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## NDA ADDENDUM TO EMPLOYMENT AGREEMENT

This Non-Disclosure Agreement Addendum (“Addendum”) is entered into on 1<sup>st</sup> June 2025 by and between:

VPLOY, a company incorporated under the laws of Pakistan, with principal office at:  
Kriksen Cowork, 1st Floor Awan Arcade, Building 1B, Jinnah Ave, Block R F 6/4, Blue Area,  
Islamabad, 44000  
(hereinafter referred to as the “Employer”)

and

Gulsher Khan bearing CNIC 41304-6238775-1 residing at House no 360 Block D unit no 9 ,  
Latifabad Hyderabad This Addendum is intended to supplement and form part of the  
Employment Agreement between the parties.

### 1. Purpose

The Associate will be engaged in projects involving clients from New Zealand, Australia, the United Kingdom, the United States, and the European Union. The Associate may be exposed to confidential and proprietary information requiring legal compliance across these jurisdictions.

### 2. Definition of Confidential Information

“Confidential Information” includes all technical, financial, client, legal, or commercial data; software, source code, designs, communications, contracts, third-party data; or any non-public information shared by VPLOY or its clients, whether verbal, written, or electronic.

### 3. Obligations of Confidentiality

The Associate agrees to:

- Use Confidential Information only for performing authorized work.
- Not disclose or permit disclosure of Confidential Information to any third party.
- Protect all Confidential Information with at least the same degree of care used for their own confidential data, and not less than a reasonable standard of care.
- Immediately report any actual or suspected breaches.

### 4. Cross-Jurisdictional Compliance

This NDA Addendum shall be interpreted and enforced according to the laws of the jurisdictions in which VPLOY’s clients operate, specifically New Zealand, Australia, UK, USA, and the EU, as relevant to the information and services being provided.



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## 5. Exclusions

Obligations do not apply to information which:

- Becomes public without breach of this Addendum.
- Must be disclosed by law (with prior written notice to the Employer).

## 6. Return or Destruction of Information

Upon termination of employment or earlier upon request, the Associate shall return or permanently delete all confidential and proprietary information, including any backups or derivative material. Confirmation of destruction may be requested in writing.

## 7. Term and Survival

This Addendum shall remain in effect for the duration of the Associate's employment and shall survive for a period of five (5) years after termination of employment.

## 8. Breach and Remedies

Any violation of this Addendum shall be deemed a material breach of the Employment Agreement and may result in immediate termination, legal action in the appropriate jurisdictions, and full indemnification to VPLOY or its clients for any resulting damages.

## 9. No License or Ownership

Nothing in this Addendum grants the Associate any rights to intellectual property or information beyond the limited right to use it solely for Employer-assigned tasks.

## 10. Governing Law

This Addendum shall be governed by the laws applicable to the jurisdictions of the respective clients involved. For disputes concerning VPLOY's internal affairs, the laws of Pakistan shall apply.

IN WITNESS WHEREOF, the parties have executed this NDA Addendum as of the date written above.

\_\_\_\_\_  
Gulsher  
Associate  
Date: \_\_\_\_\_

\_\_\_\_\_  
Authorized Signatory  
For and on behalf of VPLOY  
Date: \_\_\_\_\_



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