



August 17, 2026

James Mitchell

742 Oakwood Drive, Austin, TX 78701

Remuneration Review

Dear James,

Your remuneration has recently been reviewed and I am pleased to inform you that your efforts in the past year are to be rewarded with a 4% salary increase.

This will result in your total annual salary being \$87,500 gross. The increase will be effective from September 1, 2026.

If you have any queries, please do not hesitate to contact Robert Callahan on +1 (512) 803-4471.

Yours sincerely,

Apex Dynamics Inc.

Sandra Whitmore

VP of Human Resources