrets, and any other proprietary rights. The Foundation reserves the right to use, publish, distribute, and sell the Products in any form, volume, or medium without the need for additional consent or compensation.

As long as the foundation uses the benefits of these products, does the creator of the work enjoy benefits (revenue) even if his or her contract has expired? (If yes, in which clause or provision we have guaranteed this)

In this document, there is a related clause in the Termination provision (#6) that just mentions to the volunteers, not to other Paid Members.

## **4. Grant of License**

Paid Team Members shall grant the Foundation a non-exclusive, perpetual, irrevocable, worldwide, royalty-free license to use, publish, distribute, and sell the Products created during their employment or contract period. The license includes the right to modify, adapt, enhance, improve, enrich, translate, or otherwise create derivative works based on the Products without the need for additional consent or compensation.

## **5. Attribution**

The Foundation shall credit Paid Team Members for their contributions to the Products where appropriate. However, the Foundation reserves the right to use, publish, distribute, and sell the Products without attribution if deemed necessary or appropriate.

## **6. Moral Rights**

Paid Team Members shall retain their moral rights in the Products created during their employment or contract period, including the right to be identified as the creator of the Products, the right to the integrity of Products, and the right to object to any modification or alteration of the Products that could damage their reputation or honor.

## **7. Confidentiality**

Paid Team Members and all Volunteers shall maintain the confidentiality of any confidential or proprietary information of the Foundation that they may come across during their employment or contract period. This includes any information about the Foundation's clients, partners, patents, trade secrets, business plans, or operations. Paid Team Members and all Volunteers are also required to abide by the Non-Disclosure Agreement they have signed with the Foundation.

## **8. Termination**

Upon termination of their employment or contract with the Foundation, Paid Team Members shall surrender all intellectual property rights in the Products created during their employment or contract period and shall provide the Foundation with any necessary assistance to protect and enforce these rights. However, if a volunteer has contributed to the development of books, courses, mini-courses, educational packages, educational videos/audios, podcasts, games, patents, inventions, educational technologies, educational kits, robots, or toys while working without any expectation of salary or compensation, they may be entitled to retain a portion of the copyright or ownership of the contributed work. The specific percentage of ownership that an unpaid volunteer may retain will be determined on a case-by-case basis, taking into consideration the extent of their contribution and the number of contributors. The ownership percentage will not exceed 40%. Volunteers will not have ownership or intellectual property rights over other products, such as articles, presentations, artistic works, designs, symbols, logos, business plans, business models, online posts, websites, weblogs, social media channels, or reports.