

## PATENT ASSIGNMENT COVER SHEET

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<b>NATURE OF CONVEYANCE:</b>	ASSIGNMENT	
<b>CONVEYING PARTY DATA</b>		
	<b>Name</b>	<b>Execution Date</b>
	CHARALAMPOS PAPADOPOULOS	09/29/2015
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<b>City:</b>	BADEN	
<b>State/Country:</b>	SWITZERLAND	
<b>Postal Code:</b>	5400	
<b>PROPERTY NUMBERS Total: 1</b>		
	<b>Property Type</b>	<b>Number</b>
	Application Number:	17442019
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<b>NAME OF SUBMITTER:</b>	GINA MARTINEZ	
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<b>DATE SIGNED:</b>	04/12/2022	
<b>Total Attachments: 6</b>		
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source=PG-P180734US01 Employ Agrmt - Papadopoulos#page4.tif		
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**In re Patent Application Nos.:**

EP 20214245.1, filed 15 December 2020

PCT/EP2019/078235 filed 17 October 2019

IN 202147022025 filed 17 October 2019 (National Phase Filing Date: 17 May 2021) US 17/295,744 filed 20 May 2021

PCT/EP2020/056779 filed 13 March 2020

IN 202147042059 filed 13 March 2020 (National Phase Filing Date: 17 Sep 2021)

US 17/442,019 filed 22 Sep 2021

PCT/EP2021/085481 filed 13 Dec 2021

## **Extract of Employment Contract**

### **Employment Contract**

between

#### **ABB Switzerland Ltd**

(hereinafter referred to as the company), a company incorporated under the laws of Switzerland, having its business address at Bruggerstrasse 66, 5400 Baden.

and

#### **Charalampos Papadopoulos**

(hereinafter referred to as the employee)

### **1. Scope of activities**

The employee will join the PGGA-PT department in Baden as of October 1, 2015.

[...]

### **5. Ownership of information and duty of confidentiality**

All documents, computer programs and information of any sort that the employee comes to know in performance of his daily employment duties or during his occupation is property of the company. Any type of appropriation or use outside the company is prohibited.

Employees must not make accessible or convey acquired confidential facts or information related to the company in the technical, organizational or economic interest of third parties or personally use such facts or information to the detriment of the company. They are obligated to confidentiality even after the end of their employment contract with the company. Publication of any type requires the prior written approval of the company.

## 6. Rights to work results

- a) When exercising the occupation or fulfilling contractual employment duties:

Intellectual property rights:

Rights to intellectual property (inventions, designs or improvements thereon) that the employee develops while exercising his occupation and in fulfilment of contractual employment duties, whether alone or in collaboration, legally belong to the company.

Copyrights:

The employee will assign to the company, free of charge, all transferable rights to works protected by copyright, especially computer software, developed alone or in collaboration while fulfilling contractual work duties or exercising his occupation. This assignment of rights includes all rights outlined in Art. 9 to 11 of the copyright law, especially the right to first publication, to use, sales (including leasing), revision and processing. The assignment continues to be fully valid after the end of the employment relationship.

- b) When exercising one's occupation, but not when fulfilling contractual employment duties:

The employee is obligated to offer to the company for acquisition the rights to all work results, such as inventions, designs or copyrighted works, that he has developed while exercising his profession but not when fulfilling contractual employment duties.

- c) The employee may not bring any tools, materials, data storage media, documents, drawings, calculations, offers, plans or sketches of any type (including the employee's own sketches) belonging to a former employer to ABB's site or use them at ABB's site without that employer's explicit permission.

- d) The employee has been made aware of the provisions of the "General conditions of employment" regulations regarding rights to work results.

## 7. General conditions

[...] the "General conditions of employment" regulations and other applicable employment contract provisions (AVB) in addition to this contract have been made accessible to the employee through the ABB intranet via "My ABB". The link has been communicated to the employee through a letter attached to this contract. These provisions are a supplementary and essential part of this agreement and are applicable unless this agreement contains differing regulation. The employee confirms that he has seen and understood these provisions.

