



Nestlé Good food, Good life

NESPRESSO

Nestlé
HealthScience

cpw

PRIMA
Your Tea. Your Passion.

Nestlé

Nestlé
Water

Nestlé
PROFESSIONAL

Nestlé

Nutrition

NESCAFÉ

Nestlé

Simply Good
FOOD

PERSONAL & CONFIDENTIAL

Mrs. Ewelina Jurkiewicz
Chemin de la Foret 6
1522 Lucens

Orbe, August 7, 2024

LETTER OF APPOINTMENT

Dear Mrs. Jurkiewicz,

We are pleased to confirm your appointment to Société des Produits Nestlé S.A. on the following terms and conditions:

1. **Function and status**
R&D Masters Trainee.
2. **Work location**
Your work location will be Orbe subject to changes during your professional career according to your personal development or reorganisations within our Company.
3. **Work permit**
Your employment contract is subject to the delivery of a valid work permit.
4. **Start date and duration**
Your employment contract will take effect on September 1st, 2024 for a maximal duration, provided that you are free from any contractual obligations related to a non-compete undertaking from any former and/or other employer, and will automatically end on February 28, 2025 without any need for either party to give a notice of termination. However, either party may terminate the contract before the expiration date in accordance with the clause "Termination of the employment contract" below.
5. **Probationary period**
Your probationary period will be of 1 month.
In case of illness, accident or other involuntary cause of absence, your probationary period may be extended by the duration of such absence.
6. **Working time rate**
100%.
7. **Remuneration**
 - Gross monthly base salary
CHF 3'000.- payable 13 times a year, CHF 39'000.- per year.
The 13th salary will be calculated pro rata temporis in case of an incomplete working year.



Nestlé Good food, Good life

NESPRESSO

Nestlé
HealthScience

cpw
COFFEE PARTNERSHIP WORLD

PIZZA
HUT

Nestlé

Nestlé
Nestlé

Nestlé
PROFESSIONAL

Nestlé

Nutrition

NESCAFÉ

Nestlé

Good Food

- Short-term bonus

You will not be eligible to participate in our short-term bonus programme.

8. **Holiday entitlement**

Your holiday entitlement is described in the personnel regulations.

9. **Intellectual property**

We make a specific reference to the Intellectual Property clause of the personnel regulations regarding inventions, designs, plant variety rights, copyright and other creations. This clause is Nestlé-specific and details who is the owner of intellectual property rights, as well as the rights and obligations of employees and of Nestlé.

We ask you to confirm that you have read, understood and accepted it by countersigning a copy of this letter.

10. **Personal data**

You agree that your personal data (as defined in the personnel regulations) will be processed by Nestlé:

- (a) as set out in the personnel regulations and internal privacy policies and standards; and
- (b) in compliance with all applicable data protection laws and regulations.

Please note that Nestlé may provide you with regular information on its new products, promotions, special offers to employees and other news to your private home address and/or your work email address. Please let us know if you do not wish to receive those communications.

11. **Insurances and Pension Fund**

- Pension Fund

The Regulations of the Fonds de Pensions Nestlé define your membership to the Nestlé Pension Fund. They are available on the intranet and may be updated from time to time (see also the attached brochure issued by the Fonds de Pensions "Savings plan - Practical Guide").

- Social security

You will be affiliated to the Swiss social security system in accordance with the law. Mandatory social security contributions which are due on your remuneration and benefits, such as employee contributions for AVS (old age and survivor's insurance), AI (invalidity insurance) and AC (unemployment insurance), will be deducted monthly from your remuneration in accordance with applicable law.

- Health care insurance

In Switzerland, health care insurance is compulsory and must be taken out directly by you. The Company will contribute on a voluntary basis towards your health insurance.

- Guaranteed salary in case of illness

The Company has entered into a collective insurance contract with an insurance company to compensate for the loss of income following a long-term absence due to illness. Your contributions, if any, the right to salary, as well as the system and extent of daily allowances for loss of income are described in the personnel regulations and the applicable insurance policy.



Nestlé Good food, Good life

NESPRESSO

Nestlé
HealthScience

cpw
Culinary Professional Workshop

PURINA
Your Pet, Our Passion

Nestlé

Nestlé
Vegetarian

Nestlé
PROFESSIONAL

Nestlé

Nutrition

NESCAFÉ

Nestlé

Good Food

- Accident insurance

The Company has concluded an accident insurance for all its employees; however the cover does not extend to members of your family. Your professional and non-professional accident insurance premiums will be covered by our Company as described in the personnel regulations.

12. Termination of the employment contract

Either party may terminate the contract by giving notice in writing for the notice period specified in the personnel regulations.

13. Taxes

You are personally responsible for declaring and paying any taxes in respect of all payments and benefits received from Nestlé. Where required, we will deduct withholding taxes from your remuneration.

14. Miscellaneous

The personnel regulations form an integral part of your employment contract. In case of inconsistency between this letter of appointment and the personnel regulations, the terms of this letter of appointment shall prevail.

Our Company is managed according to the *Nestlé Corporate Business Principles* and in particular the *Nestlé Code of Business Conduct*. By signing this letter of appointment you acknowledge the content of both documents and commit to be bound by them.

Your employment contract is governed by, and construed in accordance with, Swiss law. To the extent authorized by law, the Parties submit to the exclusive jurisdiction of the Courts of the Canton of Vaud. We kindly ask you to confirm your acceptance of your employment terms and conditions under this letter of appointment and the personnel regulations.

We look forward to welcoming you to Société des Produits Nestlé S.A. and wish you the very best in your new activity and a successful career with our Company!

SOCIÉTÉ DES PRODUITS NESTLÉ S.A.

Yannick Nann
Machine & Rapid prototyping
Competence Leader

Peter Mul
NDG Category Lead

Read and approved.
Date and signature: