

PRIVATE AND CONFIDENTIAL

Irrevocable Letter of Undertaking with Regards to Confidential Information

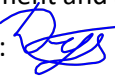
I, the undersigned, understand that my access to information (as specified herein below) by ASBIS ENTERPRISES PLC and any direct or indirect subsidiaries and affiliated companies of it (all collectively referred to as "ASBIS" or "Company"), is limited to my need for the information in the performance of my job duties.

"Information": Includes but is not limited to:

- (a) technical information concerning ASBIS's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;
- (b) information concerning ASBIS's business, including cost information, profits, sales information, accounting and unpublished financial information, information contained in ASBIS accounts, software systems and servers, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;
- (c) information concerning ASBIS's employees, including salaries, strengths, weaknesses and skills;
- (d) information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use and information received by ASBIS from third parties to whom ASBIS owes a duty of confidence; and
- (e) any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect ASBIS's business.
- (f) electronic repositories of other data such as email or other software and any or all information marked as 'confidential' or similar designation.

By my signature below, I affirm that I have been advised of, understand, and agree to the following terms and conditions of my access to Information of ASBIS and/or information provided to me in the course of my employment.

1. I will use my authorized access to Information only in the performance of the responsibilities of my position.
2. I will comply with all circulars and policies established by ASBIS regarding the use of Information.
3. I acknowledge that ASBIS has received and will continue to receive from third parties their confidential information subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. Therefore, I agree that I will at all times hold all such confidential information in the strictest confidence and I will not to disclose or use it, except as necessary to perform the obligations under my employment and as is consistent with the Company's agreement with such third parties.

Employee Signature: 

Printed Employee Name: EVGENY DEDENKOV 

Employee Title:

Date: 09.02.2020

Employer's Signature:

Director Printed Name:

Date:

4. I will avoid disclosure of Information to unauthorized persons without the appropriate consent of the Information owner. I understand and agree that my obligation to avoid such disclosure will continue even after I leave the employment of ASBIS.
5. I specifically undertake not to disclose or share any ASBIS's Customer data with any ASBIS partners and/or clients and/or suppliers that have not previously signed Non-Disclosure Agreements or Partnership agreements with any of ASBIS's Vendors and/or Suppliers.
6. I will not disclose and/or share any Customer Data with any ASBIS authorized partners or potential partners or clients in case of an existent partner and/or trusted supplier. I understand that any Data can be disclosed to ASBIS's partners only upon written authorization of the management of ASBISC ENTERPRISES PLC or where is expressly permitted in writing by ASBISC ENTERPRISES PLC.
7. I will exercise care to protect Information against accidental or unauthorized access, modifications, disclosures, or destruction.
8. When discussing Information with other employees in the course of my work, I will exercise care to keep the conversation private and not overheard by others who are not authorized to have access to such Information.
9. I will comply with any reasonable request or direction from ASBIS regarding the confidential information.
10. I understand that any violation of this Agreement or other ASBIS policies related to the appropriate release or disclosure of Information may result in one or more sanctions including immediate termination of my access to Information Systems, disciplinary action up to and including dismissal from employment, criminal penalties, or civil liability.
11. I agree to indemnify ASBIS against any and all losses, damages, claims or expenses incurred or suffered by ASBIS as a result of my breach of this Agreement.

I hereby confirm that I provide the above undertakings in addition to any Agreement previously signed between myself and ASBIS and the present does not replace any agreements previously signed between us and I agree that the undertakings contained herein are necessary for the protection of ASBIS' legitimate business interests and are reasonable in scope and content. I am giving this undertaking in favour of ASBIS with my free consent.

Employee Signature:



Employer's Signature:

Printed Employee Name: EVGENY DEDENKOV



Director Printed Name:

Employee Title:

Date:

Date: 09.02.2020