

EMPLOYMENT AGREEMENT

Chapman and Lewis Inc.
3986 Evercrest Street, Suite 150, Kampala, Uganda
Offer date: November 29, 2025

This Employment Agreement (the 'Agreement') is entered into between Chapman and Lewis Inc. (the 'Company') and Dalia Chapman (the 'Employee').

1. Position and Start Date

The Company offers the Employee the full-time position of Manager in the Finance department, reporting to the Finance Manager. The Employee's start date is December 17, 2025.

2. Compensation

The Employee's annual base salary is \$85,100.00, 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: _____

Dalia Chapman -- Employee (EMP-0039)

_____ Date: _____

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