

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT7425316

| | |
|---|--|
| SUBMISSION TYPE: | NEW ASSIGNMENT |
| NATURE OF CONVEYANCE: | EMPLOYMENT AGREEMENT |
| CONVEYING PARTY DATA | |
| Name | Execution Date |
| MAHABOOB SUBHAHANI MOHAMED ALI | 09/08/2005 |
| RECEIVING PARTY DATA | |
| Name: | OREN HYDRO CARBONS PVT LTD |
| Street Address: | 28/2B SARAVANA STREET T. |
| Internal Address: | NAGAR |
| City: | CHENNAI |
| State/Country: | INDIA |
| Postal Code: | 600017 |
| PROPERTY NUMBERS Total: 1 | |
| Property Type | Number |
| Application Number: | 16764657 |
| CORRESPONDENCE DATA | |
| Fax Number: | (202)315-0396 |
| <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: | 202-292-4690 |
| Email: | docketing@jonesrobb.com, sheila.ovando@jonesrobb.com |
| Correspondent Name: | JONES ROBB, PLLC |
| Address Line 1: | 1420 SPRING HILL ROAD, SUITE 325 |
| Address Line 4: | MCLEAN, VIRGINIA 22102 |
| ATTORNEY DOCKET NUMBER: | 1192.0001.00000 |
| NAME OF SUBMITTER: | ASHLEY N. NICHOLLS |
| SIGNATURE: | /Ashley N. Nicholls, Reg. No. 54,361/ |
| DATE SIGNED: | 07/11/2022 |
| Total Attachments: 9 | |
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R A Starch Processors Private Limited.

#28/2B, Saravana Street, T.Nagar, Chennai - 600 017, India
Phone : 2436 0205, (5Lines). Fax : 91 -44 - 2434 7338.

September 8, 2005

Mr.Mahaboob Subhahani



Dear Mr.Mahaboob Subhahani

This is further to your personal interview , at our office for the post of Manager - Production.

We are pleased to offer you the position of Manager - Production in our Company. Additional information is annotated on the separate offer letter . You are requested to sign the duplicate copy of the enclosed offer letter as a token of your acceptance immediately for our records.

we extend a warm welcome to the family of OREN.

Wishing you good luck,

G.Saravanagupta
Director.



R A Starch Processors Private Limited.

#28/2B, Saravana Street, T Nagar, Chennai - 600 017, India.
Phone : 2436 0205, (5Lines). Fax : 91 - 44 - 2434 7358.

September 8, 2005

Mr.Mahaboob Subhahani



Reg: OFFER OF EMPLOYMENT

We are pleased to offer you the position of Manager - Production on the following terms:

- 1. Probation:** You will be on probation for a period of 6 (six) months. Effective upon satisfactory completion of the period of probation, the management will take you on permanent roll. In the event of your performance not upto the satisfaction of the management, the management reserves the right either to extend the probation or to relieve you from the position offered.
- 2. Compensation:** During the period of probation you will be paid the consolidated salary of Rs.7000/- per month after completion of the probationary period your salary structure will be fixed. Company will provide rent free accomadation in the campus.
- 3. Reporting:** You will be directly reporting to Mr. M.W.Henry , Manager -- Works.
- 4. Leave:** You will be governed by the leave rules of the company. However,during probation you will be eligible for 1 (ONE) day Casual Leave for every month, which can be carried forward to your leave account.
- 5. Working Hours:** The company follows 6 day a week (Monday to Saturday) and the normal working hours will be 8 hours per shift which will be changed every 2 days once. In case of necessity you may have to stay for extended hours also, for which no Overtime will be paid.
- 6. Notice Period:** During the period of Probation, the management reserves the right to give you 15 days' notice to relieve you from the services of the Company. In the event of you wanting to leave the company, you have to give atleast 15 days' notice to the company requesting to relieve you.



R A Starch Processors Private Limited.

#28/2B, Saravana Street, T.Nagar, Chennai - 600 017, India.
Phone : 2436 0205, (Cities) Fax : 91 - 44 - 2434 7336.

7. **General :** The management has the right to shift you from the current position offered and you can also be transferred to any of our group companies.

All other terms and conditions of this contract will be as per Labor Laws. During the term of your employment, you will abide by Company policies and rules including those mandated by the management.

You are requested to sign the duplicate copy of this offer letter as token of acceptance of our offer.

For R A STARCH PROCESSORS PVT LTD

G.Saravanagupta
Director.

