

PATENT ASSIGNMENT COVER SHEET

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EPAS ID: PAT6327551

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
YING-QIU ZHENG	09/16/2020
CHAO PENG	09/17/2020
XIAN-QIN HU	09/17/2020
RECEIVING PARTY DATA	
Name:	Avary Holding (Shenzhen) Co., Limited.
Street Address:	B1dg A1-A3, AVARY Park, Songluo Rd., Yanchuan Community, Yanluo St., Bao An Dist.,
City:	Shenzhen
State/Country:	CHINA
Name:	QING DING PRECISION ELECTRONICS (HUIAN) CO.,LTD
Street Address:	No. 8, Pengding Road, Huai an City, Jiangsu Province, China
City:	Huai an
State/Country:	CHINA
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	17038244
CORRESPONDENCE DATA	
Fax Number:	(213)426-1788
<i>Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent using a fax number, if provided; if that is unsuccessful, it will be sent via US Mail.</i>	
Phone:	2134261771
Email:	eoaproce@scienbizip.com, eoacbd@scienbizip.com, eoaprocc@scienbizippc.com
Correspondent Name:	TUNG-YUN MCNALLY
Address Line 1:	550 S. HOPE STREET, SUITE 2825
Address Line 4:	LOS ANGELES, CALIFORNIA 90071
ATTORNEY DOCKET NUMBER:	US82289
NAME OF SUBMITTER:	TUNG-YUN MCNALLY
SIGNATURE:	/Tung-Yun McNally/
DATE SIGNED:	09/30/2020

Total Attachments: 13

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ASSIGNMENT

THIS ASSIGNMENT, by:

- | | | | |
|----|----------------|---------------|--------------|
| 1. | YING-QIU ZHENG | , residing at | Shenzhen,,CN |
| 2. | CHAO PENG | , residing at | Shenzhen,,CN |
| 3. | XIAN-QIN HU | , residing at | Shenzhen,,CN |

(hereinafter collectively referred to as the "Assignor"), WITNESSETH:

WHEREAS, said Assignor has invented certain new and useful improvements in a:

CIRCUIT BOARD AND METHOD FOR MANUFACTURING THE SAME

set forth in an application for Letters Patent of the United States,

being executed concurrently hereinwith; or
 filed on _____, with U.S. Serial No. _____.

WHEREAS,

AVARY HOLDING (SHENZHEN) CO., LIMITED. a corporation duly and lawfully organized, and having a principal place of business at: **B1dg A1-A3, AVARY Park, Songluo Rd., Yanchuan Community, Yanluo St., Bao An Dist., Shenzhen City, Guangdong Province, China;** and **QING DING PRECISION ELECTRONICS (HUIAN) CO.,LTD** a corporation duly and lawfully organized, and having a principal place of business at: **No. 8, Pengding Road,Huai an City, Jiangsu Province, China**

(hereinafter collectively referred to as the "Assignee"),

is desirous of acquiring the entire right, title and interest in and to said inventions and applications for Letters Patent of the United States, and in and to any Letters Patent or Patents, United States or foreign, to be obtained therefore and thereon:

NOW, THEREFORE, in consideration of one Dollar (\$1.00 USD) and other good and sufficient considerations, the receipt of which is hereby acknowledged, said Assignor has sold, assigned, transferred and set over, and by these presents does sell, assign, transfer and set over, unto said Assignee, its successors, legal representatives and assigns, Assignor's interest in the entire right, title and interest in and to the above-mentioned inventions, application for Letters Patent, and any and all Letters Patent or

Patents in the United States of America and all foreign countries which may be granted therefore and thereon, and in and to any and all divisions, continuations, and continuations-in-part of said application, or reissues or extensions of said Letters Patent or Patents, and all rights under the International Convention for the Protection of Industrial Property, the same to be held and enjoyed by said Assignee, for its own use and behalf and the use and behalf of its successors, legal representatives and assigns, to the full end of the term or terms for which Letters Patent or Patents may be granted, as fully and entirely as the same would have been held and enjoyed by the Assignor, had this sale and assignment not been made.

