

EMPLOYMENT AGREEMENT

Parkview and Mitchell Ltd.

7839 Northfield Road, Suite 110, Rabat, Morocco

Offer date: August 26, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Parkview and Mitchell Ltd. (the 'Company') to Samir Matthews (the 'Employee').

1. Engagement and Start

The Employee is appointed full-time to the position of Analyst in Operations, reporting to the Operations Manager, commencing September 16, 2025.

2. Compensation

Annual base pay is \$47,400.00, 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: _____

Samir Matthews -- Employee (EMP-0037)

_____ Date: _____

Daniel Watkins -- Director of Human Resources, Parkview and Mitchell Ltd.