



Employee Nondisclosure Agreement

This agreement not to disclose confidential information (hereinafter the "Agreement") is entered into on this date by **Srishti Innovative Educational Services Pvt. Ltd (SICS), 2C, 2nd Floor, Carnival Building, Technoark Campus, Kazhakkootam** (hereinafter "the Company) **Aravind Premkumar , Dwaraka Bhawan , Vattapara P O , Trivandrum** (Hereinafter referred to as the "(employee)" who are collectively referred to herein as the "Parties".

In consideration of the commencement of Employee's employment with Company and the compensation that will be paid, Employee and Company agree as follows:

General

Salary details of the employees are strictly confidential and should not be disclosed under any conditions. If such details are revealed, any further issues evolving out of this will be borne as the sole responsibility of the employee and not that of the company.

Any programming or coding (software codes) details developed in the company should not be revealed to any outsider (non-employee, former employee, competitors, other companies etc), under any conditions and should not either be used after discontinuation from the company. Any violation will be considered against the law and the person found guilty will be severely punishment.

Any improper behavior with fellow colleagues especially with lady employees will not be entertained and strict immediate disciplinary action will be taken against the culprit.

Any proprietary information, business tactics, procedures, formats, mode of getting business, client details, formats used for various purposes, or trade secrets of the employer or other person or entity to anyone inside or outside the Company.

Violation of any of the aforesaid closures is subject to severe actions and penalties.

1. Company's Trade Secrets

In the performance of Employee's job duties with the Company, Employee will be exposed to Company's Confidential Information. "Confidential Information" means information or material that is commercially valuable to the Company and not generally known or readily ascertainable in the industry. This includes, but is not limited to:

(a) Technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;



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- (b) Information concerning Company's business, including client information, cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;
- (c) Information concerning Company's employees, including salaries, strengths, weaknesses and skills;
- (d) Information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use; and
- (e) Any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business.

Confidential Information and Non-Disclosure Agreement

Employee shall keep Company's Confidential Information, whether or not prepared or developed by Employee, in the strictest confidence. Employee will not disclose such information to anyone outside Company without Company's prior written consent. Nor will Employee make use of any Confidential Information for Employee's own purposes or the benefit of anyone other than Company.

The Employee those who have access to confidential and proprietary information or trade secrets relating to the business operations or any other details of its current and future affiliates and that of the "Company" should maintain strict privacy.

In accordance with this non-disclosure agreement, Employee agrees to treat all information concerning the Company, acquired or obtained as a result of his or her relationship with the Company, including, but without limitation its services, systems, employees, customers, pricing schedules, training programs, methods of doing business, recruiting practices, strategies, plans, general or specific "know-how", information regarding the Company's financial condition, and the terms and conditions of this Agreement as confidential, and to use such information solely for the benefit of the Company.

However, Employee shall have no obligation to treat as confidential any information which:

- (a) Was in Employee's possession or known to Employee, without an obligation to keep it confidential, before such information was disclosed to Employee by Company;
- (b) Is or becomes public knowledge through a source other than Employee and through no fault of Employee; or
- (c) Is or becomes lawfully available to Employee from a source other than Company.



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- (d) During the employment period and also after resigning from the Company employees are not allowed to take offer from the client and related Organization for the next 3 years
- (e) Employees should make sure that they are not contacting the clients personally and work with them indirectly without the knowledge of the Company
- (f) During the course of the employment with the Company, there may be disclosed to me certain trade secrets, confidential business information of or regarding the Company
- (g) Employee shall not use in any manner, directly or indirectly, any Confidential Information (Client Details).
- (h) Employee agrees that he/she will never use any Confidential Information for his/her own benefit or for the benefit of any person or entity other than the Company, and will not permit or allow any Confidential Information to be used in competition with the Company
- (i) Employee shall take all reasonable steps to prevent any unauthorized disclosure or use of any Client Information. If found any unauthorized use of Confidential Information strict actions will be taken

3. Confidential Information of Others

Employee will not disclose to Company, use in Company's business, or cause Company to use, any trade secret of others.

4. Return of Materials

When Employee's employment with Company ends, for whatever reason, Employee will promptly deliver to Company all originals and copies of all documents, records, software programs, media and other materials containing any Confidential Information. Employee will also return to Company all equipment, files, software programs and other personal property belonging to Company.

5. Confidentiality Obligation Survives Employment

Employee's obligation to maintain the confidentiality and security of Confidential Information remains even after Employee's employment with Company ends and continues for so long as the person is employed and thereafter. As long as the material remains a trade secret, the duty to keep it secret remains.

6. Damages

The Parties agree that the breach of the Non-Disclosure Agreement would cause significant injury to the Company. All Parties agree that if Employee breaches this Agreement that **Srishti Innovative Educational Services** will be entitled to recover its portion of the estimated lost profits of the



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Company caused by the breach together with all expenses, costs, and attorney's fees related to the recovery.

7. Non-Competent Agreement

Employee will not, during employment with Employer directly or indirectly, for himself/herself or any third party, accept employment or engage in any business or activity which is directly or indirectly in competition with Employer. Employee will not solicit any current customer or potential customers of Employer identified during the course of employment with Employer, or otherwise divert or attempt to divert any existing business of Employer.

The Parties represent that they have read the Agreement, that they fully understand its content and meaning, and that they have executed it of their own free will in accordance with their own judgment. Accordingly, any rule of law, or any legal decision that would require interpretation of any claimed ambiguities in this Agreement against the party that drafted it has no application and is expressly waived. The Parties represent that they have not been coerced, influenced, or induced to execute this Agreement by any improper action by any person or party. No defense of fraud in the inducement or mistake of law or fact is available or will be asserted by any party to this Agreement in opposition to any aspect of this Agreement.

Employee hereby agrees not to disclose any information or trade secrets mentioned above to anyone.

IN WITNESS WHEREOF, each of the Parties has executed this Agreement as of the date set forth above.

_____ signed this ____ day of _____, 2025.

Mr. Krishnadas Pisharam (Company)

CEO, Srishti Innovative Educational Services (P) Ltd

2C, 2nd Floor, Carnival Technopark, Technopark Campus, Kazhakkootam

_____ signed this ____ day of _____ 2025.

Aravind Premkumar , Dwaraka Bhawan , Vattapara P O , Trivandrum