



Mr. J. Fu
Chopinlaan 76
5653 EX EINDHOVEN

Postal address	Postbus 221, 5600 MA EINDHOVEN
Street address	Fellenoord 17, EINDHOVEN
WorkerID	00546281
Our reference	202308_WD_00546281
Date	04 September 2023
Subject	Change of employment

Dear Jiawei,

We have agreed with you that your temporary employment will be converted to permanent employment with effect from 15 November 2023. The Rabobank Collective Labor Agreement and the terms of employment, plans and facilities will continue to apply to you.

Working time

- Your average weekly working hours will be 40 hours per week.
- The individual working hours are determined based on the applicable working time, in consultation with management. Working hours may be changed in line with the company's requirements. If another position is accepted, other working hours may also apply to you.

Position and salary

- Your salary has not been modified. The position is classed as position group 08 and your salary is classed as salary scale 08.
- Your gross monthly salary is €4,270.71. Your gross twelve-month salary is € 51,248.53, based on the agreed working time of 40 hours per week. This twelve-month salary will be supplemented by a 13th month salary payment and a holiday allowance.

Agreement?

If you agree to the content of the attached employment contract, please sign one copy of it. Please then return it to us within five working days of receiving this letter. You can return the signed document electronically to the HR Administration functional mailbox: idu.psa.processen@rabobank.nl

If you have any questions, don't hesitate to contact me.

Yours sincerely,

Coöperatieve Rabobank U.A.
CRO MRM Corporates/FI/Sovereigns

Pieter-Jan Coumou
Teamlead CMV-Corporates/FI/Sovereign

Handwritten signature of Pieter-Jan Coumou in black ink.

Employees approval

Jiawei Fu

Handwritten signature of Jiawei Fu in black ink.