AND for the same consideration, said Assignor hereby covenants and agrees to and with said Assignee, its successors, legal representatives and assigns, that, at the time of execution and delivery of these presents, said Assignor is the lawful owner of the entire right, title and interest in and to said invention and the application for Letters Patent above mentioned, and that the same is unencumbered and that said Assignor has good and full right and lawful authority to sell and convey the same in the manner herein set forth.

AND for the same consideration, said Assignor hereby covenants and agrees to and with said Assignee, its successors, legal representatives and assigns, that said Assignor will, whenever counsel of said Assignee, or the counsel of its successors, legal representatives and assigns, shall advise that any proceeding in connection with said inventions, or said application for Letters Patent, or any proceeding in connection with Letters Patent for said inventions in any country, including interference proceedings, is lawful and desirable, or that any division, continuation or continuation-in-part of any application for Letters Patent, or any reissue or extension of any Letters Patent, to be obtained thereon, is lawful and desirable, sign all papers and documents, take all lawful oaths, and do all acts necessary or required to be done for the procurement, maintenance, enforcement and defense of Letters Patent for said inventions, without charge to said Assignee, its successors, legal representatives and assigns, but at the cost and expense of said Assignee, its successors, legal representatives and assigns;

STATEMENT

This is to certify that the subject matters in the US patent application, titled "CIRCUIT BOARD AND METHOD FOR MANUFACTURING THE SAME" was made by YING-QIU ZHENG, for and during his employment with Avary Holding (Shenzhen) Co., Limited. from 2019/5/20 to 2020/8/31, according to and by the operation of his employment agreements with Avary Holding (Shenzhen) Co., Limited., the subject matters are owned by, or transferred to Avary Holding (Shenzhen) Co., Limited.

LIN-YIN WONG

Date: 2020-09-16

[Name] LIN-YIN WONG

[Title] Chief Legal Officer

[Company] Avary Holding (Shenzhen) Co., Limited.

劳动合同书

甲方(用人单位) 乙方(员工) 园区 深圳

名称 深圳前海安图生物医药股份有限公司 姓名 袁秋秋 工号 31990318

住所 深圳市宝安区燕罗街道福泰路安图生物医药股份有限公司 性别 女 年龄 27

法定代表人 沈庆芳 身份证号 450803199204054981

联系人 袁正磊 住址 广西贵港市港南区新圩镇大文村大塘屯

联系电话 0755-33810388-60924 联系电话 19921531103 75号

根据《中华人民共和国劳动法》、《中华人民共和国劳动合同法》等有关法律、法规的规定，甲、乙双方按照合法、公平、平等自愿、协商一致、诚实信用的原则，达成如下协议：

一、合同期限

- 1.甲、乙双方选择以下第 1 种形式确定本合同期限：
(1) 固定期限，从 2019 年 5 月 20 日起至 2022 年 10 月 31 日止。
(2) 无固定期限，从 年 月 日起。
- 2.试用期为 6 个月，从 2019 年 5 月 20 日起至 2019 年 11 月 19 日止。

二、工作内容与地点

- 1.乙方的工作岗位为 工程技术管理，工作内容为 工程技术人员 (如有需要详见附件)。
- 2.乙方的薪资体系所在地为 深圳市，除该地点外，工作地点包括但不限于甲方及关联企业投资各地的工业园区、据点等所在地或临时派驻/出差地。

3.甲方因生产经营需要可以调整乙方的工作岗位、工作内容、跨国国家或地区变更工作地点(或多个地点)，不视为甲方违反合同，经协商可变更本合同主体或部分内容，合同其它内容仍然有效，变更通知书或调动通知单经乙方签收后作为本合同的附件。

