



Date: 06/16/2024

### Fair Wage Form Statement

To whom it may concern:

We write this letter in regard to our financial support to our employees. Specifically, Boro Hemp Co presently pays all of its employees a respectable wage that is over double the federal minimum wage. When their net income is considered, their means of pay allow for a decent standard of living but it should be noted that Boro Hemp Co keeps raising that ceiling for its employees whenever either a milestone is reached within their tenure or we have the means to do so.

We do this to ensure all of our staff members may live with the least amount of duress and the most amount of comfort that may be afforded with their well deserved compensation.

Samuel Lyons, CFO

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TSTL Holdings LLC DBA Boro Hemp Co.