The values and principles stipulated in the code of conduct, in the "Values of ABB Switzerland" and in the "Business Principles" must be comprehensively applied under this contract.

A written copy of the code of conduct has been delivered to the employee. By signing this contract, the employee confirms that he has received, read and understood the principles and rules it contains. He agrees to abide by the standards of the code of conduct.



The Company can change the employment contractual conditions on "My ABB" partially or completely at all times. These changes are made known to employees either electronically or via mail and are binding upon notification.

[...]

Baden, September 29, 2015

**ABB Switzerland Ltd**

Employee

[signature]

Charalampos Papadopoulos

**Signature:**

**Name:** Anja Bohl

**Title:** Cluster Lead Southern Europe &  
Front Office Lead Switzerland

**Phone:** +41 79 346 57 83

**Email:** anja.bohl@ch.abb.com

**Date:** April 11<sup>th</sup>, 2022

**Signature:**

**Name:** Carmen Krummenacher

**Title:** Team Lead GBS HR Operational  
Services Switzerland

**Phone:** +41 58 585 11 77

**Email:** carmen.krummenacher@ch.abb.com

**Date:** April 11<sup>th</sup>, 2022

People Partnership Performance

# General conditions of employment Regulations



Power and productivity  
for a better world™



**PATENT**  
**REEL: 059575 FRAME: 0849**

#### 1.6. Ownership of documents; secrecy

All documents, software and information of any type produced by employees in the course of their contractual duties or made known to employees during their work remain company property. Any appropriation or use outside the company is prohibited.

Similarly, employees may not make any confidential information, data or knowledge of a technological, organizational or economic nature concerning the company accessible to third parties, and they may not disclose or personally use any such information, data or knowledge to the detriment of the company. Employees remain subject to this confidentiality agreement even after they have terminated their employment relationship with the company. In the event of a breach of this agreement, the company reserves the right to take civil and/or criminal action.

Prior written consent must be obtained from the company before publishing any information relating to the company's area of interest, provided that it touches upon their area of interest.

#### 1.7. Right to work results

The term "work results" refers to intangible assets and works protected by copyright.

The term "intangible assets" refers to inventions (patents) and designs, including improvements to them.

The term "works protected by copyright" refers to works as defined under item 2 of the Urheberrechtsgesetz (Swiss Copyright Law), in particular with regard to computer software.

#### During the performance of contractual duties

##### – Intangible property rights

Rights to intangible assets created by employees or in whose creation they participated during their work and while carrying out their contractual duties belong to the company by law, irrespective of whether they can be protected or not.

##### – Copyright

Works protected by copyright that have been created by employees or in whose creation they have participated during their work and carrying out their contractual duties are surrendered to the company without payment at the time of the creation.

#### Not during the performance of contractual duties

Employees agree to offer the company the opportunity to acquire any rights to works that they have created or in whose creation they have participated during their work but not while carrying out their contractual duties. However, this applies provided that the work results are within the company's field of interest.

Employees who create work results as defined above need to inform the company in writing immediately. The company will reply in writing within six months, indicating whether it wishes to acquire the rights or not.

If rights are surrendered to the company in this way, the company will pay the employee a separate and reasonable compensation. The amount of this compensation will depend on the commercial value of the surrendered right, whereby the participation of the company and its employees, the use of company facilities and in addition to any personal expenditure by the employee and his/her position in the company is taken into account.

#### Participation of employees

The right of employees to be named in connection with the creation of intangible assets remains protected in any case. Provided that the honor or reputation of employees is not adversely affected by changes to the work protected by copyright, employees are expected to consent to changes to their work.

