

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT6739554

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
THEODORUS GERARDUS MARINUS MARIA KAPPEN	01/17/2013
RECEIVING PARTY DATA	
Name:	TRICOYA TECHNOLOGIES LTD.
Street Address:	19 LANCASTER PLACE
Internal Address:	BRETTENHAM HOUSE
City:	LONDON
State/Country:	UNITED KINGDOM
Postal Code:	WC2E 7EN
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	16702770
CORRESPONDENCE DATA	
Fax Number:	
<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:	6155239955
Email:	jrc@ospreyip.com
Correspondent Name:	OSPREYIP, PLLC
Address Line 1:	8011 BROOKS CHAPEL ROAD, #2347
Address Line 4:	BRENTWOOD, TENNESSEE 37027
ATTORNEY DOCKET NUMBER:	18948-TT00105A
NAME OF SUBMITTER:	JAMES R. CARTIGLIA
SIGNATURE:	/James R. Cartiglia/
DATE SIGNED:	06/01/2021
Total Attachments: 4	
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T. Kappen
De-Quaborch 6
5241 HN ROSMALEN

ref: **Secondment to Tricoya Technologies**

Arnhem, 17th January 2013

Dear Theo,

I am writing to confirm the arrangements that have been agreed between us in connection with your secondment to Tricoya Technologies Limited (**the Host**).

1. You shall remain employed by Titan Wood B.V. (**the Company**) during the secondment and your current terms of employment shall remain unchanged, except as set out in this letter. In particular, your period of continuous employment will remain unbroken.
2. The secondment shall commence on 5 October 2012 and shall continue until terminated:
 - (a) on 1 months' written notice from either the Host or the Company up until 4th October 2013 and on 6 months' written notice thereafter; or
 - (b) on 6 weeks written notice up until 4th October 2013 and 4 months written notice thereafter from you in the event you decide you want to end this secondment; or
 - (c) on the termination of your employment in accordance with the terms of your contract

(the "**Secondment Period**").

3. During the secondment you shall carry out any work that is reasonably required of you by the Company at the Host's request and in the Host's business. Initially, you will be expected to devote 80 per cent of your working time to the Host's business, with the balance devoted to the Company. You should continue to

report to, and be managed by, Michel Maes at the Company but report on day-to-day matters to Pierre Lasson (or any other person appointed as General Manager of the Host from time to time, the "General Manager") at the Host.

4. The Company shall continue to pay your salary, reimburse expenses, carry out appraisals (and the Host will provide input on your performance to the appraisal process) and pay reviews and deal with any grievances or concerns about your conduct or performance in the normal way. You shall continue to participate in your existing benefit plans.
5. You consent to the Company providing relevant information about you to the Host in connection with the secondment and, in particular, to it providing details of any "personal data" (as defined within the Data protection Act 2001- to be updated to reflect Dutch law), for legal, personnel, administrative and management purposes.
6. Your contract currently requires you to keep the Company's confidential information and trade and business secrets confidential. This is particularly important while you are on secondment to the Host. You should also respect the confidentiality of any similar information relating to the Host, and any shareholder of the Host (being Titan Wood Limited and INEOS Industries Holdings Limited at the date hereof, each a "Shareholder") to which you have access during the secondment.

You agree not to:

- (a) (except in the proper course of your secondment, as required by law or as authorised by the Host) during the Secondment Period or after its termination (howsoever arising) use or communicate to any person, company or other organisation whatsoever (and shall use his best endeavours to prevent the use or communication of) any Confidential Information (as defined below) relating to the Host or any Shareholder that you create, develop, receive or obtain during the Secondment Period. This restriction does not apply to any information that is or comes in the public domain other than through your unauthorised disclosure; or
- (b) make (other than for the benefit of the Host) any record (whether on paper, computer memory, disc or otherwise) containing Confidential Information relating to the Host or use such records (or allow them to be used) other than for the benefit of the Host. All such records (and any copies of them) shall be the property of the Host and shall be handed over to the Host on the termination of your secondment or at the request of the Host at any time during the Secondment Period;

