अखिल भारतीय आयुर्विज्ञान संस्थान
ALL INDIA INSTITUTE OF MEDICAL SCIENCES
NEW DELHI

AIIMS
Faculty Entrepreneurship Policy

From Ideas to Impact

INNOVATION | ENTREPRENEURSHIP |
TRANSLATION | BETTER HEALTH FOR ALL



FACULTY INNOVATION

MENTORSHIP & EXPERTISE

START-UP SUPPORT

PATIENT-CENTRIC SOLUTIONS



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FOREWARD

The **All India Institute of Medical Sciences (AIIMS), New Delhi**, has long been at the forefront of medical education, research, and patient care. As the healthcare landscape evolves, translating scientific discoveries and clinical insights into accessible, affordable, and impactful healthcare solutions has become an important institutional priority.

The **AIIMS Faculty Entrepreneurship Policy** establishes an enabling framework for faculty members to translate their inventions and research outcomes into viable ventures, fostering responsible entrepreneurship and the commercialisation of intellectual property. It aligns with the national vision of *Atmanirbhar Bharat*, *Make in India*, and *Startup India*, while reinforcing AIIMS's commitment to scientific excellence, innovation, and public health.

The policy provides clarity on the permissible forms of faculty engagement in entrepreneurial ventures, the respective rights and obligations of faculty members and the Institute, and the principles governing equity participation and institutional interests. It also envisages structured incubation support through the Centre for Medical Innovation and Entrepreneurship (CMIE), AIIMS, New Delhi to help faculty innovators navigate the journey from concept to commercialisation through appropriate institutional guidance and ecosystem support.

Importantly, entrepreneurship is envisaged as a complementary avenue for faculty engagement, with clinical care, teaching, research integrity, and institutional responsibilities remaining paramount. All entrepreneurial activities must be undertaken in accordance with applicable institutional policies, ethical standards, and approval mechanisms.

This policy marks an important step towards nurturing a culture of innovation at AIIMS, New Delhi enabling indigenous healthcare solutions to progress from promising ideas to meaningful clinical and societal impact.

अखिल भारतीय आयुर्विज्ञान संस्थान
अंसारी नगर, नई दिल्ली – 110029, भारत

All India Institute of Medical Sciences
Ansari Nagar, New Delhi-110029, INDIA

शरीरमाद्यं खलु धर्मसाधनम्

आचार्य (डॉ.) निखिल टंडन
निदेशक

Prof. (Dr.) Nikhil Tandon
M.D. Ph.D. (Cantab.), FAMS, FRCP (London), FASc., FNASc., FNA
DIRECTOR



दूरभाष/Phone: (कार्या./Off.) +91-11-26588000, 26594800, 26594805
ई-मेल/Email : director@aiims.gov.in

27th October 2026

MESSAGE

The All India Institute of Medical Sciences (AIIMS), New Delhi, has consistently played a pioneering role in advancing medical education, research, and patient care in India. As healthcare challenges become increasingly complex, there is a growing need to translate scientific discoveries and clinical insights into innovative, accessible, and affordable healthcare solutions. Faculty-led entrepreneurship provides an important pathway to bridge the gap between research and real-world clinical application.

The **AIIMS Faculty Entrepreneurship Policy** represents a significant step towards nurturing an institutional culture that encourages innovation, supports the responsible commercialisation of intellectual property, and enables faculty members to transform promising ideas into impactful healthcare technologies and enterprises. By providing an enabling framework for entrepreneurship, the policy seeks to strengthen the connection between academic research, clinical expertise, and industry collaboration. The policy aligns with the Government of India's broader vision under initiatives such as Atmanirbhar Bharat, Make in India and Startup India, and complements the National Health Policy's emphasis on accessible, affordable, and quality healthcare by enabling the translation of indigenous medical research into scalable, patient-centric healthcare solutions.

AIIMS, New Delhi recognises that innovation extends beyond the laboratory. It requires multidisciplinary collaboration, appropriate institutional support, regulatory preparedness, and a sustained commitment to patient welfare. Through this policy, we aim to empower our faculty to pursue entrepreneurial initiatives while upholding the highest standards of academic integrity, institutional accountability, and ethical responsibility.

I encourage our faculty members, industry partners, and other stakeholders to actively contribute to this endeavour. Support through the institutional incubator will further facilitate the progression of promising innovations towards practical application.

I extend my sincere appreciation to all members of the committee for their valuable contributions, expertise, and commitment in developing this important policy. I am confident that its effective implementation will nurture a strong culture of responsible innovation at AIIMS, New Delhi and strengthen India's healthcare innovation ecosystem, and contribute meaningfully to the health and well-being of our people.

(Prof. Nikhil Tandon)
Director

अनुसन्धान अनुभाग
अखिल भारतीय आयुर्विज्ञान संस्थान
अंसारी नगर, नई दिल्ली–110029

RESEARCH SECTION
All India Institute of Medical Sciences
ANSARI NAGAR, NEW DELHI-110029



दूरभाष/Phones: 26588500, 26588700, 26588900
Extn. : 4245, 4258, 3273, 4929, 6733, 3554
फैक्स सं०/Fax No.: 011-26588663, 26588641
ई–मेल/E-mail : researchsectionaiims@gmail.com

MESSAGE

Research at the All India Institute of Medical Sciences (AIIMS), New Delhi, has the potential to generate transformative solutions to some of the most pressing challenges in healthcare. However, the true value of research is realised when scientific knowledge moves beyond publications and prototypes to deliver measurable benefits for patients, healthcare systems, and society. Faculty entrepreneurship provides an important mechanism for advancing this transition from discovery to translation and impact.

Building upon AIIMS, New Delhi's foundational pillars of healthcare, education, and research, innovation and entrepreneurship should emerge as the fourth pillar, enabling the translation of institutional knowledge and discoveries into tangible healthcare solutions and societal impact. The **AIIMS Faculty Entrepreneurship Policy** establishes an enabling framework for faculty members to translate their research outcomes, clinical observations, and intellectual property into viable innovations and sustainable enterprises. It seeks to encourage responsible entrepreneurship while facilitating collaboration among clinicians, scientists, engineers, industry partners, and the broader innovation ecosystem.

The policy provides an institutional foundation for strengthening inter-disciplinary linkages and ensuring that promising innovations are developed with due consideration for quality, safety, efficacy, affordability, and patient needs. This policy is envisaged as a complementary avenue for faculty engagement, not a substitute for their primary professional responsibilities; the delivery of quality patient care, academic commitments, and research integrity must remain paramount, with entrepreneurial pursuits undertaken in accordance with institutional policies and applicable approvals.

Together, we can advance a culture of innovation that not only strengthens AIIMS, New Delhi but also contributes meaningfully to India's vision of self-reliance in healthcare technology and the development of globally relevant, patient-centric solutions.

Radhika Tandon

Prof. Radhika Tandon,
Dean (Research)
All India Institute of Medical Sciences,
New Delhi

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अखिल भारतीय आयुर्विज्ञान संस्थान
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MESSAGE

The journey from a promising research idea to a clinically relevant and commercially viable healthcare solution requires sustained effort, multidisciplinary expertise, and a supportive institutional ecosystem.

The **AIIMS Faculty Entrepreneurship Policy** seeks to facilitate this journey by providing a structured framework through which faculty members can pursue entrepreneurial initiatives, develop and commercialise intellectual property, and engage with start-ups and industry. It encourages the responsible translation of institutional research into solutions that address real-world clinical challenges while maintaining appropriate academic, ethical, and institutional safeguards. The policy draws upon the broader national framework for biomedical innovation and entrepreneurship, including the ICMR–DHR Policy on Biomedical Innovation and Entrepreneurship, while incorporating relevant learnings from the innovation and entrepreneurship ecosystems of the Indian Institutes of Technology (IITs) and other Institutions of National Importance (INIs), adapted to the distinctive clinical, academic, and institutional context of AIIMS, New Delhi.

Successful healthcare innovation requires coordinated support across the entire development pathway—from identifying unmet clinical needs and protecting intellectual property to prototype development, analytical assessment, clinical validation, regulatory preparedness, and eventual adoption. Institutional mechanisms such as incubation support, expert mentorship, and industry engagement can play an important role in helping innovators navigate these stages.

I encourage our faculty members and scientists to view entrepreneurship as a complementary avenue for fulfilling AIIMS, New Delhi's research and healthcare mission. With a shared commitment to innovation, integrity, and patient welfare, we can help transform ideas into sustainable solutions that contribute to the advancement of healthcare in India.

