



BETTER EARTH PARTNERS LIMITED

18th December 2023

The Rt Hon Boris Johnson  
Brightwell Manor  
Brightwell Street  
Brightwell cum Sitwell  
Oxfordshire  
OX10 0RT

Dear Boris,

**Offer of employment**

I am very pleased to offer you a position with Better Earth Partners Limited (the “**Company**”), with the role and title of Co-Chairman.

Your employment with the Company is subject to the execution of a binding employment agreement, which will reflect the following terms of employment:

**Start Date:** To be mutually agreed

**Salary:** £120,000 per annum

**Share Award:** Upon the commencement of services, you will be issued 1,250,000 ordinary shares, which is expected to represent 12.5% of the fully diluted share capital of the Company immediately following the Company’s first seed round (the “**Shares**”).

The Shares will be subject to restrictions on any transfer prior to the date falling two (2) years following the initial public offering of the Company. In addition, the Shares will be subject to customary vesting and leaver provisions over a three year period.

17 HANOVER SQUARE, LONDON W1S 1BN



The issuance of the Shares will be subject to you executing an election under section 431 of the Income Tax (Earnings and Pensions) Act 2003, if required by the Company.

**Bonus:** TBC at the discretion of the Company.

**Benefits:** TBC however, customary and in keeping with market practice for similarly sized companies in the same sector

By accepting this offer, you confirm that you are able to accept this job and carry out the work that it would involve without breaching any legal restrictions on your activities, such as restrictions imposed by a current or former employer including any obvious conflict of interests and further confirm that you will promptly give notice to your existing employer.

If you wish to accept this offer, please countersign this letter where indicated below and return it to Nigel Adams, via email to [nigel@ourbetterearth.com](mailto:nigel@ourbetterearth.com)

Yours sincerely,

**Amir Adnani**  
Co-Chairman

for and on behalf of **Better Earth Partners Limited**

Acknowledged and Agreed:

Date:

**The Rt Hon Boris Johnson**