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Contract

VolQ Founders Vesting Schedule

VolQ Founders Vesting Schedule

VolQ is firstly founded by Zheng Wei and soon with 3 technical co-founders joined. They are Hu Feiran, Chen Zhi and Wan Kuanhong.

The above 4 will be the founding fathers of VolQ, as Zheng Wei is the first CEO of VolQ.

45% of VolQ will be distributed to the 3 co-founders: Hu Feiran, Chen Zhi and Wan Kuanhong. 55% of VolQ remains to Zheng Wei.

The 4 above will form the initial board of directors.

The vesting schedule of the founders will be decided by the CEO. The vesting schedule of later joined employees will be decided by the board of directors.

For all founders including the CEO, the percentage of VolQ will be vested in a schedule of 4 years. The schedule is a linear schedule, meaning that we get 1/(365\*4) of our percentage each day.

For the co-founders, the distribution is, each of the 3 co-founders get 10% of VolQ at the beginning. The remaining 15% will be distributed to the 3 co-founders at the end of the first operational year by the CEO according to the performance of the co-founders. The one who believed most in VolQ and committed the most is likely to get a big portion of it.

The operation of VolQ starts the day we signed this document.

Each founder will keep a copy of this signed document.

Signatures

|  |  |  |  |
| --- | --- | --- | --- |
| Zheng Wei  郑玮 | Hu Feiran  胡斐然 | Chen Zhi  陈志 | Wan Kuanhong  万宽红 |

Date