NON-DISCLOSURE AGREEMENT

**THIS NON-DISCLOSURE AGREEMENT** dated this 17th day of

February , 2025 .

# BETWEEN:

SANIDHAYA AGARWAL of

JURIDENT

OF THE FIRST PART

# AND

Nishant Malik of

JURIDENT

OF THE SECOND PART

# BACKGROUND:

1. The Employee is currently or may be employed as an employee with the Employer for the positionof Intern. In addition to this responsibility or position (the "Employment"),this Agreement also covers any position or responsibility now or later held with theEmployer.
2. The Employee will receive from the Employer, or develop on the behalf of theEmployer, Confidential Information as a result of the Employment (the "PermittedPurpose").

**IN CONSIDERATION OF** and as a condition of the Employer employing the Employee and the Employer providing the Confidential Information to the Employee in addition to other valuable consideration, the receipt and sufficiency of which consideration is hereby acknowledged, the parties to this Agreement agree as follows:

# CONFIDENTIAL INFORMATION

1. All written and oral information and materials disclosed or provided by the Employer to the Employee under this Agreement constitute Confidential Information regardless of whethersuch information was provided before or after the date of this Agreement or how it was provided to theEmployee.
2. The Employee acknowledges that in any position the Employee may hold, in and as a resultof the Employee's employment by the Employer, the Employee will, or may, be making useof, acquiring or adding to information about certain matters and things which are confidential to the Employer and which information is the exclusive property of the Employer.
3. 'Confidential Information' means all data and information relating to the businessand management of the Employer, including but not limited to, thefollowing:
   1. 'Business Operations' which includes internal personnel and financial information of the Employer, vendor names and other vendor information (including vendor characteristics, services and agreements), purchasing and internal cost information, internal services

and operational manuals, external business contacts including those stored on social media accounts or other similar platforms or databases operated by the Employer, and themanner and methods of conducting the Employer'sbusiness;

* 1. 'Customer Information' which includes names of customers of the Employer, their representatives, all customer contact information, contracts and their contents and parties, customer services, data provided by customers and the type, quantity and specifications of products and services purchased, leased, licensed or received by customers of theEmployer;
  2. 'Intellectual Property' which includes information relating to the Employer's proprietary rights prior to any public disclosure of such information, including but not limited to the nature of the proprietary rights, production data, technical and engineering data, technical concepts, test data and test results, simulation results, the status and details of research and development of products and services, and information regarding acquiring, protecting, enforcing andlicensing proprietary rights (including patents, copyrights and tradesecrets);
  3. 'Service Information' which includes all data and information relating to the services provided by the Employer, including but not limited to, plans, schedules, manpower, inspection, and traininginformation;
  4. 'Product Information' which includes all specifications for products of the Employer as well as work product resulting from or related to work or projects performed or to be performed forthe Employer or for clients of the Employer, of any type or form in any stage of actual or anticipated research anddevelopment;
  5. 'Production Processes' which includes processes used in the creation, production and manufacturing of the work product of the Employer, including but not limited to, formulas, patterns, moulds, models, methods, techniques, specifications, processes, procedures, equipment, devices, programs, anddesigns;
  6. 'Accounting Information' which includes, without limitation, all financial statements, annual reports, balance sheets, company asset information, company liability information, revenue and expense reporting, profit and loss reporting, cash flow reporting, accounts receivable, accounts payable, inventory reporting, purchasing information and payroll information ofthe Employer;
  7. 'Marketing and Development Information' which includes marketing and development plans of the Employer, price and cost data, price and fee amounts, pricing and billing policies, quoting procedures, marketing techniques and methods of obtaining business, forecasts and forecast assumptions and volumes, and future plans and potential strategies of the Employer which have been or are beingdiscussed;
  8. 'Computer Technology' which includes all scientific and technical information or material ofthe Employer, pertaining to any machine, appliance or process, including but not limited to, specifications, proposals, models, designs, formulas, test results and reports,analyses, simulation results, tables of operating conditions, materials, components, industrial skills, operating and testing procedures, shop practices, know-how and show-how;
  9. 'Proprietary Computer Code' which includes all sets of statements, instructions or programs of the Employer, whether in human readable or machine readable form, that are expressed, fixed, embodied or stored in any manner and that can be used directly or indirectly in a computer ('Computer Programs'); any report format, design or drawing created or produced by such Computer Programs; and all documentation, design specifications and charts, and operating procedures which support the Computer Programs;and
  10. ConfidentialInformationwillalsoincludeanyinformationthathasbeendisclosedbyathirdparty to the Employer and is protected by a non-disclosure agreement entered into between the third party and theEmployer.