Prof. Govind Makharia,
Associate Dean (Research)
All India Institute of Medical Sciences.
New Delhi

Faculty Entrepreneurship Policy - Abstract

- The AIIMS Faculty Entrepreneurship policy as proposed is in response to the National endeavour towards innovation and entrepreneurship and in line with similar policies in place at most leading institutions globally and in India. It is an essential initiative to move research at AIIMS towards translational stage and to lead to meaningful healthcare products and services which would benefit the society.
- The Government also has launched the Start-up India and Invest India Missions aimed at fostering India's Start-up culture and creating a robust, inclusive ecosystem for innovation and entrepreneurship and enabling and empowering all investors to start, run, and grow their enterprises in India as part of the "Make in India" strategy.
- In order to foster inventions, innovations, entrepreneurship, and start-ups at higher educational institutions, the government has launched enabling policies which include
    - National Innovation and Start-up Policy (NISP) for Students and Faculty/scientist released in 2019 as a guiding framework for Higher Education Institutions (HEI);
    - ICMR/DHR policy on biomedical innovation and entrepreneurship for Medical Professionals, Scientists and Technologists at Medical, Dental, Para-Medical Institutes/College released in 2022.
- These policies aim to enable the institutions to actively engage students, faculties/scientists and staff in innovation and entrepreneurship related activities.
- The ICMR/DHR policy also suggests the individual medical colleges to have the entrepreneurship policy in place to support and promote the innovation ecosystem. AIIMS, New Delhi is taking steps towards playing a leadership role to get a sturdy policy for aspiring entrepreneurs in healthcare domain. AIIMS, New Delhi already has its IPR Policy (AIIMS IPR Policy 2017) in place approved by Governing Body which clearly states the share in the IPR. This faculty entrepreneurship policy (FEP) is proposed in continuation with IPR policy and in line with the ICMR/DHR's policy.
- Since, the national policies and Government's initiative are aligned towards supporting innovations, faculty/scientists of AIIMS, New Delhi should also take on roles and responsibilities as an entrepreneur.
- AIIMS, New Delhi already has a Bioincubator the "Centre for Medical Innovation and Entrepreneurship" (CMIE) to encourage faculty/scientists for start-ups with the support of DBT-BIRAC.
- It is proposed a non-negotiable 5%:95% (AIIMS:start-up) share maybe levied from the start-up by AIIMS, New Delhi through CMIE.
- This is line with many incubators and also as discussed with DBT-BIRAC.
- The policy is proposed for faculty/scientists but maybe opened to other stakeholders in future, if required.

Faculty Entrepreneurship policy for AIIMS, New Delhi

Preamble:

The AIIMS Faculty Entrepreneurship policy as proposed is in response to the National effort towards innovation and entrepreneurship and in line with similar policies in place at most leading institutions globally and in India. It is an essential initiative to move research at AIIMS towards translational stage and to lead to meaningful healthcare products and services which would benefit the society. The Government also has launched the Start-up India and Invest India Missions aimed at fostering India's start-up culture and creating a robust, inclusive ecosystem for innovation and entrepreneurship and enabling and empowering all investors to start, run, and grow their enterprises in India as part of the "Make in India" strategy. In order to foster inventions, innovations, entrepreneurship, and start-ups at higher educational institutions, the government has launched enabling policies which include (a) National Innovation and Start-up Policy (NISP) for Students and Faculty/Scientist released in 2019 as a guiding framework for Higher Education Institutions (HEI); and (b) ICMR/DHR policy on biomedical innovation and entrepreneurship for Medical Professionals, Scientist and technologists at medical, dental, para-medical institutes/college released in 2022. Both these policies aim to enable the institutes to actively engage students, faculties and staff in innovation and entrepreneurship (I & E) related activities.

Over the past two decades, there has been a rise in the number of innovative healthcare start-up venture/enterprise and entrepreneurship. Such is made possible by a unified ecosystem that supports cross-functional, multifaceted collaborations across the fields of clinical medicine, biomedical research, commercial industry, and not-for-profit organisations. Fostering such ideas will result in growth driven by innovation, the creation of long-term jobs, and equitable economic development.

Framework:

This document is in line with the recently released “ICMR/DHR Policy On Biomedical Innovation & Entrepreneurship for Medical Professionals, Scientists and Technologists at Medical, Dental, Para-Medical Institutes/College” in India, formulated by the Indian Council of Medical Research-Departmental of Health Research (ICMR-DHR). The above said ICMR/DHR policy notes the need for medical researchers to take forward novel ideas in laboratory and clinical research towards translation to commercially viable innovations and products.

Such progress from bench to bedside may be best made by the innovators themselves who have the advantages of a thorough understanding of the product, its applications, and also the intellectual investment and passion to take things forward. Most Institutions

of National Importance in India already have institutional systems and policies in place for faculty/scientist members and scientists to engage in entrepreneurial enterprise for the commercial application of their research. The ICMR/DHR policy calls on medical institutions too to put in place mechanisms to engage their faculty and scientists similarly. The benefits to society and to the national cause in taking medical research further to the stage of translation and commercial application is immense.

Towards this end, AIIMS, New Delhi, in line with the best practices of other institutes of higher learning across the world, should encourage interested faculty/scientist members to have start-ups that are a direct result of their research activities. This policy seeks to define the modalities and parameters of such activity, and to define the balance between their academic and healthcare responsibilities and their entrepreneurial role.

Following a series of consultative meetings with both internal and external (representative from DBT-BIRAC, ICMR, IIT) members, the Faculty Entrepreneurship Policy for AIIMS, New Delhi is formulated.

Vision:
This policy aims to encourage innovation and entrepreneurship related to healthcare while the main focus of AIIMS, New Delhi remains patient-care, teaching and research.

Mission:
To inspire, cultivate, and promote healthcare innovations in the research ecosystem of the Institute in alignment with national policies.

Objectives:

- Inspire, cultivate, and promote innovations in the field of healthcare
- Create an ecosystem that would encourage translational research and healthcare solutions for societal benefit
- Enable faculty/scientists to participate in and nurture the entrepreneurial innovation ecosystem

Scope of the Policy:
The policy at present is applicable for faculty/scientists on regular employment with minimum 2 years of service at AIIMS, New Delhi.

The Ecosystem:
The AIIMS-Bioincubator – the "Centre for Medical Innovation & Entrepreneurship (CMIE)"- has been initiated at AIIMS with the financial assistance of the Biotechnology Industry Research Assistance Council (DBT-BIRAC) of the Department of Biotechnology, Govt. of India. The CMIE seeks to capitalize on indigenous academic innovations in the

healthcare sector by enabling Indian start-ups to leverage the mentorship and guidance of AIIMS clinical and non-clinical faculty/scientist, and also by giving them access to advanced laboratory equipment and resources at AIIMS at nominal payment. In its selection of Start-ups to associate with, the CMIE prioritizes both social impact and commercial impact. The mandate of the CMIE- AIIMS is to

a. Provide the platform for the partnership of AIIMS faculty and scientists with the Entrepreneurial ecosystem;
b. To nurture aspiring entrepreneurial minds to transform innovative ideas into feasible commercial entities
c. To develop a network of partnerships with other incubators in India and also with organizations providing allied services and skill-sets relating to IP, technology prototype manufacturing, regulatory approval, funding and start-up venture/enterprise development etc. for innovative technologies
d. To hold educational and training workshops/lectures to hone healthcare entrepreneurship.

- CMIE-AIIMS will provide the space and facilities under CMIE for the faculty/scientist owned venture against which a nominal rental will be charged as per the approved charges available on www.cmie-aiims.in.
- CMIE-AIIMS envisions to coordinate, synergize, and utilize the numerous strands of excellence fostering innovation and entrepreneurship in a dynamic ecosystem made up of cutting-edge scientific and technological research, a highly effective organization promoting industry linkages, and incubation in healthcare sector.
- CMIE-AIIMS will empanel techno-legal representatives, chartered accountants, patent attorneys, company secretaries who would provide the necessary support to the faculties who wish to engage in entrepreneurial ventures.
- CMIE – AIIMS to also engage "Fee for service" formula wherein, support (legal, techno-legal, IPR, start-up venture/enterprise, investment, equipment support and others) will be charged or equity maybe availed.
- A self-declaration will be signed by Faculty/Scientist about their engagements in start-up venture and placed in records of CMIE – AIIMS.

Norms for Faculty/Scientists of AIIMS, New Delhi engaging in Start-up Venture/Enterprise

This policy proposes mechanisms as followed in other leading Indian institutions like IITs, CSIR institutes etc. for establishing incubation programs for technology start-ups led by Faculty/Scientist of AIIMS, New Delhi, which are the results of research efforts carried out by such Faculty/scientist.

Many research and development projects are conducted by AIIMS, New Delhi faculty/scientists in a variety of cutting-edge fields of health science, basic science and technology. It is crucial that these research findings are turned into marketable goods so that society as a whole can benefit. To this purpose, AIIMS, New Delhi should enable interested faculty/scientists to form start-ups to engage in enterprises that are a direct product of the faculty/scientist's research and development activities.

A faculty/scientist-driven innovation/enterprise originating at AIIMS, New Delhi would ideally be incubated in the Institutional Bio-incubator i.e; at CMIE - AIIMS. However, in special circumstances, if adequate justification is offered, the institute may permit a faculty/scientist to open, operate, or incubate in other incubators.

