

CESION

ASSIGNMENT

92044791C010

El (la) abajo firmante (En adelante EL CEDENTE)

The undersigned (Hereinafter THE ASSIGNOR)

- 1. ENGEL ALONSO MARTINEZ, Juan Isaac
- 2. XU, Dezhu
- 3. GAO, Yuan
- 4. WANG, Zhe

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- 2. XU, Dezhu
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en su carácter de inventor /diseñador con domicilio en:
1. Huawei Administration Building Bantian, Longgang District Shenzhen, Guangdong 518129, China.
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3. Huawei Administration Building Bantian, Longgang District Shenzhen, Guangdong 518129, China.
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Inventor /designor of domiciled at
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por el presente documento declara que cede todos y cada uno de los derechos que le corresponden o puedan corresponderle sobre la siguiente invención, modelo de utilidad, diseño industrial No. PCT/CN2024/102282

Do hereby declares that it assigns all and each of his rights and privileges on the following invention, industrial design, utility model No. PCT/CN2024/102282

a: HUAWEI TECHNOLOGIES CO., LTD.

To: HUAWEI TECHNOLOGIES CO., LTD.

con domicilio en Huawei Administration Building Bantian, Longgang District Shenzhen, Guangdong 518129, China.

with domicile in Huawei Administration Building Bantian, Longgang District Shenzhen, Guangdong 518129, China.

En prueba de la mutua aceptación de esta cesión ambas partes CEDENTE y CESIONARIO firman el presente documento.

As a proof of the mutual acceptance of this assignment, both parties ASSIGNOR and ASSIGNEE sign the present document.

Dado y firmado en

Granted and signed at

A los Días de de

on this 5th day of November of 2025

1. ENGEL ALONSO MARTINEZ, Juan Isaac

1. ENGEL ALONSO MARTINEZ, Juan Isaac

El Cedente

The Assignor

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§ 9 Schutzrechte

(1) Der Mitarbeiter überträgt der Gesellschaft das ausschließliche, zeitlich, räumlich und inhaltlich unbeschränkte Nutzungs- und Verwertungsrecht für alle etwaigen nach Urheber-, Geschmacksmuster-, Gebrauchsmuster-, Marken- und/ oder einem anderen Schutzrecht schutzfähigen Arbeitsergebnisse, die der Mitarbeiter während der Dauer seines Arbeitsvertrags während seiner Arbeitszeit oder, sofern sie Bezug zu seinen arbeitsvertraglichen Aufgaben haben, auch außerhalb seiner Arbeitszeit erstellt.

(2) Die Übertragung des Nutzungs- und Verwertungsrechts umfasst insbesondere auch die

§ 9 Intellectual property rights

(1) The Employee shall assign to the Company the exclusive right of use or exploitation unlimited as to term, territory and content in any and all work results the Employee produces during his term of employment during his working hours or – to the extent to which they are related to his duties under the Employment Contract – also outside of his working hours, and which are eligible for protection under copyright, industrial design, utility model or trade mark law and/or any intellectual property law.

(2) The assignment of the right to use and exploitation shall also notably include the permission for processing and licensing to third parties.

9



Huawei Technologies Duesseldorf GmbH

Erlaubnis zur Bearbeitung und Lizenzvergabe an Dritte.

(3) Der Mitarbeiter verzichtet ausdrücklich auf sonstige ihm etwa als Urheber oder sonstigen Schutzrechtsinhaber zustehenden Rechte an den Arbeitsergebnissen, insbesondere auf das Recht auf Namensnennung, auf Bearbeitung und auf Zugänglichmachung des Werkes.

(4) Die Einräumung von Rechten und der Verzicht auf Rechte nach diesem § 9 sind vollumfänglich mit der in § 3 Abs. (1) und (2) geregelten Vergütung abgegolten.

