

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
Stylesheet Version v1.2

EPAS ID: PAT7337675

SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	EMPLOYMENT AGREEMENT
CONVEYING PARTY DATA	
Name	Execution Date
XU ZHOU	07/04/2014
RECEIVING PARTY DATA	
Name:	Huawei Technologies Co., Ltd.
Street Address:	Huawei Administration Building
Internal Address:	Bantian, Longgang District
City:	Shenzhen, Guangdong
State/Country:	CHINA
Postal Code:	518129
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	17181760
CORRESPONDENCE DATA	
Fax Number:	(312)616-5700
<i>Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent using a fax number, if provided; if that is unsuccessful, it will be sent via US Mail.</i>	
Phone:	(312) 616-5600
Email:	assignments@leydig.com
Correspondent Name:	LEYDIG, VOIT & MAYER, LTD.
Address Line 1:	TWO PRUDENTIAL PLAZA, SUITE 4900
Address Line 2:	180 NORTH STETSON AVENUE
Address Line 4:	CHICAGO, ILLINOIS 60601-6731
ATTORNEY DOCKET NUMBER:	HW752799
NAME OF SUBMITTER:	KAJAL AMIN
SIGNATURE:	/Kajal Amin/
DATE SIGNED:	05/18/2022
Total Attachments: 5	
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source=EmploymentAgreement-XuZhou#page4.tif	

VERIFICATION OF TRANSLATION

I, Hong Xiang, hereby solemnly affirm that I have a fluent knowledge of English and Chinese languages, and that the document titled "Partial Translation of Huawei Technologies Co., Ltd. Employment Agreement" is the true and accurate translation of a relevant part of the Employment Agreement between Huawei Technologies Co., Ltd. and employee Xu Zhou.

Dated this May, 15, 2022

Signature of Translator

Hong Xiang



HW752799

华为技术有限公司员工聘用协议书

Huawei Technologies Co., Ltd.

Employment Agreement

聘用方(甲方)Company: 华为技术有限公司 Huawei Technologies Co., Ltd.

住所 Location: 深圳市龙岗区坂田华为基地 Huawei Headquarters, Bantian,
Longgang District Shenzhen, P. R. China

法定代表人 Legal Representative: 孙亚芳 Sun Yafang

受聘方(乙方) Employee: 周清

工号 Employee ID: 284518 国籍 Nationality: 中国

护照号码 Passport Number/身份证号码 Citizen Identification:
[REDACTED]

户口所在地 Registered Permanent Residence(For Chinese):
江西 吉安市

通信住址 Address for correspondence:
江西省吉安市 [REDACTED]



1.1.11 知识产权 Intellectual Property Rights

11.1 职务成果

Service Achievements

11.1.1 双方确认，乙方在甲方工作期间（包括离职之日起一年内），由于履行本人职务或甲方安排的本人职务之外的工作任务，或者主要利用甲方的物质条件和业务信息等，自行或与他人共同构思、开发，创造或研制出的发明创造、实用新型、外观设计、技术诀窍、产品、计算机软件、半导体芯片、作品或其他形式的智力成果，其中所包含的或与之有关的全部知识产权权利或其他财产权利（以下统称“知识产权”）均归甲方所有。

Both Company and the Employee agree that Company owns all the intellectual property rights and/or other property rights (hereinafter referred to as intellectual property rights) included in or related to the inventions, practical innovations, appearance designs, technical know-hows, products, computer software, semiconductor chips, works, and/or intellectual achievements in any other form that are solely or jointly made, researched, developed, or created by the Employee in performing the Employee's duties or fulfilling other tasks appointed by Company, or by using physical conditions and business information of Company, during the employment period (including within one year after the Employee leaves the employment).

11.1.2 乙方同意以所有适当的方式通过适当的途径（包括但不限于申请专利、注册商标、登记软件等，相关费用由甲方承担）协助甲方或甲方指派的第三方，为甲方取得上述知识产权在任一国家、地区或全球范围内的各项权利。前述适当的方式包括但不限于：向甲方披露全部相关信息和数据，签署相关申请书、技术说明书以及甲方认为在申请取得该等权利或向甲方（或其继承者、受让人和指定者）转让知识产权的专属权利、权属和利益时所必需的文书。乙方同意，乙方签署任何该等文书或文件的义务、或促使该等文书或文件被签署的义务，在其与甲方的劳动关系终止之后仍应继续存在。

The Employee agrees to assist Company or a third Company appointed by Company to acquire the rights pertaining to the aforesaid intellectual property rights in any country or region or the whole world for Company in all proper ways through proper channels (including but not limited to patent application, trademark registration and software registration; the related expenses shall be undertaken by Company). The foregoing proper ways include but are not limited to disclosure of all related information and data to Company and signing related applications, technical descriptions, and other writings and documents deemed necessary by Company in applying for these rights or transferring the exclusive rights, ownership and benefits of the intellectual property rights to Company (or Company's successor, assignee or appointed entity). The Employee agrees that the Employee's obligation to sign these writings and documents or assist in getting these writings and documents signed shall remain valid after the termination of the employment.

