



DECLARATION OF CONFIDENTIALITY

I hereby declare that I shall comply with the obligations set out in this Declaration of Confidentiality in connection with the Nokia Academy workshops (hereinafter referred to as "Project"), organized by Nokia Solutions and Networks Sp. z o.o., with its registered office in Warsaw, address: 02-685 Warsaw, ul. Rodziny Hiszpańskich 8, entered into the Register of Entrepreneurs of the National Court Register by the District Court for the Capital City of Warsaw in Warsaw, XIII Commercial Division of the National Court Register, under KRS number (National Court Register No.) 0000265262, REGON number (Statistical ID No.) 140718341, NIP number (Tax ID No.) 113-26-39-219, BDO number (Database on Packaging, Products and Waste Management No.), having a share capital of PLN 27, 209, 000. 00 and the status of a large entrepreneur (hereinafter referred to as "NSN").

In accordance with the scope of this Declaration of Confidentiality, I may receive or will have access to confidential information (including, but not limited to, information relating to intellectual property, business, economic, financial, technical, electronic and commercial information as well as surnames, addresses, lists and/or other data and/or personal data of employees, etc.) owned by NSN or related to the company or other firms from the NSN group (hereinafter referred to as "Information"). Such Information may have an oral, written, electronic or another material form (including, but not limited to, the form of photographs, videos, plans, slides, Word files, PDF files, etc.).

I hereby agree to treat such Information or any part thereof, regardless of its form, as confidential, and I shall not disclose or disseminate such information to third parties without the prior written consent of NSN, and I shall not create copies or store (in an electronic or any other form) such Information unless it is strictly necessary for the appropriate execution of the Project. In particular, I acknowledge that any and all information that may be accessible in the computers or databases belonging to NSN or NSN employees, or Information disclosed to me orally during internal/external meetings or teleconferences of those NSN employees, directors or representatives, or data available by other means, shall be treated as highly sensitive and confidential NSN Information, which I shall not disclose to anyone or use it in any other way than for the purpose of the implementation of the Project.

I hereby also agree that I shall not use this information without the prior written consent of NSN for any other purpose than for the execution of duties in the implementation of the Project.

Furthermore, I hereby agree that I shall return or appropriately erase Information in my possession in any NSN form with the completion of the implementation of the Project without retaining any copies in any form.



Furthermore, I hereby acknowledge that any and all Information received during or related to the implementation of the Project, and all copies or other material forms of such Information, including, but not limited to, photographs, videos, plans, slides, Word files, PDF files, etc., shall remain in the sole possession of NSN or licensors who have the sole right to make use of it, and (a) I hereby recognize the rights of NSN and its licensors to confidentiality and property in regard to the intellectual property of NSN and NSN Information, and (b) I hereby agree to comply with the restrictions regarding the use and confidentiality and the obligations pertaining to the intellectual property of NSN and NSN Information.

This Declaration of Confidentiality shall remain in effect for the whole duration of the implementation of the Project and for the duration of 5 years after its completion.

In the event of a breach of provisions of this NSN Declaration of Confidentiality, insofar as it concerns the Information constituting a trade secret, pursuant to Article 11(2) of the Act of 16 April 1993 on combating unfair competition, NSN shall be entitled to a contractual penalty of PLN 25,000 for each and every case of such a breach. NSN reserves the right to claim compensation in excess of the contractual penalty and the execution of other entitlements under the provisions of universally binding law and, in particular, the aforementioned act on combating unfair competition.

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Date & signature