# Confidential Information will not include the followinginformation:

* 1. Information that is generally known in the industry of theEmployer;
  2. Information that is now or subsequently becomes generally available to the public throughno wrongful act of theEmployee;
  3. Information rightly in the possession of the Employee prior to the disclosure to theEmployee by theEmployer;
  4. Information that is independently created by the Employee without direct or indirect use ofthe Confidential Information;or
  5. Information that the Employee rightfully obtains from a third party who has the right totransfer or discloseit.

# OBLIGATIONS OF NON-DISCLOSURE

1. Except as otherwise provided in this Agreement, the Employee must not disclosethe ConfidentialInformation.
2. Except as otherwise provided in this Agreement, the Confidential Information will remainthe exclusive property of the Employer and will only be used bythe

Employee for the Permitted Purpose. The Employee will not use the Confidential Information for any purpose that might be directly or indirectly detrimental to the Employer or any associated affiliates or subsidiaries.

1. The obligations to ensure and prevent the disclosure of the Confidential Information imposed on the Employee in this Agreement and any obligations to provide notice under thisAgreement will survive the expiration or termination, as the case may be, of this Agreement and those obligations will lastindefinitely.
2. The Employee may disclose any of the ConfidentialInformation:
   1. to such agents, representatives and advisors of the Employee that have a need to know forthe Permitted Purpose providedthat:
      1. the Employee has informed such personnel of the confidential nature of theConfidential Information;
      2. such personnel agree to be legally bound to the same burdens of nondisclosure andnon- use as theEmployee;
      3. the Employee agrees to take all necessary steps to ensure that the terms of thisAgreement are not violated by such personnel;and
      4. the Employee agrees to be responsible for and indemnify the Employer for any breachof this Agreement by theirpersonnel.
   2. to a third party where the Employer has consented in writing to such disclosure;and
   3. to the extent required by law or by the request or requirement of any judicial,legislative, administrative or other governmentalbody.

# AVOIDING CONFLICT OF OPPORTUNITIES

1. It is understood and agreed that any business opportunity relating to or similar to the Employer's current or anticipated business opportunities coming to the attention of the Employee during the Employee's employment is an opportunity belonging to the Employer. Accordingly, the Employee will advise the Employer of the opportunity and cannot pursuethe opportunity, directly or indirectly, without the written consent of theEmployer.
2. Without the written consent of the Employer, the Employee further agrees notto:
   1. solely or jointly with others undertake or join any planning for or organization of any business activity competitive with the current or anticipated business activities of the Employer; and
   2. directly or indirectly, engage or participate in any other business activities which the Employer, in its reasonable discretion, determines to be in conflict with the best interests of theEmployer.

# NON-SOLICITATION

1. Any attempt on the part of the Employee to induce others to leave the Employer's employ,or any effort by the Employee to interfere with the Employer's relationship with its other employees and contractors would be harmful and damaging to the Employer. The Employee agrees that from the date of this Agreement until 2024, the Employee will not in any way, directly orindirectly:
   1. induce or attempt to induce any employee or contractor of the Employer to quittheir employment or retainer with theEmployer;
   2. otherwise interfere with or disrupt the Employer's relationship with its employeesor contractors;
   3. discuss employment opportunities or provide information about competitive employment toany of the Employer's employees or contractors;or
   4. solicit, entice, or hire away any employee or contractor of theEmployer.

