

ARBISOFT LIMITED

EMPLOYEE CONFIDENTIALITY AND NON-DISCLOSURE AGREEMENT

This updated Employee Confidentiality and Non-Disclosure Agreement (the "**Agreement**") is executed on this 07th day of August, 2023 and entered into by and between **Arbisoft Limited** (the "**Company**" and/or the "**Employer**") and Muhammad Hammad Sani (the "**Employee**") and deemed effective from 7th day of August, 2023 (the "**Effective Date**"). In consideration of the Employee's employment and/or continued employment by the Company, the compensation now and later paid to Employee and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

1. Recitals

WHEREAS:

- (a) The Employer is the owner, developer and possessor of Confidential Information more fully defined herein below, which may be disclosed to or come into the knowledge of the Employee during and related to the course of his/her/their Employment.
- (b) The Confidential Information is also in the process of being developed or may, in future, be developed by the Employer or the Employee for the Employer for the benefit of the Employer's customers and clients, during and related to the course of the Employment.
- (c) The Employee recognizes and understands that the unauthorized disclosure of the Confidential Information to any third party, including Clients, shall be severely prejudicial and harmful to the Employer.
- (d) The Employee is willing to receive the Confidential Information pursuant to the terms of this Agreement solely for the purpose of the duties and responsibilities assigned to him/her/them by the Employer during and related to the course of his/her/their Employment.
- (e) The Employee understands and acknowledges that the Confidential Information has, is being and may, in future, be developed by the Employer through the expenditure of substantial time, effort, money and resources and is a valuable commercial asset of

the Employer, which the Employee must retain in confidence and withhold from disclosure to third parties.

2. Definitions

- 2.1 **"Client"** means a client or customer of the Employer and includes a client or customer of a Client.
- 2.2 **"Agreement"** means this Agreement as may be amended from time to time and includes any appendices, annexure and schedules hereto.
- 2.3 **"Confidential Information"** means any information, technical data, trade secrets or know-how relating to the Company's business, salaries, operations, assets, or contracts, including, but not limited to, research, product plans, software code, products, services, customer lists and customers (including, but not limited to, customers of the Company on whom Employee has called or with whom he or she or they became acquainted during the term of Employee's employment), markets, software, applications, source code, test cases, test plans, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, emails, finances or other business information disclosed to Employee by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment, regardless of whether such information has been expressly designated as confidential or proprietary. "Confidential Information" further includes any information that, by its very nature, may be reasonably inferred as confidential and information that the Employee may not have gained except due to his/her/their employment with the Company.
- 2.4 **"IP"** means any intellectual property owned or developed by the Company or arising under this Agreement or any works developed or conceived by the Employee, during and related to his/her/their employment with the Company, including original works of authorship, inventions, data, technical knowledge, software programs, applications, source codes, ideas, systems, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws. The definition shall also encompass any use of Company property/equipment, whether hardware or software, that the Employee uses to develop or conceive any of the aforementioned.

3. Confidential Information

- 3.1 **Company Information.** Employee shall, at all times during the term of his/her/their employment with the Company, and thereafter, hold in strictest confidence, and not use, except for the benefit of the Company, or disclose to any natural or juridical person or firm, without written authorization of the Chief Executive Officer, any Confidential Information belonging to the Company or its subsidiaries, affiliates, partners, clients, successors or assignees.
- 3.2 **Former Employer Information.** Employee shall not, during Employee's employment

with the Company (and to the extent applicable beforehand and after), improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and Employee shall not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person or entity.

3.3 Third Party Information. Employee shall hold all confidential, proprietary or otherwise private information that the Company has received from any Client, and in general, third party, to which it is the Company's obligation to maintain the confidentiality of such information and to use it only for certain limited purposes in the strictest confidence and not disclose it to any Client, third party, person, firm or corporation or to use it except as necessary in carrying out Employee's work for the Company consistent with the Company's agreement with such third party. Employee acknowledges and agrees that any violation of this provision shall be grounds for Employee's immediate termination of employment under this Agreement and could subject Employee to substantial civil liabilities and criminal penalties. Employee further specifically and expressly acknowledges that no officer or other employee or representative of the Company has requested or instructed Employee to disclose or use any such third party proprietary information unless agreed to in writing by such third party.

