

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
 Stylesheet Version v1.2

EPAS ID: PAT7555648

SUBMISSION TYPE:	NEW ASSIGNMENT	
NATURE OF CONVEYANCE:	ASSIGNMENT	
CONVEYING PARTY DATA		
	Name	Execution Date
	ALI HORMATI	05/20/2020
	CHARLES DEDIC	03/08/2018
RECEIVING PARTY DATA		
Name:	KANDOU LABS, S.A.	
Street Address:	EPFL INNOVATION PARK	
Internal Address:	BUILDING I	
City:	LAUSANNE	
State/Country:	SWITZERLAND	
Postal Code:	1015	
PROPERTY NUMBERS Total: 1		
Property Type	Number	
Application Number:	17339722	
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>		
Email:	docket@kandou.com	
Correspondent Name:	KANDOU LABS SA	
Address Line 1:	PO BOX 188	
Address Line 4:	WOODLYN, PENNSYLVANIA 19094	
ATTORNEY DOCKET NUMBER:	KDU-72011US01	
NAME OF SUBMITTER:	ROBERT J. IRVINE III	
SIGNATURE:	/Robert J. Irvine III/	
DATE SIGNED:	09/23/2022	
Total Attachments: 11		
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ASSIGNMENT
(Patent Application)

We/I, the undersigned, have invented certain inventions and improvements disclosed in a utility (provisional or non-provisional) or design patent application entitled

"HORIZONTAL CENTERING OF SAMPLING POINT USING VERTICAL VERNIER"

the specification of which is provided with this Assignment and identified by the Attorney Docket No. above. (Serial No. 17/339,722 filed on June 4, 2021 .)

For one dollar (\$1.00) and other good and valuable consideration, the receipt and sufficiency of which we/I acknowledge, we/I:

1. Agree to assign, transfer, convey, and sell, hereby assign, transfer, convey, and sell and have assigned, transferred, conveyed, and sold to Kandou Labs, S.A., a corporation of Switzerland, having a principal place of business at EPFL Innovation Park, Building I, Lausanne, Switzerland, CH-1015 ("Assignee"), the entire right, title, and interest in and to:
 - (a) all intellectual property (including, without limitation, any innovation, information, invention, discovery, product, process, work or design) disclosed, embodied, shown, or claimed in the above-referenced patent application, implicitly or explicitly;
 - (b) the above-referenced patent application, the right to claim priority to the above-referenced patent application, all applications based in whole or in part upon the above-referenced patent application, including, without limitation, all applications that are a provisional, non-provisional, design, divisional, continuation, continuation-in-part, registration, utility model, industrial design, reissue, renewal, substitute, extension, reexamination, post-grant review, inter partes review, supplemental examination or non-U.S. patent application or application for other rights based in whole or in part on the above-referenced patent application;
 - (c) all patents (including, without limitation, all U.S. and non-U.S. patents, registrations, utility models, industrial designs, design patents, counterparts, continuations, continuations-in-part, divisionals, reissues, renewals, substitutes, extensions, reexaminations, post-grant reviews, inter partes reviews and supplemental examinations) that are granted or issued upon, or that claim priority to, any and all applications described in (b) of this paragraph or that disclose or claim intellectual property described in (a) of this paragraph, in whole or in part; and

