15 June 2026

QV1 Plaza
Level 6, 250 St Georges Tce
Perth, WA 6000
PO Box 7622 Cloisters Square
WA 6850

Telephone: +61 (0) 8 9281 9281
Fax: +61 (0) 8 9281 9943
Web: www.cloughwood.com.au

To Whom it May Concern,

Confirmation of Employment

This letter is to confirm the following employment conditions for John Horton.

Position Title:	Lead Instrument Electrical Technician
Employment Status:	Casual
Assigned Roster:	3 weeks on 3 weeks off
Base hours:	12 hours per day
Hourly Rate of Pay:	$112.94 (including a 25% casual loading)
Total Hourly Rate of Pay:	$126.49 (including 12% superannuation)

Below is an extract from John Horton's employment contract regarding Taxation:

7.3. Taxation

For taxation purposes whilst employed by Clough Wood Pty Ltd (the Company) in the Bayu Undan oil field in the Joint Petroleum Development Area ("JPDA") You will be subject to the current tax legislation, regulations and administrative practices of the Timor-Leste and Australian tax authorities. For more information regarding the current tax legislation, regulations and administrative practices we encourage You to seek independent tax advice or contact the relevant Timor-Leste and Australian tax authorities.

Yours sincerely

KRISTY ROSE

HR MANAGER