



June 02, 2023

Dear Christian:

Congratulations! We are thrilled to confirm the details of your new role with Apex Tool Group, LLC ("ATG") as **Senior eCommerce Analyst** reporting to me. Your skills and proven experience with ATG will remain an asset in our toolbox, as we continue to grow our global organization. Please see the details below.

Start Date & Base Salary:

The effective date will be 6/05/2023.

Your new annual salary will be one hundred five thousand dollars (\$105,000).

Performance Bonus Plan (PBP)

You will be eligible to participate in the ATG Performance Bonus Plan, which is our annual incentive program. This key incentive provides the opportunity to earn significant rewards based on ATG's ability to meet or exceed key annual operating plan targets and your individual performance. Your plan target is ten percent (10%) of your annual base salary as of October 1st of the plan year. Payments will be made in accordance with the plan policy document and subject to the Board of Director's approval. Your participation in this plan is prorated based on your new role's effective date.

Benefits

You will continue to be eligible to participate in the ATG's competitive benefits program.

At-Will Employment

Nothing in this letter or in the Company's attachments can alter the "at-will" nature of your employment. As an at-will associate, both you and ATG can end the employment relationship at any time and for any reason.

We look forward to working with you in this role as we strive to achieve our vision and long-term objectives and expect that you will continue to find your work with ATG rewarding.

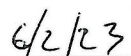
To accept this opportunity, sign and return a copy of this letter to Emily Johnson by 06/05/2023.

Sincerely,

Cooper Smith
VP, eCommerce & Digital COE, Marketing

Read, Understood and Accepted:


Christian Allen


Date