

PATENT ASSIGNMENT COVER SHEET

Electronic Version v1.1
 Stylesheet Version v1.2

EPAS ID: PAT8124730

SUBMISSION TYPE:	NEW ASSIGNMENT		
NATURE OF CONVEYANCE:	EMPLOYMENT AGREEMENT		
CONVEYING PARTY DATA			
Name			Execution Date
BO ZHANG			07/15/2015
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:	17375806		
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:	HW754914		
NAME OF SUBMITTER:	KAJAL AMIN		
SIGNATURE:	/Kajal Amin/		
DATE SIGNED:	08/21/2023		
Total Attachments: 5			
source=EmploymentAgreement#page1.tif			
source=EmploymentAgreement#page2.tif			
source=EmploymentAgreement#page3.tif			
source=EmploymentAgreement#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 Bo Zhang

Dated this Aug, 15, 2023

Signature of Translator

Hong Xiang



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总部办公楼

Huawei Headquarters, Bantian, Longgang District, Shenzhen.

法定代表人 Legal Representative: 孙亚芳 Sun Yafang

受聘方(乙方) Employee: 张俊

工号 Employee ID: 00330378 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):

江苏省南京市

通信住址 Address for correspondence:

[REDACTED]

PATENT

REEL: 064658 FRAME: 0723



cheating.

10 知识产权 Intellectual Property Rights

10.1 服务成果

Service Achievements

10.1.1 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 using physical conditions and business information of Company, during the employment period (including within one year after the Employee leaves the employment).

10.1.2 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 be valid after the termination of the employment.

10.1.3 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.

10.1.4 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 physical and spiritual rewards according to related regulations of Company.

10.1.5 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 Employee's 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 internal related rules and regulations.

10.1.6 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，或甲方转让前述专利权并获得经济利益的，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 exploits the foresaid patent for invention-creation to make a profit, or Company grants the license to the third party to exploit the foresaid patent to receive the royalty fees, or Company transfer or assign the foresaid patent to the third party to make profits, both Parties understand and agree that Company shall pay the Employee remunerations according to the payment method and amount stipulated in the Company's then-current effective internal related rules and regulations.

10.1.7 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、许可或转让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, Company has taken all the reward, remunerations and other interests which the Employee deserves in all applicable jurisdictions and under this Agreement into consideration in the salary and benefits paid to the Employee under this Agreement due to: i) the Employee's service invention-creation which has been granted a patent right; or ii) Company's exploitation, granting the license or transfer/assignment to the third party of the foresaid patent.

10.1.8 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 has reasonable doubt that the foresaid patent has the possibility to be invalid or unenforceable, Company has the right to withdraw or decrease the foresaid money prize and/or remunerations herein.



签字页 Signatures

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.

本协议为甲方、乙双方真实意思表示，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

Company: Huawei Technologies Co., Ltd.

乙方：受聘方

张波

Employee:

Bo Zhang

公章：

Seal:

签字：

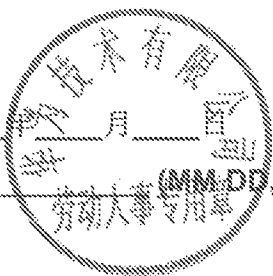
张波

Signature:

Bo Zhang

日期：

Date:



日期：2015年7月15日

Date: (MM DD, YYYY)