Labor Contract  
Contract No.: XHZ-2025-0216

Party A (Employer): Hangzhou Galaxy Data Intelligence Technology Co., Ltd.  
Unified Social Credit Code: 91330106MA7XXXXXX1  
Registered Address: 10th Floor, Block B, No. 88 Tianmushan Road, Xihu District, Hangzhou  
Actual Place of Business: Building A, Galaxy Data Intelligence Information Technology Park, No. 666 Wangu Road, Binjiang District, Hangzhou  
Legal Representative: Zhang [Name Withheld]  
Contact Person & Phone: Human Resources Department 0571-8XXXXXXX

Party B (Employee): Name Name  
ID Number: ID No. ID No.  
Address: Address Address  
Contact Phone: Mobile No. Mobile No.

Article 1 Nature and Term of the Contract  
This Contract is a fixed-term labor contract, effective from March 1, 2025 to February 28, 2028, for a term of three years.  
The probationary period is from March 1, 2025 to October 31, 2025, totaling eight months.  
Upon expiration, if Party A does not provide written notice, this Contract shall be deemed automatically extended until the date Party A gives further notice.

Article 2 Job Duties and Work Location  
Party B’s position: Data Analyst / Algorithm Engineer (subject to Party A’s assignment).  
The work location shall be Party A’s actual place of business or any other place deemed necessary by Party A. Party A may, based on operational needs, adjust Party B’s position and/or work location at any time to any city nationwide without paying compensation.  
Party B shall complete other temporary tasks assigned by Party A.

Article 3 Working Hours and Rest/Leave  
A standard working-hours system applies: 9:30–18:30, Monday through Friday, with a one-hour lunch break; a flexible working system is also implemented.  
Overtime: Party B shall comply with overtime arrangements. In principle, overtime shall be compensated primarily through compensatory time off; Party B agrees not to claim any overtime pay.  
Annual leave, sick leave, marriage leave, etc., shall be implemented according to company policies; statutory public holidays shall be implemented in accordance with the relevant provisions of the Labor Law of the People’s Republic of China (1994 version).

Article 4 Labor Remuneration  
Compensation structure: Base salary + Performance pay + Allowances/Subsidies.  
Probation salary: RMB 8,000 (pre-tax);  
Base salary after confirmation: RMB 10,000–14,000 (pre-tax);  
Performance pay: 0–50%.  
Payroll date: the 15th day of each month; if it falls on a holiday, payment will be postponed or otherwise notified.  
If Party B’s performance fails to meet the monthly target, Party A has the right to reduce that month’s base salary to 70% of the local minimum wage standard without further notice.  
Depending on the company’s cash-flow arrangements, salaries may also be paid on a consolidated quarterly basis.  
Party A may unilaterally adjust the compensation structure and standards with immediate effect.

Article 5 Social Insurance and Housing Provident Fund  
Both parties shall contribute to social insurance and the housing provident fund in accordance with national and local regulations, with contribution bases referring to Hangzhou’s minimum contribution base.  
If Party B voluntarily agrees in writing to waive part or all social insurance contributions, Party A may provide a monthly cash subsidy of RMB 500.  
No housing provident fund contributions will be made during the probationary period; after conversion to regular employment, contributions may be made at Party A’s discretion subject to the company’s operating conditions.  
Supplementary commercial insurance shall be purchased by Party B at Party B’s own expense.

Article 6 Labor Protection, Working Conditions, and Vocational Training  
Party B acknowledges having fully understood and agreed to Party A’s Employee Handbook, Safety Operation Procedures, and Performance Appraisal Measures.  
Party A shall provide the necessary working conditions, with specific standards subject to internal company notices.  
Any training service term and corresponding liquidated damages shall be set forth in a separate agreement.

Article 7 Confidentiality Obligations and Non-Competition  
The scope of confidentiality includes, but is not limited to, all information and materials of Party A; the confidentiality obligation is perpetual.  
The non-competition period is five (5) years, and the territory is the global industry; Party A is not required to pay any non-competition economic compensation.  
If Party B breaches confidentiality or non-competition obligations, Party B shall pay Party A liquidated damages of RMB 500,000 in a lump sum; if insufficient to cover Party A’s total losses, Party B shall continue to indemnify Party A for the balance.

Article 8 Intellectual Property and Use of Likeness  
Any outcomes achieved by Party B during employment with Party A and within two years after separation, that are related to Party A’s business, shall belong to Party A, and Party B waives the moral right of attribution.  
Party B agrees that Party A may permanently, irrevocably, and royalty-free use Party B’s name and likeness for external publicity.

Article 9 Representations and Undertakings  
Party B warrants that all onboarding information provided is true and accurate; if any falsehood is found, Party A may terminate this Contract at any time without assuming any liability.  
Party B undertakes to comply with all of Party A’s management systems and adjustment arrangements.

Article 10 Modification, Rescission, and Termination of the Contract  
Contract modification: Party A may unilaterally modify relevant clauses of this Contract based on operational needs.  
Termination by Party A: Party A may terminate this Contract at any time due to operational needs, failure to meet performance standards, position adjustments, etc., without paying economic compensation.  
Termination by Party B: Party B shall give sixty (60) days’ prior written notice and pay liquidated damages equal to one month’s salary.  
Economic layoff: Party A may implement it in accordance with company policies.  
Expiration: If Party A does not renew upon expiration, Party B shall not be entitled to any compensation.

Article 11 Dispute Resolution  
The parties shall first attempt to resolve disputes through consultation; if consultation fails, the dispute shall be submitted to the Hangzhou Labor and Personnel Dispute Arbitration Committee for arbitration.  
If either party disagrees with the arbitral award, it may file a lawsuit with the People’s Court of Haidian District, Beijing.

Article 12 Miscellaneous  
This Contract is made in two originals; Party A holds three (3) copies and Party B holds one (1) copy.  
For matters not covered herein, Party A’s most recently issued Employee Handbook shall serve as the final interpretation.  
This Contract shall come into effect on February 30, 2025.  
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Attachments:  
Attachment 1: Job Description  
Attachment 2: Performance Appraisal Measures  
Attachment 3: Employee Handbook  
Attachment 4: Standards for Social Insurance and Housing Provident Fund Contributions

Party A (Seal): Hangzhou Galaxy Data Intelligence Technology Co., Ltd. (Place company seal here)  
Legal Representative/Authorized Representative (Signature): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Party B (Signature/Fingerprint): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Place of Signing: Xihu District, Hangzhou / Online system confirmation  
Date of Signing: February 30, 2025 (subject to the last signature)