

GEP Fees Schedule

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1. This tab is the schedule of fees for Project Rome and subject to the terms outlined in Schedule 5 of the MPA.

a. S2P Operating Charges - glidepath of Charges tied to Services described in Schedule 3 and SaaS license described in the licensing agreement

b. Transformation and Technology Implementation costs include one-time charges associated with the Transformation Design SOW, Schedule 7 of MPA, and Technology Implementation costs associated with deployment of GEP Software. Tech implementation and SaaS licence costs will be moved to respective SOWs post completion

The charges for Transformation and Technology Implementation are milestone based and will be paid upon successful acceptance of the deliverables. The timing for the charges mentioned herein are projected estimates, subject to timelines in the workstream plans, which could change

3. COLA will be applicable after Y4 (for Y5 and then for Y6) should both Parties agree to extend contract by 2 years.

These dates are the basis for calculation for the table below

Year	Start Date	End Date
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End of Year 1	01/01/2024	31/12/2024
End of Year 2	31/12/2024	31/12/2025
End of Year 3	31/12/2025	31/12/2026
End of Year 4	31/12/2026	31/12/2027

Notes:

1. Based on Philips deployment plan shared on 15 Sep
2. Staffing for all years factors in the RACI adjustment for Tier Services
3. Y1 and Y2 based on transition plan and following points:
 - a. Investment for SOC and 2 months investment for POP as per current Transition plan. GEP will absorb any additional costs due to delay in Transition sign-off attributable to GEP.
 - 4. Investments are as follows - details in relevant plans
4. 2,354 of Transition costs covered by Staffing Y1, Column C
5. 1,724M of Transformation and Tech implementation investments (see both "Transformation and Tech Implementation")
6. GEP commits to collaborate in generating 1M of savings value from an execution for BOM commodities without requiring any additional charges from Philips
7. None of the charges, other than mentioned in the worksheet for under Investments, and fee, billable to Philips
8. The Technology license used to number of modules being rolled out, as outlined in the SaaS agreement. SaaS has 3 modules (Design / Projects / Controls), EPC, S&M
9. 7. Support required to 15% effort of one FTE per annum for the Vendor's language support is included in the charges. Where effort exceeds 15% effort of one FTE per annum each, the parties agree to adjust the charges through the change control process.

1. Based on Philips deployment plan shared on 15-Sep

2. Staffing for all years factors in the RACI adjustment for Tier Services

3. Staffing for Y1 based on transition plan and following principles:

4. Investments are as follows - details in relevant tabs

- 1.25M of Transition investments. See tab "Staffing Y1, Column Q"

- 1.75M of transformation and tech implementation investments (see tab "Transformation and Tech Implementation")

- 1.75M of transformation and tech implementation investments (see also Transformation and Tech Implemen
- GEP commits to collaborate in generating 1M of savings value from e-auctions for BDM commodities without

5. None of the charges, otherwise mentioned in this worksheet fall under investments, and fully billable to Philips.

6. Technology licensed to number of modules being rolled out, as outlined in the EaaS agreement. STC has 8 modules (Sound / Design / Content / RF / IT /

6. Technology License tied to number of modules being rolled out, as outlined in the SaaS agreement. SZC has 5 modules (Spend / Projects / Contracts / RFx, SLM - GEP will train Philips resources prior to Go-live

7. Support requiring up to 15% effort of one FTE per annum for Thai and Vietnamese language support are included in the charges. Where effort exceeds 15% effort of one FTE per annum each, the parties agree to adjust the charges through the change control procedure.

S2P MANAGED SERVICES

Last updated: As of 11-Dec 2023

GEP Fees Schedule

1. This worksheet outlines the PxQ estimates for the FTE count and associated Rate Card mentioned in the tab "Philips Rate Card"
2. Staffing for Y1-4 are estimates and will follow the principles outlined in Schedule 5: Charges
3. FTE allocation is based on Transition plan as of 11 Dec 2023 and will be adjusted as per the Annex 7A of Schedule 7

