

Employee's work number: [H006707].

Negotiated termination of labor contract agreement

Party A: Chinese Express (Shandong) Technology Co.

Residence: Room 301, Block 1, No. 1339, Wanfang Road, Minhang District, Shanghai, China.

Party B: [Li Zihao] Identity card number: [360104200010161510].

Address: [Building 2 1911, Huiyan International Building, Hunan Avenue, Qingshan Lake District, Nanchang City, Jiangxi Province].

International Mansion, Block 2, 1911

Telephone number: [17807028761].

According to the Labor Contract Law of the People's Republic of China and relevant laws and regulations, A and B, after friendly consultation, are now on the

Negotiation on the termination of labor contract

Matters related to the termination of labor contract are agreed as follows:

I. Both parties agree that the aforesaid labor contract and any labor and employment relationship between Party B and Party A or Party A's affiliates shall expire on

February 29, 2024

(hereinafter referred to as the "Termination Date"), and the rights and obligations of both

parties shall be terminated accordingly. Party B's salary, social security and other benefits shall be settled until the termination date.

Party B's salary, social security and other benefits shall be settled until the termination date (including the termination date).

(including the date of termination).

Both parties confirm that based on the termination of the labor contract, Party A will pay Party B all the outstanding wages for January and February 2024 (including the termination date).

Total wages

(lower case amount: ¥ 28,000.00); as well as severance pay including economic compensation, etc. (hereinafter referred to as "severance pay").

(hereinafter referred to as "severance pay") totaling RMB [28,000.00

(hereinafter referred to as the "Separation Expenses") totaling RMB [肆万三千柒佰捌拾贰元整](小写金额: ¥ 43,782.00), which separation expenses include the expenses incurred prior to the date of termination of employment.

The separation fee includes all the annual leave due to Party B before the date of termination.

The severance payment includes all annual leave subsidies, allowances, bonuses, performance bonuses, compensation and other expenses that Party B should have taken before the date of termination. Party B agrees that Party A

Party B agrees that Party A shall withhold and pay the corresponding personal expenses in accordance with the relevant state regulations.

Party B agrees that Party A shall withhold and pay the corresponding personal income tax, social insurance premiums, provident fund and other personal liabilities in accordance with

the relevant state regulations.

Both parties confirm that all the payments mentioned in Article 2 of this Agreement (hereinafter collectively referred to as "payments under this Agreement"), totaling a total of RMB

The total amount is RMB [71,000,000

(lower case amount: ¥ 71,782.00), will be released in 4 installments after Party B's separation procedures are completed.

After the completion of Party B's separation procedures, the payment will be made in 4 installments after tax deduction.

Each period for the agreement for the amount of 25%, that is, RMB [10,000,990.45 Yuan Wu Jiao] (lower case amount:

(lower case amount: ¥ 17,945.50) yuan. Each installment

The latest payment date of each installment is: September 30, 2024; October 31, 2024; November 30, 2024

The latest payment date for each installment is: September 30, 2024; October 31, 2024; November 30, 2024; and December 31, 2024.

IV. Party B acknowledges that the payment of this Agreement is the final and full amount that it will receive as a result of the termination of the labor relationship between it and Party A.

Party A shall pay to Party B

After the payment of the payment under this Agreement, all definite or possible obligations that Party A and Party B have incurred to Party B during the period of labor relationship between Party A and Party B, including

obligations that Party A and Party B have incurred to Party B during the term of the labor relationship, including

But not limited to the salary, bonus, allowance, sales commission, overtime pay, annual leave pay, welfare benefits, etc. that Party B is entitled to.

compensation, welfare benefits, and all social insurance benefits (statutory)

benefits, all social insurance benefits (statutory or supplementary), statutory economic compensation, additional benefits and other payment obligations, have been fully fulfilled.

Party B confirms that it has fulfilled all the payment obligations in the signed contract.

Party B confirms that it has fully understood the contents of this Agreement and fully considered and anticipated its own and external circumstances and the possible existence of

Party B confirms that when signing this Agreement, it has fully understood the contents of this Agreement and fully considered and anticipated its own and external circumstances and possible problems and risks, and has voluntarily signed this Agreement on this basis. Party B agrees to complete the

If there is no reason to delay or do not handle the handover of

If Party B delays or fails to complete the handover (including but not limited to the return of the reserve fund, company goods, etc.), Party A has the right not to pay the payment of the

agreement, and advocate

Party A has the right not to pay the payment under this Agreement and to seek legal settlement; if Party A suffers any loss, Party A has the right to request Party B to compensate. Party B further acknowledges that if

Party B further confirms that if Party B has reserve funds or

Party B further confirms that if Party B has not returned the reserve fund or loan, Party A has the right to deduct it from the payment of this Agreement.

Fifth, Party B shall fulfill the duty of confidentiality to Party A, and ensure that Party A's secret information (including the contents of this Agreement) is not leaked, and shall not be

Party B shall fulfill the obligation of confidentiality to Party A, and ensure that Party A's secret information (including the contents of this Agreement) will not be leaked, and shall not spread the words that damage the

Party B shall keep the confidentiality obligation to Party A to ensure that Party A's secret information (including the contents of this Agreement) will not be leaked, and shall not disseminate the words that harm the image of Party A's interests. If Party B violates the agreement, it should return all the money obtained under this agreement and compensate Party A for

Party B shall return all the money gained under this agreement and compensate Party A for the economic losses (including but not limited to

If Party B violates this agreement, it shall return all the money obtained under this agreement and compensate Party A for the economic losses (including but not limited to attorney's fees, arbitration costs, investigation costs, etc.).

VII. This agreement shall come into effect after signed by both parties. Two (2) copies of this contract, each party shall execute one (1) copy.

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