

Signature Thesis Worker



Date

16/01/2026

If the Student is not a tax subject in Sweden, he/she shall be liable for any and all taxes due with respect to remuneration paid hereunder. Further, the Student has responsibility to ensure that any other obligations, such as declaration of income in his/her home country, with respect to remuneration hereunder, are fulfilled.

CONFIDENTIALITY AGREEMENT

REGARDING THE PROTECTION OF PERSONAL DATA WITHIN VOLVO CARS

The undersigned, Punnoose Kozhupakalam Thomas (name), employed as Thesis worker by Volvo Cars ("Volvo Cars"), having, in such capacity, access to and/or duties in relation to the personal data processed by Volvo Cars (hereinafter „**Personal Data**“), hereby acknowledge the confidential nature of the Personal Data and undertake the below confidentiality obligations:

- a) I shall make all efforts in accordance with my job duties, in order to protect the confidentiality of all Personal Data to which I have access and to prevent disclosure of such Personal Data to persons not expressly authorised to receive such Personal Data;
- b) I shall not use the Personal Data to which I have access for any other purpose than to fulfil my duties;
- c) I shall not give access to the Personal Data to unauthorised persons;
- d) I shall not duplicate the Personal Data or make any copy thereof that is not necessary to fulfil my duties;
- e) I shall make all efforts as a professional in my field of business, taking into account the technical means available to me, to prevent any fraudulent use, destruction, loss or unauthorised change of the Personal Data;
- f) I shall ensure, taking into account the technical means available to me, that I communicate or transfer the Personal Data only through means that can ensure their security;
- g) I shall immediately inform the Company of any situation I become aware of, that may threaten the confidentiality of the Personal Data, including without limitation attempts of unauthorised access, malfunctions of equipment used for the processing of Personal Data, as well as any other actual or threatened accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, Personal Data transmitted, stored or otherwise processed; and
- h) Upon termination of my employment, I shall return the Personal Data I have had access to, regardless of their means of storage.

I acknowledge that this confidentiality agreement shall be applicable throughout the performance of my duties within Volvo Cars, as well as thereafter for an unlimited period of time.

Violation of this Agreement will subject Employee to disciplinary action according to Volvo Cars' disciplinary policy, up to and including termination and may result in civil or criminal liability as the case may be.

EXHIBIT A
SPECIFICS OF STUDENT ENGAGEMENT

Capitalized terms used but not defined in this Exhibit A have the meaning given to those terms in the Agreement.

A. STUDENT:

Name	Punnoose Kozhupakalam Thomas
Personal ID no.	19971213-3439
Address	Kärrhökgatan 88, Jönköping, Sweden
Postal code	556 12
City	Jönköping
Country	Sweden

B. UNIVERSITY:

University/College	Jönköping University
Program	AI Engineering Masters
Course	Final Project Work in Computer Science - TEXV23

C. SUPERVISOR: Name and department of Supervisor at Volvo Car Corporation is: Johan Zaya (Engineering Manager) and Alborz Alipour (Study lead), Product Validation - CoDev Data & Wice

D. STUDY DESCRIPTION: The Student shall perform the Study which entails: Develop an AI chatbot with the ability to support data users regarding availability of data. The data is collected from vehicles, e.g. employee benefit vehicles or test vehicles, and is used to support data driven decisions. The of the study is to improve efficiency and accuracy to data requests from potential users of the data. Furthermore, the study shall be a holistic approach of the complete journey of developing and implementing AI solutions to identified needs within Volvo Cars, e.g. approval of AI tools, data governance and quality assurance of data.

E. DURATION: The Study is to be performed during the period of 2026-01-26 to 2026-06-26.

F. RENUMERATION: If the Study is approved by the University, and provided the University's approval is made no later than 18 months from signing of this Agreement, Volvo Cars may, in its sole discretion, decide to pay remuneration to the Student. Any decision by Volvo Cars to pay remuneration is made only after Volvo Cars has made its own assessment of the Study and found that the Study has a value for Volvo Cars. Any amount payable will not exceed the amounts set out in Volvo Cars' internal guidelines.

In order for remuneration to be paid, the Student is responsible for providing Volvo Cars with necessary information such as, but not limited to, a valid personal identification number and a bank account number.

This Agreement has been executed in two (2) identical copies of which the Parties have taken one each.

VOLVO CAR CORPORATION


Signature
Johan Zaya
Printed Name
Engineering Manager
Title
2026 -01-19
Date

THE STUDENT

I confirm the University has approved the Study as part of the program and course set out in Exhibit A.



Signature

Punnoose Kozhuppakalam Thomas

Printed Name

16/01/2026

Date

Attachments: Exhibit A – Specifics of Student Engagement

ideas. Should such ideas constitute patentable invention(s), Volvo Cars undertakes to pay the Student compensation, under the same terms and conditions, including applicable amount(s), which apply to employees of Volvo Cars.