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Document: Allg. Bedingungen, Reglement en  
Owning-Org: Rewards and Benefits  
Date: June 11, 2015  
Version: ersetzt Version vom 6. August 2014  
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Employees need to fulfill the necessary formalities and provide any power of attorney or signature needed to ensure that the company can secure legal protection to work results for the company's own benefit and in the company's own name. This obligation will remain in place after the termination of the employment relationship.

### 1.8. Data protection

The company is committed to the protection of personal data and respects the right to privacy by ensuring that any collection of data is held in accordance with legal requirements, i.e. that it is lawful, proportionate, appropriate, correct and protected against unauthorized processing (data security).

The company ensures that personal data is only available to those persons or departments who are entitled to such access for the performance of their duties.

The processing of personal data is limited to that required for administrative purposes.

If any personal data is found to be incorrect, this must be rectified. Employees seeking a correction are requested to do so in writing to the administrator of the data.

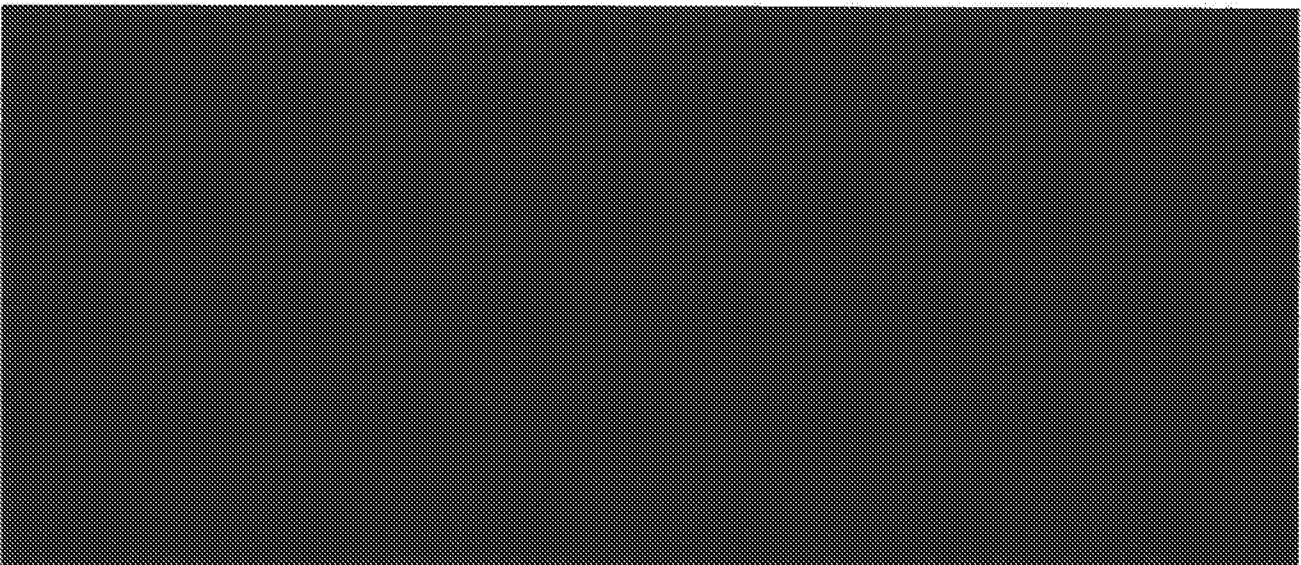
Upon request, employees are given information about the data pertaining to them.

Upon termination of the employment relationship, the company only retains the personal data that is required for internal or official purposes (statistics, insurance). It deletes or destroys the remaining personal data. Upon request, employees are entitled to information of the retained data.

Employees agree to the processing of personal data by the company for the purposes of internal personnel planning and recruitment and to the transfer of such data to responsible departments within other organizational units of ABB Switzerland or companies within the group in Switzerland or abroad.

In addition, personal data may only be divulged to third parties with the consent of the employee in question, unless it is required by law, in particular with regards to social security.

For further details, see the specific guidelines.



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**PATENT**

**RECORDED: 04/12/2022**

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