1. ***The possible engagements of faculty/scientist:***
    a. Faculty/scientist on board of a start-up venture (With/without shareholding)
    b. Faculty/scientist as a mentor/advisor (volunteer service/honorarium basis)
    c. Faculty/scientist as a Founder/promoter

    Though the faculty/scientist may be allowed to engage in a start-up venture/enterprise as a founder/promoter, he/she will hold a non-executive post, wherein the engagement in such ventures does not affect other responsibilities towards the Institution in relation to patient-care, teaching and research. The innovation/entrepreneurial activities should not exceed 20% time of working hours.

    A faculty/scientist may take a sabbatical or a leave without pay if they want to work longer than the terms stated above after taking the requisite permissions from AIIMS, New Delhi.

    Faculty/scientist engaged in a start-up venture by only holding shares is capped to a maximum number of 5 engagements with cumulative shareholding of not more than 25%.

    If faculty/scientist engages as a mentor/advisor, he should have domain expertise in the engaging venture, and if honorarium is being received, the amount should not exceed 20% of the annual salary from institution and a maximum of 2 engagements may be allowed in a calendar month.

2. ***Setting up Start-up Venture/Enterprise***
    The faculty/scientist is allowed to form any start-up venture/enterprise in accordance with The Company Act 2013 or LLP Act 2008 of Ministry of Corporate

Affairs, Govt of India. However, a start-up venture/enterprise must comply with the following under its article and must comply with the following guidelines.

a. Start-up Venture/Enterprise eligible under this 'Policy' –
   The start-up venture/enterprise must pursue entrepreneurial venture that are a direct result of the research and development activities of the faculty/scientists of AIIMS, New Delhi. This may include the continuation of research initiated by a faculty/scientist before joining the AIIMS, New Delhi subject to the consent of the previous Project Investigator (PI)/ Inventor.

b. Protocol to setting up a Start-up Venture/Enterprise
   - Preference will be given to faculty/scientist having/being part of IP generated or in receipt of grants from recognised agencies; preferably government (eg: BIG grant, etc).
   - CMIE – AIIMS to be used as incubator by faculty/scientist start-up venture/enterprise. Start-up venture/enterprise may also seek incubation at other incubators if deemed necessary, with proper justifications.
   - Faculty/scientist to clearly state mode of engagement in the proposed start-up venture/enterprise and extent of financial commitments, if any.
   - Application for seeking approval of the institution for engagement in start-up venture/enterprise shall be routed through the AIIMS Bioincubator (CMIE – AIIMS).
   - Application to clearly state:
     a. mode of engagement in start-up
     b. Financial commitments in terms of shareholding/equity.

3. ***Responsibilities of the Faculty/Scientist***s

All the faculty/scientist entrepreneurs must ensure the following:

a. Before being a part of any start-up venture/enterprise, a faculty/scientist must notify the institution, obtain authorization in advance, and agree to any terms set forth by the institution. A self-declaration form mentioning the engagement should be signed and shared with the incubator (CMIE – AIIMS) for its records.
b. The entrepreneurial activities shall be initiated and/or managed through AIIMS Bioincubator "Centre of Medical Innovation & Entrepreneurship" with prior written permission from AIIMS, New Delhi.
c. Faculty/Scientist should balance their patient care and academic obligations with their entrepreneurial roles. The faculty/scientist must ensure that his/her duties and responsibilities as a member of AIIMS, New Delhi take precedence over all other activities in a transparent and responsible manner. As part of this above condition, faculty/ scientist would be expected to devote no more than 20% of their working hours to the start-up venture.

d. Faculty/ scientist should adhere to the various provisions and governmental norms and regulations.
e. Faculty/scientist should not engage any subordinate staff of AIIMS, New Delhi for activities related to start-up venture/enterprise.
f. Faculty/scientist owned start-up venture/enterprise are encouraged to provide a certain number of the product at free of cost/subsided cost to patients availing healthcare service at AIIMS, New Delhi.
g. Venture should be incubated at CMIE-AIIMS to engage Faculty/scientist in non-executive roles.

4. ***Usage of Institute Resources and IP Rights***

- As stated previously, AIIMS, New Delhi may enable and permit members of its faculty/scientist to incorporate start-up venture/enterprise whose entrepreneurial objectives are to be fulfilled by using know-how and/or technologies developed by the faculty/scientist at AIIMS, New Delhi, including the cases where the initial IP development may have been carried out by the faculty/scientists before joining AIIMS, New Delhi. Faculty/scientists may hold equity in such start-ups/enterprises, and the faculty/scientists and AIIMS, New Delhi may hold IP rights and know-how to the technology which is relevant for such enterprises incorporated to take forward research activities to translational stage.

  It is therefore critical that there is clarity vis-à-vis policy of usage of institution resources; know-how developed using institute resources and IP Rights.
- In the event the start-up venture/enterprise uses any "Know-How" for translational purpose in the enterprise, which has not been secured through any IP prospects, then the faculty/scientist as to disclose the source of origin of such "Know-how". Also, the specific intended contribution in terms of his or her expertise and experience should be clarified.
- The start-up/enterprise may seek licensing of IP rights of technology and know-how related to the technology so as to enable it to project and to seek other partners and funding. In the event that such IP has been protected by filing/ grant of patent where AIIMS, New Delhi is an applicant & the faculty/scientist is an inventor, then the start-up venture/enterprise may request for assignment of the IP from AIIMS, New Delhi to the start-up venture/enterprise , the grant of which may be guided by the AIIMS, New Delhi policy and due execution of Tech-Transfer by executing of License Agreement and IP Assignment Agreement, following approval by the Competent Authority, AIIMS, New Delhi.
- AIIMS and AIIMS Bioincubator shall be entitled to a share in equity in the start-up venture/enterprise in lieu of the facilities provided and transfer of IP. Three parties are involved in this scenario: (i) start-up venture/enterprise; (ii) AIIMS, New Delhi and (iii) Bioincubator (CMIE - AIIMS) where the start-up is incubated. The Institute

and Bioincubator provide the start-up the support, resources, and guidance. The institution (AIIMS, New Delhi) could rely on the Bioincubator (CMIE – AIIMS) to track the usage and progress of the start-up in order to recoup the cost associated with technology development. AIIMS, New Delhi and AIIMS Bioincubator shall be entitled to a share in equity in the start-up venture/enterprise in lieu of the facilities provided and transfer of IP. In lieu of the above the Institution shall receive 5% of undiluted equity of the enterprise. In such a scenario, it would be prudent to convert CMIE – AIIMS into a Special Purpose Vehicle (SPV) such as a Section – 8 not-for-profit organization. Such an entity will be owned by AIIMS, New Delhi with staff hired at the Bioincubator (CMIE – AIIMS) appointed on selection basis.

- The start-up/enterprise may also use other facilities (CCRF, SAIF and CAF) on campus on nominal payment basis including the incubator's captive infrastructure and various state-of-the-art facilities run by AIIMS, New Delhi, as per the rates mentioned on www.cmie-aiims.in.

5. ***Resolution of conflicts***

In situations in which the objectivity of a faculty/scientist - due to his/her association with the start-up/enterprise could be reasonably questioned, the Director of AIIMS, New Delhi may establish an independent committee to investigate the operation of the Start- up/enterprise and possible conflict of interest between the functioning of the start-up and the academic and or patient care duties of the faculty/scientists associated with the start-up/enterprise. Disciplinary actions will be taken if found violating the R&R of AIIMS, New Delhi and the set guidelines of Entrepreneurship Policy. Any matter that cannot be resolved by the independent committee, the matter may be subjected to the jurisdiction of High Court of Delhi only.

6. ***Taxation of Innovation, Entrepreneurship and Start-Ups***

Information on taxation of innovation, entrepreneurship and start-ups may be referred to Annexure II of ICMR/DHR Policy on Biomedical Innovation & Entrepreneurship for Medical Professionals, Scientists and Technologists at Medical, Dental, Para-Medical Institutes/College.

7. ***Impact Assessment***

Faculty/scientist's entrepreneurial initiatives may be assessed regularly using well defined assessment parameters: IP(s) filed, technologies licensed/commercialized, products developed, number of employments generated, start-ups created, support systems provided.

8. ***Revision of the Policy***

The policy may be revised and updated as and when deemed necessary by the Institute.

