

Confidentiality Class	External Confidentiality Label	Document Type	Page
Ericsson Internal			1 (1)
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ERBAASL Saritha Balakrishnan			
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Acknowledgement form

Our Compass - our Code

Confirmation


Fill out this form with your personal information and confirm, by signing this form, that you have read and understood the Code and our Compass, that you agree and act on it in your work for Ericsson.

Gaurisha Agarwal  
.....  
Name

EGII10417  
.....  
Personnel number (leave open if not known)

.....  
Unit name (leave open if not known)

07/21/2025  
.....  
Date

Signed by:  
  
.....  
Signature

586B8ADF58C34B7...

The completed form must be sent to People Function/People Business Partner or another person authorized by your manager.

Link to the code Ericsson:  
[ericsson.com/Code](https://ericsson.com/Code)



# INDIVIDUAL CONFIDENTIALITY AND ACCESS UNDERTAKING

1 (1)

LME-07:000695 Uen Rev J 2020-10-20

## 1. INDIVIDUALS CONCERNED

Each individual performing work for Ericsson<sup>\*)</sup> whether as an Ericsson employee, independent contractor, or in any other capacity, shall undertake to accept the following instructions (2-6).

## 2. CONFIDENTIAL INFORMATION

In order to perform duties and work for Ericsson, access may be granted to trade secrets and other confidential information proprietary to Ericsson, Ericsson's customers or other third parties. For the purpose hereof, "confidential information" shall mean information that is a trade secret or, by its nature, otherwise can be deemed as confidential, since disclosure of such information would cause harm to Ericsson, its customers or other third parties. This applies irrespective of the form in which the information is displayed or the media on which it is contained.

Examples of confidential information are, including but not limited to; financial information, marketing plans, business plans, project plans, business activities, information relating to sales, costs, organization, customer lists, pricing customer information, development results, software, technology, inventions, improvements, methods, personal information such as customers' end-user data or employee data, and any other information which by its very nature might be considered by Ericsson to be confidential, proprietary or a trade secret.

In addition, circumstances regarding assignments or work for Ericsson may be considered confidential information.

**2a)** Confidential information must not be disclosed to others except for (i) persons working for Ericsson having access in their work to the kind of information at hand and who need such information for their work on behalf of Ericsson, (ii) anyone else authorized by Ericsson as receiver of such information.

After the termination of employment or assignment for Ericsson this undertaking under **2a)** will still be valid;

**2b)** Confidential information must not, directly or indirectly, be used other than in course of duties and work for Ericsson;

**2c)** Ericsson Group Policies, Directives and other instructions relating to confidential information or use of Ericsson's computer resources must be complied with, including, but not limited to the requirement that certain information may not be removed from Ericsson's premises or may be communicated or disclosed only to a restricted internal or external group of individuals;

**2d)** Confidential information must not be duplicated or reproduced in any manner whatsoever except as is required for the execution of duties and work for Ericsson;

**2e)** If you notice any wrongful use or treatment of confidential information you shall promptly report to appropriate manager within Ericsson and you must cooperate with Ericsson to safeguard such information;

**2f)** When you are involved in accessing or processing personal information you must familiarize yourself and comply with the legal and contractual requirements that are applicable;

## 3. ACCESS TO COMPUTER RESOURCES

In order to perform duties and work for Ericsson access may be granted to computer resources of Ericsson.

**3a)** It is not allowed to intentionally access information and data or computer resources other than what has been specifically authorized to access by Ericsson;

**3b)** Your assigned user identity, passwords and PIN codes are intended for your personal use only. Passwords, PIN codes, etc. must be kept strictly confidential and may never be shared, for any purpose;

**3c)** You must not make use of another person's user identity, passwords and PIN codes to log on to computer resources of Ericsson;

**3d)** The owner of a personal user identity is ultimately responsible for all activities on computer resources of Ericsson resulting from use of that identity;

**3e)** Computer resources of Ericsson must be logged off or a screen saver configured with password must be activated after completion of a work session;

## 4. MONITORING

For legal, security, technical and cost reasons, all connections to Internet and third party networks from the Ericsson internal network are monitored and traffic is recorded in log files. Such log files show what has been accessed, when and by whom. Entry and exit from restricted physical security zones at Ericsson's premises is recorded. Relevant law is observed in the implementation of monitoring and logging. More detailed information can be found in steering documents.

The signer is hereby informed of such monitoring.

## 5. RETURN OF INFORMATION

All tangible items containing confidential or other information relating to the work for Ericsson will be considered the property of Ericsson. Immediately after the termination of employment or assignment, or changes in position, or at any time upon the request of Ericsson such tangible items must be returned to Ericsson including all kinds of copies, abstractions, and compilations etc. of information. Copies of information must not be retained.

When requested, the signer of this document shall confirm in writing that obligations with respect to confidential information have been complied with.

## 6. LIABILITY

Any breach of the terms of this Individual Confidentiality and Access Undertaking is likely to cause substantial damage and irreparable harm to Ericsson. The signer of this document might be held personally responsible for damage caused thereby to Ericsson.

## 7. SIGNING

*This document shall be signed manually or electronically in accordance with the procedure determined locally to be appropriate considering applicable legislation.*

*The following will be filled in only when the document is manually signed.*

I HAVE READ AND UNDERSTOOD THE CONTENT OF THIS UNDERTAKING AND WILL ADHERE TO IT.

Signed By:

586B8ADF58C34B7  
(Signature of individual)

Gaurisha Agarwal

(Printed name of individual)

Corporate Identity assigned to the signer:

EGII10417

(Corporate ID)

07/21/2025

(Date)

\*) For the purpose of this undertaking, Ericsson shall mean Telefonaktiebolaget L M Ericsson and any company directly or indirectly controlled by Telefonaktiebolaget L M Ericsson.