I hereby accept your offer of employment

M.Mahaboob Subhahani

CONFIRMATORY ASSIGNMENT OF INVENTION - WORLDWIDE

WHEREAS, the undersigned assignors

Mahabooob ALI of 28/2B Saravana Street T. Nagar, Chennai, 600017, India;

Mohamed KHAN of 28/2B Saravana Street T. Nagar, Chennai, 600017, India;

Ariyudainambi EZHIL of 28/2B Saravana Street T. Nagar, Chennai, 600017, India;

Rizwan AHMAD of 28/2B Saravana Street T. Nagar, Chennai, 600017, India; and

Senthikumar SUNDARARAJ of 28/2B Saravana Street T. Nagar, Chennai, 600017, India

(the "Assignors"), were the owners inventions set forth and described in the patents/patent applications listed on Schedule A attached hereto and forming a part of this document (the "Inventions")

AND WHEREAS,

OREN HYDRO CARBONS PVT LTD. of 28/2B Saravana Street T. Nagar, Chennai, 600017, India (the "Assignee")

had, as of November 17, 2017 (the "Effective Date") acquired the entire right, title, interest, property and benefit in and for Canada, and all other countries in the world, in and to the Inventions held by the Assignors;

NOW THEREFORE, for good and valuable consideration already provided, the receipt and sufficiency of which are hereby acknowledged,

the Assignors confirm by these presents that the Assignor had, as of the Effective Date, sold, assigned, granted, transferred and set over to the Assignee and do hereby sell, assign, transfer and set over to the Assignee, to any extent not already sold, assigned, granted, transferred or set over to the Assignee and to the Assignee's successors, assigns, nominees or other legal representatives, its entire right, title, interest, property and benefit including any right to sue for past infringements in and for Canada, and all other countries and jurisdictions in the world, in and to the Inventions, any and all applications filed therefor, including any and all corresponding applications whether in the form of divisions, continuations, re-examinations, re-issues and extensions thereof, any and all patents that may issue, be granted or result therefrom for the Inventions, and any and all rights of priority resulting from the filing of any of the above-identified applications and any previously filed applications in respect of the Inventions under international conventions, treaties or otherwise, the same to be held and enjoyed as fully and exclusively as the same would have been held and enjoyed by any and all of the Assignors had this assignment not been made;

the Assignors agree to do all lawful acts and to execute and deliver, without further consideration, all further documents as may reasonably be required by the Assignee, or by its successors, assigns, nominees, or other legal representatives, to obtain said patents in Canada and all other countries and jurisdictions for the Inventions and vests or secures the same in the Assignee, and in the Assignee's successors, assigns, nominees or other legal representatives; and

the Assignors grants to said Assignee, its successors, assigns, nominees or other legal representatives, including their patent agent **NORTON ROSE FULBRIGHT CANADA LLP/S.E.N.C.R.L., s.r.l.**, the power to insert on this Confirmatory Assignment any further information which may be necessary or desirable in order to comply with statutory requirements for recordation of this document.

ASSIGNORS UNDERSTAND AND AGREE that the attorneys and agents of the law firm of Norton Rose Fulbright Canada LLP/S.E.N.C.R.L., s.r.l. do not personally represent Assignors or their legal interests, but instead represent the interests of Assignee. Since Norton Rose Fulbright Canada LLP/S.E.N.C.R.L., s.r.l. cannot provide legal advice to Assignors with respect to this Assignment, Assignors acknowledge their right to seek their own independent legal counsel.


THIS CONFIRMATORY ASSIGNMENT may be executed in counterparts, all of which shall be considered one and the same agreement, and is binding on the heirs, executors, successors and administrators of the Assignors.

DATED this 19 day of OCTOBER, 2021.

Name:
Witness

By: _____
Name: Mahabooob ALI

Date: _____



Name:
Witness

By: J. Mol. Iqbal khatun
Name: Mohamed KHAN

Date: 19 - OCT - 2021

KANWAR MUHAMMAD MAZHAR

Name:
Witness

By: _____
Name: Arivudainambi EZHIL

Date: _____

Name: _____
Witness

By: _____
Name: Senthilkumar SUNDARARAJ

Date: _____



Name: _____
Witness

By: 
Name: Rizwan AHMAD


Date: 19-OCT-2021

DURGESH CHANDOR
PATIDGY

OREN HYDRO CARBONS PVT LTD.



Name: _____
Witness

By: 
Name: RIZWAN AHMAD.
Title: CHAIRMAN & MANAGING DIRECTOR

Date: 19-OCT-2021

DURGESH CHANDOR
PATIDGY

Declaration of Witness

Each witness hereby declares that he/she was personally present and did see the person or inventor for which he/she is witnessing duly sign and execute the foregoing assignment on the day and year set forth above and hereby authenticates the signature of the person or inventor.

