

]HackingTeam[

HT S.r.l.

Headquarters: Via della Moscova, 13 - 20121 Milano - Italy - Tel: +39.02.29.06.06.03
e-mail: info@hackingteam.it - web: <http://www.hackingteam.it> - Fax: +39.02.63118946
P.IVA: 03924730967 - Capitale Sociale: € 223.572,00 i.v.
N° Reg. Imprese / CF 03924730967 - N° R.E.A. 1712545

Job Interview - Non-disclosure agreement

Dear Mr. Juan Carlos Hoyos A

We refer to our meeting of today during which we have communicated to you certain confidential information and data regarding our Company and its actual and potential activities (hereafter referred to as "Confidential Information").

The Confidential Information provided must be kept confidential, and thus, you will not be able to divulge it to a third party in any manner, neither in whole nor in part.

In particular, among others, you agree and undertake:

- 1) to protect the Confidential Information, using at least the same degree of care that it uses to protect your own confidential and proprietary information of similar importance, but no less than a reasonable degree of care.
- 2) to use the Confidential Information for the sole purpose of evaluation in connection with our discussions related to this Agreement.
- 3) to not disclose or disseminate Confidential Information to anyone.
- 4) to not use the Confidential Information as a means to obtain, on your own behalf or the behalf of third parties, commercial advantages of any kind.

It is agreed and understood that you will be responsible for any violation of the terms of this Agreement by any third party related or connected with you

If disclosure is required by law, the receiving party shall promptly give to our Company notice of such requirement prior to any such disclosure and you shall take all reasonable steps to obtain protective treatment of the Confidential Information.

Should our Company request it through written form, you shall return (or materially destroy, if possible) all the Confidential Information in your possession according to the present agreement, along with any possible copies; you shall additionally cancel in a definitive and permanent way, from every computer in your control, all the files and documents that contain Confidential Information.

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It is understood that (a) for the purposes of this confidentiality agreement, our Company does not undertake, explicitly or implicitly, any obligation or commitment in relation to the truth, correctness and/or completeness of the Confidential Information (b) you are not given any right relating to the Confidential Information if not within the terms dictated by the present agreement.

The validity of the commitments of the present Agreement shall commence at the signing date and will last for a period of 60 months starting from the signing date.

The present Agreement is subject to Italian law.

In the case of litigation, the Milan Court will have exclusive jurisdiction excluding any competing court.

We ask you to confirm your acceptance of the contents of the present letter by returning a copy of said letter signed by your legal representative.

Regards.

HT S.r.l.

Acceptance upon signing

Date: April 10 2014

Signature: JuGn H, A