

Vanderley Dos Santos Pinho
Gerard Davidstraat 11
5642 KJ Eindhoven

Date: 29 August 2025

Subject: End of employment

Dear Vanderley,

We hereby confirm receipt of your resignation from IDS BV dated August 29, 2025. You have indicated that you wish to terminate your employment with immediate effect. We have agreed to cooperate with this request and will therefore not hold you to the one-month notice period.

This means your employment will officially end as of September 1 2025. Your last working day was Tuesday, August 26 2025. The remaining working days in the month of August will be registered as leave.

We kindly ask you to return the company clothing you received from us as soon as possible. Once we have received the clothing, you will receive your final settlement from us end of September 2025. This final settlement will include the calculation of your remaining leave balance and accrued holiday allowance.

Thank you for your contribution, and we wish you all the best in the future.

Kind regards,

Agreed and accepted

Brian van den Berg
European Warehouse Manager

Vanderley Dos Santos Pinho