3.4 Pre-Agreement Confidential Information. Information disclosed, discussed and/or communicated between the parties prior to the execution of this Agreement that would constitute Confidential Information (the "Pre-Agreement Confidential Information") shall be deemed as Confidential Information and protected under this Agreement.

4. Confidentiality Measures

The Employee shall:

- 4.1 secure all documents, work in progress, products or other items incorporating any of the Confidential Information in locked file drawers or areas to which access is restricted in order to prevent its unauthorized disclosure;
- 4.2 not incorporate any portion of any Confidential Information into any work or product, other than a work product that shall be delivered to the Company for the Company's sole use and benefit;
- 4.3 not disregard his/her/their obligations of confidence and use by selecting a series of items of knowledge from unconnected sources and fitting them together through his/her/their knowledge or use of the Confidential Information and any portion thereof so as to attempt to justify the use thereof for his/her/their own account or purposes or that of any other party;
- 4.4 not disclose to any Client, third party, in his/her/their résumé, curriculum vitae, profile and/or social media, the Confidential Information or any part thereof, or the names of

the Company's Clients or the names of products/services developed for Clients by the Company or by the Employee for Clients on behalf of the Company during the Employment;

- 4.5 devise, formulate and apply measures of confidentiality, as acceptable to the Company, in his/her/their work station to ensure the protection and integrity of the Confidential Information;
- 4.6 not breach any obligations of confidentiality or any intellectual property rights of third parties during his/her/their employment with the Company and afterwards;
- 4.7 devote his/her/their time, best efforts, attention and energies to the business and affairs of the Company and shall not, during the term of his/her/their engagement with the Company, be engaged in any other activity which, in the sole judgment of the Company, would interfere with the performance of his/her/their duties hereunder; and
- 4.8 abide by the policies, rules and regulations of the Company, as modified from time to time.

5. Intellectual Property

Employee hereby represents, warrants and covenants as follows:

- 5.1 **IP Retained and Licensed.** If in the course of Employee's employment with the Company, Employee incorporates into a Company product, process or machine a prior IP owned by Employee or in which the Employee has an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such prior IP as part of or in connection with such product, process or machine.
- 5.2 **Assignment of IP.** Employee shall promptly make full written disclosure to the Company, hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all of Employee's right, title, and interest in and to any and all IP, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time Employee is employed by the Company. Employee hereby acknowledges that all original works of authorship which are made by Employee (solely or jointly with others) within the scope of and during the period of Employee's employment with the Company and which are protectable by copyright are "works made for hire". Employee hereby understands and agrees that the decision whether or not to commercialize or market any IP developed by Employee solely or jointly with others is within the Company's sole discretion and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such IP.
- 5.3 **Maintenance of records.** Employee shall keep and maintain adequate and current written records and their backups of all IP developed by him/her/them (solely or jointly with others) during the term of Employee's employment with the Company. The

records will be in the form of software code, test plans, test cases, notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to and remain the sole property of the Company at all times.

- 5.4 **Obligation to keep the Company informed.** During the twenty-four (24) month period following termination or cessation of Employee's employment for any reason, the Employee shall promptly disclose to the Company fully and in writing all IP authored, conceived or reduced to practice by Employee, either alone or jointly with others, including all patent applications filed by Employee or on Employee's behalf, within two (2) years after termination or cessation of employment which impact, directly or indirectly, the Company's business or actual or under process research or development activities, provided that the Employee shall not be bound to disclose any IP where such disclosure may result in breach of the Employee's confidentiality agreements with third parties.
- 5.5 **Patent and copyright registrations.** Employee shall assist the Company, or its designee, at the Company's expense, in every proper way to secure the Company's rights in the IP and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such IP. Employee agrees that it is Employee's obligation to execute or cause to be executed, when it is in Employee's power to do so, any such instrument or papers after the termination of this Agreement. If the Company is unable because of the Employee's mental or physical incapacity or for any other reason to secure Employee's signature to apply for or to pursue any application for any patents or copyright registrations covering IP assigned to the Company as above, then Employee hereby irrevocably designates and appoints the Company and its duly authorized officers as the Employee's agent and attorney in fact, to act for and in Employee's behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by Employee.

