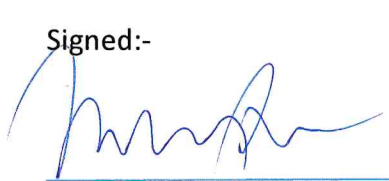



ADVANTEC'S CONSTITUTION April 1, 2022

We, the Management of the ADVANTEC, in order to form a more perfect Company, establish teamwork to promote the general Welfare, and secure the Unity to ourselves and our Posterity, do ordain and establish this Constitution for ADVANTEC Consulting Engineers:-


1. We always show respect and professionalism in our conduct of business, with clients, staff, vendors and the public we serve;
2. We promote teamwork as the center of our culture. We abhor any divisiveness and territorialism that damage teamwork.
3. We appreciate hardwork, loyalty, and quality work; we strive to recognize all good work that makes the company great!

Signed:-


Leo Lee


Carlos Ortiz


Joe Harake


Keith Rand

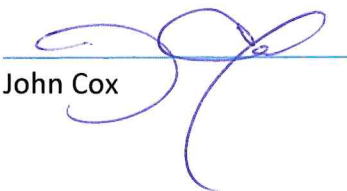

Pauline Yip



Chris Buscarino


Charles Tsang


John Dorado


Jose Guedes


John Cox


Armando Solis