														€	9.007.786	€	1.246.637
Workstream	Normalized Phase	RFQ workstream	RFQ Level	RFQ Location	Key	Philips Region supported	Year	Start Date	End Date	Allocation	Years billable	Weighted Allocation (Philips fee)	Annual Fee (Philips Rate Card)	Prorated Annual Fee (Philips Rate Card)	GEP INVESTMENT (TRANSITION 1 month for S2C, 2 months for P2P)		
S2C	1A - Global	Category management (4)	Director / Lead / Senior	3. Mumbai	Category management (4)Director / Lead / Senior Manager / Expert3. Mumbai	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 144.100	€ 120.083	€ 12.008		
S2C	1A - Global	Category management (4)	Manager / Team Lead /	2. NL/UK	Category management (4)Manager / Team Lead / Process Expert / SME2. NL/UK	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 263.000	€ 219.167	€ 21.917		
S2C	1A - APAC	Category management (4)	Director / Lead / Senior	3. Mumbai	Category management (4)Director / Lead / Senior Manager / Expert3. Mumbai	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 144.100	€ 120.083	€ 12.008		
S2C	1A - Global	Reporting & compliance (9)	Manager / Team Lead /	1. Prague, Cluj	Reporting & compliance (9)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 97.000	€ 80.833	€ 8.083		
S2C	1A - Global	Category management (4)	Manager / Team Lead /	2. NL/UK	Category management (4)Manager / Team Lead / Process Expert / SME2. NL/UK	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 263.000	€ 219.167	€ 21.917		
S2C	1A - Global	Category management (4)	Director / Lead / Senior	1. Prague, Cluj	Category management (4)Director / Lead / Senior Manager / Expert1. Prague, Cluj	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 223.500	€ 186.250	€ 18.625		
S2C	1A - APAC	Category management (4)	Director / Lead / Senior	4. Shanghai, Dalian	Category management (4)Director / Lead / Senior Manager / Expert4. Shanghai, Dalian	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 243.000	€ 202.500	€ 20.250		
S2C	1A - EMEA	Category management (4)	Director / Lead / Senior	2. NL/UK	Category management (4)Director / Lead / Senior Manager / Expert2. NL/UK	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 320.000	€ 240.000	€ 26.667		
S2C	1A - Global	Category management (4)	Director / Lead / Senior	3. Mumbai	Category management (4)Director / Lead / Senior Manager / Expert3. Mumbai	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 144.100	€ 120.083	€ 12.008		
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (SC & SD)	Manager / Team Lead /	1. Prague, Cluj	Sourcing (5) - P/Q Projects (SC & SD)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 112.342	€ 84.257	€ 9.362		
S2C	1A - APAC	Sourcing (5) - P/Q Projects (SC & SD)	Manager / Team Lead /	4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (SC & SD)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 119.890	€ 99.908	€ 9.991		
S2C	1A - APAC	Contracting (6)	Team Member / Senior	3. Mumbai	Contracting (6)Team Member / Senior Analyst / Analyst3. Mumbai	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 42.570	€ 35.475	€ 3.548		
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (SC & SD)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (SC & SD)Team Member / Senior Analyst / Analyst3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 50.500	€ 37.875	€ 4.208		
S2C	1A - EMEA	Sourcing (5) - Spot buying (SB)	Team Member / Senior	1. Prague, Cluj	Sourcing (5) - Spot buying (SB)Team Member / Senior Analyst / Analyst1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 76.000	€ 57.000	€ 6.333		
S2C	1A - EMEA	Sourcing (5) - Spot buying (SB)	Helpdesk member:	1. Prague, Cluj	Sourcing (5) - Spot buying (SB)Helpdesk member:1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 44.347	€ 33.260	€ 3.696		
S2C	1A - EMEA	Sourcing (5) - Spot buying (SB)	Helpdesk member:	1. Prague, Cluj	Sourcing (5) - Spot buying (SB)Helpdesk member:1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 44.347	€ 33.260	€ 3.696		