6. **Conflicting Employment**

Employee shall not, during the term of Employee's employment with the Company and for two years following the termination of the Employee's employment contract, engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of Employee's employment, nor will he/she/they engage in any other activities that conflict with Employee's obligations to the Company. Employee shall devote his/her/their full time, best efforts, attention and energies to the business and affairs of the Company and shall not, during the term of his/her/their employment, be engaged in any other activity which, in the sole judgment of the Company, will interfere with the performance of his/her/their duties hereunder.

It is the intention of the parties that the restrictions set forth in this section (i.e., Section 6) are not meant to prohibit the Employee from obtaining lawful employment/work, therefore during the said period of the restrictive covenants stated in this section are in place, the Employee may, only upon the express written consent of the Company, pursue projects and/or services that the Company may deem acceptable, notwithstanding the restrictive covenants being in place. A violation of the restrictive covenants under this section without obtaining the express written consent of the Company shall be deemed a breach of the Agreement, and the Company shall in the event of such breach be afforded all the rights and remedies under this Agreement, and as per applicable law(s).

7. Limitation of Authority

Notwithstanding other terms herein, the Employee shall not have the right, power or authority to enter into any contract, agreement or undertaking, written or oral, or enter into any kind of commitment for or on behalf of the Employer, or to act as or be an agent or representative of, or to otherwise bind, the Employer, without first obtaining the express written consent and authorization of the Employer.

8. Returning Company Documents

At the time of leaving the employment of the Company for any reason whatsoever, Employee covenants that he shall deliver to the Company (and will not keep in Employee's possession, recreate or deliver to anyone else) any and all tangible or soft copies of Company's Confidential Information, devices, records, data, notes, reports, proposals, lists, correspondence, code, emails, software, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items in Employee's possession or developed by Employee pursuant to Employee's employment with the Company or otherwise belonging to the Company, its successors or assigns. In the event of the termination of Employee's employment, Employee hereby covenants to sign and deliver the "Termination Certification" attached hereto as Exhibit A.

9. No License

The disclosure of Confidential Information under this Agreement does not create a license or otherwise transfer, either right or interest in the Confidential Information to the Employee. The Company shall only disclose any Confidential Information or IP to the Employee if it deems necessary for its business interests and may refuse access to any or all of the Confidential Information or IP.

10. No Offer

The execution of this Agreement or the supply of any information pursuant hereto does not, per se, constitute an offer of employment to the Employee. In the event that this Agreement is executed prior to any formal employment relationship between the Parties, the Company is not obliged to offer employment to the Employee upon execution of this Agreement.

11. No Warranty

By supplying the Confidential Information, the Company makes no warranty as to the accuracy, completeness or relevance of the information with respect to the Employee's professional obligations towards the Company. Upon receipt of the Confidential Information,

the Employee shall conduct his/her/their independent due diligence of the information prior to the use thereof.

12. Notification of New Employer

In the event that Employee leaves the employment of the Company, Employee consents to notification by the Company to Employee's new employer about the parties' rights and obligations under this Agreement.

