

Confidentiality Agreement

The undersigned is aware that the relationship between Ringhals AB (RAB) and the individual (employee, contractor, consultant, trainee or visitor) is based on mutual loyalty and trust. The undersigned may come into contact with or gain knowledge of internal, internal restricted, secret or top secret information (herein referred to as Information) which is of a technical, commercial or other nature that RAB wishes to protect with respect to its responsibility vis-à-vis the society, business connections, shareholders or individuals.

Information refers to all information, irrespective of whether it is in written or oral form, electronic or paper-based, unless it was generally known at the time when the undersigned acquired it from RAB or became generally known after this time, without depending on the signatory's circumstances. An exception from this confidentiality is information that the signatory is obliged to disclose according to the applicable legislation or a decision by a public authority.

By signing this confidentiality agreement, I undertake not to, during or after my time at RAB, disclose or in any other way pass on information that I have acquired. I also undertake not to disclose such information to any other employee within RAB or to any partner who is not authorised to receive such information and needs it to perform their work at RAB. Moreover, I undertake to act as required and follow RAB's instructions in order to protect and preserve such information in a secure way so that unauthorised persons are prevented from acquiring it.

At the request of RAB or after termination of my assignment at or my contact with RAB, I undertake to immediately return all documents and other carriers (including electronic ones) of information that is not of an obviously public nature, and to delete all electronic copies of such information.

I am aware that any violation of this confidentiality agreement can incur penalties and/or damage claims according to the Act on Trade Secrets (2018:558) and/or the Security Protection Act (2018:585).

I have understood this confidentiality agreement and undertake to observe the conditions stated therein.

Date: _____

Signature

Social security number

Printed name