

# EMPLOYMENT AGREEMENT

THIS AGREEMENT is made on 12 August 2025

BETWEEN:

(1) FINTECH SOLUTIONS LTD, a company registered in England and Wales (Company Number: 98765432) whose registered office is at 45 Canary Wharf, London E14 5AB ("the Employer")

AND

(2) JANE SMITH of 789 Liverpool Street, London N1 2CD ("the Employee")

## 1. APPOINTMENT

1.1 The Employer appoints the Employee as Senior Software Engineer.

1.2 The Employment shall commence on 1 September 2025 ("the Commencement Date").

## 2. SALARY AND BENEFITS

2.1 The Employee's salary shall be £85,000 per annum, payable monthly in arrears.

2.2 The Employee shall be eligible for an annual performance bonus of up to 20% of base salary.

2.3 The Employee shall be entitled to participate in the Employer's share option scheme.

## 3. WORKING HOURS AND PLACE OF WORK

3.1 Standard working hours shall be 37.5 hours per week.

3.2 The Employee's normal place of work shall be the Employer's London office.

3.3 The Employee may be required to work remotely as reasonably requested.

## 4. HOLIDAYS

4.1 The Employee shall be entitled to 25 days' paid holiday per year plus UK bank holidays.

4.2 Holiday must be taken at times agreed with the Employer.

## 5. INTELLECTUAL PROPERTY

5.1 All intellectual property rights created during the Employment shall belong to the Employer.

5.2 The Employee hereby assigns all such rights to the Employer.

## 6. CONFIDENTIALITY

6.1 The Employee shall not during or after Employment disclose any confidential information.

6.2 Confidential information includes but is not limited to trade secrets, customer data, and source code.

## 7. NON-COMPETITION

7.1 For 12 months after termination, the Employee shall not:

- (a) compete with the Employer's business
- (b) solicit or deal with the Employer's customers
- (c) solicit or employ any of the Employer's employees

## 8. TERMINATION

8.1 Either party may terminate this Agreement by giving 3 months' written notice.

8.2 The Employer may terminate immediately for gross misconduct.

## 9. DATA PROTECTION

9.1 The Employee consents to the Employer processing personal data in accordance with GDPR.

9.2 The Employee shall comply with the Employer's data protection policies.

#### 10. GOVERNING LAW

This Agreement shall be governed by English law.

Signed by:

For and on behalf of FINTECH SOLUTIONS LTD

Director: \_\_\_\_\_

Signed by:

JANE SMITH: \_\_\_\_\_

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