

## CONFIDENTIALITY AGREEMENT

In consideration of my affiliation with Invicta Inc., in connection to my work as a consultant for said organization, I hereby enter into a confidentiality agreement with Invicta Inc. pertaining to confidential information I may have access to in the course of my work.

I fully understand and agree to comply with the following stipulations:

1. Confidential Information refers to information which is of a secret or confidential nature, including, but without limitation to, documents, records, information and data (whether verbal, electronic or written), photographs, models, designs, schedules, product plans, marketing plans, technical procedures, analyses, compilations, studies, software, prototypes, methodologies, know-how, experimental results, specifications, and other business information relating to Invicta Inc.'s business, assets, operations or contracts, furnished to myself and/or my affiliates, officers, agents, consultants or representatives, in the course of my work, regardless of whether such Confidential Information has been expressly designated as confidential or proprietary. Confidential Information may be provided in written, oral, electronic, or other form
2. I shall keep strictly confidential, during and even after my affiliation with Invicta Inc., all confidential information I may have or have had access to
3. I shall not divulge, directly or indirectly, confidential information to anyone, especially to persons outside of Invicta Inc., during and even after my affiliation with Invicta Inc.

4. I shall not use, directly or indirectly, confidential information for my own purpose or for the purpose of any third party, during and even after my affiliation with Invicta Inc.
5. I understand that breach of this Confidentiality Agreement, however slight, is a just cause for disciplinary action, including termination of my consultancy or affiliation with Invicta Inc., or legal sanctions which Invicta Inc. and any of its chief representatives, may deem necessary to impose.

I freely and willingly enter into this agreement.

Marc Reginald R. Panaligan

SIGNATURE OVER PRINTED NAME

12/3/2019

DATE