**WIZELINE CONFIDENTIALITY AND INVENTIONS POLICY**

**Trade Secrets**. It is in the Company’s legitimate business interest to restrict disclosure or use of Trade Secrets and Confidential Information relating to the Company, its affiliates or their respective customers or business partners for any purpose other than in connection with the performance of duties to the Company, and to limit any potential appropriation of such Trade Secrets and Confidential Information. Employees shall not use or disclose, or authorize any other person or entity to use or disclose, any Trade Secrets or Confidential Information, other than as necessary to further the business objectives of the Company.

The terms “Trade Secrets” and “Confidential Information” include, to the extent not generally available or known to the public, any and all technical and non-technical information, including all marketing material and marketing documentation of the Company; inventions, computer programs (including documentation of such programs), algorithms, software source codes, applications for intellectual property rights, new products, business or financial plans; financial information and information about costs, profits or sales of the Company or its affiliates; lists of customers and suppliers; plans for future development, strategy, or operation; and other information of a similar nature to the extent not available to the public. Confidential Information also includes, without limitation, personal data of Company, Company’s clients, or Company’s clients’ customers. Personal data means any information relating to an identified or identifiable natural person (“data subject”). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

**Discoveries and Works**. All Confidential Information, copyrights, patents, trade or service marks, mask works, trade names and registrations and applications, including any prepared or conceived by or on behalf of an employee, alone or together with others, during the term of their relationship with the Company that relate to the Company's present or, to the employee’s knowledge, anticipated activities, including any innovations relating to, or improvements on, any of the foregoing (the “Discoveries and Works”), shall be owned by, and shall be the sole property of, the Company.

This shall not apply to inventions that employees develop on their own time without using Company trade secret information, except for those inventions that either: (1) relate at the time of conception or reduction to practice of the invention to the Company’s business, or to the actual or demonstrably anticipated research or development of the Company (or, for employees in jurisdictions with a different legal standard, to the fullest extent permitted by law); or (2) result from any work performed by employees for the Company.

**Return of Documents and Property**. Upon the termination of an employee’s relationship with the Company, or otherwise at any time upon the request of the Company, employees shall deliver to the Company (a) all documents and materials (including computer files) containing

any and all information, including Trade Secrets and Confidential Information, relating to the Discoveries and Works, or to the Company's business and affairs, and (b) all documents, materials, equipment, and other property belonging to the Company.