

EMPLOYMENT AGREEMENT

Adams and Johnson Ltd.

9496 Stonehaven Avenue, Suite 110, Santiago, Chile

Offer date: February 05, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Adams and Johnson Ltd. (the 'Company') to Salma Hernandez (the 'Employee').

1. Engagement and Start

The Employee is appointed full-time to the position of Director in Legal, reporting to the Legal Manager, commencing February 15, 2025.

2. Compensation

Annual base pay is \$124,000.00, less taxes and withholdings, paid on the 15th and last day of each month (24 pay periods). Pay is subject to annual merit and performance review under Company policy.

3. Benefits

The Employee may take part in the Company's benefit offerings -- medical, dental, vision, a matched 401(k), and paid time off -- consistent with the applicable plan terms.

4. At-Will Employment

This is an at-will relationship terminable by either party at any time, with or without cause or notice, subject to applicable law.

5. Confidentiality

The Employee will protect all confidential and proprietary Company information and comply with the Company's security and conduct policies.

Accepted and agreed:

_____ Date: _____

Salma Hernandez -- Employee (EMP-0040)

_____ Date: _____

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