

EMPLOYMENT AGREEMENT

Fairmont and Gomez Ltd.

9197 Highpoint Street, Suite 150, Nantes, France

Offer date: February 05, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Fairmont and Gomez Ltd. (the 'Company') to Salma Mansour (the 'Employee').

1. Engagement and Start

The Employee is appointed full-time to the position of Manager in Legal, reporting to the Legal Manager, commencing February 21, 2025.

2. Compensation

Annual base pay is \$94,300.00, less taxes and withholdings, paid on the last business day of each month (12 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 Mansour -- Employee (EMP-0037)

_____ Date: _____

Rania Johnston -- Director of Human Resources, Fairmont and Gomez Ltd.