

# EMPLOYMENT AGREEMENT

Fairmont and Gomez Ltd.  
9197 Highpoint Street, Suite 150, Nantes, France  
Offer date: February 07, 2025

This Employment Agreement (the 'Agreement') is made between Fairmont and Gomez Ltd. (the 'Company') and Jack Assaf (the 'Employee') and records the following terms.

## 1. Position

The Company hires the Employee on a full-time basis as Sr Analyst in the Finance department, reporting to the Finance Manager, effective February 18, 2025.

## 2. Salary

The Employee will receive an annual base salary of \$63,400.00, net of applicable taxes and withholdings, paid on the 15th and last day of each month (24 pay periods), reviewed annually pursuant to Company merit and performance policies.

## 3. Employee Benefits

The Employee is entitled to participate in the Company's medical, dental, and vision plans, a 401(k) plan with Company match, and paid time off, each subject to the relevant plan documents.

## 4. At-Will Relationship

Employment is at-will and may be terminated by either the Employee or the Company at any time, with or without cause and with or without prior notice, as permitted by law.

## 5. Confidentiality and Conduct

The Employee agrees to maintain the confidentiality of the Company's proprietary information and to abide by its information-security and code-of-conduct policies.

Accepted and agreed:

\_\_\_\_\_ Date: \_\_\_\_\_

Jack Assaf -- Employee (EMP-0040)

\_\_\_\_\_ Date: \_\_\_\_\_

Rania Johnston -- Director of Human Resources, Fairmont and Gomez Ltd.