4.乙方理解并认同甲方跨地区分散经营的特点，愿意配合甲方经营需要而进行的跨地区调动或国外派驻。

同时，甲方视情况提供异地安家搬迁等协助。

三、工作时间和休息休假

- 1.甲方实行标准工时制，即每日工作 8 小时，每周工作 40 小时，每周至少休息一天。同时，以综合工时制或不定时工作制补充。

2.公司实行多班制，乙方入职后可按需安排至夜班、白班、中班、夜班作业。

3.乙方应以优质、高效执行和完成任务为职责，原则上为责任制，在利用正常工作时间外，因完成岗位职责需要超时工作的，按甲方规定流程事先申请并经核准后始得计划加班或依规定安排调休。

4.甲方按规定给予乙方享受法定节假日、产假、年休假、婚假、丧假等假期，并依法支付假期的工资。

四、劳动报酬与薪资保密

- 1.甲乙双方的约定员工劳动报酬由正常工作时间工资、各类津贴、各类奖金及加班工资四部分构成，其中正常工作时间和工资即基本工资，各类津贴与各类奖金、加班工资均不属于正常工作时间和工资。

2.乙方试用期内工资为 5260 元/月，工资结构与试用期满工资以薪资单为准。

3.各类津贴项目包括但不限于职务津贴、地区津贴、伙食津贴、外住津贴、特殊岗位津贴、高温津贴、交通/电话补贴、综合补贴等。其中「职务津贴」是乙方担任管理服务、履行管理职能、承担管理责任、完成管理任务前提下，甲方所给予乙方的一种职务性津贴；当乙方担任之管理职务降低或取消时，甲方可依规章制度规定予以降低或取消乙方职务津贴；其它类津贴，依甲方薪资政策进行核定，符合条件的予以发放，不符合条件则不予发放。

4.各类奖金项目包括但不限于月度/季度奖金、年终奖金、持续服务奖金、提案改善奖金、业务提成奖金、按件计酬奖金、生产绩效奖金、留才奖金等，依甲方薪酬政策及乙方绩效进行核定，符合条件的予以发放，不符合条件则不予发放。

5.加班工资为正常工作时间之外工作的劳动报酬，计算基数为「正常工作时间工资+职务津贴」之和。加班工资、假期工资及特殊情况下的工资支付，按国家及地方法律法规的有关规定执行。

6.乙方当月薪资于次月甲方规定之日发放。为了节能环保，提高效率，并方便员工查询，乙方同意甲方从乙方当月应发工资明细(包含基本工资、加班工资、补贴、扣款等)上截至甲方指定APP，乙方自行下载该应用并通过对工号及密码操作及查询，以取代发放纸质薪资单。双方确认，自甲方指定APP上截完成乙方工资明细信息之日起，视为乙方已收到当月工资明细。

7.乙方应恪守薪资保密之义务，如违反公司规章制度将个人薪资泄露予公司内部或外部人员知悉，甲方有权与乙方解除劳动合同关系，并不作任何经济赔偿或补偿。

五、劳动保护、劳动条件和职业危害防护

1.甲方按照国家及地方有关劳动保护规定，提供符合国家安全生产标准的劳动安全卫生条件和必要的劳动防护用品，切实保护乙方在生产工作中的安全和健康。

2.乙方从事 工程技术 作业，可能产生职业

危害 噪音 无职业危害，甲方按照国家职业病防治法等相关法律法规采取有效防护措施，并依法组织乙方进行健康检查。

3.甲方按照国家及地方有关规定做好女职工的劳动保护工作。

六、社会保险、福利及培训

1.甲、乙双方按照国家及地方有关规定，参加社会保险，缴纳社会保险费。

2.乙方患病或非因工负伤，甲方按照国家及地方有关规定给予乙方享受医疗期和医疗期待遇。

3.乙方患职业病、因工负伤的，甲方按《职业病防治法》、《工伤保险条例》等有关法律法规的规定执行。

4.视乙方工作表现，甲方将从福利配房、股票期权等条件奖励(奖金)及其它特别留才等福利政策方面给予乙方机会(双方需另签协议)。但前述各项都是正常薪资奖金以外之福利事项，由甲方设定资格，非人人享有。