This obligation will be limited in scope to those persons that were employees or contractors of the Employer at the same time that the Employee was employed by the Employer.

**NON-COMPETITION**

1. Other than through employment with a bona-fide independent party, or with the express written consent of the Employer, which will not be unreasonably withheld, the Employee will not, from the date of this Agreement until 2024, be directly or indirectly involved with a business which is in direct competition with the particular business line of the Employer that the Employee was working during any time in the last year of employment with theEmployer.
2. From the date of this Agreement until 2024, the Employee will not divert or attemptto divert from the Employer any business the Employer had enjoyed, solicited, or attempted to solicit, from its customers, prior to termination or expiration, as the case may be, of the Employment.

# OWNERSHIP AND TITLE

1. The Employee acknowledges and agrees that all rights, title and interest in any Confidential Information will remain the exclusive property of the Employer. Accordingly, the Employee specifically agrees and acknowledges that the Employee will have no interest in the Confidential Information, including, without limitation, no interest in know-how, copyright, trade mark or trade names, notwithstanding the fact that the Employee may have created or contributed to the creation of that ConfidentialInformation.
2. The Employee does hereby waive any moral rights that the Employee may have with respect to the Confidential Information.
3. The Confidential Information will not include anything developed or produced by the Employee during the term of this Agreement, including but not limited to intellectual property, process, design, development, creation, research, invention, know-how, trade name, trade mark or copyrightthat:
   1. was developed without the use of any equipment, supplies, facility or ConfidentialInformation of theEmployer;
   2. was developed entirely on the Employee's owntime;
   3. does not relate to the actual business or reasonably anticipated business of theEmployer;
   4. does not relate to the actual or demonstrably anticipated processes, research, ordevelopment of the Employer;and
   5. does not result from any work performed by the Employee for theEmployer.
4. The Employee agrees to immediately disclose to the EmployerallConfidential information developed in whole or in part by the Employee during the term of the Employment and to assign to the Employer any right, title or interest the Employee may have in the Confidential Information. The Employee agrees to execute any instruments and to do all other things reasonably requested by the Employer (both during and after the term of the Employment) in order to vest more fully in the Employer all ownership rights in those items transferred by the Employee to theEmployer.
5. The employee agrees that the Founder or the employer is the sole decision maker ofthe company and no decision can be taken without the consent of theFounder.
6. The employer agrees to abide by the decision of the Founder and agrees to not question itin any respect as long as the decision taken by the Founder in no way concerns the employee personally and is related solely to thecompany.

# REMEDIES

1. The Employee agrees and acknowledges that the Confidential Information is of a proprietary and confidential nature and that any disclosure of the Confidential Information to a third party in breach of this Agreement cannot be reasonably or adequately compensated for in money damages and would cause irreparable injury to the Employer. Accordingly, the Employee agrees that the Employer is entitled to, in addition to all other rights and remedies available to it at law or in equity, an injunction restraining the Employee and any agents of the Employee, from directly or indirectly committing or engaging in any act restricted by this Agreement in relation to the ConfidentialInformation.

# RETURN OF CONFIDENTIAL INFORMATION

1. The Employee agrees that, upon request of the Employer, or in the event that the Employee ceases to require use of the Confidential Information, or upon expiration or termination of this Agreement, or the expiration or termination of the Employment, the Employee will turn overto the Employer all documents, disks or other computer media, or other material in the possession or control of the Employeethat:
   1. may contain or be derived from ideas, concepts, creations, or trade secrets andother proprietary and Confidential Information as defined in this Agreement;or
   2. is connected with or derived from the Employee's services to theEmployer.