S2C	1A - APAC	Sourcing (5) - Spot buying (SB)	Team Member / Senior	4. Shanghai, Dalian	Sourcing (5) - Spot buying (SB)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 65.000	€ 54.167	€ 5.417		
S2C	1A - EMEA	Sourcing (5) - Spot buying (SB)	Helpdesk member:	1. Prague, Cluj	Sourcing (5) - Spot buying (SB)Helpdesk member:1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 44.347	€ 33.260	€ 3.696		
S2C	1A - EMEA	Sourcing (5) - Spot buying (SB)	Helpdesk member:	1. Prague, Cluj	Sourcing (5) - Spot buying (SB)Helpdesk member:1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 44.347	€ 33.260	€ 3.696		
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S2C	2A - EMEA	Supplier Management (7)	Manager / Team Lead /	3. Mumbai	Supplier Management (7)Manager / Team Lead / Process Expert / SME3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 65.000	€ 48.750	€ 5.417		
S2C	2A - EMEA	Sourcing (5) - P/Q Projects (SC & SD)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (SC & SD)Team Member / Senior Analyst / Analyst3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 50.500	€ 37.875	€ 4.208		
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S2C	1A - Global	Reporting & compliance (9)	Team Member / Senior	3. Mumbai	Reporting & compliance (9)Team Member / Senior Analyst / Analyst3. Mumbai	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 33.000	€ 27.500	€ 2.750		
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S2C	2A - EMEA	Supplier Management (7)	Team Member / Senior	3. Mumbai	Supplier Management (7)Team Member / Senior Analyst / Analyst3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 42.570	€ 31.928	€ 3.548		
S2C	2A - EMEA	Supplier Management (7)	Team Member / Senior	3. Mumbai	Supplier Management (7)Team Member / Senior Analyst / Analyst3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 42.570	€ 31.928	€ 3.548		
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S2C	1A - EMEA	Sourcing (5) - Spot buying (SB)	Helpdesk member:	3. Mumbai	Sourcing (5) - Spot buying (SB)Helpdesk member:3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 37.000	€ 27.750	€ 3.083		
S2C	2A - EMEA	Sourcing (5) - P/Q Projects (SC & SD)	Manager / Team Lead /	1. Prague, Cluj	Sourcing (5) - P/Q Projects (SC & SD)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 112.342	€ 84.257	€ 9.362		
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S2C	1A - Global	Reporting & compliance (9)	Team Member / Senior	3. Mumbai	Reporting & compliance (9)Team Member / Senior Analyst / Analyst3. Mumbai	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 33.000	€ 27.500	€ 2.750		
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S2C	1A - EMEA	Sourcing (5) - Spot buying (SB)	Helpdesk member:	3. Mumbai	Sourcing (5) - Spot buying (SB)Helpdesk member:3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 37.000	€ 27.750	€ 3.083		
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S2C	1A - Americas	Sourcing (5) - Spot buying (SB)	Team Member / Senior	5. San Jose	Sourcing (5) - Spot buying (SB)Team Member / Senior Analyst / Analyst5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 59.000	€ 49.167	€ 4.917		
S2C	1A - Americas	Sourcing (5) - Spot buying (SB)	Team Member / Senior	5. San Jose	Sourcing (5) - Spot buying (SB)Team Member / Senior Analyst / Analyst5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€ 59.000	€ 49.167	€ 4.917		
S2C	2A - EMEA	Sourcing (5) - P/Q Projects (SC & SD)	Manager / Team Lead /	3. Mumbai	Sourcing (5) - P/Q Projects (SC & SD)Manager / Team Lead / Process Expert / SME3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€ 85.070	€ 63.803	€ 7.089		
S2C	1A - Americas	Sourcing (5) - P/Q Projects (SC & SD)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (SC & SD)Team Member / Senior Analyst / Analyst3. Mumbai	Americas	1	1									

