

Confidentiality Pledge

Name : Khandoker Mohd Mazidul Haque

Date of birth : 1979.04.01

Address : 인천광역시 서구 왕길동 697-1, 697-3 드림파크아파트 1단지 109동 204호

I hereby solemnly pledge not to disclose or divulge your trade secrets to any third party for three years, including intentional or unintentional reasons, after signing an employment contract with you, or upon expiration or cancellation of the employment contract. I also pledge not to work with the same industry while the employment contract is valid.

1. Matters concerning agency and franchise information

2. Matters concerning trade secrets, such as how to recruit agents and franchises

3. Matters concerning management secrets such as personnel, organization, finance, computer, etc

4. Confidential information on research, development, education, training, etc

5. Confidential information regarding partnership business with other companies

6. Confidential information on business plans and research and development plans

7. Confidential information regarding business information with related companies

8. Other matters concerning trade secrets

9. Other matters concerning the person in charge

10. Matters concerning prohibition of employment in the same industry for 3 years

11. Matters concerning the prohibition of concurrent business in the same industry among employment contracts

12. Matters related to salary, such as annual salary, etc

2024/ 1/ 12

pledgee : (Signature)

Haque Khandoker Md Mazidul
Mohd Mazidul

Sanion Co., Ltd.