



3A International Business Park, #06-07/08, Tower A, ICON@IBP, Singapore 609935

Jun. 13th, 2019

William Wenyan Qiu ✓
48 Nanyang Crescent, NTU,
Singapore, 637121.

Dear Mr. Qiu:

I am pleased to offer you a position with OmniVision Technologies Singapore Pte. Ltd. ("Company"), as an **Algorithm Engineer** reporting to **Zhongyang Huang, Sr. Manager of Computer Vision**.

1. DATE OF COMMENCEMENT

1.1 Your employment should commence on **08/05/2019**.

1.2 You shall be on a probationary period for 3 months from the date of commencement of the employment. The probation period may be extended at the sole discretion of the Company.

2. SALARY

2.1 You will receive a gross monthly salary of SGD **4,620** (before tax) in accordance with the Company's normal payroll procedures.

2.2 You will also be eligible for a bonus equivalent to 1 month's salary, which will be paid at the end of December (on a pro-rated basis if you have worked for the Company for less than the full year). To be eligible for such a bonus you must be employed by the Company on the day the bonus is paid.

2.3 The Company will provide you with the Sign-On Bonus as set forth in Appendix A.

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2.4 As a Company employee, you also will be eligible to receive certain employee benefits, please refer to Appendix B. You should note that OmniVision may modify salaries and benefits from time to time, as it deems appropriate.

You should be aware that all offers are contingent on successful background and reference checks. By signing this offer letter, you authorize OmniVision to conduct such checks and release OmniVision and any other parties from any potential liability in connection with such checks. By signing below, you further agree that your employment with OmniVision is for no specified period, so that you are free to resign and Company is free to conclude its employment relationship with you at any time. Please refer to process set forth in Appendix C.

You agree that during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company.

As an OmniVision employee, you will be expected to abide by Company rules and regulations. You will be specifically required to sign an acknowledgement that you have read and understand, and agree to comply with Company's policies and rules of conduct. You also will be required to sign and comply with an Employment, Confidential Information and Invention Assignment Agreement which provides for, among other things, the assignment to OmniVision of rights to any invention made during your employment at OmniVision and your protection of proprietary information from unauthorized disclosure to any person or entity. Normal working hours are from 9:00 a.m. to 6:00 p.m., Monday through Friday, 1 hour lunch break.

ACCEPTANCE OF OFFER

To indicate your acceptance of OmniVision's above-described offer, please sign and date this letter in the space provided below and return it to me. This letter, along with the agreement relating to proprietary rights between you and OmniVision, set forth the terms of your employment with OmniVision, constitute an integrated agreement, superseded any

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prior representations or agreements, and may only be amended in a written agreement signed by an officer of OmniVision and by you. This letter is effective through 5 p.m. **Jun. 19th, 2019.**

Please forward a copy of your signed offer letter to me via e-mail careers.tw@ovt.com.
We look forward to working with you at OmniVision Technologies Singapore Pte. Ltd.

Sincerely,

A handwritten signature in black ink, appearing to read "Olivia Chen", written over a horizontal line.

Olivia Chen

Director, Human Resources & Legal (Taiwan)

Taiwan OmniVision Technologies, Co., Ltd.

On behalf of OmniVision Technologies Singapore Pte. Ltd.

ACCEPTED AND AGREED TO this

17th day of June, 2019

A handwritten signature in black ink, appearing to read "Wenyuan Qiu", written over a horizontal line.

William Wenyuan Qiu



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Appendix A

Singapore Sign-On Bonus


Unit: SGD

<u>Item</u>	Amount	Frequency	Total
Sign-On Bonus	SGD 3,000.-	One Time Only	SGD 3,000.-

Note 1: The payment will be made with the first regular pay-check after 90 days of employment.

Note 2: Entire bonus amount to be repaid to OVT if you leave prior to 1 year of employment; no pro-ration.

Note 3: All the allowances and subsidies are paid to you subject to tax withholdings unless expensed directly by the Company for your benefit.


