**EMPLOYEE CONFIDENTIALITY AND RIGHTS IN INVENTION AGREEMENT**

**NAME OF EMPLOYEE**

**:** ABHISHEK B U

**PERMANENT ADDRESS**

**:** #16/17, 2nd cross, 1st main, 2nd cross,

**:**  1st main, Vinayaka Layout, Nayandahalli

**:**  Bangalore - 560039

**PRESENT ADDRESS**

**:** #16/17, 2nd cross, 1st main, 2nd cross,

**:**  1st main, Vinayaka Layout, Nayandahalli

**:**  Bangalore – 560039

**SONATA SOFTWARE LIMITED** and/or its subsidiaries or associated Companies(hereafter referred to as "Sonata") has such confidential information which may include,

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| but is not limited to, know-how, information, data, | | | | secret processes, techniques and |
| the like related to | Sonata’s products, | | machinery, equipment, service, research, | |
| development activities, | | finance, sales, marketing and business plans, and | | |
| In consideration of | my | employment | hereafter | by Sonata, I hereby undertake as |
| follows :- |  |  |  |  |

1. That during my employment with Sonata, I undertake to refrain from disclosing any confidential information pertaining to Sonata, its customers, vendors, suppliers or business partners to other Sonata’s customers/vendors/suppliers/business partners or to any person not authorised by Sonata or any one outside Sonata or use the same for my personal benefit or for any purposes other than in the performance of my duties. Further, at the end of my employment, I will return to Sonata all copies of confidential information and documents as well as all other property of Sonata and of its customers / vendors / suppliers /business partners including files and records and I undertake not to retain any part thereof or keep any copies of the same. To this end, I acknowledge that all non-public information about Sonata is the property of the Company and any unauthorised disclosure of such information is illegal and forbidden. I understand that confidential information is included in the definition expressed above. I, further undertake to comply with Data Privacy/ Security policies/procedures established in this regard by Sonata or its customers from time to time under the requirements of EU Data Protection Act or any other applicable law.

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1. That during the course of employment at Sonata, I will declare, to Sonata, the fact of my possession of any confidential information relating to my previous employer(s) and also not to use the same during my employment with Sonata.

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| 3) (a) | Unless otherwise restricted by applicable law, I acknowledge that | | | | | | | | | | | | | Sonata | | is |
|  | solely and exclusively entitled to all the rights, title, interest and benefit to and | | | | | | | | | | | | | | | |
|  | arising from any | | | discoveries and/or inventions which I have or may have | | | | | | | | | | | | |
|  | conceived or made or improved or reduced to practice or may hereafter | | | | | | | | | | | | | | | |
|  | conceive | or | improve or | | | | reduce to practice during the period | | | | | | | | of | my |
|  | employment | | with Sonata, either solely | | | | | | or jointly with another | | | |  | or | others, | |
|  | and in the | | course | | | of | such | employment, | | or with the use | | | | of | Sonata's | |
|  | time, material | | or facilities, or relating to any subject | | | | | | | | matter with | | | which | | my |
|  | work with and for Sonata | | | | | | is or | may be directly or | | | indirectly | | concerned, or | | | |
|  | relating to | any | | problem arising in or from Sonata business | | | | | | | | of | which I have | | | |
|  | been or | may become informed by reason of my employment with Sonata, I | | | | | | | | | | | | | | |
|  | hereby agree that all | | | | | my | rights, title and interest or any | | | | | potential | | | rights, | |
|  | title or interest | | | in |  | any | such | invention whether or not capable of patent, or | | | | | | | | |
|  | registered design | | | or |  | similar protection shall vest | | | | in | Sonata | or | to any other | | | |
|  | party designated | | | by |  | Sonata . | |  |  |  |  |  |  |  |  |  |
| (b) | I will immediately | | | | disclose to | | | Sonata | any | and | all discoveries | | | | and/or | |
|  | inventions coming | | | | within | | the | above | definition which I | | | may |  | conceive | | or |

execute during my employment with Sonata.

1. I will execute, acknowledge and deliver and I further agree for myself, my heirs, administrators, executors and assigns, without charge to Sonata , to do and perform, execute, acknowledge and deliver all such further acts,

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | deeds, matters and things, | | | | | | | papers or other documents including | | | | | | | | | | assignments | | |
|  | and/or | | applications | | |  | for patents, designs, copyrights or other | | | | | | | | | | industrial | | | or |
|  | intellectual property, as | | | | | | may | | be | necessary, desirable | | | or appropriate to | | | | | | obtain | |
|  | patents, designs | | | | and | the like for said inventions in any and all | | | | | | | | | | | countries and | | | |
|  | to | vest | title thereto | | | | in | Sonata , | | | its successors and assigns and nominees | | | | | | | | | |
|  | and | I will take such other action as may be necessary, desirable | | | | | | | | | | | | | | or | | appropriate | | |
|  | to | protect | | the | interest | | | of | Sonata | | in | such inventions in | | | | | any | | manner | |
|  | whatsoever. | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| (d) | I further agree that I will not, except as | | | | | | | | | | | required |  | in | the | | conduct | | | by |
|  | Sonata, | |  | directly or indirectly publish | | | | | | | or disclose, or authorise any one else to | | | | | | | | | |
|  | publish or disclose, during | | | | | | | | my term | | of | employment | | | with | |  | Sonata | | or |
|  | subsequent | | | thereto | | any | | secret | | or | confidential | | | knowledge | | | | concerning | | |
|  | any | invention | | | or other | | | matter | | relating to Sonata business which I may | | | | | | | | | | in |
|  | any | way |  | directly or indirectly acquire by reason | | | | | | | | | of | my | | employment by | | | | |

Sonata.

1. I do not have any rights to any inventions made prior to my employment with Sonata except those listed on the signed attachment if any, to this Agreement.

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1. If any provision or provisions of this Agreement shall be held to be unenforceable by any Court, the remaining provisions shall be unaffected and shall continue in full force and effect.
2. I ACKNOWLEDGE HAVING RECEIVED AND READ A COPY OF THIS AGREEMENT. I further acknowledge that my obligations of non-disclosure and non-use under this Agreement shall continue in effect even after the duration of my employment with Sonata . I understand that this Agreement shall be interpreted under the laws of the Republic of India. This is the entire and only Agreement with Sonata on these subjects.

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| **SIGNATURE** | **:** |  |
| **EMPLOYEE NAME** | **:** | **ABHISHEK B U** |
| **EMPLOYEE NUMBER** | **:** | **19108** |
| **DATE** | **:** | **06/01/2021** |

**WITNESS**

1. **Name: UMESH A G**

**Phone: 9449847238**

1. **Name: SHEELA**

**Phone: 9449684561**

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