# NOTICES

1. In the event that the Employee is required in a civil, criminal or regulatory proceeding to disclose any part of the Confidential Information, the Employee will give to the Employer prompt written notice of such request so the Employer may seek an appropriate remedy or alternatively to waive the Employee's compliance with the provisions of this Agreement in regards to therequest.
2. If the Employee loses or makes unauthorized disclosure of any of the ConfidentialInformation, the Employee will immediately notify the Employer and take all reasonable steps necessary to retrieve the lost or improperly disclosed ConfidentialInformation.
3. Any notices or delivery required in this Agreement will be deemed completed when hand- delivered, delivered by agent, or seven days after being placed in the post, postage prepaid,to the parties at the addresses contained in this Agreement or as the parties may later designate in writing.
4. The addresses for any notice to be delivered to any of the parties to this Agreement are as follows:
5. Name:\_\_\_\_\_NISHANT MALIK\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: Qno 5 Type 3 Police Quarters Amar Colony Police Station, Delhi 110024

1. Name:\_\_\_\_\_\_Nishant Malik\_\_\_\_

Address: G-208A Men’s Hostel Vit Vellore, Tamil Nadu 632014

**REPRESENTATIONS**

1. In providing the Confidential Information, the Employer makes no representations, either expressly or impliedly as to its adequacy, sufficiency, completeness, correctness or its lack of defect of any kind, including any patent or trade mark infringement that may result from theuse of suchinformation.

# ASSIGNMENT

1. Except where a party has changed its corporate name or merged with another corporation,this Agreement may not be assigned or otherwise transferred by either party in whole or part without the prior written consent of the other party to thisAgreement.

# AMENDMENTS

1. This Agreement may only be amended or modified by a written instrument executed byboth the Employer and theEmployee.

# GOVERNING LAW

1. This Agreement will be construed in accordance with and governed by the laws ofUttar Pradesh.

# GENERAL PROVISIONS

1. Time is of the essence in thisAgreement.
2. This Agreement may be executed incounterpart.
3. Headings are inserted for the convenience of the parties only and are not to be considered when interpreting this Agreement. Words in the singular mean and include the plural andvice versa. Words in the masculine mean and include the feminine and viceversa.
4. The clauses, paragraphs, and subparagraphs contained in this Agreement are intended tobe read and construed independently of each other. If any part of this Agreement is held to be invalid, this invalidity will not affect the operation of any other part of thisAgreement.
5. The Employee is liable for all costs, expenses and expenditures including, and without limitation, the complete legal costs incurred by the Employer in enforcing this Agreement asa result of any default of this Agreement by theEmployee.
6. The Employer and the Employee acknowledge that this Agreement is reasonable, validand enforceable. However, if a court of competent jurisdiction finds any of the provisions of this Agreement to be too broad to be enforceable, it is the intention of the Employer and the Employee that such provision be reduced in scope by the court only to the extentdeemednecessary by that court to render the provision reasonable and enforceable, bearing inmind that it is the intention of the Employee to give the Employer the broadest possible protection against disclosure of the ConfidentialInformation.
7. No failure or delay by the Employer in exercising any power, right or privilege provided in this Agreement will operate as a waiver, nor will any single or partial exercise of such rights, powers or privileges preclude any further exercise of them or the exercise of any other right, power or privilege provided in thisAgreement.
8. This Agreement will inure to the benefit of and be binding upon the respective heirs,executors, administrators, successors and assigns, as the case may be, of the Employer and the Employee.
9. This Agreement constitutes the entire agreement between the parties and there are no further items or provisions, either oral orotherwise.

**IN WITNESS WHERE OF Sanidhaya Agarwal** and **\_Nishant Malik\_** have duly affixed their signatures underhand and seal on this 17th day of\_\_\_February\_\_\_\_\_\_\_\_\_\_\_\_, Year \_\_\_\_\_2025\_\_\_.

SANIDHAYA AGARWAL

(Founder)

WITNESS: \_\_\_\_\_\_\_Aryan Balaji Pathak\_\_\_\_\_\_\_\_\_\_\_\_\_

**\_\_\_\_\_\_\_\_\_\_\_Nishant Malik\_\_\_\_\_\_\_\_\_\_\_**

(Employee Name)