

Commitment to Respect Intellectual Property and Trade Secrets

Huawei respects third parties' intellectual property and other legitimate rights and interests, and protects its own intellectual property and trade secrets. When a candidate is applying for a position at Huawei, Huawei rejects, does not need, and will not accept any disclosure of intellectual property or trade secrets belonging to the candidate's former employer(s). This applies both before and after a candidate is hired by Huawei. I am fully aware of Huawei's policies regarding intellectual property and trade secrets, and I hereby agree that:

1. I shall comply with the terms of all confidentiality agreements signed with my former employer(s), my former project team(s), or any other third party; I shall not breach any duty to uphold confidentiality; I have not infringed, nor will I infringe upon the intellectual property rights or trade secrets of my former employer(s), my former project team(s), or any other third party.
2. I shall not disclose any confidential information to Huawei that is related to any secrets (e.g., trade secrets and military secrets) or intellectual property of my former employer(s), my former project team(s), or any other third party; during my employment at Huawei, I shall neither use nor disclose any such information.
3. In the event of any questions relating to my duty of confidentiality to my former employer(s), my former project team(s), or any other third party, I shall have the right to refuse to answer these questions, citing that doing so would breach my duty of confidentiality.
4. In the event that I should breach the terms of this Commitment, including the breach of my duty of confidentiality to my former employer(s), my former project team(s), or any third party, I will accept Huawei ending my candidacy for a Huawei position, and withdrawing any offer of employment made to me. If I have already been employed by Huawei, I accept Huawei terminating my employment.

Signature: Huang Zehn

Date: 2021. 8. 28