

AL Impex Business PLC

Employee Secrecy/Non-Disclosure Agreement

This agreement is made on **03/10/2023** ("Effective Date") between **Abaye Mustefa Edo** (Employee) and **AL Impex Business PLC** (Employer).

Employee agrees to the following terms and conditions in consideration of employment.

1. Employee acknowledges that the following items in Employer's business are *secret, unique, and valuable*. Disclosure of any of the items either *orally* or *in writing* to anyone without the consent of the Employer is forbidden.

1.1. Customers' names, addresses, and other confidential customers' data.

1.2. Suppliers' names, addresses, and other confidential suppliers' data.

1.3. Minutes, business plans, drawings, memoranda, notes, and other confidential research & development and technical data.

1.4. Financial data including the financial position, operating results, cost and selling prices of products, and other confidential financial data.

1.5. The restrictions contained in this agreement include confidential information and trade secrets developed by the employee.

2. That upon the termination of employment from the Company:

2.1. The Company may notify any future or prospective employer of the existence of this agreement.

2.2. Employee shall return to the Company all documents relating to the Company, including but not necessarily limited to: reports, manuals, correspondence, customer lists, computer programs, and all other materials relating in any way to the Company's business.

2.3. This agreement shall not come to an end upon the termination of employment.

2.4. Its terms and conditions shall be binding upon Employees following the termination regardless of the reason for such termination.

3. This agreement shall be interpreted in accordance with the laws of *The Federal Democratic Republic of Ethiopia*.

Name of Employee :

Abaye Mustefa Edo

On Behalf of Employer:

Signature

Signature

Date

Date
