

EMPLOYMENT AGREEMENT

Adams and Johnson Ltd.

9496 Stonehaven Avenue, Suite 110, Santiago, Chile

Offer date: March 17, 2025

By this Agreement (the 'Agreement'), Adams and Johnson Ltd. (the 'Company') offers employment to Luna Allen (the 'Employee') on the terms below.

Article 1 -- Appointment

The Employee accepts the full-time role of Sr Analyst in Legal, reporting to the Legal Manager, with a commencement date of April 02, 2025.

Article 2 -- Remuneration

The annual base salary is \$82,400.00, 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: _____

Luna Allen -- Employee (EMP-0039)

_____ Date: _____

Grace Carter -- Director of Human Resources, Adams and Johnson Ltd.