

# EMPLOYMENT AGREEMENT

Silverbrook and Torres Co.

1777 Brighton Peak Avenue, Suite 210, Morrilton, AR

Offer date: November 29, 2025

This Agreement (the 'Agreement') sets out the terms of employment offered by Silverbrook and Torres Co. (the 'Company') to Dalia Sanchez (the 'Employee').

## 1. Role

The Employee is engaged full-time as Analyst within the Legal department, reporting to the Legal Manager, beginning December 11, 2025.

## 2. Pay

Base compensation is \$55,200.00 per year, before taxes and withholdings, paid on the last business day of each month (12 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: \_\_\_\_\_

Dalia Sanchez — Employee (EMP-0039)

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

Samir Rios — Director of Human Resources, Silverbrook and Torres Co.