ASSIGNMENT

Attorney Docket No. KDU-72011US01

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- (d) all claims for damages by reason of past infringement of any rights under the applications or patents described in (a), (b) or (c) of this paragraph (including provisional rights to reasonable royalties pursuant to 35 U.S.C. §154(d)) and the right to sue for and collect such damages and royalties for Assignee's own use.
2. Authorize and request the U.S. Patent and Trademark Office or any other U.S. or non-U.S. agency to issue to the Assignee any and all patent(s), or other rights or documents, resulting from the intellectual property, patent application(s) and patents described in paragraph 1 of this Assignment.
 3. Agree to sign all papers and documents, including without limitation, applications, declarations, oaths and petitions, and, at the Assignee's expense, perform any other acts that are necessary in connection with prosecution of patent application(s) or intellectual property described in paragraph 1 of this Assignment and the enforcement of patent(s) or other rights resulting from such patent application(s) or intellectual property.
 4. Agree that the terms, covenants, and conditions of this Assignment shall inure to the benefit of the Assignee, its successors, assigns and other legal representative, and shall be binding upon our/me, as well as our/my heirs, legal representatives, and assigns.
 5. Promise and affirm that we/I have not entered, and will not enter, into any assignment, contract, or understanding that conflicts with this Assignment.
 6. Authorize counsel of record to insert above the application number and filing date of the above-described patent application when known.

Signed on the dates indicated beside our/my signature.

Signature: Ali Hermati

Ali Hermati

Date: 20/05/2020

Signature: _____

Peter Dedic

Date: _____

C.D.
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Employment Agreement

between

KANDOU BUS LTD.,

(hereinafter „the Company“)

and

CHARLES DEDIC

(hereinafter "the Employee")

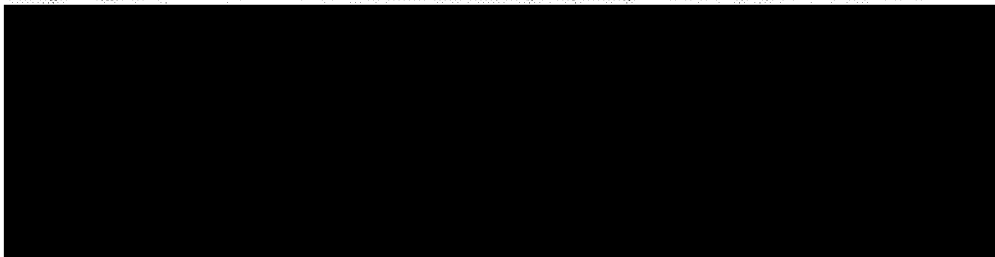
WHEREAS, the Company desires to employ the Employee.

WHEREAS, the Employee is willing to serve the Company subject to the terms and conditions set forth hereinafter.

NOW, THEREFORE, the parties agree as follows:

1. Function

The Company hereby employs the Employee and the Employee agrees to serve the Company in the function of a **Design Engineer**, or in such other position as the Company may assign to the Employee from time to time. The

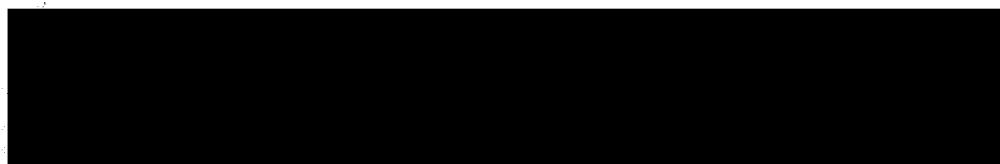
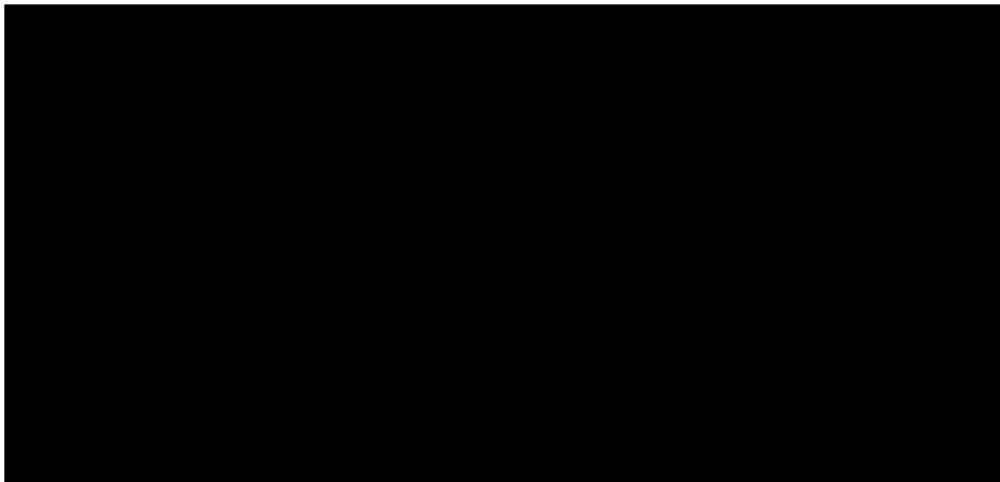