S2C	1A - EMEA	Contracting (6)	Team Member / Senior	1. Prague, Cluj	Contracting (6)Team Member / Senior Analyst / Analyst1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	76.000	€	57.000	€	6.333
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	85.070	€	63.803	€	7.089
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S2C	1A - APAC	Sourcing (5) - Spot buying (5B)	Team Member / Senior	4. Shanghai, Dalian	Sourcing (5) - Spot buying (5B)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	65.000	€	54.167	€	5.417
S2C	1A - Americas	Supplier Management (7)	Team Member / Senior	3. Mumbai	Supplier Management (7)Team Member / Senior Analyst / Analyst3. Mumbai	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	42.570	€	35.475	€	3.548
S2C	1A - EMEA	Contracting (6)	Director / Lead / Senior	3. Mumbai	Contracting (6)Director / Lead / Senior Manager / Expert3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	103.050	€	77.288	€	8.588
S2C	1A - Americas	Contracting (6)	Team Member / Senior	3. Mumbai	Contracting (6)Team Member / Senior Analyst / Analyst3. Mumbai	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	42.570	€	35.475	€	3.548
S2C	1A - Americas	Contracting (6)	Team Member / Senior	3. Mumbai	Contracting (6)Team Member / Senior Analyst / Analyst3. Mumbai	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	42.570	€	35.475	€	3.548
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S2C	1A - APAC	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst4. Shanghai, Dali	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	78.900	€	65.750	€	6.575
S2C	1A - APAC	Sourcing (5) - Spot buying (5B)	Helpdesk member:	4. Shanghai, Dalian	Sourcing (5) - Spot buying (5B)Helpdesk member:4. Shanghai, Dalian	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	60.000	€	50.000	€	5.000
S2C	1A - APAC	Sourcing (5) - Spot buying (5B)	Helpdesk member:	4. Shanghai, Dalian	Sourcing (5) - Spot buying (5B)Helpdesk member:4. Shanghai, Dalian	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	60.000	€	50.000	€	5.000
S2C	1A - APAC	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME3. Mumbai	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	85.070	€	70.892	€	7.089
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S2C	1A - Americas	Sourcing (5) - Spot buying (5B)	Helpdesk member:	5. San Jose	Sourcing (5) - Spot buying (5B)Helpdesk member:5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	59.000	€	49.167	€	4.917
S2C	1A - APAC	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME4. Shanghai, APAC	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	119.890	€	99.908	€	9.991
S2C	1A - Americas	Sourcing (5) - Spot buying (5B)	Helpdesk member:	4. Shanghai, Dalian	Sourcing (5) - Spot buying (5B)Helpdesk member:4. Shanghai, Dalian	Americas	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	60.000	€	45.000	€	5.000
S2C	1A - Americas	Contracting (6)	Manager / Team Lead /	5. San Jose	Contracting (6)Manager / Team Lead / Process Expert / SME5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	95.000	€	79.167	€	7.917
S2C	1A - Americas	Contracting (6)	Team Member / Senior	5. San Jose	Contracting (6)Team Member / Senior Analyst / Analyst5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	49.000	€	49.167	€	4.917
S2C	1A - EMEA	Contracting (6)	Team Member / Senior	3. Mumbai	Contracting (6)Team Member / Senior Analyst / Analyst3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	52.570	€	31.928	€	3.548
S2C	1A - Global	Category management (4)	Manager / Team Lead /	1. Prague, Cluj	Category management (4)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	154.000	€	128.333	€	12.833
S2C	1A - APAC	Contracting (6)	Team Member / Senior	4. Shanghai, Dalian	Contracting (6)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	60.000	€	50.000	€	5.000
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	50.500	€	37.875	€	4.208
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	50.500	€	37.875	€	4.208
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	50.500	€	37.875	€	4.208
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	50.500	€	37.875	€	4.208
S2C	1A - Americas	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst3. Mumbai	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	50.500	€	42.083	€	4.208
S2C	1A - Americas	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst3. Mumbai	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	50.500	€	42.083	€	4.208
S2C	1A - APAC	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst3. Mumbai	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	50.500	€	42.083	€	4.208
S2C	1A - Americas	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	75.000	€	62.500	€	6.250
S2C	1A - APAC	Contracting (6)	Team Member / Senior	4. Shanghai, Dalian	Contracting (6)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	60.000	€	50.000	€	5.000
S2C	1A - Americas	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	75.000	€	62.500	€	6.250
S2C	1A - APAC	Contracting (6)	Team Member / Senior	4. Shanghai, Dalian	Contracting (6)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	60.000	€	50.000	€	5.000
