

OFFER OF EMPLOYMENT

Beacon Row Software Inc.
1400 SE Ankeny Street, Suite 210, Portland, Oregon 97214

June 3, 2026

Tomas Ilves
Dear Tomas,

Beacon Row Software Inc. is pleased to offer you the position of Senior Support Engineer. This letter sets out the terms of that offer.

1. Position and start date

Your title is Senior Support Engineer, reporting to the Director of Customer Operations. Your first day is July 6, 2026. The role is full time and remote within the United States, with travel to Portland roughly 4 times a year.

2. Compensation

Your annual base salary is \$118,000, paid twice a month in accordance with the company's payroll schedule, less applicable withholdings. You are eligible for an annual performance bonus with a target of 8% of base salary. The bonus is discretionary, is decided by the company, and requires that you be employed on the payment date.

3. Equity

Subject to approval by the Board of Directors, you will be granted an option to purchase 12,000 shares of the company's common stock, at the fair market value set by the Board on the grant date. The option vests over 4 years, with 25% vesting after 12 months of continuous service and the remainder vesting monthly thereafter. The grant is governed by the company's 2024 Stock Plan and your individual option agreement, which control if this letter differs from them.

4. Benefits and time off

You are eligible for the company's medical, dental and vision plans from your first day, with the company paying 85% of the premium for employees and 50% for dependants. The company offers 20 days of paid time off a year, 11 paid holidays, and a 401(k) plan with no employer match. The company may change or end any benefit plan at any time.

5. At-will employment

Your employment is at will. You may resign at any time, and the company may end your employment at any time, with or without cause and with or without notice. Nothing in this letter is a contract of employment for any fixed period, and only the Chief Executive Officer can change this in a signed writing.

6. Conditions of the offer

This offer depends on your signing the company's Employee Confidentiality and Invention Assignment Agreement, on satisfactory completion of a background check, and on your providing proof that you may work in the United States within 3 business days of your start date.

7. Outside activity

During your employment you will not engage in any work that competes with the company or that interferes with your duties, without the company's written consent. There is no non-compete obligation after your employment ends.

8. Expiry

This offer expires at 5:00 p.m. Pacific Time on June 10, 2026 if it has not been signed and returned.

We hope you will join us.

Beacon Row Software Inc.

Signature: _____ **Date:** _____

Name: Aiden Kwan, Chief Executive Officer

Accepted

Signature: _____ **Date:** _____

Name: Tomas Ilves