9. ***Definitions***

- "AIIMS" or the "Institute" shall mean "All India Institute of Medical Sciences, New Delhi".
- "Policy" means Faculty/scientist Entrepreneurship Policy of AIIMS, New Delhi.
- "Faculty" shall mean a regular faculty of AIIMS, New Delhi.
- "Scientist" shall mean a regular scientist of AIIMS, New Delhi
- "Incubation" herein shall mean the incubation at bio-incubator (CMIE-AIIMS), New Delhi
- "Board of Directors" or "Board", in relation to a company, means the collective body of the directors of the company to oversee the affairs of a company and its compliance to its legal responsibilities.
- "Promoter" means a promoter defined under section 2(69) of The Companies Act 2013 (promoter means a person— (a) who has been named as such in a prospectus or is identified by the company in the annual return referred to in section 92; or (b) who has control over the affairs of the company, directly or indirectly whether as a shareholder, director or otherwise; or (c) in accordance with whose advice, directions or instructions the Board of Directors of the company is accustomed to act: Provided that nothing in sub-clause (c) shall apply to a person who is acting merely in a professional capacity)
- "Share" means a share in the share capital of a company and includes stock
- "Equity" shall mean liability-free equity shares (fully paid up) of the Company, having voting rights in the Company.
- "Start–up" means an entrepreneurial venture in the early stages of operations, as defined in Department for Promotion of Industry and Internal Trade dt. 19th Feb 2019.
- "Intellectual property" Intellectual property refers to creations of the mind, such as inventions; literary and artistic works; designs; and symbols, names, and images used in commerce, typically including but not restricted to the Patent, Trademark, Copyrights and Related Rights, Geographical Indications, Trade Secret, Plant Varieties, Industrial Designs, Semiconductor Integrated Circuit Layout Designs, Technological know-how and the like.
- "Invention" means a new product or process involving an inventive step and capable of industrial application
- "Inventor" means the person responsible for the invention or creating a technological know-how

10. Abbreviations:

AIIMS, New Delhi	All India Institute of Medical Sciences, New Delhi
CMIE	Centre for Medical Innovation and Entrepreneurship
BIRAC	Biotechnology Industry Research Assistance Council
ICMR	Indian Council of Medical Research
DHR	Department of Health Research
DBT	Department of Biotechnology
NISP	National Innovation and Start-up Policy
HEI	Higher Education Institutions
INI	Institute of National Importance
BioNEST	Bioincubators Nurturing Entrepreneurship for Scaling Technologies
IP	Intellectual Property
IPR	Intellectual Property Rights
DPIIT	Department for Promotion of Industry and Internal Trade
LLP	Limited Liability Partnership
CCRF	Centralized Core Research Facility
CAF	Central Animal Facility
SAIF	Sophisticated Analytical Instrumentation Facility
R&R	Rules & Regulations

11. **References:**
    a. ICMR/DHR Policy On Biomedical Innovation & Entrepreneurship for Medical Professionals, Scientists and Technologists at Medical, Dental, Para-Medical Institutes/College
    b. National Innovation and Start-up Policy 2019 for Students and Faculty/scientist – A guiding framework for higher education Institutes.
    c. Institute Innovation and Start-up Policy – Indian Institute of Technology, Hyderabad
    d. Faculty/scientist Entrepreneurship Policy – Indian Institute of Technology, Kanpur

The policy has been drafted by the committee formalised by The Director, AIIMS, New Delhi. Members of the committee include:

Prof. Kaushal K Verma, Dean (Research)	Chairman
Prof. Vineet Ahuja, Associate Dean (Research),	Member
Prof. Alok Thakar, Project Head, CMIE	Member
Prof. Sandeep Singh, Dept. of Cardiology	Member
Prof. SVS Deo, Dept. of Surgical Oncology (IRCH)	Member
Dr. Manish Diwan, Head - Strategic Partnership & Entrepreneurship Development, DBT-BIRAC	Member
Dr Shirshendu Mukherjee, Mission Director, DBT-BIRAC	Member
Dr. Suchita Markan, Scientist – E, ICMR	Member
Dr. Anil Wali, MD, FITT – IIT, New Delhi	Member
Prof. A. K. Dinda, Chief Coordinating Officer, CMIE	Member

3 rounds of consultative meetings were organised dt. 26thApril 2023, 30th May 2023 and 1st June 2023.

The Policy has been considered and approved by the following statutory and institutional bodies of AIIMS, New Delhi:

a. 10th Dean (Research) Committee, AIIMS – meeting held on 29.04.2026 *(Item No. 2);*
b. Staff Council Meeting, AIIMS – meeting held on 08.02.2024 *(Table Agenda No. 2);*
c. 124th Standing Academic Committee, AIIMS – meeting held on 07.03.2025 *(Item No. 16);*
d. 163rd Governing Body, AIIMS – meeting held on 12.09.2025 *(Item No. 163/5)*.

Mechanism

Mechanism for implementation of the Faculty Entrepreneurship Policy

PHASE 1
Application

1. Duly filled application forwarded by the **HoD**
2. Duly filled application submitted to the **Faculty Cell**

PHASE 2
Scrutiny & Review

3. Initial scrutiny and submission to the **Dean (RS)**
4. **Committee** constituted by Research Section to review the proposals
   Meets on receipt of a minimum of 5 proposals, or once in 3 months, whichever is earlier

PHASE 3
Approval & Issue of OM

5. Recommendation of the Committee forwarded to the **Faculty Cell** for consideration and approval
6. **Office Memorandum (OM)** issued stating the terms & conditions
7. OM circulated to the **Faculty** and **CMIE–AIIMS**

PHASE 4
Monitoring

8. Entrepreneurial activity of the faculty updated on a regular basis to the **Research Section** through **CMIE–AIIMS**
   Bi-annual report

Documents to be enclosed with the application form

Start-up created through a patent filed at AIIMS, New Delhi by the faculty/scientist

- Approval from the IPR & TT Division, AIIMS, to transfer the patent from AIIMS/faculty to the start-up

Engagement as Mentor / Advisor / Board of Director in a start-up

- Request letter from the start-up for engagement
- Details of the type of engagement (Mentor / Advisor / Board of Director)
- Details of shareholding or remuneration proposed
- Information on the start-up, along with technical details

FACULTY ENTREPRENEURSHIP APPLICATION FORM

To be submitted to the competent authority (Faculty Cell, AIIMS, New Delhi)

Application Form Format

(AIIMS Faculty Entrepreneurship Policy)

Application by the Faculty/Scientist (full-time) of AIIMS, New Delhi, to establish or engage in Venture/Entrepreneurship

(to be submitted to the Faculty Cell, AIIMS New Delhi, along with a cover letter through proper channel)

A: APPLICANT DETAILS		
1.	Full Name of the Faculty/Scientist	
2.	a) Designation: b) Department: c) Employee I.D.: d) Date of Joining AIIMS, NEW DELHI:	
3.	a) Email ID: b) Mobile No: c) Address:	
4.	Professional Qualification	
	Current work load/ commitments: (Clinical, Academic or any other institutional commitments) List out/ describe how would you create spare time for the proposed work	
5.	**Intellectual Property Information:** a) List of complete IP details (patents/copyrights/designs) filed with the Faculty/Scientist member as inventor b) Know-how, methods, protocols or unpublished technical assets proposed to be used in the venture but not protected by formal IP. c) Indicate whether any clinical data, anonymised datasets,	

	or AIIMS, New Delhi research outputs may be referenced. *(Please furnish the complete details in Annexure I)*	
6.	Academic and Research Profile: a) Updated brief CV (to be attached) b) Summary of current research areas up to five key publications related to proposed entrepreneurial activity c) Details of ongoing clinical studies, device validations, registries, or funded projects that may intersect with the proposed venture d) Collaborations with AIIMS, New Delhi departments or external agencies relevant to the innovation	
7.	Details on Current Sponsored Projects / Grants Linked to the Innovation and state if Any project that may overlap with the proposed venture And if Funding agency policies restricting entrepreneurship	
8.	**Declaration of Family / Relative-Owned Entities** Please declare whether any company or business is registered in the name of your spouse, parent, child, sibling, or any close relative that may have a direct or indirect connection with the proposed venture.	
9.	**Declaration on Use of AIIMS, New Delhi Resources:** Please indicate whether any AIIMS,	

	New Delhi facility, equipment, data, or personnel have been used or are intended to be used for activities related to the proposed venture	

B:- TYPE OF ENGAGEMENT IN VENTURE/ENTREPRENEURSHIP	
1. PROMOTER IN NON-EXECUTIVE CAPACITY	☐
2. SHAREHOLDER IN NON-EXECUTIVE CAPACITY	☐
3. BOARD OF DIRECTOR IN NON-EXECUTIVE CAPACITY (Pro-Bono)	☐
4. BOARD OF DIRECTOR IN NON-EXECUTIVE CAPACITY (Honorarium Basis)	☐
5. MENTOR (Pro-Bono)	☐
6. MENTOR (Honorarium Basis)	☐
7. PROMOTER IN EXECUTIVE CAPACITY	☐

Definitions:

1. ***Promoter in Non-Executive Capacity***
   A founder or co-founder who has helped establish the venture and holds a founding stake, but does not participate in the company's day-to-day operations or management decisions.

2. ***Shareholder in Non-Executive Capacity***
   An individual who holds equity or shares in the venture purely as an investment, without any involvement in its operations, management, or strategic decision-making.

3. ***Board of Director in Non-Executive Capacity (Pro-Bono)***
   A member of the company's board who contributes to governance, oversight, and strategic guidance without receiving any compensation, and without an operational role in the venture.

4. *Board of Director in Non-Executive Capacity (Honorarium Basis)*
   A member of the company's board who provides governance, oversight, and strategic guidance in exchange for a nominal honorarium, without holding any operational or executive responsibilities.

5. ***Mentor (Pro-Bono)***
   An advisor who voluntarily guides the venture's founders on matters such as strategy, technology, or business development, without compensation and without any formal decision-making authority.

6. ***Mentor (Honorarium Basis)***
   An advisor who guides the venture's founders on strategy, technology, or business development in exchange for a nominal honorarium, without holding any formal decision-making authority.

