

Annexure C

1. Non-Compete Clause:

1.1. Non-solicitation of employees:

The Employee agrees with the Company that for 1 year following the termination of employment under this Agreement, the Employee will not, directly or indirectly, on the Employee's behalf or for any other person, firm, or company:

Solicit, seduce, or attempt to solicit, any employee of the Company or its subsidiaries.

1.2. Non-Competition:

The Employee further pledges with the Company that for 1 year following the termination of employment under this Agreement, the Employee shall not, directly or indirectly, for themselves or as an agent or employee of any other person, corporation, or company:

1.2.1. Engage in any activity or business that competes with that of the Company, its affiliated companies, or subsidiaries.

1.2.2. Provide services for:

1.2.2.1. Any client or subcontractor with whom the Company had an active commercial relationship at the time of the Employee's termination or within the six (6) months preceding termination.

1.2.2.2. Any client or subcontractor with whom the Company was, at the time of the Employee's termination, in active proposal or procurement discussions, or was actively preparing to solicit for business within the next six (6) months, provided the Employee knew or had reasonable cause to know of such preparations.

2. Change of Job Duties:

GLOCYBS may occasionally need to modify job duties to meet changing business needs. When such situations arise, we will strive to ensure the following changes:

2.1. Remain Consistence with the Job Type: The revised duties will align with the general skillset and experience required for your original position. We won't transfer you to a completely different role outside your expertise.

2.2. There will be no negative impact on your salary, benefits, or other terms of employment as a result of changes to your job duties.

2.3. We will provide you with clear explanations for any changes and will welcome your questions and feedback.