5.甲方设专项培训费用或另行约定奖励办法，鼓励支持乙方进行海外进修、学历教育、专业技术培训、海外招聘历练等，学有所成者给予轮岗历练、晋级或奖励。

版本号：版次：HRD20170501A2

七、规章制度

1. 甲方依法制定的各项规章制度，向乙方公示或告知(详细规章制度内容《员工手册》或甲方公告为准)。
2. 乙方应遵守国家、地方的有关法律、法规，遵守国家、地方计划生育的规定和甲方依法制定的规章制度和重大事项，遵守岗位职贵和安全操作规程。

3. 乙方对甲方规章制度或涉及切身利益的重大事项可以向工会反映、提出意见或建议。

4. 甲方有权对乙方执行规章制度情况进行检查、纠正，拒不纠正或违纪情节严重者，甲方可依规章制度给予处分(处分包括警告、记过、记大过、开除等)。

八、合同变更

1. 任何一方有正当理由要求变更本合同的有关内容，都应以书面形式通知对方。

2. 甲、乙双方经协商一致，可以变更本合同，并办理变更本合同的手续。

九、合同解除

1. 乙方有下列情形之一者，甲方有权解除劳动合同：

- (1) 在试用期间被证明不符合录用条件的；
 - (2) 提供虚假资料等欺诈骗手段订立本合同的；
 - (3) 严重失职、徇私舞弊的；
 - (4) 与其它用人单位建立劳动关系；
 - (5) 工作不胜任，经培训或调整岗位仍不胜任的；
 - (6) 因违反法律法规被处罚或刑事拘留的；
 - (7) 其它严重违反甲方规章制度或依法可以解除的其他情形；
2. 甲、乙双方提前解除劳动关系，应当符合法律法规的有关规定。乙方未提前 30 天书面通知甲方解除劳动关系或未依据《劳动合同法》第50条按双方约定办理交接的，应当赔偿甲方损失。解除或终止合同时，符合支付经济补偿金条件的，甲方应依法向乙方支付经济补偿金。乙方违法解除的应承担违约责任及赔偿责任。
3. 甲方应当在解除或终止劳动合同时出具解除或终止劳动合同的证明，为乙方办理档案和社会保险关系转移手续，但乙方应当按甲方离职流程要求办理工作交接并得到甲方确认。甲方应当向乙方支付经济补偿的或乙方须承担违约责任时，在办理工作交接时支付。乙方未按约定及时支付违约金或赔偿金视为未按约定办理工作交接，甲方可以延期办理相关手续直至乙方按约定履行上述义务，且可在未结清薪资中逐行扣除违约金或赔偿金。

十、合同终止

1. 本合同期满或出现法律规定的劳动合同终止情形的，本合同即行终止。

2. 本合同期满前一方不愿续订的，应提前 15 天向对方提出终止或不予续订劳动合同的书面意向，并应在本合同期满后 3 日内办理相关手续。合同期满前 5 天内均未提出终止的，视为双方同意续订劳动合同，双方应在本合同期满前办理续订手续。

十一、争议处理

甲、乙双方发生劳动争议后，可以向工会或企业劳动争议调解委员会申请调解；也可以在争议发生后在法定的时效期限内向当地劳动争议仲裁委员会申请调解及仲裁。对仲裁裁决无异议的，双方必须履行。

十二、双方认为需要约定的其它事项：

1. 乙方如有个人生活、情感上的困扰，甲方鼓励乙方向工会、员工关爱中心求助，或通过其他合法途径表达合理诉求，依法维权。对于乙方非法或不合理的行为甲方和不当诉求，甲方可以依法拒绝，必要时甲方得请政府相关部门依法办理。

