



Test Integrity and Non-Disclosure Agreement

Please read this carefully. Bending Spoons invests significant time and resources in developing recruiting tests and interviews. Therefore, the company takes the integrity and confidentiality of its tests and interviews very seriously, and needs to make sure job applicants do too, before continuing with the recruiting process. In order to take one or more tests or interviews during the Bending Spoons recruiting process, applicants must agree to this test integrity and non-disclosure agreement. Applicants can download a copy of this agreement to print or save with their files, and a copy of this agreement will be sent to the email address provided in the application after the applicant signifies their agreement below.

This agreement will be effective starting from the date in which it is electronically signed below by the applicant and is for the benefit of Bending Spoons S.p.A., with address at Corso Como 15, 20154 Milan, Italy, VAT, tax code and number of registration with the Milan Monza Brianza Lodi Company Register 08931860962, and REA number MI 2056926 ("**Bending Spoons**") and its affiliates.

I hereby agree as follows:

1. **Integrity.** I agree to maintain the integrity of the tests and interviews by completing them on my own, without giving or receiving aid, and by not cheating or copying others. I acknowledge and agree that examples of conduct that will violate this integrity undertaking include: (a) communicating or collaborating with others, (b) copying from another's answers or solutions or allowing another to copy from my own answers or solutions, (c) representing as my own answers or solutions the answers or solutions of another, and (d) using generative artificial intelligence tools or similar technologies to elaborate and submit my answers or solutions.
2. **Non-Disclosure and Non-Use.** I agree not to share or disclose to anyone any Confidential Information (as defined hereunder), and to use any Confidential Information only for the purpose of completing the tests and interviews and to allow Bending Spoons to assess my skills, expertise, and other qualities in connection with my job application. In this agreement, the term "**Confidential Information**" means all information and data concerning the tests and interviews, and all questions, answers or solutions to the tests or interviews, whether oral or written (in whatever the form or medium), and regardless as to whether such information is specifically identified as "confidential". I acknowledge and agree that Confidential Information includes, without limitation, materials, data, documents, notes, summaries, and analysis,



prepared either by me or Bending Spoons which contain or otherwise reflect any of the foregoing. I further acknowledge that examples of conduct that will violate this confidentiality undertaking include sharing in any way and in any medium questions, answers or solutions to tests with others including, but not limited to, by posting online.

3. **Ownership of Confidential Information.** I acknowledge and agree that all Confidential Information is and will remain the sole and exclusive property of Bending Spoons. Upon completion of the recruiting process (be it positive or negative) or upon Bending Spoons' request, I agree to destroy all Confidential Information in my possession, without making any copies.
4. **Remedies.** I acknowledge that, if I breach one or more obligations in this Agreement, Bending Spoons could suffer immediate and irreparable harm, and I may be excluded from the recruiting process. Furthermore, if I breach one or more obligations under this Agreement, Bending Spoons will be entitled to seek injunctive relief or remedial orders in addition to any other remedies available at law, including compensation of damages. I will notify Bending Spoons promptly upon discovery of any unauthorized use or disclosure of Confidential Information or any other breach of this agreement, and I will reasonably cooperate with Bending Spoons to help the company regain possession of such Confidential Information and prevent its further unauthorized use and disclosure.
5. **General.** This agreement will be governed by the laws of Italy. Any dispute, controversy or claim arising out of or related to the interpretation, performance or termination of this agreement, or a breach thereof, will be subject to the exclusive jurisdiction of the Courts of Milan. I will not assign or transfer any of my rights or obligations under this agreement. I agree this agreement may be signed electronically by checking the checkbox below, and such electronic signature will be deemed valid.

By checking the checkbox below, I signify my agreement with the terms and conditions of this agreement, and I acknowledge that I have read and understand this agreement.

2024-10-01

Raja Sine