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Appendix B

VACATION LEAVE

Regular, full-time and part-time employees are eligible for paid vacation for each year of active service. Active service and accrual commences with an employee's first day of work and continues thereafter unless broken by a leave of absence. Regular, full-time employees accrue vacation as set forth below. Regular, part-time employees accrue vacation on a pro-rata basis. Temporary employees do not accrue paid vacation.

All employees are encouraged to take vacation each year. Vacation should be arranged with your manager at least two (2) weeks in advance and approved in writing. Every effort will be made to honor any vacation request; however, time off must also be arranged to accommodate the workload and scheduling demands of your job. When a holiday falls within your scheduled vacation, it is paid as holiday time not vacation time.

Vacation Entitlement

For regular full-time employees, OmniVision's vacation accrual rate for regular full-time employees in Singapore office is as follows:

Years of service	Accrual Total	Cap
1 year – 5 years	15 days	20 days/160 hours
6 years – 10 years	17 days	30 days/240 hours
11 years and above	20 days	40 days/320 hours

Once you reach your vacation cap, vacation will cease to accrue until some vacation is used. There is no retroactive grant of vacation for the period of time the vacation accrual was at the cap.

Note: Vacation days do not accrue during any leave of absence.

PAID SICK LEAVE

The number of days of paid sick leave you are entitled to depends on your period of service, up to fourteen (14) days for outpatient non-hospitalization leave and sixty (60) days for

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hospitalization leave. The 60 days of hospitalization leave includes the 14-days outpatient sick leave entitlement.

If you are a new employee, sick leave is pro-rated according to your length of service at the Company.

HEALTH INSURANCE

The Company provides comprehensive medical insurance plans for all employees effective the first of the month coincident with or following date of hire. Currently, the Company provides Health Screening Subsidy SG325.- per year and Dental Subsidy SG200.- per year.

LIFE INSURANCE

Employees are eligible for life insurance effective the first of the month coincident with or following date of hire. This benefit is currently provided by the Company at no cost to the employee.

OTHER BENEFITS

You shall be eligible for such other benefits including Profit Sharing as may be enjoyed by an employee of your designation or similar designation from time to time.

For more information regarding other benefits to eligible employees, you may refer to Employee Handbook after on-board.

Note: The Company reserves the right to alter or change any of its benefit offerings at any time with or without notice.

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Appendix C

TERMINATION

- (a) During the probationary period, either party may terminate the contract by giving **two (2) week's notice** or the equivalent of **two (2) week's salary** in lieu of notice. Upon confirmation of your employment, either party may terminate the contract by giving **one (1) month's notice** or **one (1) month's salary** in lieu of notice.)
- (b) The Company reserves the right not to give any reasons for termination.
- (c) The Company, however, has the right to give immediate notice before terminating your services if you are guilty of misdemeanour, misconduct, negligence or breach of any of the terms of this Letter of Appointment.
- (d) Documents supporting your application for employment are subject to verification by the Company, which reserves the right to verify their authenticity with the issuers of the original documents. Notwithstanding anything to the contrary in this agreement, the Company may exercise its discretion to terminate your service immediately without pay in lieu of notice should you be found to have supplied false information in your application for employment.
- (e) If, at any time, a qualified Medical Officer certifies that you are not capable of rendering further efficient service to the Company due to any infirmity of mind or body, the Company may terminate your service in the manner set out in sub-Clause (a) above.
- (f) The Company may but is not obliged to terminate your employment without notice if you are in breach of contract or if in the Company's reasonable opinion you are guilty of misconduct and/or illegal activities which may embarrass the Company.
- (g) Upon termination of your employment you shall return to the Company all documents records, items and materials in your possession or custody belonging

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to the Company or its clients and you shall not retain any copies (including hard and soft copies) thereof.

- (h) During your notice period you shall handover all documents and materials relating to your work and ensure smooth transition of your duties and responsibilities. If you fail to complete the handover during the notice period the company shall be fully entitled to require you to stay an additional TWO (2) more weeks after the notice period has ended to complete the hand over duly.

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