

Intellectual Property (IP) Protection and Ownership Policy

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Department: Legal & R&D

1. Ownership of Developed IP

NexaCore Solutions is a technology company whose core value lies in its Intellectual Property (IP).

- Work Product:** All inventions, discoveries, software code, algorithms, machine learning models, training data sets, technical documentation, and business processes developed or created by an Employee during the course of employment shall be deemed "**Work Product**".
- Assignment:** All rights, title, and interest in and to the Work Product are the exclusive property of NexaCore Solutions, with no additional consideration due to the Employee beyond their regular salary. This is confirmed via the standard **Employee Confidentiality and IP Assignment Agreement**.

2. Protection of Core Assets

IP Asset	Protection Method	Responsibility
Source Code/Algorithms	Copyright, Trade Secret protection, Restricted Access (Zero Trust).	Engineering/Legal
Brand Name and Logo	Trademark registration in key jurisdictions (UAE, KSA, EU, US).	Legal/Marketing
Proprietary ML Models	Trade Secret protection, encryption, strict access control, non-disclosure agreements (NDAs).	R&D/Security
Patents	Proactive assessment and filing of patent applications for novel architectural	Legal/R&D Innovation Committee

	breakthroughs.	
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3. Third-Party IP and Open Source Software (OSS)

- **Use of Third-Party Materials:** No external software, code snippets, licensed APIs, or data sets may be incorporated into NexaCore's products without prior written approval from the Engineering Lead and Legal Department, confirming license compatibility.
- **Open Source Governance:** The use of Open Source Software (OSS) must comply with the **Software Licensing and Open Source Policy**. Developers must use an approved software composition analysis (SCA) tool to track and manage all OSS dependencies and licenses.

4. Enforcement

The Legal Department is mandated to actively monitor and pursue all necessary legal action against any infringement, misappropriation, or unauthorized disclosure of NexaCore's IP.