Schedule A

Assignment of Inventions – Worldwide

| Our Reference | Official Number | Title | Filing Date |
|----------------|-------------------|--|-------------|
| 10200386-1USPR | 62/587801 | INVERT EMULSION MUD SYSTEM USING CLAY-FREE ADDITIVES | 17-Nov-2017 |
| 10200386-1PCT | PCT/US2018/061559 | INVERT EMULSION MUD SYSTEM USING CLAY-FREE ADDITIVES | 16-Nov-2018 |
| 10200386-1US | 16/764657 | INVERT EMULSION MUD SYSTEM USING CLAY-FREE ADDITIVES | 16-Nov-2018 |



OREN HYDROCARBONS PVT. LTD.
100, PLOT NO. 10, SECTOR 10, Gurgaon, Haryana



OREN HYDROCARBONS PVT. LTD.
100, PLOT NO. 10, SECTOR 10, Gurgaon, Haryana



| | | |
|---|---------------------------|---------------------|
| 1 | Assistant Research | Asst Manager |
| 2 | Asst Manager (R) | S. Control Lab |
| 3 | Lab Operator | Senior Operator (Q) |
| 4 | S.S. Laboratory Assistant | Lab Operator |
| 5 | Assistant Manager | Lab Operator |
| 6 | Lab Operator | Asst Manager |
| 7 | Senior Operator (Q) | Lab Operator |

By the Director from

Assistant Director
Chemicals and Marketing Division



28/222, Sakinaka Street, 7, Haryana, Chennai - 600 017, India
Phone: +91 44-2438 0202 Fax: +91 44-2438 7338
Email: info@oren.in Web: www.oren.in

DEAR SIR,

To: All Researchers & Assistants

Terms & conditions for entry into Oren Lab

TERMS & CONDITIONS:

- The research lab is a registered area of the company and no one irrespective of the seniority is permitted to access without the explicit approval of the management.
- Visitor and their research staff is strictly prohibited to enter the lab.
- Entry of lab staff, researchers and members accessing the lab is controlled upon passing terms and conditions:
 - All the staff and researchers inside the lab should strictly remain inside the lab and no proprietary rights of the information, documents, know-how, specifications, designs, concepts, investigations, developments, inventions, techniques and other work material generated or developed will remain the property of the company.
 - Company has authorized the lab staff to use their salaries for the documented equipment however such authorization is to be under way along with such staff and its duty for documentation purpose.
 - Use of USB drive/CD/DVD, camera or any other electronic equipment of any kind those provided by company is strictly prohibited in the lab.
 - Any contracts, brochures/signs, members will remain a property of the company.
 - These terms are applicable for all labs of Oren Hydrocarbons Group.

Only those employees are allowed access (with credentials) upon the meeting the above terms of access.

| Sr. No. | Employee's Name | Designation |
|---------|---------------------------------------|----------------|
| 1 | Asst. Manager (Research) - Asst. Dir. | Director |
| 2 | Asst. Manager (R) | Manager - Lab |
| 3 | Asst. Manager (Lab) - Asst. Dir. | Manager - Lab |
| 4 | S.S. Operator | Manager - QALC |

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Email: info@oren.in Web: www.oren.in



NOTICE



OREN HYDROCARBONS PVT. LTD.
AN ISO 9001:2015 CERTIFIED



OREN HYDROCARBONS PVT. LTD.
AN ISO 9001:2015 CERTIFIED



| | | |
|----|--------------------------|---------------------|
| 5 | Ashwin Kishan | Asst Manager |
| 6 | M.S. Nader Ali | Sr. Chemist Lab |
| 7 | S. Prathima | Senior Chemist Q.C. |
| 8 | S.S. Maheshwari Jhaudari | Lab Chemist |
| 9 | HARISANT SATHYAN | Lab Chemist |
| 10 | S. Anandhan | Lab Scientist |
| 11 | SARINIMANJALI SUDHAKAR | Lab Scientist |

By the Director from

[Signature]
Rishabh Arora
Chairman and Managing Director



OR-45-2014

To: AS Researchers & Assistant

Subject: Terms & conditions for entry into Oren Lab

NOTICE

TERMS & CONDITIONS

- The terms of job is restricted area of the company and as soon as you are in the company's premises you accept without the explicit approval of the management.
- Under and non research staff is strictly prohibited to enter the job.
- Entry of all the researchers and researches accessing the lab is conditional upon following points and conditions:
 - All the data and information (such as lab records strictly remain inside the lab and property of OREN) of the information, drawings, process flow, specifications, designs, concepts, techniques, experiments, methods, techniques and other such records generated or developed will remain the property of the company.
 - Company has authorized the lab staff to use their names for the documentation purposes however such authorizations do not confer any rights to such staff and as only the documented lab reports, abstracts or any other electronic equipment other than those provided by company is strictly prohibited to be lab.
 - Any concepts, breakthroughs, innovations will remain a property of the company.
 - These terms are applicable for all lab of Oren Hydrocarbons Group.

Only those employees are allowed access to conditional report (CR) meeting the above terms of access

| Sl. No. | Employee's Name | Designation |
|---------|---------------------------------|--------------|
| 1 | Maheshwari Subhash Anandhan Ali | Director |
| 2 | Rishi Rishi | Manager Lab |
| 3 | Anandhan Jhaudari Sathyan | Manager Lab |
| 4 | S.R. Sathyan | Manager Q.C. |



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