7. ***Promoter in Executive Capacity***
   A founder or co-founder who is actively engaged in running the venture, holding an executive or leadership role with direct responsibility for its day-to-day operations and management.

C:-DETAILS OF THE VENTURE		
1.	**Name/Proposed Name of the Company:**	
2.	**Type and Status of the Company:** a) Type of Company: b) Whether already incorporated or proposed c) Proposed/actual date of incorporation: d) If existing, share complete details and proposed date of faculty's involvement:	
3.	**Proposed role of the member in the Company** (Specify as outlined in Table B)	
4.	**Estimated Time Commitment per Week** (For entrepreneurial duties, outside AIIMS, New Delhi responsibilities; shall not exceed 20% of working hours, unless approved leave/sabbatical is granted)	
5.	**Promoters and Directors of the proposed company** (as per proposed RoC records)**:** **(a)** Names and brief details of all promoters (Please provide complete list of all promoters/shareholders with percentage holding) **(c)** Board of Directors' details: ➢ Full Name ➢ DIN ➢ Contact ➢ Email ➢ Nationality ➢ Positions in other companies (complete details) **(d)** Foreign investment (if any): provide details	
6.	**Regulatory, Ethics, and Statutory Approvals Required and indicate the time frame:** Depending on the nature of the product/service, indicate details of the sanctions/Permits/Licenses/Approvals required from the concerned Authorities, if any, and the current status.	

7.	**Consideration Payable to AIIMS, New Delhi:** State acceptance of institutional terms related to equity/revenue share/licensing fee/ usage charges as applicable under AIIMS Faculty Entrepreneurship Policy	
8.	**State the expected Use of AIIMS, New Delhi resources**	
9.	**Have you ever been part of any other Company as Promoter/Member/ Director/?** **Provide Details of Previous Directorships or Companies (if any)** a) Whether the faculty has held a DIN earlier b) Whether resigned from any company in last 3 years c) Whether any company was struck off by MCA	
10.	**Supporting Documents** (if Q9 is applicable) a) Draft Memorandum and Articles of Association / By-laws b) Three-year projected revenues c) audited financial statements of the venture for the last 3 years, or from the date of its inception, whichever is applicable.	
11.	**Any Additional Information Relevant to Evaluation**, if any	
12.	**Attached herewith:** 1. Signed copy of Annexure I 2. Signed copy of Annexure II **3.** Signed copy of Annexure III	
12.	**Declaration:** *I hereby consent and declare that all information provided in this application is true, accurate, and complete. I acknowledge that approval to establish*	

	or associate with a company is subject to review by the competent authority and cannot be guaranteed. I understand that I must submit draft MoA/AoA documents for preliminary review, followed by certified copies of the MoA, AoA, and Certificate of Incorporation within fifteen (15) days of registration. I confirm that no AIIMS, New Delhi facility, personnel, patient data, or clinical resource has been used or will be used for this venture without prior written approval. I undertake to avoid any conflict of interest and to comply fully with AIIMS, New Delhi institutional policies, ethics guidelines, and all applicable regulatory requirements. I also understand that any violation, non-disclosure, delay in submission, or inconsistency may result in modification, withholding, or withdrawal of approval and appropriate administrative action.	

Applicant Details
Name:
Affiliation:
Signature:
Date and Seal:

Recommended & Forwarded by HOD
Name:
Affiliation:
Signature:
Date and Seal:

ANNEXURE I

INTELLECTUAL PROPERTY & KNOW-HOW DISCLOSURE FORM

1. **Applicant Information**
   a) Name of Faculty/Scientist: _____
   b) Department/Centre: _____
   c) Employee ID _____
   d) Email: _____ Mobile: _____
   e) Date of submission: _____

2. **Details of Intellectual Property (IP) Filed or Held**

   Provide complete details of all IP where you are an inventor/co-inventor. For each IP, specify:

   a) Title of the IP: _____
   b) Type of IP (Patent/Design/Copyright/Software): _____
   c) Application Number / Filing Number: _____
   d) Status (Filed / Published / Granted / Under Examination): _____
   e) Whether AIIMS, New Delhi is an applicant/co-applicant: Yes / No
   f) Whether any external institution/industry is co-applicant: Yes / No
   g) Relevance of the IP to the proposed venture: _____

3. **Know-How, Methods, Protocols or Technical Assets Not Covered Under IP**
   List any scientific, clinical, engineering, software, algorithmic, procedural, or operational know-how not formally protected as IP but intended to be used in the proposed venture.

   Provide complete details:

4. **Request for Licensing or Use of AIIMS, New Delhi – Owned IP (If Any)**

   If the proposed venture intends to use any IP where AIIMS, New Delhi is an applicant, indicate the licensing requirement:

   a) Type of License Requested (select one):

      ☐ Exclusive

      ☐ Non – exclusive

      ☐ Assignment / Transfer of Rights (subject to AIIMS, new Delhi approval)

b) Justification for request: _____
c) Proposed usage of the IP: _____
d) Proposed in-licensing fee if the IP rights are vested with AIIMS, New Delhi: _____

5. IP Where AIIMS, New Delhi Is Not an Applicant

For any IP you intend to use that is filed solely in your name or with external collaborators, please specify:

a) Whether AIIMS, New Delhi resources were used to generate this IP: Yes / No
b) Whether this IP intersects with your official duties: Yes / No
c) Whether ethics approval, project sanction, or grant funding was involved: Yes / No
d) Any potential institutional conflict of interest: _____

6. Relinquishment / Assignment Declaration (If Applicable)

To be completed only if the applicant voluntarily offers to assign or relinquish any rights in favor of AIIMS, New Delhi.

"I hereby confirm that I relinquish or assign the rights (as applicable) for the IP titled _____, application number _____, to AIIMS, New Delhi for the purpose of institutional management, licensing, or technology transfer. I understand that such relinquishment/assignment shall be governed by the AIIMS IP policy 2017.

7. List of Knowhow, not secured by any IP prospect

.....
.....
.....
.....
.....

8. Certification by the Applicant

"I certify that the above information is accurate and complete. I confirm that no proprietary information belonging to external entities has been included without

authorization. I understand that any licensing, assignment, or use of AIIMS-owned IP shall be subject to approval of the Institute's competent authority and the AIIMS, New Delhi IPR & TT Division.

Signature of Applicant: _____

Date: _____

_____

Approved by IPR & TT Division, AIIMS, New Delhi

Annexure II

CONSIDERATION FOR AIIMS FACULTY ENREPRENUERSHIP

As a consideration for allowing the Faculty member to engage in Entrepreneurship, the Enterprise shall agree to pay to AIIMS, New Delhi through CMIE – AIIMS, through one of the methods (or combination of methods) mentioned below at the time of signing the FACULTY ENTREPRENEURSHIP

AGREEMENT:

5% Non-Dilutable Equity, as upfront consideration to AIIMS, New Delhi through CMIE – AIIMS, New Delhi.

Clarification to the word "Non-Dilutable"

For any period of time in which the Institute owns and/or holds the abovementioned Equity Shares, the Company shall, in the event any of the Promoters of the Company increase or raise their individual shareholding in the Company, whether by issue and/or transfer of any new Equity Shares or otherwise ("Proposed Increase"), grant a right of non-dilution to the Institute; ensuring no dilution to the Equity Shares owned/held by AIIMS, New Delhi whereby the Company shall provide to AIIMS, New Delhi through CMIE – AIIMS, New Delhi a right to subscribe up-to such number of Equity Shares, calculated on a pro-rate basis, so as to correspondingly increase the amount of Equity Shares held by AIIMS, New Delhi through CMIE – AIIMS, New Delhi so that the AIIMS, New Delhi's proportionate ownership in the Company, on happening of the Proposed Increase, is not decreased.

Facilitation Charges-

a. For Research Grant
   If the Company applies for a research grant, overhead (10% of the total budget) must be budgeted separately in the grant application. This condition may be relaxed at the sole discretion of Director, AIIMS, New Delhi.

b. For Consultancy Project or Contractual Service delivery
   As a policy, no Company may be incorporated by a faculty member whose only purpose is to provide consultancy service. However, if on occasion a Faculty member incorporated company provides consultancy service then in addition to the considerations stated above, the Company shall pay additional consideration of the amount equivalent to 25% (twenty five) of every consultancy project or contractual service delivery project received by the Company, as part of the assumed alternative to the overheads that could have been earned by the

Institute had the project come to the institute due to the efforts of the faculty member.

Additional consideration, required for any specific Infrastructural services, requested by the Faculty member to be decided on case to case basis mutually.

