

# Wicked. S.A.

September 26, 2023.

## Subject: Notice of Termination of Employment

Dear Ms. Walker,

This letter serves as formal notice of the termination of your employment with Wicked S.A., effective 26/08/2023. The decision to terminate your employment has been made after a thorough review of the circumstances surrounding your actions and in accordance with the company's policies and procedures.

### **\*\*Grounds for Termination:\*\***

After a comprehensive investigation, it has been determined that your actions have violated the following company policies and ethical standards:

#### **1. \*\*Breach of Non-Disclosure Agreements (NDA):\*\***

- Evidence has been found indicating unauthorized disclosure of confidential information covered under the Non-Disclosure Agreements you agreed to during your employment.

#### **2. \*\*Menacing Company Culture:\*\***

- Your actions have been observed as detrimental to fostering a positive and inclusive work environment, thereby negatively impacting company culture.

#### **3. \*\*Insubordination:\*\***

- Instances of insubordination, including defiance against managerial instructions and company guidelines, have been documented.

#### **4. \*\*Legal Threats:\*\***

- Making threats of legal action against the company is a serious violation of company policies and ethical standards.

**\*\*Evidence:\*\***

The decision to terminate your employment is based on concrete evidence gathered through investigations, witness statements, and a fair review of the facts. This evidence establishes a clear violation of company policies and ethical standards.

**\*\*Appeals Process:\*\***

Should you wish to appeal this decision, you have the right to submit a written appeal to the HR department within 2 days. The appeal should include any relevant information or evidence supporting your case.

**\*\*Confidentiality Obligations:\*\***

Even after termination, you are reminded of your ongoing obligations to maintain confidentiality regarding any proprietary or confidential information of the company.

**This decision is final and not subject to further review unless a formal appeal is submitted within the specified timeframe.**

We regret the necessity of this action and wish you the best in your future endeavors.

Sincerely,

**Wicked S.A**  
**Benjamin Reynold**  
**Human Resources Department Chief**  
**[benjamin.reynolds@wickedcorp.com](mailto:benjamin.reynolds@wickedcorp.com)**