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- (c) make any record (whether on paper, computer memory, disc or otherwise) containing Confidential Information relating to any Shareholder or use such records (or allow them to be used) in any way, other than with the prior written consent of that Shareholder.
7. You agree to give the Host full written details of all Inventions (as defined below) and of all works embodying Intellectual Property Rights (as defined below) made wholly or partially by you at any time in the course of you carrying out work for the Host in the course of your secondment. Further you:
- (d) acknowledge that all Intellectual Property Rights subsisting (or which may in the future subsist) in all such Inventions and works created in the course of you carrying out work for the Host shall automatically, on creation, vest in the Host absolutely, and to the extent that they do not vest automatically, you shall hold them on trust for the Host;
 - (e) shall waive all moral rights under the Copyright, Designs and Patents Act 1988 (and all similar rights in other jurisdictions) which you have or will have in any existing or future works created in the course of you carrying out work for the Host;
 - (f) irrevocably appoint the Host to be your attorney in your name and on your behalf to execute documents, use your name and do all things which are necessary or desirable for the Host to obtain for itself or its nominee the full benefit of this clause.

You further agree to promptly execute all documents and do all acts as may, in the opinion of the Host, be necessary to give effect to this paragraph 7.

Words used in this letter shall have the following meanings:

Confidential Information: information relating to the business, products, affairs and finances of the relevant party for the time being confidential to the relevant party and trade secrets including, without limitation, technical data and know-how relating to the business of the relevant party or any of its suppliers, clients, customers, agents, distributors, shareholders or management, including in particular (by way of illustration only and without limitation).

Intellectual Property Rights: patents, rights to Inventions, copyright and related rights, trade marks, trade names and domain names, rights in get-up, goodwill and the right to sue for passing off or unfair competition, rights in designs, rights in computer software, database rights, rights to preserve the confidentiality of information (including know-how and trade secrets) and any other intellectual property rights, in each case whether registered or unregistered and including all applications (or rights to apply) for and be granted, renewals or extensions of, and rights to claim priority from, such rights and all similar or equivalent rights or forms of protection which may now or in the future subsist in any part of the world.

Inventions: inventions, ideas and improvements, whether or not patentable, and whether or not recorded in any medium.

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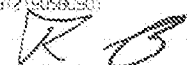
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Accsys Technologies is a trading name of Trancood BV whose registered and valid address is at Industriepark Kieken Velders Westenvoersdijk 73, 6827 AV Arnhem. Registered in The Netherlands, KvK No. 5135412, VAT No. NL812190540C001.



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Governing law and Jurisdiction

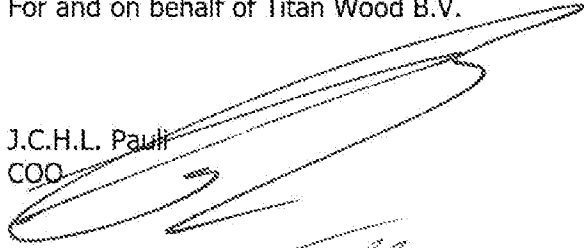
This agreement and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non contractual disputes or claims) shall be governed by and construed in accordance with the laws of the Netherlands.

Please sign the enclosed copy of this letter and return it to Bert Timmermans by 24th January 2013 to indicate your agreement to the terms in this letter.

Yours sincerely,

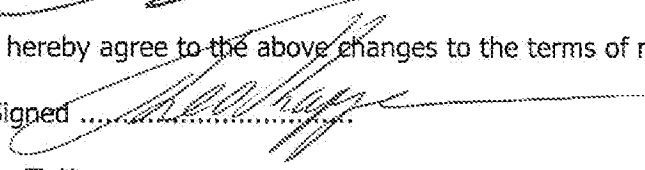
For and on behalf of Titan Wood B.V.

J.C.H.L. Pauli
COO



I hereby agree to the above changes to the terms of my employment.

Signed



by T. Kappen

Date 17-1-2013

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