2. 甲方根据企业正常管理需要，有权制订薪资与奖金制度、绩效考核等制度，有权制订持续服务奖等奖金的核定和发放条件及重要干部住房、股票期权(附条件奖励凭证)等相关奖励和规定。在乙方任职期间的奖金和福利事项非本合同项下之法定义务或合同约定义务。乙方以任何原因离职均视为对奖励事项可能丧失及权益的放弃。

3. 乙方应遵守甲方知识产权保护及保密的各项制度要求，签署《知识产权暨保密协议书》等相关约定文件。按约定履行保守商业秘密、竞业限制、知识产权约定等义务，包括但不限于任职期间及离职后贰年内不得擅自或在甲方及关联企业所在国家或地区从事任何与甲方业务或其业务有关之事务相竞争之行为，不得为自已或他人之利益直接或间接使用甲方机密资料及知识产权，不得以任何方式泄露或将该机密资料交付给任何第三人。

4. 如乙方不遵守或违反学历教育、专业技术培训、外派海外历练、持续服务签约、人事档案管理、保密、竞业限制、离职交接及其它约定，应承担违约责任及赔偿责任。


5. 如因国家及政府去杠杆政策调整需增补条款款以补充协议形式签订；乙方与甲方自愿签订的补充协议、承诺书、协议书、协议书等，均构成本合同的补充和组成部分，与本合同一并执行。

6. 乙方向甲方提供下列乙方姓名及收件人的地址作为约定的受通知送达地址，除非乙方另行书面通知甲方变更，则甲方按下列地址邮寄送达视为有效送达：

地址 宁夏银川市兴庆区新华镇大塘屯15号
邮编 737118

十三、本合同自甲、乙双方签字或盖章之日起生效。
十四、本合同一式两份，甲、乙双方各执一份。

甲方：(盖章)  乙方：(签名) 吴广映 秋

代表人：  已收到合同正本一份：(签名) 吴广映 秋

2019年7月20日 2019年5月20日

Affidavit of Accuracy

I, Chun-Xiao Xu, hereby declare that I am well conversant in both English and Chinese language, and the attached document is a true and accurate translation of the Labor Contract, to the best of my capability.

By: Chun-Xiao Xu
Chun-Xiao Xu

Date: 2020-09-27

Labor Contract

Party A (employer)

Name Pengding Holdings (Shenzhen) Co., Ltd.

Address Pengding Holdings (Shenzhen) Co., Ltd., Songluo Road, Yanluo Street, Bao'an District, Shenzhen

Legal representative Qing Fang Shen

Contact person Bo Zhang

Contact telephone 0755-33810388-61002

Party B (employee)

Campus: Shenzhen

Name: YING-QIU ZHENG

Work number: 31990318

Gender: Female

Age: 27

ID number: 450803199204054981

Address: No. 75, Datangtun, Dazheng Village, Xintang Town, Gangnan District, Guigang City, Guangxi Province

Contact telephone: 19927531103

According to "Labor Law of the People's Republic of China", "Labor Contract Law of the People's Republic of China", and the stipulations of the relevant laws and regulations, Party A and Party B have reached the following agreement in accordance with the principles of legality, fairness, equality, voluntariness, consensus, and good faith:

I Contract validity

1. Party A and Party B choose the first form below to determine the term of this contract:
 - (1) Fixed term, from 2019-05-20 to 2022-10-31.
 - (2) Non-fixed term
2. Probationary period is six months from 2019-05-20 to 2019-11-19.

II Work contents and location

1. Work unit of party B is Construction technology and management, work contents are Construction technology (for details see attachment).
2. The location of Party B's salary relationship is Shenzhen, besides this location, the work location includes but is not limited to the industrial parks, bases and other locations where Party A and affiliated companies invest in various locations, or temporary stations and business trip locations.
3. Party A can adjust Party B's job position and work contents due to production and business needs, and change the work location (or multiple locations) across countries or regions, and it is not considered as a breach of contract by Party A. The main part or part of the contract can be changed after negotiation, and the other contents are still valid, and the change notice or transfer notice will become an attachment to this contract after being signed by Party B.
4. Party B understands and recognizes the characteristics of Party A's cross-regional decentralized operations, and is willing to make cross-regional transfers or overseas assignments to meet Party A's business needs. At the same time, Party A will provide

assistance such as relocation assistance depending on the situation.

