

EMPLOYMENT AGREEMENT

Crownridge and Collins Corp
8821 Brighton Peak Boulevard, Suite 120, Bern, Switzerland
Offer date: August 16, 2025

This Employment Agreement (the 'Agreement') is entered into between Crownridge and Collins Corp (the 'Company') and Sophia Nguyen (the 'Employee').

1. Position and Start Date

The Company offers the Employee the full-time position of Coordinator in the Operations department, reporting to the Operations Manager. The Employee's start date is September 06, 2025.

2. Compensation

The Employee's annual base salary is \$39,900.00, less applicable taxes and withholdings, paid every two weeks (26 pay periods). Salary is reviewed annually under the Company's merit and performance policies.

3. Benefits

The Employee may participate in the Company's standard benefit programs, including medical, dental, and vision coverage, a 401(k) plan with Company match, and paid time off, subject to the applicable plan documents.

4. At-Will Employment

Employment is at-will. Either the Employee or the Company may end the relationship at any time, with or without cause and with or without notice, subject to applicable law.

5. Confidentiality

The Employee agrees to protect the Company's confidential and proprietary information and to comply with its information-security and code-of-conduct policies.

Accepted and agreed:

_____ Date: _____

Sophia Nguyen -- Employee (EMP-0041)

_____ Date: _____

Dalia Assaf -- Director of Human Resources, Crownridge and Collins Corp