S2C	1A - Americas	Category management (4)	Director / Lead / Senior	5. San Jose	Category management (4)Director / Lead / Senior Manager / Expert5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	250.000	€	208.333	€	20.833
S2C	1A - EMEA	Contracting (6)	Team Member / Senior	1. Prague, Cluj	Contracting (6)Team Member / Senior Analyst / Analyst1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	76.000	€	57.000	€	6.333
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	86.740	€	65.055	€	7.228
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	86.740	€	65.055	€	7.228
S2C	1A - Global	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME3. Mumbai	Global	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	85.070	€	70.892	€	7.089
S2C	1A - APAC	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst4. Shanghai, Dali	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	78.900	€	65.750	€	6.575
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	85.070	€	63.803	€	7.089
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME3. Mumbai	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	85.070	€	63.803	€	7.089
S2C	1A - Americas	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME3. Mumbai	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	85.070	€	70.892	€	7.089
S2C	1A - APAC	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME3. Mumbai	APAC	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	85.070	€	70.892	€	7.089
S2C	1A - EMEA	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior	1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst1. Prague, Cluj	EMEA	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	86.740	€	65.055	€	7.228
S2C	1A - Americas	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	141.000	€	117.500	€	11.750
S2C	1A - Americas	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead /	5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME5. San Jose	Americas	1	1-Mar-24	31-Dec-24	1,0	0,8	0,8	€	141.000	€	117.500	€	11.750
P2P	3A - Americas & EU	Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead /	3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)Manager / Team Lead / Process Expert / SME3. Mum	Americas	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	45.000	€	33.750	€	7.500
P2P	3A - Americas & EU	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior	3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst3. Mumbai	Americas	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	24.700	€	18.525	€	4.117
P2P	3A - Americas & EU	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior	3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst3. Mumbai	Americas	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	24.700	€	18.525	€	4.117
P2P	3A - Americas & EU	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior	3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst3. Mumbai	Americas	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	24.700	€	18.525	€	4.117
P2P	3B - Americas	Procure-2-Pay (8) - Receipt-2-Payment Pr	Manager / Team Lead /	3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / S	Americas	1	1-Jul-24	31-Dec-24	1,0	0,5	0,5	€	44.000	€	22.000	€	7.333
P2P	3B - Americas	Procure-2-Pay (8) - Receipt-2-Payment Pr	Manager / Team Lead /	3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / S	Americas	1	1-Jul-24	31-Dec-24	1,0	0,5	0,5	€	44.000	€	22.000	€	7.333
P2P	3B - Americas	Procure-2-Pay (8) - Receipt-2-Payment Pr	Team Member / Senior	3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst3.	Americas	1	1-Jul-24	31-Dec-24	1,0	0,5	0,5	€	21.700	€	10.850	€	3.617
P2P	3B - Americas	Procure-2-Pay (8) - Receipt-2-Payment Pr	Team Member / Senior	3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst3.	Americas	1	1-Jul-24	31-Dec-24	1,0	0,5	0,5	€	21.700	€	10.850	€	3.617
P2P	3B - Americas	Procure-2-Pay (8) - Receipt-2-Payment Pr	Team Member / Senior	3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst3.	Americas	1	1-Jul-24	31-Dec-24	1,0	0,5	0,5	€	21.700	€	10.850	€	3.617
P2P	3B - Americas	Procure-2-Pay (8) - Receipt-2-Payment Pr	Team Member / Senior	3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst3.	Americas	1	1-Jul-24	31-Dec-24	1,0	0,5	0,5	€	21.700	€	10.850	€	3.617
P2P	3B - Americas	Procure-2-Pay (8) - Receipt-2-Payment Pr	Team Member / Senior	3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst3.	Americas	1	1-Jul-24	31-Dec-24	1,0	0,5	0,5	€	21.700	€	10.850	€	3.617
P2P	3A - Americas & EU	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior	5. San Jose	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst5. San Jose	Americas	1	1-Apr-24	31-Dec-24	1,0	0,8	0,8	€	31.700	€	23.775	€	5.283
P2P	3B - Americas	Procure-2-Pay (8) - Receipt-2-Payment Pr	Team Member / Senior	5. San Jose	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst5.	Americas	1	1-Jul-24	31-Dec-24	1,0	0,5	0,5	€	28.700	€	14.350	€	4.783
P2P	3B - Americas	Procure-2-Pay (8) - Receipt-2-Payment Pr	Team Member / Senior	5. San Jose	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst5.	Americas	1	1-Jul-24	31-Dec-24	1,0	0,5	0,5	€	28.700	€	14.350	€	4.783
P2P	3A - Americas & EU	Procure-2-Pay (8) - PR-2-PO Process (

