

EMPLOYMENT AGREEMENT

Chapman and Lewis Inc.
3986 Evercrest Street, Suite 150, Kampala, Uganda
Offer date: November 27, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Chapman and Lewis Inc. (the 'Company') to Theodore Chapman (the 'Employee').

1. Engagement and Start

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

2. Compensation

Annual base pay is \$45,600.00, 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: _____

Theodore Chapman -- Employee (EMP-0038)

_____ Date: _____

Alexander Reynolds -- Director of Human Resources, Chapman and Lewis Inc.