

EMPLOYMENT AGREEMENT

Parkview and Mitchell Ltd.

7839 Northfield Road, Suite 110, Rabat, Morocco

Offer date: May 15, 2025

This Employment Agreement (the 'Agreement') is entered into between Parkview and Mitchell Ltd. (the 'Company') and Samir Davis (the 'Employee').

1. Position and Start Date

The Company offers the Employee the full-time position of Director in the Finance department, reporting to the Finance Manager. The Employee's start date is June 04, 2025.

2. Compensation

The Employee's annual base salary is \$126,900.00, less applicable taxes and withholdings, paid on the last business day of each month (12 pay periods). Salary is reviewed annually under the Company's merit and performance policies.

3. Benefits

The Employee may participate in the Company's standard benefit programs, including medical, dental, and vision coverage, a 401(k) plan with Company match, and paid time off, subject to the applicable plan documents.

4. At-Will Employment

Employment is at-will. Either the Employee or the Company may end the relationship at any time, with or without cause and with or without notice, subject to applicable law.

5. Confidentiality

The Employee agrees to protect the Company's confidential and proprietary information and to comply with its information-security and code-of-conduct policies.

Accepted and agreed:

_____ Date: _____

Samir Davis -- Employee (EMP-0038)

_____ Date: _____

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