(5) Die Vorschriften des Arbeitnehmererfindungsgesetzes sowie § 69 b Urhebergesetz bleiben unberührt. Sofern das Arbeitnehmererfindungsgesetz Anwendung findet, gilt für die Vergütung des Arbeitnehmers durch den Arbeitgeber die zum Zeitpunkt der internen Erfindungs-Mitteilung geltende Fassung des „Invention Remuneration Program for Huawei Affiliates under German Employee Inventions Law“.

(3) The Employee expressly waives all other rights in the work results to which he might be entitled as author or other holder of an intellectual property right, notably the right to be named as author/creator, to adaptation and to making the work accessible.

(4) The granting of rights and the waiver of rights pursuant to this § 9 are fully covered by the remuneration provided for in § 3 para. (1) and (2).

(5) The provisions of the German Employee Inventions Act [Arbeitnehmererfindungsgesetz] and Sec. 69 b of the German Copyright Act [Urhebergesetz] shall not be affected thereby. The Employee may receive remuneration by the Company according to the current version (at the time of internal invention notice) of "Invention Remuneration Program for Huawei Affiliates under German Employee Inventions Law", if German Employee Inventions Act is applicable.

Ort / Datum: München, 22. Februar 2022

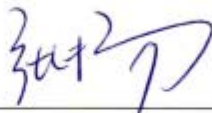


Herr Yang Zhang

Human Resources Director

Huawei Technologies Düsseldorf GmbH

Place / Date: Munich, February 2nd, 2022



Mr. Yang Zhang

Human Resources Director

Huawei Technologies Duesseldorf GmbH



Herr Juan Isaac Engel Alonso Martinez

Ich bestätige, dass ich die Anlagen **I, II und III** zu diesem Vertrag in digitaler Form erhalten habe.



Herr Juan Isaac Engel Alonso Martinez



Mr. Juan Isaac Engel Alonso Martinez

I confirm that I received the Appendix **I, II and III** of this contract in a digital version.



Mr. Juan Isaac Engel Alonso Martinez

Effective DATE [01-01/2017]

(1) Huawei Technologies Co., Ltd.