2. Commencement Date and Duration

The employment begins on **April 12, 2018**. The Employee is required to provide evidence of eligibility for employment in the UK in the form of a National Insurance Number, a work permit or other suitable document on or before commencement of employment.

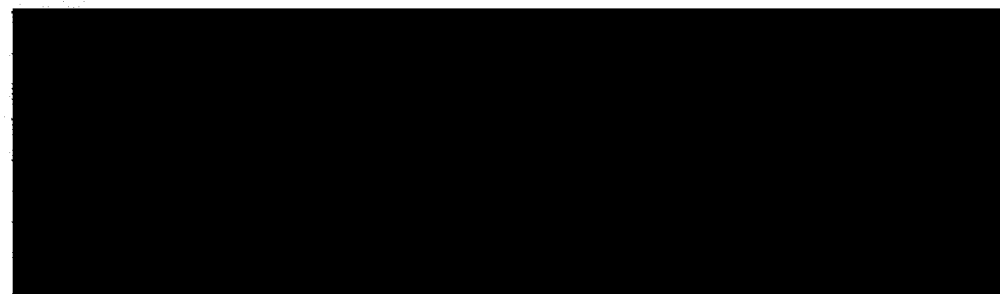
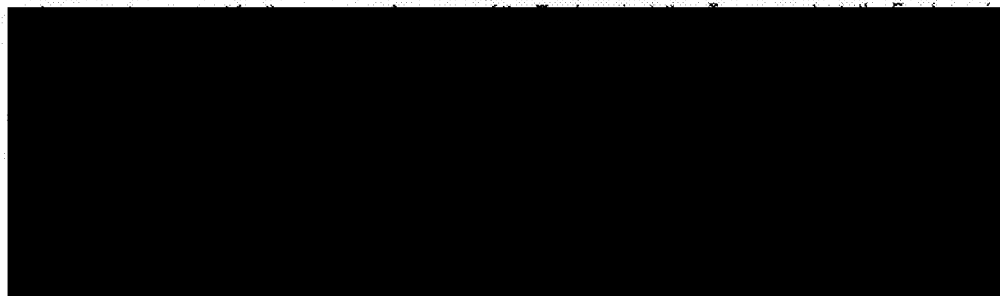


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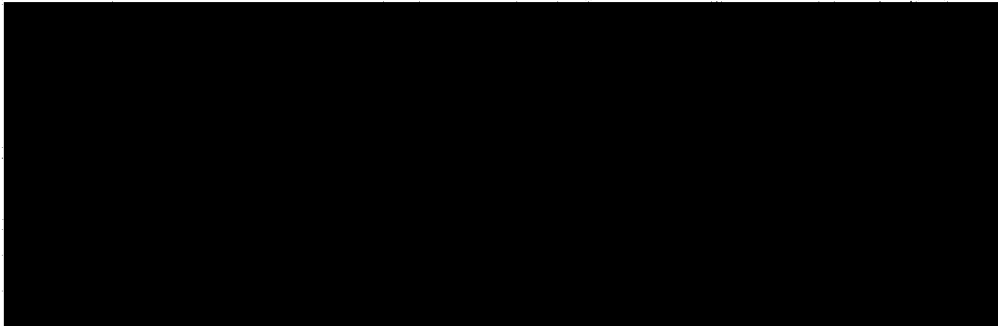


6. Attendance and Over-Time

The Employee is hired on a full time basis. The working week consists of 40 working hours. The hours of work are



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R.L.