Signature of Applicant:

Date:

Annexure III

UNDERTAKING

I, _____, hereby provide the following undertaking as required under the AIIMS, New Delhi Faculty Entrepreneurship Policy:

- ⇒ I confirm that I will obtain prior written approval from AIIMS, New Delhi before establishing, joining, or associating with any venture or company.
- ⇒ I undertake that I will take prior permission from the Institute before starting any Company or associating with any enterprise, and will abide by the consideration decided by AIIMS, New Delhi in the form of quantum of equity/fund, as approved by the Institute, on case to case basis.
- ⇒ I confirm that my entrepreneurial engagement will not compromise my patient-care, teaching, research, or administrative duties at AIIMS, New Delhi
- ⇒ I agree that my involvement in the venture will not exceed 20% of working hours, unless approved leave/sabbatical is granted.
- ⇒ I will avoid all conflicts of interest and will recuse myself from any AIIMS, New Delhi decision that may influence, benefit, or affect the start-up.
- ⇒ I shall not use any AIIMS, New Delhi facility, equipment, consumables, clinical units, or staff time without prior written approval and payment of applicable charges.
- ⇒ I confirm that no AIIMS, New Delhi patient data, clinical records, biological samples, anonymized datasets, or research outputs will be used without IEC approval and required institutional permissions.
- ⇒ I shall not engage AIIMS, New Delhi students, residents, or staff for my venture related work.
- ⇒ I acknowledge that AIIMS, New Delhi may own or share rights in IP generated from my research and will comply with the AIIMS IPR Policy for all licensing/assignment matters.
- ⇒ I shall disclose all IP, know-how, protocols, or technical information linked to the venture, whether protected or unprotected.
- ⇒ I agree with the mandatory non-dilutable 5% equity to AIIMS, New Delhi and any other licensing/usage charges applicable as per the Annexure I
- ⇒ I agree to pay all applicable licensing fees, technology transfer charges, or royalty, if the venture uses AIIMS-owned IP, know-how, or research outputs, as per AIIMS IPR Policy 2017.
- ⇒ I agree to include institutional overheads in all grant applications submitted by the venture where AIIMS-linked IP, data, or know-how is involved, as per AIIMS, New Delhi norms.
- ⇒ I undertake not to engage in professional consultation such as private practice which is strictly prohibited.

- ⇒ I acknowledge that faculty-owned companies cannot be formed solely for consultancy, and if consultancy or service activities do occur, applicable approvals and facility/facilitation charges of AIIMS, New Delhi will be paid as per Annexure II.
- ⇒ I undertake that I will not procure consultancy assignments or other business in the name of AIIMS, New Delhi and will not subsequently outsource the same to the Company and/or any associated enterprise.
- ⇒ I agree to pay usage charges for all facilities and any other AIIMS, New Delhi infrastructure used for the venture, as per approved institutional rates.
- ⇒ I understand that any request for specialized support may attract additional charges or equity, as may be decided by AIIMS, New Delhi on a case-to-case basis.
- ⇒ I shall not use the AIIMS, New Delhi name, logo, emblem, hospital identity, or clinical association for any commercial, promotional, or investor-facing material without written permission.
- ⇒ I undertake that I will not take undue advantage of suppliers and service providers of AIIMS, New Delhi for the company and/or any associated enterprise.
- ⇒ I undertake to submit draft MoA/AoA prior to incorporation and certified MoA/AoA and Certificate of Incorporation within fifteen (15) days of registration and modified versions from time to time.
- ⇒ I shall submit updated company documents whenever amended and provide all required information to AIIMS, New Delhi.
- ⇒ I agree to comply with all applicable national biomedical, ethical, regulatory, and statutory requirements linked to the venture.
- ⇒ I understand that misrepresentation, non-disclosure, or violation of any institutional rule may lead to withdrawal of approval and disciplinary/. administrative action.
- ⇒ I undertake that I will comply with different provisions and government rules and regulations and AIIMS, New Delhi will not be responsible.

DECLARATION

I declare that the above statements are true and that I shall comply with all provisions of the AIIMS Faculty Entrepreneurship Policy in full.

Name of Applicant: _____

Department: _____

Signature: _____

Date: _____

Place: _____

FACULTY ENTREPRENEURSHIP AGREEMENT

(To be executed on a ₹ 100.00 Stamp paper)

To be submitted post the receipt of OM from competent authority to CMIE - AIIMS, New Delhi

FACULTY ENTREPRENEURSHIP AGREEMENT

This Agreement is made on this _____ day of _____ 20____ by and between _____, a Company registered under the Companies Act 2013 having its registered office at _____, through its Director and the promoters _____ (hereinafter referred to as the **First Party**, which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors, representatives, assigns, promoters and holding company) of the FIRST PART;

AND

All India Institute of Medical Sciences, New Delhi (hereinafter referred to as **AIIMS, New Delhi**), an Institute established under the All India Institute of Medical Sciences Act 1956, having its office at Ansari Nagar, New Delhi 110029, acting through the Centre for Medical Innovation and Entrepreneurship, the AIIMS Bioincubator (hereinafter referred to as **CMIE - AIIMS, New Delhi**), which expression shall, wherever the context so admits, include its successors in interest, liquidators, administrators and assignees, of the SECOND PART.

WHEREAS the First Party is a company formed, and one of its promoters, _____, is a full time employee of AIIMS, New Delhi. The Faculty Promoter has developed certain technology or know-how and desires to convert it into a business through the First Party, as permitted under the Faculty Entrepreneurship Policy (hereinafter referred to as the **FEP**) framed by AIIMS, New Delhi.

WHEREAS the object of the First Party shall be _____.

NOW IT IS HEREBY AGREED AND DULY COMMUNICATED BY AND BETWEEN THE PARTIES AS FOLLOWS:

1. **Objective.** The object of this Agreement is to foster and strengthen the innovation ecosystem by facilitating the effective use of the resources and infrastructure of AIIMS, New Delhi for mutual benefit, in alignment with the FEP.

2. **Consideration and Equity.** As consideration for permitting _____ to engage in the venture, the First Party shall allot to AIIMS, New Delhi, through CMIE - AIIMS, New Delhi, five percent (5%) of the total paid-up equity share capital of the First Party. The said allotment shall be made at the time of signing this Agreement, or within thirty (30) days of the registration of the Section 8 entity through which CMIE - AIIMS, New Delhi holds equity, or within thirty (30) days of the incorporation of the First Party, whichever is later.
   a) The said 5% holding shall be non-dilutable. For any period during which AIIMS, New Delhi holds the said equity, if any promoter of the First Party increases its shareholding, or if the First Party issues or transfers new equity shares, or undergoes any other equity restructuring (a **Proposed Increase**), the First Party shall allot to AIIMS, New Delhi, through CMIE - AIIMS, New Delhi, such further shares, on a pro-rata basis and for no consideration, as will keep its holding at not less than five percent (5%) of the enlarged paid-up equity share capital.
   b) The First Party shall incorporate matching anti-dilution protection in its Articles of Association and, where executed, its Shareholders' Agreement, so that the protection binds the First Party. The First Party shall file a copy of its amended Articles of Association with AIIMS, New Delhi, within thirty (30) days of incorporation or amendment.
   c) The First Party shall not make any allotment, buy-back or restructuring that would reduce the holding of AIIMS, New Delhi below five percent (5%) without the prior written consent of AIIMS, New Delhi. In every rights issue, AIIMS, New Delhi shall be offered shares before any third party.

3. **Covenant of the First Party.** The obligations in Clause 2 are the obligations of the First Party and its promoters jointly and severally. AIIMS, New Delhi may enforce the allotment and maintenance of the said 5% holding against the First Party, and not only against the Faculty Promoter. This covenant shall survive the cessation of the Faculty Promoter's employment with AIIMS, New Delhi.

4. **Overriding Effect.** Notwithstanding anything contrary herein, the Statute, Rules, Guidelines, Regulations, the FEP and any regulation of the Government of India, as

amended or introduced from time to time, shall prevail over this Agreement. The permission to allow a faculty company, or the Faculty Promoter to act as a Director, Promoter or Executive Director, may be withdrawn by AIIMS, New Delhi at any time by written order. Such withdrawal shall not affect the accrued rights of AIIMS, New Delhi in the equity under Clause 2.

5. **Reporting.** The First Party shall submit to AIIMS, New Delhi:
   a) an Annual Audited Financial Report in the format at Annexure I; and
   b) a bi-annual Conflict of Interest and Activity Disclosure Statement in the format at Annexure II.

6. **Declaration.** The First Party and the Faculty Promoter shall abide by the Declaration stated in the AIIMS Faculty Entrepreneurship Application Form.

7. **Arbitration.** Any dispute arising out of or in connection with this Agreement shall be referred to a sole arbitrator appointed by mutual consent of the parties. If the parties fail to agree on the arbitrator within thirty (30) days, the arbitrator shall be appointed in accordance with the Arbitration and Conciliation Act 1996. The seat and venue of arbitration shall be New Delhi. The proceedings shall be conducted in English. The award shall be final and binding on the parties.

8. **Observer on the Board.** AIIMS, New Delhi, through CMIE - AIIMS, New Delhi, reserves the right to nominate a representative as Observer on the Board of Directors of the First Party for so long as AIIMS, New Delhi holds equity. The Observer shall have no right to vote and no role in the day to day management of the First Party, and shall not be treated as an officer who is in default under the Companies Act 2013. The First Party shall indemnify AIIMS, New Delhi, or its nominee, against any loss suffered or expense incurred as a result of such nomination.