(2) Huawei Technologies Duesseldorf GmbH

**CONTRACT RESEARCH AND DEVELOPMENT
AGREEMENT**



THIS AGREEMENT IS MADE AND ENTERED INTO

Between

Huawei Technologies Co., Ltd.,

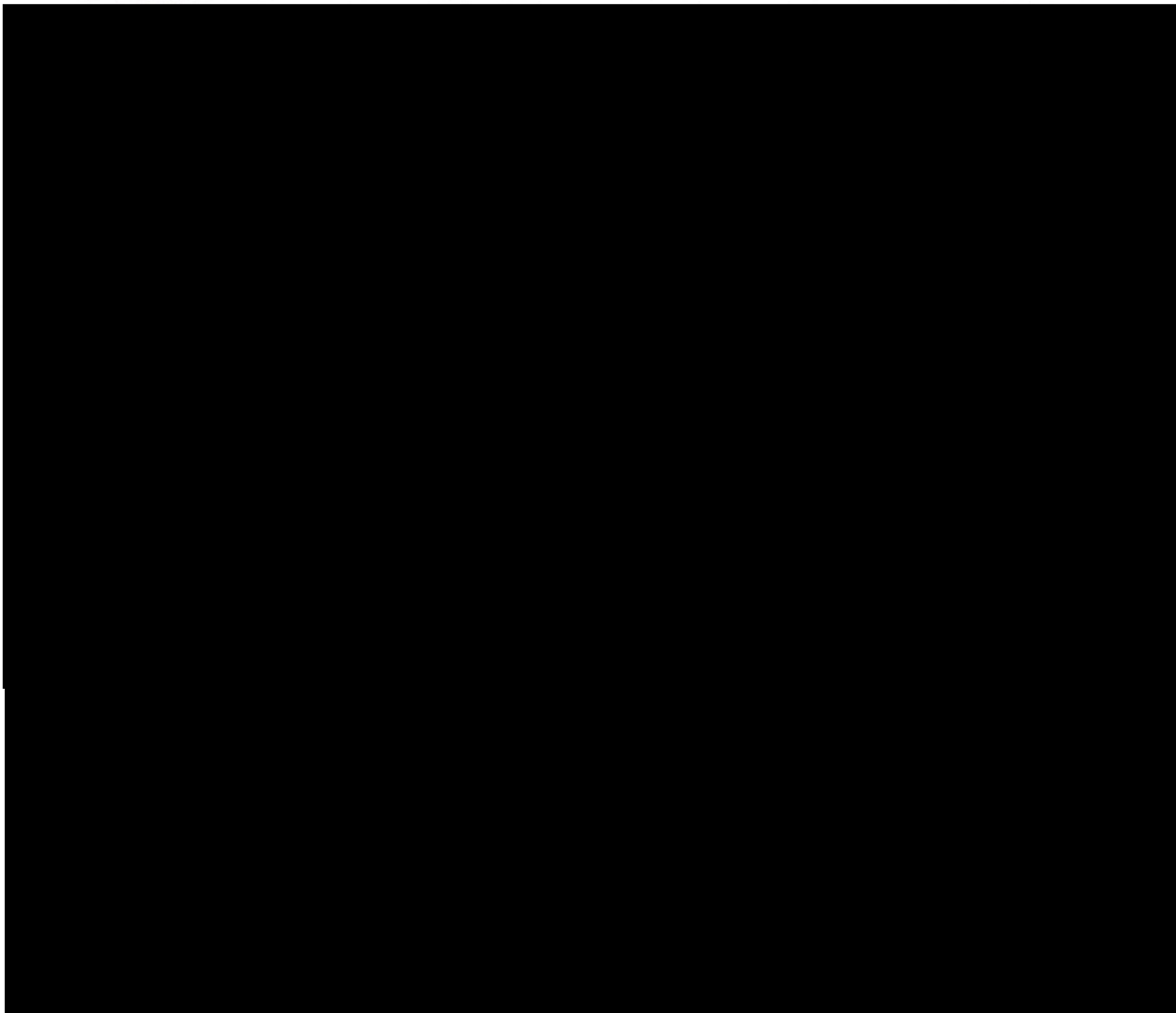
a company incorporated and existing under the laws of China, with its registered office at Administration Building, Headquarters of Huawei Technologies Co.,Ltd., Bantian, Longgang, District, Shenzhen 518129, Peoples Republic of China, with registration No 440301103097413 (hereinafter referred to as "Principal").

And

Huawei Technologies Duesseldorf GmbH,

a company incorporated and existing under the laws of Germany, with its registered office at Hansaallee 205, 40549 Duesseldorf, company register no. HRB 56063 (hereinafter referred to as "Service Provider").

The Principal and Service Provider are also individually referred to as a "Party" and collectively as the "Parties".



5. Intellectual Property

Principal and its licensors remain the owner of Principal's and Principal's licensors' Intellectual Property developed prior to, or during the term of this Agreement. Principal agrees to take all necessary actions in order to register, maintain, protect and defend its rights to and interests in the Intellectual Property of the Principal and its licensors.

The Service Provider agrees that all Intellectual Property developed pursuant to or in the course of providing the Services, are and shall remain at all times the exclusive property of the Principal and its licensors. Any improvements, knowhow or other Intellectual Property arising out of this Agreement shall be owned by the Principal or its licensors. In the case of Intellectual Property

