



### **ANNEXURE III**

#### **TERMS AND CONDITIONS OF EMPLOYMENT IN RELATION TO INVENTIONS MADE BY THE EMPLOYEE**

The employee shall disclose to the Company promptly in writing any invention (the word invention is to be understood to mean anything which might be capable of protection, in any country, against copying by a patent, a registered design, copyright, or otherwise) which may occur to him either alone or in conjunction with any other person during his employment with the Company, with the exception of inventions which he/she knows to be not applicable to the field of activity of Continental Group of Companies.

The employee shall inform the Company at the commencement of his employment with the Company of all inventions previously made by him, which he is not precluded by contract from disclosing to the Company and for which an application for a patent or for a registered design has not yet been made.

The Company will be free to adopt any of the employees inventions disclosed at the commencement of his employment with the Company and conceived during his employment with the Company and to assign to others the right to adopt it. The Company will be absolutely entitled to any industrial or commercial protection rights anywhere in the world including rights arising from the obtaining of letters of patent or design registration in respect of such invention. The Company will notify to the employee if and to what extent the Company will adopt the said rights.

The employee shall on the request of the Company execute any necessary assignments, application form or other documents necessary for obtaining any protection right, which the Company will choose and he shall assist the Company if called upon to do so, to obtain at the Company's cost, such protection right.

The employee shall treat all information relating to any such invention as confidential and disclose it only to his superiors or any such other person as his superiors direct. The employee shall not publish, except with the written consent of the Company, any information in relation to any such invention.

I accept the above conditions as condition of my employment with Continental Automotive Components (India) Private Limited and undertake to abide by them while I remain in the employment of the Company.

**I confirm and accept the above**

**Name**

**Emp.Code:**

**Signature & Date**