11.1.3 甲方有权使用、转让或授权他人使用上述知识产权而无须获得乙方的同意。

Company has the right to use, transfer, or authorize a third party to use the foregoing intellectual property rights without requesting the permission of the Employee.

11.1.4 上述知识产权的署名权（依法律规定而应由甲方署名的除外），由作为发明人、制作者或设计人的乙方享有，并且乙方有权按甲方有关规定获得相应的物质奖励和精神鼓励。

The Employee, as the inventor, producer, or designer, owns the right of authorship of the foregoing intellectual property rights (except in cases in which Company owns the right of authorship by law) and the Employee shall be entitled to material and spiritual rewards according to related regulations of Company.

11.1.5 若乙方作为发明人或设计人的职务发明创造经甲方申请并被授予专利权的，双方理解并同意甲方应当根据甲方当时正在生效的内部相关规章制度规定的奖励支付方式和数额向乙方支付相应奖金。



If the service invention-creation invented or designed by the Employee is granted a patent right after Company's filing in Company's own name, both Parties understand and agree that Company shall award the Employee a money prize according to the payment method and amount stipulated in the Company's then-current effective rules and regulations.

11.1.6 若甲方因实施前述发明创造专利权并获得了利润, 或甲方许可其他第三方实施前述专利权并收取使用费的, 双方理解并同意甲方应当根据甲方当时正在生效的内部相关规章制度规定的报酬支付方式和数额向乙方支付相应报酬。

If Company makes profits by exploiting the foresaid patent for invention-creation, or receives royalty fees by granting the license to the third party to exploit the foresaid patent, both Parties understand and agree that the Company shall pay the Employee remunerations according to the payment method and amount stipulated in the Company's then-current effective rules and regulations.

11.1.7 甲乙双方同意, 甲方向乙方支付的薪酬待遇中, 已考虑了因乙方职务发明创造被授予专利权及甲方实施或许可前述专利权在所有适用法及本协议下乙方应当获得的全部奖励、报酬及其他利益。

Both Parties agree that, the salary and benefits paid to the Employee by the Company has taken into consideration of all the reward, remunerations and other interests which the Employee deserves in all applicable jurisdictions and under this Agreement in respect of : i) the Employee's service invention-creation which has been granted a patent right; or ii) Company's exploitation or granting the license to the third party of the foresaid patent.

11.1.8 甲乙双方同意, 若前述专利权被无效, 或甲方合理的认为前述专利权存在被无效的可能, 甲方有权不发放或酌情减少前述奖励和/或报酬。

Both Parties agree that, if the foresaid patent is invalid or unenforceable or Company reasonably believes that the foresaid patent has the possibility to be invalid or unenforceable, Company has the right not to pay or to reduce appropriately the foresaid money prize and/or remunerations.



签 字 页 Signatures

本协议为甲方、乙方双方真实意思表示，在此签字确认。

This Agreement describes true intentions of both Parties and the Parties hereto execute the Agreement.

甲方：华为技术有限公司

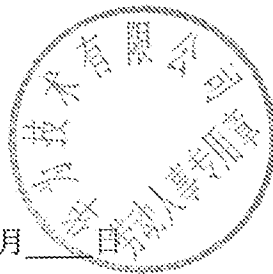
乙方：受聘方

Company: Huawei Technologies Co., Ltd.

Employee:

公章:

Seal:



签字: 周涓

Signature:

日期: _____ 年 _____ 月 _____ 日
Date: _____ (MM DD, YYYY)

日期: 2014 年 7 月 4 日
Date: _____ (MM DD, YYYY)

本协议一式两份，其中一份本人已收到并保存。

This Agreement shall be in duplicate, one of which has been received and held by myself.

签字: 周涓

Signature:

日期: 2014 年 7 月 4 日
Date: _____ (MM DD, YYYY)