- 8.4. The Student agrees to execute and sign all such instruments, applications, and documents, and do all such other acts as may reasonably be required by Volvo Cars to give effect to the terms of the assignment hereunder.
- 8.5. All Intellectual Property assigned hereunder may be used by Volvo Cars without restrictions. Consequently, the Student agrees that Volvo Cars is entitled to e.g. further develop, amend, change, modify, make or have made copies, make available, communicate, grant licenses, assign or otherwise dispose of Intellectual Property to such ideas. To the extent permissible under law, the Student hereby agrees to waive all moral rights to Intellectual Property assigned hereunder.

9. GOVERNING LAW AND DISPUTE RESOLUTION

- 9.1. Swedish law, without regard to the conflict of laws principles, governs all matters arising out of this Agreement.
- 9.2. Any dispute, controversy or claim arising out of or in connection with this Agreement, or the breach, termination or invalidity thereof, shall be finally settled by arbitration in accordance with the Rules for Expedited Arbitrations of the Arbitration Institute of the Stockholm Chamber of Commerce. The seat of arbitration shall be Gothenburg, Sweden.
- 9.3. The language to be used in the arbitral proceedings shall be English.
- 9.4. Volvo Cars shall pay all fees in relation to such arbitration, provided, however, that the Student shall be liable to pay a reasonable portion of such fees to the extent the arbitration tribunal concludes that the Student has unreasonably caused a dispute or increase of fees.

[SIGNATURE PAGE FOLLOWS]

or publish such Manuscripts before it has been duly approved by the Supervisor. Volvo Cars' failure to provide feedback or an explicit approval within ten (10) working days shall be deemed as Volvo Cars' approval of the draft material.

7. INTELLECTUAL PROPERTY OWNED BY STUDENT

- 7.1. The Student shall be the owner of his/her copyright to the Report, including all Manuscripts related thereto, generated as result of the Study.
- 7.2. The Student hereby grants Volvo Cars and its Affiliates a fully paid-up, worldwide, non-exclusive, irrevocable right to use the Report and the Manuscripts within its business. The license granted hereunder entitles Volvo Cars and/or its Affiliates to make and have made copies of the Report and the Manuscripts (in whole or in part) for use within its business.

8. ASSIGNMENT OF INTELLECTUAL PROPERTY

- 8.1. The Student understands that Volvo Cars is already in possession of many ideas related to and within the area of automotive. Consequently, ideas generated by the Student during or in connection with the Study may already be in possession of Volvo Cars and Volvo Cars has no obligation towards the Student with respect to ideas already in possession of Volvo Cars.
- 8.2. Further, the Student understands that Volvo Cars will provide the Student with crucial information and necessary tools for carrying out the Study and that an prerequisite for having the Student carrying this Study is that Volvo Cars becomes the proprietor of all results (except copyright to the Report and the Manuscripts as set out in Section 7.1 above) generated under the Study.
- 8.3. Therefore, with the exception set out in Section 7.1 regarding copyright to the Report and Manuscript, all intellectual property (including, but not limited to, (i) inventions, innovations and discoveries (whether patentable or unpatentable and whether or not reduced to practice), all improvements thereto; (ii) know-how, ideas, concepts, creations, layouts, designs, drawings, patterns, models, compositions, architectures, protocols, formulas, algorithms, processes, programs, methods, computer software (including object code and source code and related documentation), and research and development; (iii) Patents; (iv) Trademarks; (v) Copyrights; (vi) Internet domain names and registrations and applications for registration or renewals thereof, and email addresses, telephone numbers, social media identifications and tags; (vii) all rights in databases and data collections; (viii) all moral and economic rights of authors and inventors, however denominated; and (ix) trade secrets (including confidential business information such as confidential pricing and cost information, confidential business and marketing plans and confidential customer and supplier lists and confidential know-how, techniques and protocols) to ideas and other results (including, but not limited to, devices, methods, compositions, processes, procedures, specifications, calculations, drawings, designs, computer programs, models, databases) ("**Intellectual Property**") generated by the Student during or in connection with the Study shall be the property of Volvo Cars. Accordingly, the Student hereby agrees to assign to Volvo Cars all Intellectual Property to such ideas and to information incorporating such