III Working time and Time off

1. Party A implements a standard working hour system, that is, 8 hours a day, 40 hours a week, and at least one day off each week. At the same time, it is supplemented by a comprehensive working hour system or irregular working hour system.
2. The company implements a multi-shift system, and Party B may be assigned to the early, day, mid, or night shift after entering the job.
3. Party B shall take high-quality, efficient execution and completion of the job roles as its responsibilities. In principle, it is a responsibility system. If outside of normal working hours it is necessary to work overtime to complete job responsibilities, overtime shall be applied for in advance and be approved according to the procedures specified by Party A. After that, overtime work must be counted or rest time reassigned according to regulations.
4. Party A shall provide Party B with statutory holidays, maternity leave, annual leave, marriage leave, funeral leave, and other holidays in accordance with regulations, and shall pay the holiday wages in accordance with the law.

IV Labor compensation and salary confidentiality

1. Party A and Party B agree that the employee's labor remuneration consists of four parts: normal working hours wages, various allowances (subsidies), various bonuses and overtime wages, among which the normal working hours wages are the basic salary, and the various allowances (subsidies), various bonuses, and overtime wages are not part of normal working hours wages.
2. Party B's salary during the probation period is 3260 yuan/month, and the salary structure and salary after the probation period shall be based on the salary slip.
3. Various allowances (subsidies) include but are not limited to job allowances, regional allowances, food allowances, living allowances, special post allowances, high/low temperature allowances, transportation/telephone subsidies, comprehensive subsidies, etc. Among them, "job allowance" is a kind of job allowance given by Party A to Party B under the condition that Party B assumes a management position, performs management functions, assumes management responsibilities, and completes managerial tasks. When the management position held by Party B is reduced or cancelled, Party B's job allowances can be reduced or cancelled in accordance with the rules and regulations; other allowances (subsidies) shall be verified in accordance with Party A's salary policy. The allowances (subsidies) which meet the conditions will be issued, and those that do not meet the conditions will not be issued.
4. The various bonuses include, but are not limited to, monthly/quarterly bonuses, year-end bonuses, special service bonuses, proposal improvement bonuses, business commission bonuses, piecework bonuses, production performance bonuses, talent retention bonuses, etc., which will be verified according to Party A's salary policy and Party B's performance. The various bonuses which meet the conditions will be issued, and those that do not meet the conditions will not be issued.
5. Overtime pay is the remuneration for work outside of normal working hours, and is calculated according to the sum of "normal working hours wages + job allowances". Overtime wages, holiday wages and wages under special circumstances shall be paid in accordance with the relevant provisions of national and local laws and regulations.

6. Party B's salary of the current month will be paid on the day specified by Party A in the following month. In order to save energy and protect the environment, improve efficiency, and facilitate employee inquiries, instead of issuing a paper payroll, Party B agrees that Party A will upload the wage details (including basic wages, overtime wages, subsidies, deductions, etc.) to Party A's designated APP, and Party B will download the application and use the job number and password to use and query the APP. Both parties confirm that Party B shall be deemed to have received the salary details of the current month from the date when Party A has uploaded the salary details of Party B to the designated APP.
7. Party B shall abide by the obligation of salary confidentiality. If the personal salary is leaked to the company's internal or external personnel in violation of the company's rules and regulations, Party A has the right to terminate the labor contract relationship with Party B without any financial compensation or reimbursement.

