

REMUNERATION AND INCENTIVE SYSTEM

- Patented technology

Patents on AMC inventions are filed and maintained by the AMC. The Technology Transfer Office is responsible for the patenting process (and the associated costs), and for the commercialization, either through licensing to existing companies or by setting up AMC spin-off companies that obtain the right to use one or more patents (see below). Before any licensing revenues are divided, patenting and other out-of-pocket costs are recovered from the gross income. Net licensing revenues from products/services covered by an AMC patent are divided as follows:

Inventor(s): 33.33%, with a cap of € 1 million per inventor over the lifetime of the patent.
Department(s): 33.33%, with a cap of € 1 million over the lifetime of the patent.
AMC general: 33.33%

Per default, if there is more than one inventor, each inventor receives an equal share. Departments have to reallocate their share to the research group(s) of the AMC employees who are the inventors of the patent. In the case that more than one department is involved, per default all departments get an equal share, irrespective of the number of inventors or their direct contribution to the technology, if no other mutual arrangement is made.

- Non-patented technology

All revenues from non-patented technology (with the exception of software; see below) that do not exceed € 25,000 go to the department(s) at which the non-patented technology was developed. Revenues in excess of € 25,000 are divided as if they were licensing revenues from software (see below).

Similar to patented technology, departments have to reallocate their share to the research group(s) of the AMC employees who developed or who made a substantial contribution to the development of the software. In the case that more than one department is involved, per default all departments get an equal share, irrespective of the number of contributors or their direct contribution to the technology, if no other mutual arrangement is made.

- Non-patented technology (software)

Net revenues from software licenses are divided as follows:

Department(s): 66.67%, with a cap of € 1 million
AMC general: 33.33%

Similar to patented technology, departments have to reallocate their share to the research group(s) of the AMC employees who developed or who made a substantial contribution to the development of the software. In the case that more than one department is involved, per default all departments get an equal share, irrespective of the number of contributors or their direct contribution to the technology, if no other mutual arrangement is made. The head(s) of the department(s) may decide to reward employees involved in the project that resulted in the licensed software (whether or not they contributed to the actual development of the software) a fair and reasonable share, up to 33.33% of the total income, i.e. 50% of the departmental income.

NB Payments earmarked for research activities that are received under the licensing or a related R&D agreement are excluded from the above arrangements.

- Patented technology commercialized through a limited company (spinoff)

Revenues generated by the AMC by selling its shares in the company and/or licensing income from the spin-off company can flow back to non-founding inventors, research groups and AMC general.

Inventor(s):

If an inventor plays an active role in the limited company, he/she can receive options/shares instead of sharing AMC's licensing income. The number of options/shares is decided upon by the Executive Board of the AMC and depends on the business case, but in general corresponds to 4.99% of the total number of shares. This is in accordance with the NFU guidelines and remains below the tax limit of a substantial interest.

Inventors without an active role in the company are entitled to compensation derived from the proceeds of any sale of AMC shares and/or licensing. The actual compensation is determined by the AMC, and depends on the relative contribution of the inventor, the invention and the AMC towards the revenues obtained by the company. The compensation from such proceeds is – similar to compensation from direct licensing income - capped at € 1 million per inventor.

In contrast to the aforementioned options for founders, employees' options (i.e. options awarded by the company as part of an employee stock-plan) are not available to researchers who are on the AMC's payroll.

Research group:

The research group from which the technology arose receives a percentage (determined by the AMC) of the proceeds of any sale of AMC's shares. The remainder of these proceeds goes to AMC general.