



TO: Szymon Bigoszewski

E-MAIL: szymonbig01@gmail.com

Łódź, listopada 21, 2023

POSITION: Junior Engineer

GLOBAL GRADE: 9

HARMAN CONNECTED SERVICES POLAND

Dear Szymon,

We are pleased to offer you the position of Junior Engineer at HARMAN CONNECTED SERVICES POLAND, Automotive Services SBU.

This letter intended to set out the terms of work agreement with HARMAN CONNECTED SERVICES POLAND (hereinafter HARMAN with formal legal entity HARMAN CONNECTED SERVICES Poland Sp. z o. o., KRS: 0000283968), with its seat in Lodz, Ogrodowa 8 Street, Poland.

We offer you a part time job (32 hours per week) work agreement for six months with possibility of continuation after successful passing of first six months.

Commencement date 01.12.2023.

Kindly ask you to confirm your acceptance of job offer and commencement date within next 3 working days.

You will be working at Harman Office in Lodz, Lodz, Poland.

Your entire total compensation will be paid monthly in 5 600,00 zł gross PLN (67 200,00 zł PLN Annual) which is subject to applicable statutory deductions as per prevailing laws in Poland.

In accordance with the Harman Connected Services Poland Sp. z o.o. Policy introduced in the scope of disposing of Propriety Copyrights by Employees, all the creators of intellectual property might be covered by such policy and, as a result, will be able to apply increased costs of obtaining income from copyrights.

PERFORMANCE REVIEW:

Your performance will be reviewed once per year as per current Global Review Process.

BENEFITS:

HARMAN offers you a wide range of benefits. The list of benefits available is in attached appendix.

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OTHER TERMS & CONDITIONS:

Since you are a full time employee of the Company, you will devote your full time and attention to your assigned duties. You shall not carry out any other competitive business or devote any part of your time to any other competitive Company or person without our prior written permission.

At the same time you agree to abide by the rules and regulations operating in Harman that apply to all employees, regardless of location and type of work.

Finally, I would like to congratulate you on your new role and feel sure you will have a satisfying and successful career with HARMAN CONNECTED SERVICES POLAND.

ACCEPTANCE OF Junior Engineer POSITION

Please sign and return to Talent Acquisition, HARMAN a copy to confirm your understanding and acceptance of this assignment.

I accept the position and conditions as offered in this job offer letter.

21.11.2023

Date & Signature

<<Lewńska Anna>> TALENT ACQUISITION, HARMAN PL

Szymon Bigoszewski

We would like to offer you a great package of additional benefits such as:

- Work in an international project team with the biggest automotive customers worldwide,
- Introductory and technical trainings,
- Further development opportunities,
- Located in city center A class office (Ogrodowa Office) with ergonomic equipment,
- A great package of additional benefits such as:
- flexible working time,
- private healthcare (LuxMed) with additional vacation insurance,
- Aviva insurance,
- additional day off,
- game rooms and chill out areas,
- delicious coffee every day,
- fresh fruits in the office.

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