

NON-DISCLOSURE, NON-DISPARAGEMENT, AND CONDUCT AGREEMENT

This Agreement is entered into by:

QuantumSoft Technologies Private Limited, a company registered under the laws of India, with its registered office at Silver Oak Plaza, Pote Patil Road, Amravati Maharashtra, India.

and

The undersigned individual Employee
Name: Neha Dilip Ambekar

By signing this Agreement, the Employee irrevocably confirms their complete understanding and permanent acceptance of the following terms, effective immediately and continuing for life, regardless of their employment status.

1. CONFIDENTIALITY

Employee agrees that they will never, under any circumstances:

Share, leak, use, copy, or transmit any information obtained during their employment

Disclose internal documents, code, plans, strategies, client data, HR matters, or technical assets

Discuss or repurpose Company knowledge for any external use or personal gain

This obligation applies forever and includes both intentional and unintentional disclosure.

2. ABSOLUTE NON-DISPARAGEMENT

The Employee explicitly agrees:

They will never make, publish, or contribute to any kind of negative, critical, defamatory, or harmful statement about the Company, its products, people, processes, or clients—in any form, at any time

QUANTUMSOFT TECHNOLOGIES PRIVATE LIMITED

Silver Oak Plaza, Pote-Patil Road, Amravati, 444602, Maharashtra, India. Phone: +91- 8010577102
Website- www.quantumsofttechnologies.com | CIN-U72900MH2021PTC363878-

They will not leave negative reviews, comments, or ratings on any platform including:

Glassdoor, Reddit, LinkedIn, Google, WhatsApp, Twitter/X, Instagram, blogs, forums, or any digital or printed medium

They will not encourage, endorse, like, share, or support such content by others

This clause applies permanently and under all circumstances, including after resignation, termination, or personal disputes.

There are no exceptions or “justified” scenarios for criticism—any negative or harmful expression is a direct violation of this Agreement.

3. NO SHARING WITH ANY THIRD PARTY

Employee agrees to maintain absolute silence regarding the Company's affairs and will never discuss or disclose Company matters to:

Family members, friends, acquaintances

Clients, vendors, media, or future employers

Online forums, interviews, or legal/government authorities (unless legally compelled with Company notice)

4. MANDATORY RETURN AND DELETION OF COMPANY PROPERTY

Employee agrees to:

Return all Company devices, documents, drives, and credentials without delay

Delete all files and data from personal devices, backups, or storage

Submit a signed confirmation of full return and deletion

5. INTELLECTUAL PROPERTY RIGHTS

All work, code, inventions, ideas, documents, and digital assets created during employment belong exclusively to the Company. The Employee forfeits all rights to claim, use, or retain any part of them.

6. PERMANENT COMPLIANCE & SURVEILLANCE

The Company reserves the right to audit and monitor Company systems, emails, and accounts. The Employee shall not interfere with or block any monitoring mechanisms.

7. BREACH CONSEQUENCES

Any breach of this Agreement shall result in:

Immediate legal action, injunctions, and financial penalties

Reimbursement for damages, legal costs, and harm caused

Lifetime blacklisting from rehire and future opportunities

Possible criminal charges under Indian law

8. IRREVOCABLE AND PERMANENT AGREEMENT

This Agreement:

Cannot be canceled, revoked, or disputed under any condition

Applies even after resignation, termination, disputes, or time lapse

Supersedes any verbal understanding or assumptions

9. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by the laws of Maharashtra, India. Any disputes shall be settled exclusively in the courts of Mumbai, Maharashtra.

FINAL DECLARATION BY EMPLOYEE

I, the undersigned, hereby:

Fully understand the content, scope, and consequences of this Agreement

Accept and agree to all clauses listed above, permanently and without limitation

Acknowledge that this Agreement is binding and that any breach may result in serious legal action

Employee Full Name (Printed): Neha Dilip Ambekar
N.D.Ambekar

Employee Signature: _____

Date: 27-05-2025