



## **NON-DISCLOSURE AGREEMENT**

This Nondisclosure Agreement was made and entered into 24<sup>th</sup> of March, 2025 between **Anwar Ahmad Qureshi, Python Developer**, and Holding CNIC: **13101-5944967-1**, S/O **Barkaat Ahmad Qureshi**, and **Cortech Sols Pvt Ltd** at the Place Basement of Gulberg Nova, Block A, Gulberg greens, Islamabad.

### **Purpose**

The Company engages **Anwar Ahmad** as a **Python Developer** on a **full-time basis**, initially working **remotely for 3-4 hours per day** (March 24 – April 6, 2025) and transitioning to **onsite, full-time employment from April 7, 2025**, with a **monthly salary of PKR 80,000** on a flexible schedule. This Agreement protects confidential and proprietary information disclosed during the engagement.

**The Parties hereby agree as follows:**

- **Confidential Information**

For purposes of this Agreement, "Confidential Information" shall mean any and all non-public information the **Cortech Sols Pvt Ltd** has disclosed or may disclose to the Recipient, including but not limited to,

- Business strategies, financial data, client information, and marketing plans.
- Technical details, including software, code, algorithms, and research.
- Any information designated as confidential by the Company.

- **The Recipient: Anwar Ahmad, agrees:**

To maintain the highest standards of integrity, the Recipient agrees to:

- Maintain confidentiality and not disclose information to third parties without written consent.
- Use confidential information solely for work-related purposes.
- Implement reasonable safeguards to protect confidentiality.
- Return or destroy confidential materials upon termination or request.

The Recipient **must not**:

- Is publicly available or later becomes public without breach of this Agreement.
- Is received lawfully from a third party without confidentiality obligations.
- Is independently developed by the Contractor without reference to Company information.

- **Ownership & Intellectual Property**

- All work, code, and developments created for the Company are its exclusive property.
- The Contractor assigns all rights, title, and interest in intellectual property developed under this engagement to the Company.

- **Governing Law and Amendment**

The validity, construction and enforceability of this Agreement shall be governed in all respects by the law of the State of Pakistan This Agreement may not be amended except in writing signed by a duly authorized representative of the respective Parties. This Agreement shall control in the event of a conflict with any other agreement between the Parties with respect to the subject matter hereof. The failure of either party to enforce its rights under this Agreement at any time for any period shall not be construed as a waiver of such rights.

I **Anwar Ahmad**, acknowledge that I have read, understand, and agree to abide by the terms and conditions set forth in this NDA. I am aware that any breach of this NDA may lead to disciplinary action, including potential termination of employment.

**IN WITNESS WHEREOF**, the Parties have executed this Agreement as of the date first above written.

**Employee's Signature**

**Employer's Signature**



**Anwar Ahmad**  
**Python Developer**  
**Cortech Sols Pvt Ltd.**

**Hammad Ahmed**  
**Chief Operating Officer**  
**Cortech Sols Pvt Ltd.**