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From: Executive Board UM and Board of Directors azM  
Regarding: Clarification articles Knowledge Rights Regulation  
Date: 21 November 2025

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This explanatory note clarifies a number of articles from the Knowledge Rights Regulation:

**1. Article 7.2 under c: the use of UM and/or azM**

The net income for UM and/or azM will be distributed in accordance with the ownership ratio as set out in Article 6:

- UM and azM (each 50%) if it concerns an employee of FHML and/or azM (if the integration proceeds as described in Article 6.2);
- UM and azM (in proportion to each party's contribution as set out in Article 6.3) if it has been developed jointly by one or more UM employees who are not FHML employees and one or more azM employees.
- UM if it concerns only an employee of UM who is not employed by FHML.

For the avoidance of doubt, it is hereby noted that where the Regulations refer to UM/azM or UM and/or azM, this refers to the employer relationship (with the exception of Articles 6, 8, and 7.2(c) as set out above):

- UM and azM if an Employee works for both UM and azM
- UM if the Employee is employed solely by UM
- azM if the Employee is employed solely by azM.

**2. Article 7.10: Best efforts obligation for UM and azM**

As employers, UM and azM have a best efforts obligation to obtain the correct details of former Employees. This means that they will not only contact former Employees using the details known to UM and azM, but if the correct details of former Employees prove to be out of date, other channels such as social media will also be used to obtain the correct details. However, it remains the obligation of the (former) Employee to provide all correct details.

**3. Article 8.6 in relation to Article 11**

The UM Executive Board has made a commitment to UM employees that they may escalate matters on the basis of Article 11 if they disagree with a decision not to register or maintain a patent as taken in Article 8.6.

The UM Executive Board will assess the grounds for escalation and deviate from the Regulations in favor of the employee in order to reward the employee for the risk they have taken to register or maintain the patent at their own expense. In this case, UM will decide to award 40% of the Net Income to the Employee(s), subject to the CAP as referred to in Article 7.7.

Finally, we hereby undertake to involve the Lokaal Overleg in the drafting of a new version of the Regulations (timeframe: within 2-3 years). To this end, one or more representatives of the Lokaal Overleg will be invited to discuss the principles of a new Regulation, and the Lokaal Overleg will be given the opportunity to assess the new draft text and provide input before this draft text is submitted to the various bodies for decision-making.