

WEGROYOU · INVESTORS · UNIVERSITIES · INTERNAL

IP Pool Policy — Wegro.africa

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PURPOSE

This policy defines what intellectual property is contributed to the Wegro.africa IP pool, who controls it, how it is licensed, and how royalties flow back to the NPC.

1. Scope

The IP pool comprises every replicable asset created on the WeGroYou campus or by NXT verticals operating under the Wegro.africa rails:

- Curriculum and programme designs (Chefs, Rangers, Sportif, Ventures, Basic School)
- Brand systems (WeGroYou, NXT family, Wegro.africa marks)
- Operating playbooks (hospitality, school, venture-builder)
- Software, data and digital rails developed for the campus
- Hall of Fame archive and editorial content

2. Ownership

The IP pool is owned by the NPC. ManCo, vertical operators, contributors and founders grant the NPC a perpetual, royalty-free, sub-licensable license to all IP created in connection with the campus.

3. Licensing

The NPC may license the IP pool to other campuses, valley operators and Wegro.africa franchises. Royalty terms are set per licence by the NPC board. Royalties flow to the NPC and are subject to the same 30%-after-reserve distribution policy as campus EBITDA.

4. Reserved matter

Any sale, exclusive license, or pledge of the IP pool is a reserved matter and requires a 75% NPC board supermajority. Non-exclusive licenses on standard terms can be approved by ManCo within board-approved guidelines.

5. Attribution

Original contributors are credited in derivative works. Where a contributor's name has commercial value (e.g. a named chef or coach), commercial use of the name requires separate consent.