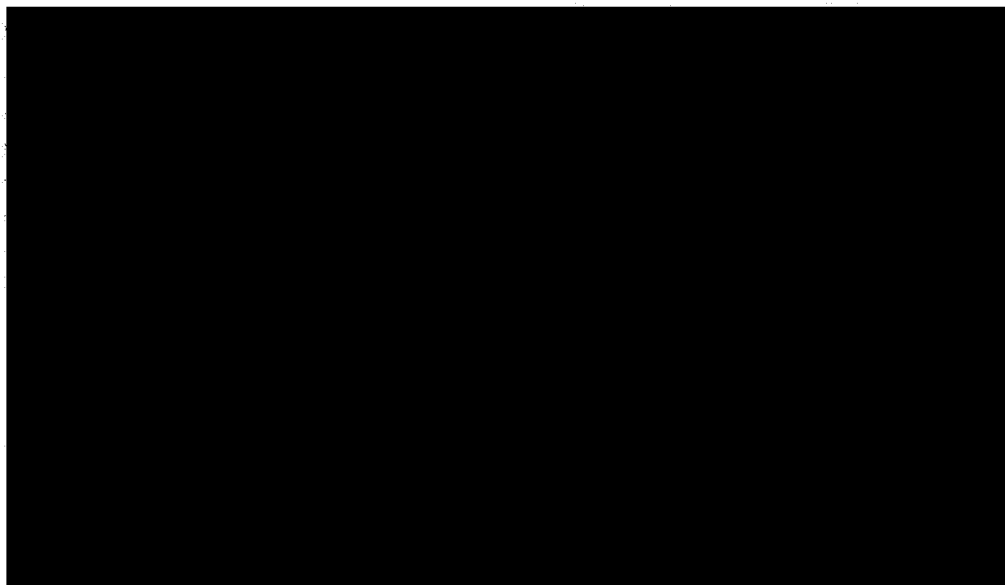
8. Employees General Obligations

The Employee shall faithfully and diligently perform her/his tasks, in compliance with the instructions given to him by the Board of Directors or the respective superiors.

The Employee shall devote her/his full working time to the Company and shall not undertake other professional activities, whether paid or unpaid, and / or accept other employments. Employee's benefits during a medical leave, or other types of leave, are regulated by the Employee Handbook.

Publications and/or presentations concerning matters of interest for the Company are possible in principle; however, the Employee has to obtain advance permission in writing to release the information by the Company.

9. Confidentiality



Employee shall sign, or has signed, a Confidential Information and Invention Assignment Agreement substantially in the form attached to this Agreement as Exhibit A (the "Confidentiality Agreement"), prior to or on the date on which Employee's working relationship with the Company commences.

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10. Intellectual Property, Inventions and Designs

All inventions and designs and other proprietary work effort which the Employee either alone or in conjunction with others invents, conceives, makes or produces while employed by the Company (whether during working hours or not) and which directly or indirectly:

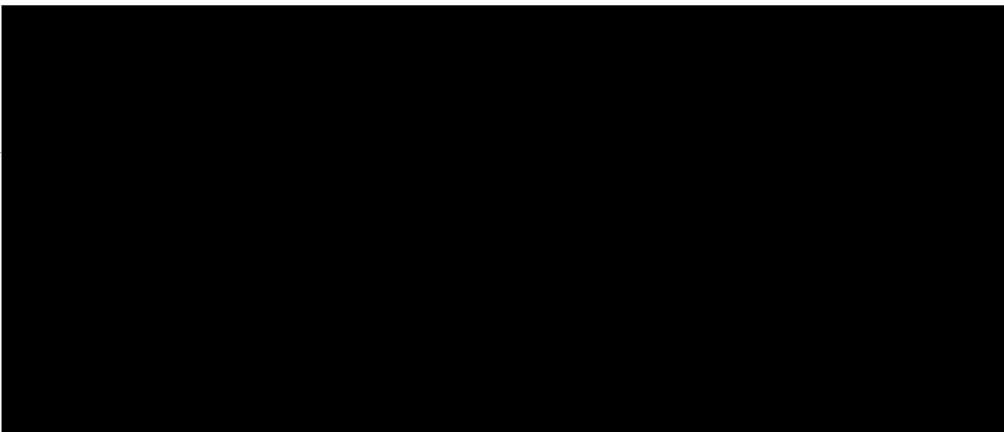
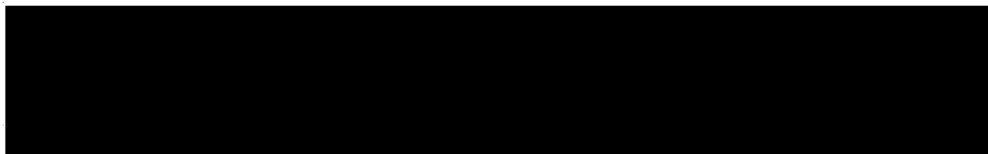
- (a) relate to matters within the scope of the Employee's duties or field of responsibility; or
- (b) are based on the Employee's knowledge of the actual anticipated business or interests of the Company or any of the Group companies; or
- (c) are aided by the use of time, materials, facilities or information of the Company or any of the Group companies;
- (d) and all legal rights therein shall be the sole and exclusive property of the Company.

The Employee shall communicate promptly and confidentially to those persons authorized for the purpose by the Board of Directors and to no other person all such inventions, designs and work effort of a proprietary nature.

The Company reserves the right to acquire any invention, design and proprietary work effort invented, conceived, made or produced by the Employee merely on occasion of her/his employment activity, but not during the performance of her/his contractual duties. The Company shall inform the Employee in writing within six months upon receipt of the Employee's notice whether it wishes to acquire the rights to such invention, design or proprietary work effort or whether such invention, design or proprietary effort will be released to the Employee.

The Employee shall execute and perform at the expense of the Company both during the continuance of her/his employment hereunder and at all times thereafter all such applications, assignments, documents, acts and things as may be reasonable be required by the Company for the purpose of obtaining and enforcing in such countries as the Company may direct all necessary legal protection in respect of inventions, designs and other proprietary work effort owned by the Company and for vesting the same in the Company or as the Company may direct.

For all inventions, designs and other proprietary work efforts that are invented by the Employee while performing her/his employment activity, the Company shall pay to the Employee such compensation as is payable under the applicable mandatory laws (Article 332 Code of Obligations)



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[REDACTED]

[REDACTED]

[REDACTED]

15. General Provisions

All notices shall be addressed to the other party at the address specified at the beginning of this Agreement, or to any other address as provided by the parties through subsequent written notice.

This Agreement constitutes the entire agreement and understanding among the parties with respect to the employment of the Employee with the Company, and shall supersede all prior oral and written agreements or understandings of the parties relating hereto. Any representation or statement (in whatever form) made to the Employee in connection with the Employee's employment not incorporated in this Agreement shall not be valid and have no effect.

This Agreement may only be modified or amended by a document signed by the Employee and the Company. Any provision contained in this Agreement may only be waived by a document signed by the party waiving such

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provision. No waiver of any violation or non-performance of this Agreement in one instance shall be deemed to be a waiver of any violation or non-performance in any other instance. All waivers must be in writing.

If any provision of this Agreement is found by any competent authority to be void, invalid or unenforceable, such provision shall be deemed to be deleted from this Agreement and the remaining provisions of this Agreement shall continue in full force. In this event, the Agreement shall be construed, and if necessary, amended in a way to give effect to, or to approximate, or to achieve a result which is as close as legally possible to the result intended by the provision hereof determined to be void, illegal or unenforceable.

