

I. Grady
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Philips Entity

Philips Electronics Nederland B.V.

Philips People Services

High Tech Campus 51
5656 AG Eindhoven

+31 (0)800-029 2017

Personnel Number

70221511

Date: 13 September 2022

Subject: Change within contract of employment

Dear Mr. Grady ,

With this document Philips Electronics Nederland B.V. confirms the following changes in your contract of employment as from 15 September 2022:

Work time agreement

Your working time regulation will change from 100% to 80% as from the previously mentioned effective date. This change will affect your gross salary, holiday and rights and could affect your travel days and thereby the travel allowance home-work. The previously mentioned subjects will be calculated in proportion to the new working time percentage.

The new working time regulation will mean that you will work on the following days Monday, Tuesday, Wednesday, Thursday.

After processing the working time regulation, you can consult the changes in both the personnel registration system and absentee registration.

Philips Electronics Nederland B.V. kindly requests you to sign and initial this document and the attachment(s) as indicated and return it within 10 days after the date of this document.

Eindhoven, 13 September 2022

On behalf of Philips Electronics Nederland B.V., (CoC: 17008551)

{{BigSig_es_:signer1:signature:dimension(width=45mm, height=20mm)}}}

{{N_es_:signer1:fullname}}}

Philips People Services

Initials employer

{{*ninitials_es_:signer1:label("Initials")}}

Initials employee

{{*ninitials_es_:signer2:label("Initials")}}



Signature Date: {{*dateNL_es_:signer2:label("Signature Date")}}

Employee:

{{BigSig_es_:signer2:signature:dimension(width=45mm, height=20mm)}}

I. Grady