

PATENT ASSIGNMENT

Electronic Version v1.1

Stylesheet Version v1.1

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| SUBMISSION TYPE: | NEW ASSIGNMENT |
| NATURE OF CONVEYANCE: | ASSIGNMENT |
| CONVEYING PARTY DATA | |
| Name | Execution Date |
| Donald L. Higgins | 10/22/2001 |
| RECEIVING PARTY DATA | |
| Name: | Novozymes A/S |
| Street Address: | Krogshoejvej |
| City: | Bagsvaerd |
| State/Country: | DENMARK |
| Postal Code: | DK-2880 |
| PROPERTY NUMBERS Total: 1 | |
| Property Type | Number |
| Application Number: | 13976785 |
| CORRESPONDENCE DATA | |
| Fax Number: | 2128400221 |
| <i>Correspondence will be sent via US Mail when the fax attempt is unsuccessful.</i> | |
| Phone: | 919-494-3405 |
| Email: | ayl@novozymes.com |
| Correspondent Name: | Novozymes North America, Inc. |
| Address Line 1: | 60 East 42nd Street |
| Address Line 2: | Suite 700 |
| Address Line 4: | New York, NEW YORK 10165 |
| ATTORNEY DOCKET NUMBER: | 12043-US-PCT |
| NAME OF SUBMITTER: | Elias Lambiris |
| Signature: | /Elam/ |
| Date: | 08/30/2013 |
| Total Attachments: 3 source=sub assign#page1.tif source=sub assign#page2.tif source=sub assign#page3.tif | |

CH \$40.00 13976785

Novozymes North America, Inc.
77 Perry Chapel Church Road
PO Box 576
Franklinton, NC 27525



EMPLOYEE INVENTION AND CONFIDENTIALITY AGREEMENT

In consideration of my employment by Novozymes North America, Inc.
(the Company) I agree:

1. I will devote my full time skill, labor and knowledge to the advancement of COMPANY'S interest by performing such duties as may have been or may be assigned to me by the COMPANY, I will not engage in part-time or after-hours paid or unpaid employment without prior written consent of the COMPANY.
2. I will disclose promptly and in writing to an officer of the COMPANY, or as directed by COMPANY, all invention or discoveries capable of use in connection with the business of COMPANY or its subsidiary or affiliated companies and within or arising out of any information regarding the business of COMPANY which has been or may be received by me while in COMPANY'S employment which I, alone or with others, have made or conceived or may make or conceive during my employment by COMPANY and for six months thereafter, and I hereby assign and agree to assign all my right, title and interest in and to such inventions or discoveries and to any patents thereon to COMPANY or its nominee.
3. I agree that during my employment by COMPANY or at any time thereafter I will on request of COMPANY execute specific assignments to COMPANY or its nominee of any such inventions or discoveries, made during my employment by COMPANY and for six months thereafter, applicable to the United States and to any and all foreign countries, as well as execute all papers and perform all other lawful acts which COMPANY deems necessary or advisable in connection therewith, including the giving of testimony. All such inventions or discoveries, whether patented or not, which I conceive or reduce to practice during the term of my employment and for six months thereafter shall be and remain the property of the COMPANY or its nominees, successors or assigns. I understand that all expenses in connection with such patent application and any service to be rendered by me under this paragraph shall be borne by COMPANY or its nominee.

4. I agree that during my employment and thereafter I will hold in confidence all matters and things relating to the business of COMPANY or its subsidiary or affiliated companies of a confidential or secret nature as to which I may acquire information or possession by reason of my employment, and that I will not, without the consent of the COMPANY except as may be required in the fulfillment of my duties as a loyal employee of the COMPANY, use any such matter or thing or relating to the business of COMPANY or its subsidiary or affiliated companies as to which such disclosure might possibly be contrary to the best interests of COMPANY or its subsidiary or affiliated companies.
5. I agree that COMPANY has all right to possession of, and all title in and to, all papers and documents (including drawings) and copies, abstracts and summaries thereof, which I may originate or which may come into my possession in any way during my employment and which relate to the business of COMPANY or its subsidiary or affiliated companies, and I further agree to deliver such things promptly to the COMPANY on termination of my employment or at any time it may request.
6. I agree not to make or permit to be made, except in pursuance of my duties hereunder and for the sole use and account of COMPANY or its subsidiary or affiliated companies, and copies, abstracts or summaries of any of the material referred to in Paragraph 5 above.
7. I agree that the salary paid to me together with any COMPANY benefit plans in which I participate constitutes full and complete compensation to me for all my obligations and services and for all general and specific assignments under this agreement.
8. The information I have furnished to the COMPANY on its Application For Employment form is a true and complete disclosure of my education, training and previous employment record. I am not a party to any contracts or agreements with previous employers or others that might restrict my right to seek employment with the company.

It is understood that my undertakings in foregoing paragraphs 2, 3, 4, 5 and 6 shall be binding upon me both during and subsequent to my employment by the COMPANY and upon my heirs, successors, personal representatives and assigns, and that this entire agreement shall inure to the benefit of the COMPANY and its successors and assigns.

Donald J. Higgins
Employee Signature

Oct. 22, 2001
Date

Franklin, NC
Place