

# EMPLOYMENT AGREEMENT

Northfield and Peterson Corp  
8160 Ironmark Boulevard, Suite 140, Francistown, Botswana  
Offer date: September 08, 2025

By this Agreement (the 'Agreement'), Northfield and Peterson Corp (the 'Company') offers employment to Harper Matthews (the 'Employee') on the terms below.

## Article 1 -- Appointment

The Employee accepts the full-time role of Analyst in Finance, reporting to the Finance Manager, with a commencement date of September 25, 2025.

## Article 2 -- Remuneration

The annual base salary is \$49,800.00, less statutory and elected withholdings, paid on the 15th and last day of each month (24 pay periods), and is reviewed each year under the Company's performance and merit framework.

## Article 3 -- Benefits

Subject to the governing plan documents, the Employee may enroll in medical, dental, and vision coverage, a 401(k) with Company matching, and paid leave.

## Article 4 -- At-Will Status

Employment is at-will; either party may conclude it at any time, for any lawful reason, with or without notice.

## Article 5 -- Confidentiality

The Employee shall safeguard the Company's confidential and proprietary information and adhere to its security and code-of-conduct requirements.

Accepted and agreed:

\_\_\_\_\_ Date: \_\_\_\_\_  
Harper Matthews -- Employee (EMP-0042)

\_\_\_\_\_ Date: \_\_\_\_\_  
Jack Smith -- Director of Human Resources, Northfield and Peterson Corp