- 6.2. Confidential Information provided by Volvo Cars to the Student shall be kept confidential during the term of the Study and for a period of five (5) years thereafter.
- 6.3. The Student is not (without Volvo Cars' prior written approval) allowed to disclose Confidential Information to third parties, unless the Student can show:
- (a) that the Student, prior to receiving the Confidential Information from Volvo Cars, was already in possession of the Confidential Information;
 - (b) that the Student obtained the Confidential Information lawfully from someone else than Volvo Cars;
 - (c) that Confidential Information has become publicly known other than through a breach of these terms and conditions; or
 - (d) that Confidential Information is disclosed pursuant to legal obligations due to a court order or similar governmental action, provided however that you shall provide Volvo Cars with a notice as soon as you reasonably become aware of circumstances that may require disclosure as set forth in this item.
- 6.4. The Student undertakes, at completion of the Study work, to return all information, including copies of documents (printed, electronic or on any media whatsoever) that the Student has received from Volvo Cars.
- 6.5. The Student acknowledges and recognizes that any breach of this undertaking could cause irreparable harm to Volvo Cars and its business, and that money damages alone may not be sufficient remedy for such breach. Accordingly, Volvo Cars shall be entitled to seek specific performance and other injunctive relief from any court of competent jurisdiction, in addition to any other remedies available at law or equity, as determined by a court or arbitration panel.
- 6.6. Specific Undertakings With Respect To A Report**
- 6.6.1. The Student undertakes:
- (a) to mark all manuscripts or other draft material ("Manuscripts") for use in relation to a Report with the following tag, mark or similar label: DRAFT - CONFIDENTIAL INFORMATION OF VOLVO CARS; and
 - (b) not to send any copies (printed, electronic or on any media whatsoever) of Manuscripts to the University (or other third party) without Supervisor's prior explicit approval.
- 6.6.2. The Student shall submit a copy of Manuscripts to the Supervisor for review. After having received the Manuscripts, Supervisor shall have reasonable time to review such Manuscripts and to provide the Student with feedback clearly indicating the Confidential Information, if any, that Volvo Cars requires the Student to delete. The Student may not, under any circumstances, submit the Manuscripts to the University or other third party, or otherwise disseminate

Supervisor means the individual employed by Volvo Cars and identified in Exhibit A.

2. PERFORMING WORK RELATED TO THE STUDY

- 2.1. The Student is required to follow the Code of Conduct and any other rules, regulations, directives and policies as applied by the Volvo Cars from time to time and follow any instructions given by the Supervisor regarding the use of company information, equipment, and premises. The work to be performed by the Student in relation to the Study shall be in accordance with what has been agreed with the Supervisor.
- 2.2. In addition to the above, if the Student carries out work on Volvo Cars premises the Student shall comply with rules of conduct that apply at such premises.

3. NO EMPLOYMENT

- 3.1. This Agreement does not constitute a contract of employment.

4. INSURANCE

- 4.1. To the extent that the Student carries out work on Volvo Cars premises or otherwise on behalf of Volvo Cars, the Student is covered by general liability insurance of Volvo Cars for any property damage or bodily injury to third parties caused by the Student's negligence.
- 4.2. Volvo Cars has no obligation to provide the Student with other insurance coverage than the above.

5. PERSONAL DATA PROCESSING

- 5.1. The Student hereby gives his/her free and unconditional consent for processing, including, but not limited to, the right to transfer to other countries, personal data provided by the Student for the purpose of fulfilling Volvo Cars' rights and obligations under this Agreement. The consent given hereunder includes consent for companies within the Volvo Car Group to process such personal data.

6. CONFIDENTIALITY UNDERTAKING

- 6.1. During or in connection with the Study, Volvo Cars may provide the Student with proprietary non-public information relating to Volvo Cars' business, including, but not limited to, the content and subject matter of this Agreement, products, components, technical data, specifications, designs, drawings, algorithms, formulas, methodologies, rules and procedures, know-how, suppliers, financial information, contracts, product plans, business plans, business methods, business data, customers, markets, marketing or competitive analysis that the Student learns from or about Volvo Cars prior to or after the execution of this Agreement ("Confidential Information").

STUDENT ENGAGEMENT AGREEMENT

THIS STUDENT ENGAGEMENT AGREEMENT is made between:

1. Volvo Car Corporation (registration no. 556074-3089), a corporation organised under the laws of Sweden, having its registered address at SE-405 31 Göteborg, Sweden ("Volvo Cars"); and
2. and the individual identified in Exhibit A (the "Student").

WHEREAS

- A. Volvo Cars is engaged in research, development, manufacture, marketing, and sale of premium automobiles and solutions related thereto. Volvo Cars has in relation to its business identified a subject appropriate for study to be carried out by university/college students and which is further described in Exhibit A (the "Study").
- B. The Student is a student at the university/college set out in Exhibit A (the "University") and wishes to carry out the Study.
- C. Volvo Cars wishes the Student to carry out the Study and the Student accepts to carry out the Study, as part of his/her education at the University, on the terms and conditions set out in this Agreement.

The Parties therefore agree as follows:

1. DEFINITIONS

Front page definitions. The terms Volvo Cars, Student, Study and University shall have the meaning as set out on the first page of this Agreement.

Affiliate means a legal entity that, directly or indirectly, controls, is controlled by, or is under common control with a party; and control means ownership or control of at least 50% of the voting stock, partnership interest or other ownership interest of such legal entity.

Agreement means this agreement including all Exhibits.

Confidential Information has the meaning ascribed to it in Section 6.1.

Intellectual Property has the meaning ascribed to it in Section 8.3.

Manuscripts has the meaning ascribed to it in Section 6.6.1(a).

Parties means Volvo Cars and Student and **Party** means either Volvo Cars or Student.

Report means a paper, essay, article, thesis work or similar work (i) that is a part of the Study; and (ii) that the Student is to file with the University.