13. Restrictive Covenant

During the term of employment and for a period of two (2) years following termination or cessation of the Employee's employment with the Company, the Employee shall not directly or indirectly:

- 13.1 solicit or attempt to solicit the business of any Client or Customer of the Company for his/her/their own benefit or that of any third person;
- 13.2 attempt to solicit or endeavour to entice away or obtain the withdrawal of any employee of the Company;
- 13.3 compete with the Company in any manner whatsoever, including, without limitation, as a shareholder, owner, partner, employee, manager, agent, or consultant of another competing business;
- 13.4 take up employment with a Client, customer, associate or vendor of the Company;
- 13.5 solicit or endeavor to entice away from or discourage any dealing with the Company any person who was, at any time during the period of two (2) years preceding the date of termination, a supplier, customer or client of the Company or endeavor to influence in any way the relationship between any supplier or customer of the Company;
- 13.6 supply or provide any goods or services to any person who was, at any time during the period of two (2) years preceding the date of termination, a supplier, customer or Client of the Company;
- 13.7 take any action prejudicial to the business or reputation of the Company, which is likely to inflict any loss, injury or damage to the Company or its shareholders, directors and management.

It is the intention of the parties that the restrictions set forth in this section (i.e. Section 13) are not meant to prohibit the Employee from obtaining lawful employment/work, therefore during the said period of the restrictive covenants stated in this section are in place, the Employee may, only upon the express written consent of the Company, pursue projects and/or services that the Company may deem acceptable, notwithstanding the restrictive covenants being in place. A violation of the restrictive covenant under this section without obtaining the express written consent of the Company as aforementioned shall be deemed a breach of the

Agreement, and the Company shall in the event of such breach be afforded all the rights and remedies under this Agreement, and as per applicable law(s).

14. Conflict of Interest Guidelines

Employee covenants that he/she/they agrees with and shall diligently adhere to the Conflict of Interest Guidelines attached as Exhibit 'B' hereto.

15. Notices

- 15.1 **Manner.** Any notice hereby required or permitted to be given shall be sufficiently given if in writing and delivered in person or sent by registered post acknowledgment due or courier, e-mail, postage prepaid to either party at the address of such party or such other address as shall have been designated by written notice by such party to the other party.
- 15.2 **Effectiveness.** Any notice or other communication required or permitted to be given under this Agreement will be deemed given on the day when delivered in person, or the third business day after the day on which such notice was mailed in accordance with this Clause.

16. Remedies for Breach of Agreement

- 16.1 The Employee agrees that irreparable harm shall be presumed upon his/her/their breach of any term of this Agreement and if the Employee breaches any term of this Agreement, the Company shall be entitled to all or any of the following remedies:
- 16.1.1 immediate termination of the Employee's Employment Contract with the Company without notice and without payment of any compensation in lieu of notice; and/or
- 16.1.2 withdrawal or cancellation of any gratuity or other employment benefits due to the Employee by the Company; and/or
- 16.1.3 specific performance of the Contract in the Civil Courts, Lahore; and/or
- 16.1.4 any injunctive relief against the Employee; without posting of any bond and/or
- 16.1.5 without prejudice to any other damages that the Company is entitled to, liquidated damages from the Employee amounting to Rs. 1,000,000/- (Rupees One Million) or equivalent to his/her/their one (1) year's salary last drawn, whichever is greater (without prejudice to the Company's additional right to claim higher actual damages under sub-clause 16.1.6 below); and/or

16.1.6 notwithstanding sub-clause 16.1.5 above, damages from the Employee in proportion to the actual direct or indirect loss(es) suffered by the Company as a result of the Employee's breach.

16.2 The Employee acknowledges and agrees that, in the event of any breach or threatened breach by the Employee of any of the terms of this Agreement, monetary damages alone would not be a sufficient remedy for any breach of this Agreement by the Employee and the Company would not have an adequate remedy at law and would be irreparably harmed in the event that any of the provisions of this Agreement were not performed in accordance with their specific terms or were otherwise breached. Accordingly, in addition to any financial settlement and all other legal remedies which may be available, the Employee agrees that the Company shall be entitled to specific performance and injunctive or other equitable relief, including issuance of a temporary restraining order, preliminary injunction and/or permanent injunction by any court of competent jurisdiction, as may be necessary to protect the Company against any such breach or threatened breach and to prevent breaches of this Agreement and to specifically enforce the terms and provisions hereof, in addition to any other remedy to which the Company may be entitled, at law or in equity.

