



STATEMENT OF TERMS AND CONDITIONS OF INDEFINITE EMPLOYMENT

Between:

EMPLOYER: Amazon Payments Europe S.C.A. (LUX) (“Amazon” or “Company”)

and

EMPLOYEE: Zuzana Molnarova
residing at: Bozeny Nemcovej 8 Levice 93401 Slovak Republic

The following terms and conditions (“**Employment Contract**”) will apply to your employment with Amazon. Amazon is part of a group of companies (“**Group**”), which includes any entity that directly or indirectly, (i) controls Amazon, or (ii) is controlled by Amazon, or (iii) is controlled by any company covered by (i) above. “Control” means, directly or indirectly, ownership of a majority of the voting power of all classes of voting shares, or ownership of a majority of the beneficial interest in income and capital of an entity, or the legal authority, by contract or otherwise, to control the activity of another.

Other terms and conditions that will apply to your employment are contained in Amazon’s policies and procedures (“**Amazon’s Policies and Procedures**”). Amazon’s Policies and Procedures are accessible via the Amazon Intranet and a hard copy may be inspected during normal working hours at the Human Resources Department. You agree to familiarize yourself with these Policies and Procedures and to comply with them. Amazon reserves the right to unilaterally change these Policies and Procedures from time to time (without this being deemed a substantial modification of the employment terms in the sense of article L. 121-7 of the Luxembourg Labor Code). You will be notified of any such changes no less than one week prior to them coming into force.

1. **Date of Commencement**

- 1.1. Your employment with Amazon is of an indefinite duration and will begin on 01 February 2021. (Effectiveness Date”)
- 1.2. This employment is continuous with a previous period of employment which commenced on April 4th, 2016.

2. **Duties**

- 2.1. You will be employed in the position of AML Compliance Analyst. You will be expected to do your job to the best of your ability at all times.
- 2.2. You will be required to comply with Amazon’s rules, regulations and policies currently in force, as well as any rules, regulations and policies that may be adopted from time to time

by Amazon during your employment, including, without limitation, those policies set out in Amazon's Policies and Procedures. Amazon reserves the right to unilaterally change these rules, regulations and policies from time to time (without this being deemed a substantial modification of the employment terms in the sense of article L. 121-7 of the Luxembourg Labor Code).

- 2.3. You should recognize that during the course of your employment, as the business of Amazon changes, it may be necessary for Amazon to change your duties. You therefore acknowledge and agree that Amazon reserves the right to change your responsibilities and job title from time to time, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3. Hours of Work

- 3.1. Your normal working hours will be 40 hours per week, the normal daily working hours being from 08.30 am to 5.30 pm Monday to Friday inclusive, with a one hour lunch break, to be taken at a mutually agreed time.
- 3.2. However, Amazon reserves the right to change your working hours or to require you to work in other patterns (without this being deemed a substantial modification of the employment terms in the sense of article L. 121-7 of the Luxembourg Labor Code).
- 3.3. The actual working hours will depend on the importance, complexity and urgency of Amazon's activities
- 3.4. Amazon has the right to require you to remain away from work on full pay and on such conditions as Amazon may specify from time to time during all or any part of any notice period (whether given by you or Amazon).

4. Place of Work

- 4.1. You will work within the 2514 - Suspicious Activity Mon - VAR department. Your normal place of work will be in Luxembourg.
- 4.2. However, you should be aware that Amazon (and more generally the Group) is an international undertaking having offices throughout Europe and because of the nature of your duties, you acknowledge and agree that you may be required to carry out your tasks abroad on a temporary basis or even to transfer on a permanent basis to another department/entity and/or place of work (provided that before implementing any transfer Amazon will consult you), without this being deemed a substantial modification of the employment terms in the sense of article L. 121-7 of the Luxembourg Labor Code.
- 4.3. You acknowledge and agree that in order to fill this role, you will need to relocate fully to Luxembourg, or live within a 90-minutes commute. Amazon understands that you cannot relocate immediately, but the relocation should be finalized by no longer than 6 months as of the Effectiveness Date and you will not work from the location from which you are relocating.

- 13.3. Amazon reserves the right to terminate your Employment Contract at any time (even during the probationary period), without notice, if it has reasonable grounds to believe you are guilty of gross misconduct, gross negligence or other serious grounds (*motifs graves*) justifying summary dismissal. You acknowledge and agree that the violation of Amazon's Policies and Procedures can constitute a gross misconduct. The violation of the articles 8 and 10 of this Employment Contract are in any case to be considered as gross misconduct.
- 13.4. On the termination of your Employment Contract for whatever reason you will return to Amazon without delay all correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon or relating to its business affairs or dealing which are in your possession or under your control.

14. Company Equipment

- 14.1. For the duration of the employment, Amazon might provide you with equipment such as a mobile phone, a laptop etc. This equipment is provided for your business-related activities. Private use is only granted during the effective fulfillment of your Employment Contract. Amazon reserves the right to withdraw this equipment from you at any time, without compensation, in particular upon termination of the Employment Contract with release from work. You will return this equipment upon Amazon's first demand and without delay.

15. Ability to work in Luxembourg

- 15.1. This Employment Contract is subject to the condition (condition résolutoire) that you are declared fit for work, in accordance with article L.326-1 of the Labor Code. You commit yourself to undergo the hiring medical examination as well as any subsequent medical examination resulting therefrom.
- 15.2. Copies of all documents relevant to this must be provided to Amazon.
- 15.3. Amazon shall not be liable for providing any financial support related to tax advice you may deem necessary to commence employment in Luxembourg. You shall be solely responsible for any tax impacts caused by your commencement of employment in Luxembourg.

16. Other Statutory Particulars

- 16.1. There are no collective agreements with trade unions that directly or indirectly affect the terms and conditions of your employment.
- 16.2. You will be eligible to participate in and receive benefits under any welfare benefit plans made available by Amazon (including any medical or pension scheme) to the extent generally applicable to other employees of your grade and status within Amazon. All relevant paperwork will be distributed nearer the time.

17. Variations

- 17.1. The terms described in this Employment Contract will be the terms of your employment, and supersede any previous discussions or offers. Any additions or modifications of these

terms would have to be in writing and signed by you and an officer of Amazon or of Amazon.com, Inc.

18. Final Provisions

- 18.1. This Employment Contract is governed by Luxembourg law. Any dispute arising out of, or in connection with the Employment Contract shall be submitted to the courts of the city of Luxembourg.
- 18.2. For matters not expressly set forth in the Employment Contract, reference is made to the Luxembourg Labor Code and the legal, statutory and administrative provisions applicable in the Grand Duchy of Luxembourg.
- 18.3. You confirm that you have sufficient knowledge of spoken and written English in order to fully understand the provisions of the Employment Contract.
- 18.4. If one or more provisions of the Employment Contract is/are or become(s) totally or partially invalid or unenforceable, the validity of the remaining clauses shall not be affected. The invalid or unenforceable clauses have to be completed or interpreted in such way that the meaning of the Employment Contract is not changed.

AUTHORISATION

Enleya Gazizade Bicalente

Name: _____

Date: 30 December 2020

Title HUMAN RESOURCES

By virtue of a delegation of authority

ACCEPTANCE

I acknowledge receipt of a copy of this Statement and accept Amazon's offer of employment on the terms set out in this Employment Contract.

Zuzana Molnarova

Zuzana Molnarova

Date: 2. 1. 2021