The rights of a party shall not be prejudiced or restricted by any indulgence or forbearance extended to any other party. A waiver to pursue any breach of contract by a party shall not operate as a waiver of the respective right or as a waiver to claim any subsequent breach. Any provision of this Agreement may be waived only by a written statement of the waiving party.

The Company shall apply for the necessary work and residence permits for the Employee, but shall not represent or warrant the receipt nor a specific time of receipt, if any, of such permits.

16. Governing Law

This Agreement shall be governed by, interpreted and construed in accordance with substantive UK laws.

This Agreement will be executed in two counterparts, each of which shall be deemed to be an original, and all of which together shall be deemed to be one and the same instrument.

Northampton, March 7, 2018

Northampton 08/03/2018

[Signature]

(Company)

C. Dea

(Employee)

C.D.
R.L.

EXHIBIT A

Invention Assignment Agreement

(a) **Inventions Retained and Licensed.** I have attached hereto, as Exhibit B, a list describing with particularity all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to the commencement of the Relationship (collectively referred to as "Prior Inventions"), which belong solely to me or belong to me jointly with another, which relate in any way to any of the Company's proposed businesses, products or research and development, and which are not assigned to the Company hereunder; or, if no such list is attached, I represent that there are no such Prior Inventions. If, in the course of my Relationship with the Company, I incorporate into a Company product, process or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a non-exclusive, royalty-free, irrevocable, perpetual, worldwide license (with the right to sublicense) to make, have made, copy, modify, make derivative works of, use, sell and otherwise distribute such Prior Invention as part of or in connection with such product, process or machine.

(b) **Assignment of Inventions.** I agree that I will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title and interest throughout the world in and to any and all inventions, original works of authorship, developments, concepts, know-how, improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time in which I am employed by or a consultant of the Company (collectively referred to as "Inventions"), except as provided in Section 4(e) below. I further acknowledge that all inventions, original works of authorship, developments, concepts, know-how, improvements or trade secrets which are made by me (solely or jointly with others) within the scope of and during the period of my Relationship with the Company are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by my salary.

(c) **Maintenance of Records.** I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the term of my Relationship with the Company. The records may be in the form of notes, sketches, drawings, flow charts, electronic data or recordings, laboratory notebooks, and any other format. The records will be available to and remain the sole property of the Company at all times. I agree not to remove such records from the Company's place of business except as expressly permitted by Company policy which may, from time to time, be revised at the sole election of the Company for the purpose of furthering the Company's business.

(d) **Patent and Copyright Rights.** I agree to assist the Company, or its designee, at the Company's expense, in every proper way to secure the Company's rights in the Inventions and any copyrights, patents, trademarks, mask work rights, moral rights, or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordings, and all other instruments which the Company shall deem necessary in order to apply for, obtain, maintain and transfer such rights and in order to assign and convey to the Company, its successors, assigns and nominees the sole and exclusive rights, title and interest in and to such inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, when it is in my power to do so, any such instrument or papers shall continue after the termination of this Agreement until the expiration of the last such intellectual property right to expire in any country of the world. If the Company is unable because of my mental or physical incapacity or unavailability or for any other reason to secure my signature to apply for or to pursue any application for any patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and in my behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the application for, prosecution, issuance, maintenance or transfer of letters patent or copyright registrations thereon with the same legal force and effect as if originally executed by me. I hereby waive and irrevocably quitclaim to the Company any and all claims, of any

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nature whatsoever, which I now or hereafter have for infringement of any and all proprietary rights assigned to the Company.

~~initialed~~ 08/03/2018

C. D. Dady
(Employee)

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EXHIBIT B
List of Prior Inventions and Original Works
Of Authorship Excluded From Exhibit A

Title	Date	Identifying Number or Brief Description
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0 No Inventions or Improvements

0 Additional Sheets Attached

Signature of Employee/Consultant: C. Deely

Print Name of Employee/Consultant: CHARLES DEELY

Date: 11/03/2018