16.3 In the event that the Employee develops a product or service (the "**Product/Service**") using the Confidential Information in breach of his/her/their obligations under this Agreement, then, in addition, to other remedies available to the Company under this Agreement and/or the law, all rights in the Product/Service, including, without limitation rights of ownership and title, shall vest in the Company.

16.4 No specification in this Agreement of any particular remedy shall be construed as a waiver or prohibition of any other remedies in the event of a breach or threatened breach of this Agreement.

17. Governing/Applicable Law

The validity, construction and performance of this Agreement shall be governed and interpreted in accordance with the procedural and substantive laws of Pakistan, with the civil courts of Lahore, Pakistan having exclusive jurisdiction to try any/all disputes, claims, or suits arising out of/emanating out of this Agreement.

18. Indemnity

The Employee shall be liable for, and shall indemnify the Company for and against any liability, claim, demand, action, cost, expense, damage, loss, claim or proceedings whatsoever in respect of any injury or damage whatsoever to any property where such injury or damage arises out of or in the course of or by reason of the performance of work or arising out of any breach by the Employee of any of the terms of this Agreement provided that it is due to the negligence, recklessness, dishonesty, breach of duty, or omission or default of the Employee.

19. No Liability

The Company shall not be liable for any indirect, incidental or consequential, special or punitive damages suffered by the Employee in connection with or arising out of this Agreement under any legal or equitable theory of law including negligence.

20. Survival

The provisions of this Agreement, including the obligations of confidentiality set forth herein, shall survive the termination of the employment relationship between the Parties.

21. Severability

The invalidity or unenforceability of any provision of this Agreement, or any terms hereof, shall not affect the validity or enforceability of any other provision or term of this Agreement.

22. Integration

This Agreement represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements whether written or oral. No waiver, alteration, or modification of any of the provisions of this Agreement shall be binding unless in writing and signed by duly authorized representatives of the parties hereto.

23. Successors, Assigns and Survival

This Agreement shall be binding on Employee's heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors and assignees. The terms of this Agreement shall survive the termination of Employee's employment and the assignment of this Agreement by the Company to any successor in interest or other assignee.

24. At-Will Employment

Employee agrees that nothing in this Agreement shall confer any right to continued employment by the Company, nor shall it interfere in any way with Employee's right or the Company's right to terminate Employee's employment at any time with the due notice as stipulated by the letter of employment.

25. Gender

Any references to gender used in the masculine, wherever the context so permits, shall also mean feminine and vice versa.

26. Agreement in Counterparts

This Agreement, along with its Exhibit(s), may be executed in one or more counterparts, each of which shall be retained by each Party and be considered as original for all intents and purposes, but all of which together shall be deemed a single Agreement.

27. Electronic Signature

The Parties acknowledge and agree that this Agreement, and any amendments/addendums, are to be executed by electronic signature as an electronically generated document by virtue of, *inter alia*, the Electronic Transactions Ordinance, 2002, which shall be considered as an original signature for all purposes and shall have the same force and effect as an original signature. Without limitation, "electronic signature" shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

This Agreement constitutes the entire agreement and understanding between the parties to this Agreement and supersedes all prior and contemporaneous negotiations and understandings between the parties whether oral or written, expressed or implied.

For and on behalf

Arbisoft Ltd.

Employee



Authorized Signature

Ayesha Mahmood
Full Name

POD Manager
Designation

Company Stamp:



hammadsani

hammadsani (Aug 7, 2023 19:16 GMT+5)

Signature

hammadsani

Full Name

36502-5832714-3

CNIC No.

EXHIBIT A
Arbisoft Ltd.

TERMINATION CERTIFICATION

This is to certify that I do not have in my possession, nor have I failed to return, any Confidential Information, devices, records, data, notes, reports, code, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to Arbisoft Ltd, its subsidiaries, affiliates, partners, clients, successors or assignees (together the "**Company**").

I further certify that I have complied with all the terms of the Confidentiality Agreement signed by me, including the reporting of any inventions and original works of authorship (as defined therein), conceived or made by me (solely or jointly with others) covered by that agreement.