V Labor protection, labor conditions and occupational hazard protection

1. Party A shall provide labor safety and sanitation conditions and necessary labor protection supplies that meet the national safety and health standards in accordance with the relevant national and local labor protection regulations to effectively protect the safety and health of Party B during production operations.
2. When Party B is engaged in Construction technology, there may be exposure to dust radioactive materials other toxic and hazardous materials noise no occupational hazards. Party A takes effective protective measures in accordance with the National Occupational Disease Prevention and Control Law and other relevant laws and regulations, and organizes Party B to conduct health inspections in accordance with the law.
3. Party A shall do a good job of labor protection for female employees in accordance with relevant national and local regulations.

VI Social insurance, benefits, and training

1. Party A and Party B shall participate in social insurance and pay social insurance premiums in accordance with relevant national and local regulations.
2. If Party B suffers from illness or non-work-related injury, Party A shall grant Party B a treatment period and treatment period accommodations in accordance with relevant national and local regulations.
3. If Party B suffers from an occupational disease and is injured at work, Party A shall implement the relevant laws and regulations in accordance with the "Occupational Disease Prevention Law", "Work Injury Insurance Regulations" and other relevant laws and regulations.
4. Depending on Party B's work performance, Party A will give Party B benefit opportunities in terms of welfare housing allocation, stock options (conditional reward certificates) and other special talent retention benefits (both parties need to sign a separate agreement). However, the aforementioned items are all benefits other than the normal salary bonuses, which are set by Party A and are not applicable to everyone.
5. Party A sets up special training fees or separately agrees on incentives to encourage and support Party B in overseas advanced studies, academic education, professional technical training, overseas stationing experience, etc. Those who have achieved success will be

given rotation experience, popularization, or rewards.

VII Rules and regulations

1. The various rules and regulations formulated by Party A in accordance with the law shall be publicized or notified to Party B (detailed rules and regulations are subject to the "Employee Handbook" or Party A's announcement).
2. Party B shall abide by relevant national and local laws and regulations, abide by the remaining regulations of the national and local plans and the rules and regulations and major matters formulated by Party A in accordance with the law, and abide by job responsibilities and safety operating procedures.
3. Party B can report to the trade union and put forward opinions or suggestions on major matters regarding Party A's rules and regulations or personal interests.
4. Party A has the right to inspect and correct Party B's implementation of the rules and regulations. If Party B refuses to correct or has serious violations of discipline, Party A may impose sanctions in accordance with the rules and regulations (Sanctions include warnings, small demerits, big demerits, firing, etc.)

VIII Changes to the contract

1. Any party who has legitimate reasons to request changes to the relevant contents of this contract shall notify the other party in writing.
2. Party A and Party B can modify this contract after negotiation and go through the formalities for modifying this contract.

IX Contract termination

1. If Party B has one of the following circumstances, Party A has the right to terminate the labor contract:
 - (1) It is proved that Party B does not meet the employment conditions during the probation period;
 - (2) Contracts are concluded by fraudulent means such as providing false information;
 - (3) Serious negligence of duty, malpractice for favoritism;
 - (4) Establishing labor relations with other employers;
 - (5) Incompetent in the job, and still incompetent after training or job adjustment;
 - (6) Those who have been subject to public security punishments or formal investigations for violations or crimes;
 - (7) Other serious violations of Party A's rules and regulations or other circumstances that warrant termination by law;
2. The termination of the labor contract by both parties in advance shall comply with the relevant provisions of laws and regulations. If Party B does not inform Party A in writing 30 days in advance to terminate the labor contract or to handle the handover as agreed by both parties in accordance with Article 50 of the Labor Contract Law, Party B shall compensate Party A for losses. When the contract is cancelled or terminated, if the conditions for payment of economic compensation are met, Party A shall pay Party B the economic compensation according to law. Party B shall be liable for breach of contract and compensation if the contract is terminated illegally.
3. Party A shall issue a certificate of dissolution or termination of the labor contract when dissolving or terminating the labor contract, and go through the file and social insurance relationship transfer procedures for Party B, but Party B shall first handle the work

handover according to the requirements of Party A's resignation process and obtain Party A's confirmation . When Party A shall pay Party B economic compensation or Party B is liable for breach of contract compensation, the payment shall be made when the work is handed over. If Party B fails to pay breach of contract damages or compensation in a timely manner as agreed, it shall be deemed that the work has not been handed over as agreed. Party A can postpone to handle the relevant procedures until Party B fulfills the above obligations as agreed, and the breach of contract damages or compensation can be deducted from the unsettled salary.