JD

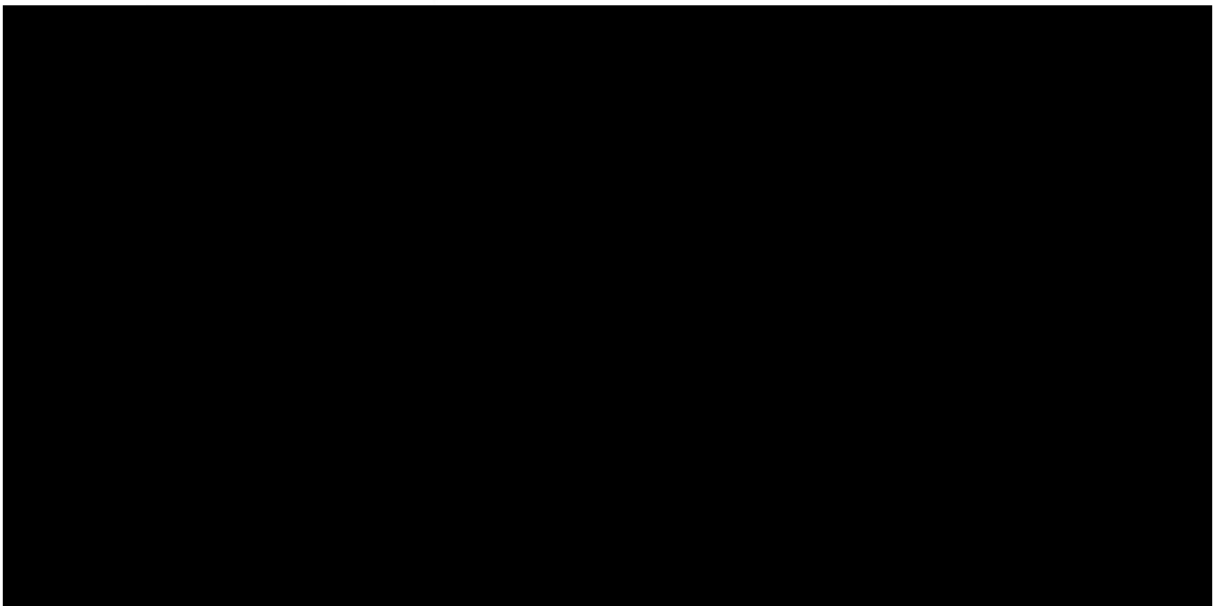
developed in collaboration with third parties (e.g. under cooperation, consortium agreements and/or joint ownership agreements) ownership shall be transferred to Principal as soon as is permitted under the agreements with such parties. For any such Intellectual Property which is jointly owned with third parties, with transfer dependant on their consent, transfer will take place upon receipt of such consent. In advance of transfer, Principal shall be granted a royalty-free license to use, develop and exploit the Intellectual Property.