I further agree that, in compliance with the Confidentiality Agreement, I will preserve as confidential all trade secrets, confidential knowledge, data or other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, databases, other original works of authorship, customer lists, business plans, financial information or other subject matter pertaining to any business of the Company or any of its employees, clients, consultants or licensees.

I further agree that for two (2) years from the date of/on this certificate, I will not hire any employees of the Company and I will not solicit, induce, recruit or encourage any of the Company's employees to leave their employment.

I further agree that for (2) years from the date of/on this certificate, I will not solicit or attempt to solicit the business of any client or customer of the Company for my own benefit or that of any third person

Date: Nov 1, 2023

Name: Hammad sani

Signature:  Hammad sani (Nov 1, 2023 18:24 GMT+5)

EXHIBIT B
Arbisoft Ltd.

CONFLICT OF INTEREST GUIDELINES

It is a policy at Arbisoft Ltd. (the "**Company**") to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, all employees and independent contractors must avoid activities which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the Company. The following are potentially compromising situations which must be avoided. Any exceptions must be reported immediately to the Company's Chief Executive Officer and written approval for continuation must be obtained.

1. Revealing confidential information to outsiders or misusing confidential information. Unauthorized divulging of information is a violation of this policy whether or not for personal gain and whether or not harm to the Company is intended. (The Employment Agreement elaborates on this principle and is a binding agreement between the Parties).
2. Accepting or offering gifts, entertainment, favors or payments which may be deemed to constitute undue influence or otherwise be improper or embarrassing to the Company.
3. Participating in civic or professional organizations that might involve divulging Confidential Information of the Company or damage the Company's reputation.
4. Initiating or approving personnel actions affecting reward or punishment of employees or applicants where there is a family relationship or is or appears to be a personal or social involvement.
5. Initiating or approving any form of personal or social harassment of employees.
6. Investing or holding outside directorship in suppliers, customers, or competing companies, including financial speculations, where such investment or directorship might influence in any manner a decision or course of action of the Company.
7. Borrowing from or lending to employees, customers or suppliers.
8. Acquiring real estate that is of interest to the Company.
9. Improperly using or disclosing to the Company any proprietary information or trade secrets of any former or concurrent employer or other person or entity with whom obligations of confidentiality exist.

Arbisoft Ltd.

Employee Confidentiality & Non-Disclosure Agreement

10. Discussing prices, costs, customers, sales or markets with competing companies or their employees that may be prejudicial to the Company's interest or in violation of its policies.
11. Discussing or entering into any agreement with distributors with respect to prices or any other matters without prior approval/consent/authorization of the Company.
12. Improperly using or authorizing the use of any inventions which are the subject of patent claims of any other person or entity.
13. Engaging in any conduct which is prejudicial to the interests of the Company.

Each employee and independent contractor must take every necessary action to ensure compliance with these guidelines and to bring problem areas to the attention of higher management for review. Violations of this conflict of interest policy may result in termination without warning and the Company may avail itself of other remedies under contract, law or equity.







Updated NDA - Arbisoft Ltd

Final Audit Report

2023-08-07

Created:	2023-08-07
By:	People Operations Development (pod@arbisoft.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA7nPfXIMDTNThK5nhuZsvhcoA6TWv0o_q

"Updated NDA - Arbisoft Ltd" History

-  Document created by People Operations Development (pod@arbisoft.com)
2023-08-07 - 10:49:28 AM GMT- IP address: 72.255.39.107
-  Document emailed to m.hammadsaani@gmail.com for signature
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-  Signer m.hammadsaani@gmail.com entered name at signing as hammadsani
2023-08-07 - 2:16:06 PM GMT- IP address: 110.39.173.34
-  Document e-signed by hammadsani (m.hammadsaani@gmail.com)
Signature Date: 2023-08-07 - 2:16:08 PM GMT - Time Source: server- IP address: 110.39.173.34
-  Agreement completed.
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