X Contract termination

1. If this contract expires or the labor contract is terminated as stipulated by law, this contract shall be terminated immediately.
2. If one party is unwilling to renew the contract before the expiration of the contract, the unwilling party shall submit a written intention of terminating or not renewing the labor contract to the other party 15 days in advance, and shall complete the relevant procedures within 3 days after the expiration of the contract. If no termination is made within 5 days before the expiration of the contract, it shall be deemed that both parties have agreed to renew the labor contract, and both parties shall go through the renewal procedures before the expiration of this contract.

XI Dispute handling

1. After a labor dispute occurs between parties A and B, they can apply to the labor union or the enterprise labor dispute mediation committee for mediation; they can also apply to the local labor dispute arbitration committee for mediation and arbitration within the statutory limitation period after the dispute occurs. If there is no objection to the arbitration award, both parties must implement it.

XII Other matters that both parties think need to be agreed

1. If Party B has personal life or emotional distress, Party A encourages Party B to seek help from the labor union or the Employee Care Center, or express reasonable demands through other legal channels, and protect rights in accordance with the law. For Party B's illegal or unreasonable extreme behaviors and improper requests, Party A can refuse according to law, and if necessary, Party A can request relevant government departments to handle them according to law.

2. According to the normal management needs of the enterprise, Party A has the right to formulate salary and bonus systems, performance appraisal systems, and the right to formulate continuous service awards, contract awards and other bonus approval and issuance conditions, key cadres allocation, stock options (with conditions Reward certificates) and other related policies and regulations. Bonuses and benefits other than normal salary are not legal obligations or contractual obligations under this contract. Party B's resignation for any reason shall be deemed as a waiver of its conditional possible awards and rights.

3. Party B shall abide by the various system requirements of Party A's intellectual property protection and confidentiality, sign the "Intellectual Property and Confidentiality Agreement" and other relevant agreement documents, and perform the obligations of keeping business secrets, competition restrictions, and intellectual property agreements as agreed, which include but are not limited to, not directly or indirectly engaging in any conduct that competes with Party A's business or related affairs in the country or regions where Party A and its affiliates are located during the tenure and within two years after resignation, not directly or indirectly using Party A's confidential

information and intellectual property rights for personal interests or other party's interests, and not disclosing or delivering the confidential information to any third party in any way.

4. If Party B fails to comply with or violates academic education, professional technical training, overseas experience, continuous service signing, personnel file management, confidentiality, competition restrictions, resignation and other agreements, Party B shall be liable for breach of contract and compensation.

5. If national government regulations and policies are adjusted, the terms that need to be added or reduced are signed in the form of a supplementary agreement; the relevant agreement, commitment, conclusion, agreement, etc. voluntarily signed by Party B and Party A all constitute a supplement to this contract, and the components are executed together with this contract.

6. Party B provides Party A with the following address with Party B's name as the recipient as the agreed address for service of notification. Unless Party B otherwise informs Party A in writing of the change, Party A's postal service to the following address shall be deemed effective:

Address: No. 75, Datangtun, Dazheng Village, Xintang Town, Gangnan District, Guigang City, Guangxi Province

Post Code: 537118

XIII This contract takes effect from the date of signature or stamp of both Party A and Party B.

XIV This contract is in duplicate, with Party A and Party B each holding one copy.

Representative: Qing Fang Shen

2019-05-20

Party B: (signature) YING-QIU ZHENG

A copy of the original contract has been received: (signature) YING-QIU ZHENG

2019-05-20