9. **Use of Facilities.** The infrastructure, laboratory and other resources used by the First Party shall be on a fee for service basis, as per the norms of the CMIE - AIIMS, New Delhi Incubation Policy and the rate schedule in force.

10. **Acknowledgement.** The First Party shall acknowledge AIIMS, New Delhi in its products, publications and promotional material relating to the venture, and shall not use the name, logo or emblem of AIIMS, New Delhi without prior written permission.

11. **Stamp Duty.** This Agreement shall be stamped as required under the Indian Stamp Act, as applicable in the National Capital Territory of Delhi.

12. **Governing Law and Jurisdiction.** This Agreement shall be governed by the laws of India. Subject to Clause 7, the courts at New Delhi shall have exclusive jurisdiction.

In witness whereof, the parties have signed this Agreement on the date and year mentioned hereinabove.

For and on behalf of AIIMS, New Delhi
through CMIE - AIIMS, New Delhi
Signature: _____
Name: _____
Designation: _____
Authority (Board/Director approval): _____
Seal: _____
Date: _____

For and on behalf of _____ (First Party)
Signature: _____
Name: _____
Designation: _____
Seal: _____
Date: _____

Witnesses:

1. _____ 2. _____

ANNEXURE I

Annual Audited Financial Information <*Name of the Company*>

[Profit and Loss account from ..... to .....]

Name of Product/Service: .....

Total Revenue Rs.....

Total Expenses Rs.....

- Capital Rs.....
- Recurring Rs.....

Net Profit/Loss Rs.....

.....

Managing Director

Address: .....

.....

Date: .....

ANNEXURE II

Conflict of Interest (COI) & Activity Disclosure Statement Form

(To be submitted bi-annually, each year)

Financial Year and Quarter: _____ **Date: _____**

1. **Name of the Company with CIN Number: _____**

2. **Name, Employee Code, Department, Designation, Contact details: _____**

3. **Role/Type of involvement of AIIMS, New Delhi Faculty/Scientist in Company: _____**

4. **Time commitment per week/month to company activities: _____**

5. **Promoters/Directors Details: _____**

6. **Shareholding pattern/ changes, if any: _____**

7. **Source of Business of the Company:**

   7.1. **AIIMS-linked In-House R&D / Technology Development:**

   - Detailed description: _____
   - IP/Know How used or referred (patent numbers/disclosures): _____
   - Status of licensing/assignment from AIIMS (if applicable): _____
   - AIIMS students/staff contribution, if any (provide details): _____
   - AIIMS facilities used, if any (provide details): _____
   - User Fee payment record/ Approvals obtained for each usage (attach copies): _____
   - If the Company has paid applicable usage charges to AIIMS: _____

   7.2. **Consultancy-Driven Activity / Service Output**

   - Detailed description: _____
   - Funding agency/collaborator details (attach relevant documents): _____

- Draft agreements / MOUs (if any): _____
- State if consultancy was carried out under AIIMS rules / through proper approvals (Yes/No): _____
- If "No", provide justification: _____
- State if consultancy involves AIIMS patient interaction or institutional resources: Yes / No

7.3. **External or independent source of R&D**

- Detailed description: _____
- State if external R&D was done during AIIMS duty hours: _____
- Specify if any portion overlaps with AIIMS-funded work: _____
- Any risk of overlap with AIIMS-IP: _____
- Any external IP or data used that must be disclosed to AIIMS: _____

8. Company Activities for the Reporting Period

(bi-annual/period: From _____ month _____ to _____ month)

8.1. **If the Company is Engaged in Product / Technology Development**

- Description of the product/technology under development: _____
- IEC approval reference number: _____
- Revenue earned during the period (if applicable): _____
- Milestones achieved
  (e.g., prototype completion, validation studies, regulatory submissions, ethics approvals, pilot manufacturing): _____
- Details of know-how, data, or IP used: _____
- Challenges encountered: _____
- Is this development distinct from R&D performed as part of your faculty duties at AIIMS? _____
- State for Yes/No: _____
- Any external investor engagement this quarter: _____
- Any patents filed this quarter (provide details): _____
- Any other relevant information: _____

8.2. **If the Company provides Services to 3rd party**

- Description of the service: _____
- IEC approval reference number: _____
- Revenue earned during the period: _____
- Milestones achieved:
  (e.g., client onboarding, pilot deployments, validation studies, service contracts): _____

- Details of know-how used: _____
  • Whether linked to AIIMS research or infrastructure: Yes / No
  _____
  • If yes, specify the nature of usage and approvals obtained. _____
- Challenges: _____
- Is this service activity distinct from your research/clinical duties at AIIMS? _____
- State for Yes/No: _____
- Any other relevant information: _____

9. Declaration

I hereby declare that:

- ☐ The information provided in this disclosure statement is true and complete to the best of my knowledge.
- ☐ Where any potential or actual conflict exists, it has been fully disclosed.
- ☐ I agree to provide supporting documents if requested by AIIMS administration
- ☐ I undertake to comply with AIIMS Faculty Entrepreneurship Policy, institutional ethics guidelines, and conflict-of-interest management procedures.
- ☐ I will recuse myself from participation as a Faculty member from any AIIMS decision making body/ committee that may influence or benefit the Company.
- ☐ I understand that misrepresentation or concealment may result in administrative action as per Institute rules.

.....

Managing Director

Address: .....

.....

Date: .....

UNDERTAKING

(To be executed on a ₹ 100.00 Stamp paper)

To be submitted post the receipt of OM from competent authority to CMIE - AIIMS, New Delhi

UNDERTAKING

(Commitment to Transfer 5% Non-Dilutable Equity to AIIMS, New Delhi through CMIE – AIIMS, New Delhi)

I, _____holding the designation of _____, Department of _____, All India Institute of Medical Sciences (AIIMS), New Delhi bearing Employee ID _____, hereinafter referred to as the **"Undertaking Employee"**, do hereby solemnly undertake, affirm, and declare as follows:

RECITALS

A. AIIMS, New Delhi holds intellectual property ("IP") entitled _____ (title of technology / innovation), and the Undertaking Employee has been involved in / is the principal inventor / co-inventor / developer of such IP (hereinafter referred to as the **"AIIMS-Owned IP"**).

B. The Undertaking Faculty intends to incorporate / has incorporated a Venture entity named _____ (hereinafter referred to as the **"Venture"**) for the purpose of commercialising, developing, or otherwise exploiting the AIIMS-Owned IP.

C. The Centre for Medical Innovation and Entrepreneurship (**"CMIE – AIIMS, New Delhi"**) is the designated bio-incubator of AIIMS, New Delhi responsible for Venture creation. CMIE – AIIMS, New Delhi is presently in the process of being registered as a Fully Owned Section 8 Not-for-profit Company of AIIMS, New Delhi under the Companies Act, 2013 (hereinafter referred to as the **"Section 8 Entity"**).

D. As per the prevailing policy of AIIMS, New Delhi any Faculty Member/Scientist who creates a Venture based on AIIMS, New Delhi-Owned IP is required to allot five percent (5%) non-dilutable equity in such Venture to AIIMS, New Delhi to be held and managed through CMIE – AIIMS, New Delhi upon the formation and registration of the Section 8 Entity.

NOW, THEREFORE, I HEREBY UNDERTAKE AND DECLARE AS FOLLOWS:

1. **Commitment to Allot Equity:** I unconditionally undertake to allot, transfer, or cause to be allotted five percent (5%) of the total paid-up equity share capital of the Venture to AIIMS, New Delhi to be held in the name of and through CMIE – AIIMS, New Delhi (Section 8 Entity), within thirty (30) days of the incorporation / registration of the Section 8 Entity, or within thirty (30) days of the incorporation of the Venture, whichever is later.

2. **Non-Dilutable Nature of Equity:** I further undertake that the aforesaid 5% equity stake shall be ***non-dilutable***, meaning that in any subsequent round of fundraising, issuance of new shares, or any other equity restructuring event, the shareholding of CMIE – AIIMS,

New Delhi (on behalf of AIIMS, New Delhi) shall be maintained at a minimum of 5% of the total paid-up equity share capital of the Venture at all times, and appropriate anti-dilution protections shall be incorporated in the Articles of Association / Shareholders' Agreement of the Venture.

4. **Binding Nature of Undertaking:** I understand and agree that this Undertaking is legally binding upon me and my legal heirs, executors, successors, and assigns in so far as it relates to the Venture and the equity stake of CMIE – AIIMS, New Delhi therein. This Undertaking shall survive the cessation of my employment / association with AIIMS, New Delhi to the extent of obligations relating to the Venture.

5. **Compliance with AIIMS Policy:** I undertake to comply with all guidelines, policies, and directives issued by AIIMS, New Delhi or CMIE – AIIMS, New Delhi in connection with Venture creation, IP commercialisation, and equity management, including any future amendments thereto.

6. **No Transfer Without Consent:** I undertake not to transfer, pledge, encumber, or in any manner deal with the 5% equity holding of CMIE – AIIMS, New Delhi in the Venture without the prior written consent of AIIMS, New Delhi / CMIE – AIIMS, New Delhi.