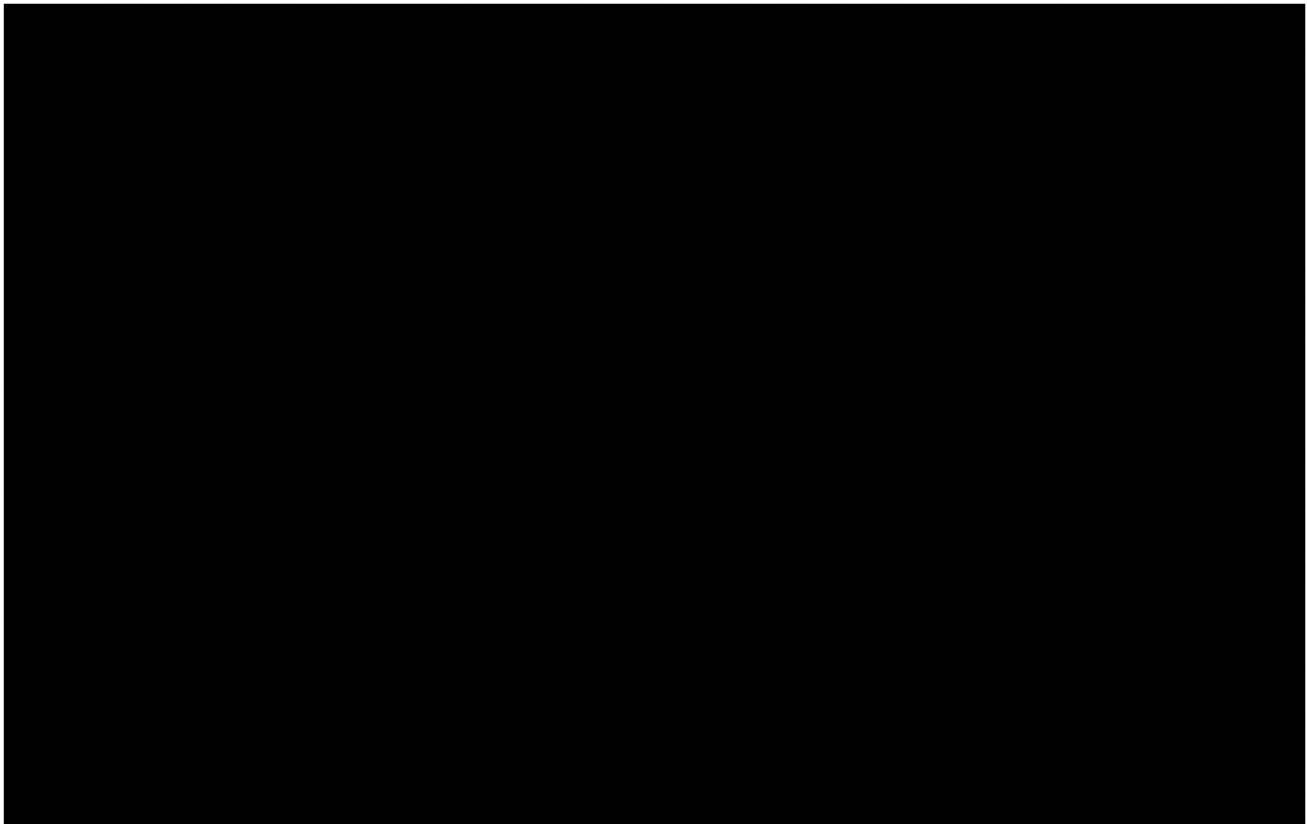
(b) Except as specified in this Agreement, Service Provider shall acquire no rights whatsoever in, or to, any Intellectual Property. Without limiting the foregoing, except as provided herein, this Agreement does not constitute a license, sale or any other transfer of the Principal's Intellectual Property or the Intellectual Property of its licensors. Service Provider shall not take any action that may adversely affect or impair Principal's rights, titles or interests in or to the Intellectual Property or of its licensors.

(c) If not otherwise agreed in separate written agreements concluded between the Service Provider and the Principal, Service Provider on behalf of itself and (to the extent is able to do so) its Staff hereby assigns and agrees to assign to Principal any right, title or interest Service Provider and/or any of its Staff may have in know-how, improvements, or other matters developed in or related to, the Services. Principal and Service Provider (on behalf of itself and members of its Staff) agree that all know-how or copyrightable works developed as part of providing the Services shall be "works made for hire" whose ownership shall vest with the Principal. To the extent they may not, by operation of law, constitute "works made for hire" Service Provider (on behalf of itself and members of its Staff) hereby assigns and agrees to assign to Principal (for no charge) all right, title and interest it and/or (to the extent it is able to do so) any of its Staff may have in and to such improvements.

(d) In respect of protectable Intellectual Property which is assigned to Principal, assignment will take effect from the filing date of patent protection or similar rights application with competent authority.

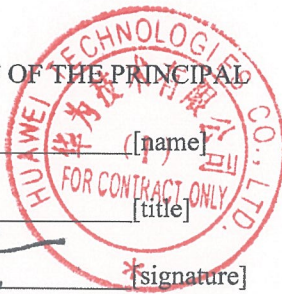
(e) Service Provider shall promptly notify Principal (a) of any claims or objections that its use of the Intellectual Property in connection with its Services may or will infringe the patent, copyright, trademark or other proprietary right of any other Person, and (b) of any and all infringements, imitations, illegal use, any act of unfair competition, piracy, or misuse, by any Person, of the Intellectual Property which come to its attention.





FOR AND ON BEHALF OF THE PRINCIPAL

[name]
[title]
*signature]



FOR AND ON BEHALF OF THE SERVICE PROVIDER

[name]
[title]
[signature]

