

EMPLOYMENT AGREEMENT

Windermere and Mitchell Co.
1552 Silverbrook Road, Suite 200, Aveiro, Portugal
Offer date: December 14, 2025

This Agreement (the 'Agreement') sets out the terms of employment offered by Windermere and Mitchell Co. (the 'Company') to Mia Assaf (the 'Employee').

1. Role

The Employee is engaged full-time as Coordinator within the Marketing department, reporting to the Marketing Manager, beginning December 22, 2025.

2. Pay

Base compensation is \$37,600.00 per year, before taxes and withholdings, paid every two weeks (26 pay periods). Compensation is subject to annual review in line with Company merit and performance policies.

3. Benefits and Time Off

The Employee is eligible for the Company's benefit plans — including medical, dental, and vision insurance, a matched 401(k), and paid time off — in accordance with each plan's terms.

4. Nature of Employment

The relationship is at-will and may be terminated by either party at any time, with or without cause or notice, to the extent permitted by law.

5. Confidential Information

The Employee will keep the Company's proprietary and confidential information secure and will follow all information-security and conduct policies.

Accepted and agreed:

_____ Date: _____
Mia Assaf — Employee (EMP-0039)

_____ Date: _____
Daniel Chapman — Director of Human Resources, Windermere and Mitchell Co.