7. **Remedy for Breach:** I acknowledge that any failure to fulfil the obligations set out in this Undertaking shall constitute a breach of institutional policy and may result in disciplinary action, withdrawal of support / facilities extended to the Venture by AIIMS, New Delhi and / or such legal remedies as AIIMS, New Delhi / CMIE – AIIMS, New Delhi may deem appropriate under applicable law.

8. **Governing Law:** This Undertaking shall be governed by and construed in accordance with the laws of India. Any dispute arising out of or in connection with this Undertaking shall be subject to the exclusive jurisdiction of the courts at New Delhi.

I make this Undertaking voluntarily, consciously, and without any coercion or undue influence, fully understanding its legal implications.

Signed and delivered at _____ on this _____ day of _____, 20_____

Signature of Faculty Member: _____

Name: _____

Designation: _____

Department: _____

Employee ID / Faculty Code: _____

Contact (Email): _____

Witnessed by:

Signature: _____ Signature: _____

Name & Designation: _____ Name & Designation: _____

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Date of Receipt: _____

Reference Number: _____

Name of Venture / Proposed Venture: _____

IP Reference / Patent / Innovation ID: _____

Verified by (CMIE – AIIMS Officer): _____



Annexure-II

Taxation of Innovation, Entrepreneurship and Start-ups

The statutory provisions related to tax applicability for legal entities, royalty, fee proceeds, income etc as notified by Government from time to time will prevail for all legal purposes. However, the following guidance is to create necessary awareness of the related aspects;

1.1) Eligibility for Start-up India:

As per the Start-up India Action plan, the following conditions may be fulfilled, in order to be eligible as Start-up:

i. Being incorporated or registered in India for less than seven years and for biotechnology start-ups up to 10 years from its date of incorporation.

ii. Annual turnover not exceeding Rs 25 Cr in any of the preceding financial years.

iii. Aims to work towards innovation, development, deployment or commercialization of new products, processes or services driven by technology or intellectual property.

iv. It is not formed by splitting-up or reconstruction of a business already in existence.

v. It may obtain certification from the Inter-Ministerial Board setup for such a purpose.

vi. It can be incorporated as a private limited company, registered partnership firm or a limited liability partnership.

Tax exemptions allowed to Eligible Start-ups under Start-up India Program

Following tax exemptions have been allowed to eligible start-ups:

1-3 year tax holiday in a block of seven years

The Start-up incorporated after April 1, 2016, is eligible for getting 100% tax rebate on profit for a period of three years in a block of seven years provided that annual turnover does not exceed Rs 25 Cr. in any financial year. This will help the start-ups to meet their working capital requirements during their initial years of operation.

(The Start-ups incorporated between 1st April, 2016, till 31st March 2021 were eligible for this scheme. Budget 2021 has extended the eligibility to 1st March 2022. The company shall be liable for Tax exemption as per Start-up India Policy).

1.2) Exemption from tax on Long-term capital gains:

A new section 54 EE has been inserted in the Income Tax Act for the eligible start-ups to exempt their tax on a long-term capital gain if such a long-term capital gain or a part thereof is invested in a fund notified by Central Government within a period of six months from the date of transfer of the asset. The maximum amount that can be invested in the long-term specified asset is Rs 50 lakh. Such amount shall remain invested in the specified fund for a period of 3 years. If withdrawn before 3 years, then exemption will be revoked in the year in which money is withdrawn.

1.3) Tax exemption on investments above the fair market value:

The government has exempted the tax being levied on investments above the fair market value in eligible start-ups. Such investments include investments made by resident angel investors, family or funds which are not registered as venture capital funds. Also, the investments made by incubators above fair market value are exempt.

1.4) Tax exemption to Individual/HUF on investment of long-term capital gain in equity shares of Eligible Start-ups u/s 54GB:

The existing provisions u/s 54GB allows the exemption from tax on long-term capital gains on the sale of a residential property if such gains are invested in the small or medium enterprises as defined under the Micro, Small and Medium Enterprises Act, 2006. But now this section has been amended to include exemption on capital gains invested in eligible start-ups also.

Thus, if an individual or HUF sells a residential property and invests the capital gains to subscribe the 50% or more equity shares of the eligible start-ups, then tax on long term capital will be exempted provided that such shares are not sold or transferred within 5 years from the date of its acquisition. The start-ups shall also use the amount invested to purchase assets and shall not transfer asset purchased within 5 years from the date of its purchase.

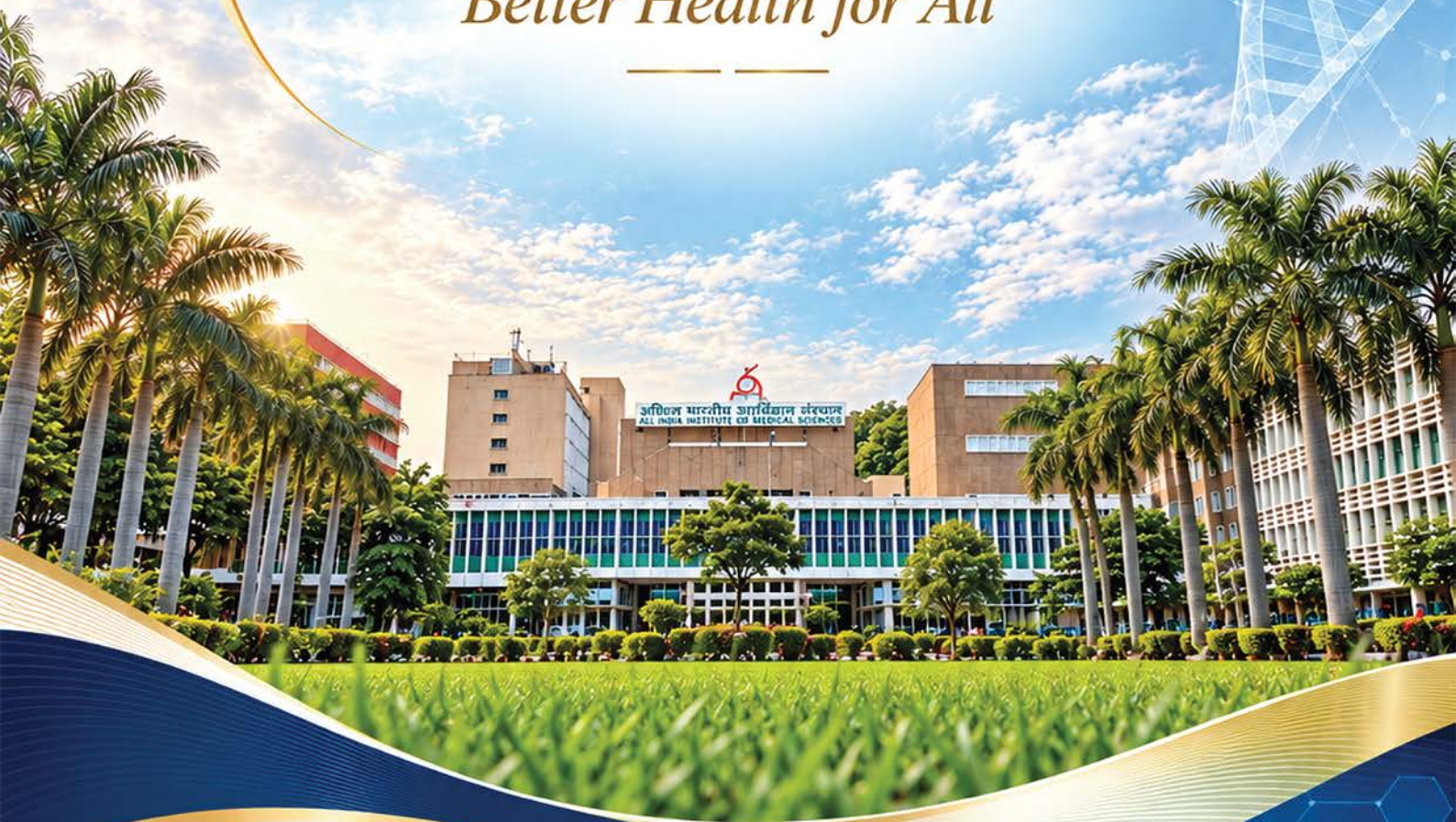
This exemption will boost the investment in eligible start-ups and will promote their growth and expansion.

1.5) Set off of carry forward losses and capital gains allowed in case of a change in Shareholding pattern:

The carry forward of losses in respect of eligible start-ups may be allowed if at all the shareholders of such company who held shares carrying voting power on the last day of the year in which the loss was incurred continue to hold shares on the last day of previous year in which such loss is to be carry forward. The restriction of holding of 51 per cent of voting rights to be remaining unchanged u/s 79 has been relaxed in case of eligible start-ups. https://www.startupindia.gov.in/content/sih/en/startup-scheme.html.

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ALL INDIA INSTITUTE OF MEDICAL SCIENCES
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CONTACT

www.aiims.edu

All India Institute of Medical Sciences,
Ansari Nagar, New Delhi - 110 029, India

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