



Европейска инвестиционна банка
Evropská investiční banka
Den Europæiske Investeringsbank
Europäische Investitionsbank
Euroopa Investeeringispank
Ευρωπαϊκή Τράπεζα Επενδύσεων
European Investment Bank
Banco Europeo de Inversiones
Banque européenne d'investissement
An Banc Eorpach Infheistíochta
Evropska investicijska banka
Banca europea per gli investimenti

Eiropas Investīciju banka
Europos investicijų bankas
Európai Beruházási Bank
Bank Europew tal-Investment
Europese Investeringsbank
Europejski Bank Inwestycyjny
Banco Europeu de Investimento
Banca Europeană de Investiții
Európska investičná banka
Evropska investicijska banka
Euroopan investointipankki
Europeiska investeringsbanken

Mr Laurent Vavrik
Lerchenfelderstrasse 48/1/8
1080 Vienna
Austria

Luxembourg, 19th January 2022

Ref.: CS-PERS/HROPS/LCD/REC/2022/MG

N° 00753

Dear Mr Vavrik,

We are pleased to confirm that the European Investment Bank has agreed to employ you as a "Graduate" employee included in the EIB's Graduate Recruitment and Development Programme (the "GRAD Programme") in compliance with Article 14(4) of the Staff Regulations and its Annex II.

Your contract shall be for a fixed period from the date at which you will take up your appointment, however no later than 1st March 2022 until 31st December 2022. The contract shall expire automatically at the end of this period. It shall in no way entitle you to a further employment for a definite or an indefinite period.

The Staff Regulations and the other provisions applicable to members of staff apply to you except where specific terms and conditions have been established in the implementing GRAD Programme Provisions, or where their application would be incompatible with the nature of the GRAD Programme.

Your permanent place of employment will be Luxembourg.

Your annual gross base salary shall be € 42,755.40 per year.

A statement of the proposed financial compensation package (salary and allowances) is included for your information. The salary breakdown statement indicates allowances which have been included on the basis of information provided by yourself concerning your residence and your family status. Deductions for income tax, health insurance and your pension fund contributions have been indicated. In due course, you will be asked to provide evidence to justify your entitlement to these allowances. In the absence of the required evidence, the Bank reserves the right to withhold their payment.

Your appointment is for a probationary period of six months, during which time either side may cancel this contract by giving 15 days' notice. In compliance with Article 2.6 of the GRAD Programme Provisions, the period of notice which either you or the Bank must give to terminate this contract is one month. Confirmation of your appointment will depend on the satisfactory conclusion of the probationary period and is subject to a written notification confirming that you are employed for the fixed period agreed in the contract. The Bank may, in particular circumstances, decide to extend your probationary period. We draw your attention to the enclosed rules and procedures governing probationary periods which apply to this contract.



We would like to remind you that completion of this contract is also subject to the provision of the documentation requested to you in our offer of employment. All documents must be provided prior to entry into service and the Bank reserves its right to withdraw the present employment offer in case of unjustified delay.

In signing the offer of employment you will become part of the EIB staff, thus you will be submitted to all the rules enacted by the Bank for its personnel, amongst which the Staff Code of Conduct, as amended and supplemented from time to time. You are kindly requested to acknowledge the Staff Code of Conduct before starting to work for the Bank.

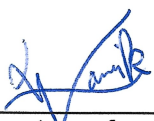
Employment with EIB is conditional on the satisfactory completion of the pre-employment screening. In case of false or misleading statements in either the self-declaration form, or at any stage throughout the selection process EIB reserves the right to terminate this contract with immediate effect.

This offer of employment is valid until 2nd February 2022. In certifying your acceptance and agreement to the terms above, please return a copy of this contract signed and dated, and indicating your start date, which you should let us know as soon as possible, no later than 2nd February 2022. Please address the contract to Daniela Sime Office WKI 5.1.09, 100 boulevard Konrad Adenauer, L-2950 Luxembourg.

Yours sincerely,

Read and approved

EUROPEAN INVESTMENT BANK


(Signature of employee)

(Date)

27/01/2022



M. KONING
Director
HR Operations



C. ALBRECHT
Head of Division
Life Cycle

Enclosures:

- Encl. 1: Staff Regulations II
- Encl. 2: Staff Code of Conduct
- Encl. 3: Rules and Procedures governing Probationary Periods
- Encl. 4: GRAD Programme Provisions

Laurent Vavrik

	Monthly amount in €
Taxable element(s)	
Basic salary :	3,562.95
Gross total :	3,562.95
Welfare and taxes :	
Contribution health insurance :	-71.26
Pension contribution :	-467.03
Tax :	-24.07
Net total :	3,000.59

PROVISIONAL DOCUMENT SUBJECT TO VERIFICATION OF ENTITLEMENTS.

The above amount is net after deductions. In the event that your spouse receives family related allowances from the Luxembourg or any other authorities, the value of these allowances will be deducted from your net salary.