PHILIPS CONFIDENTIAL

BETWEEN PHILIPS ELECTRONICS NEDERLAND B.V. AND NB VENTURES, INC. D/B/A GFP

et name: Staffing Y1-4

ANNEX 5A TO SCHEDULE 5 (CHARGES) TO

THE MASTER PURCHASE AGREEMENT FOR SOURCE TO PAY SERVICES

BETWEEN PHILIPS ELECTRONICS NEDERLAND B.V. AND NR VENTURES, INC. D/B/A GEP.

P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior 5. San Jose	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior Analyst / Analyst5. San Jose	2	1-Jan-25	31-Dec-25	1,0	1,0	1,0	€	31.700	€	31.700	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Manager / Team Lead / 1. Prague, Cluj		Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Manager / Team Lead / Process Expert / SME1. Prague, Cluj	2	1-Jan-25	31-Dec-25	1,0	1,0	1,0	€	75.500	€	75.500	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Manager / Team Lead / 3. Mumbai		Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Manager / Team Lead / Process Expert / SME3. Mumbai	2	1-Jan-25	31-Dec-25	4,0	4,0	4,0	€	44.000	€	176.000	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Manager / Team Lead / 4. Shanghai, Dalian		Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	2	1-Jan-25	31-Dec-25	1,0	1,0	1,0	€	67.500	€	67.500	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Manager / Team Lead / 5. San Jose		Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Manager / Team Lead / Process Expert / SME5. San Jose	2	1-Jan-25	31-Dec-25	1,0	1,0	1,0	€	48.326	€	48.326	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Team Member / Senior 1. Prague, Cluj		Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Team Member / Senior Analyst / Analyst1. Prague, Cluj	2	1-Jan-25	31-Dec-25	11,0	11,0	11,0	€	31.000	€	341.000	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Team Member / Senior 3. Mumbai		Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Team Member / Senior Analyst / Analyst3. Mumbai	2	1-Jan-25	31-Dec-25	21,0	21,0	21,0	€	21.700	€	455.700	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Team Member / Senior 4. Shanghai, Dalian		Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	2	1-Jan-25	31-Dec-25	4,0	4,0	4,0	€	26.800	€	107.200	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Team Member / Senior 5. San Jose		Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Team Member / Senior Analyst / Analyst5. San Jose	2	1-Jan-25	31-Dec-25	1,0	1,0	1,0	€	28.700	€	28.700	
S2C	2B - Steady State	Category management (4)	Director / Lead / Senior 1. Prague, Cluj	Category management (4)	Director / Lead / Senior Manager / Expert1. Prague, Cluj	3	1-Jan-26	31-Dec-26	0,5	0,5	0,5	€	223.500	€	111.750	
S2C	2B - Steady State	Category management (4)	Director / Lead / Senior 2. NL/UK	Category management (4)	Director / Lead / Senior Manager / Expert2. NL/UK	3	1-Jan-26	31-Dec-26	1,5	1,5	1,5	€	320.000	€	480.000	
S2C	2B - Steady State	Category management (4)	Director / Lead / Senior 4. Shanghai, Dalian	Category management (4)	Director / Lead / Senior Manager / Expert4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	0,3	0,3	0,3	€	243.000	€	60.750	
S2C	2B - Steady State	Category management (4)	Director / Lead / Senior 5. San Jose	Category management (4)	Director / Lead / Senior Manager / Expert5. San Jose	3	1-Jan-26	31-Dec-26	0,0	0,0	0,0	€	250.000	€	-	
S2C	2B - Steady State	Category management (4)	Manager / Team Lead / 1. Prague, Cluj	Category management (4)	Manager / Team Lead / Process Expert / SME1. Prague, Cluj	3	1-Jan-26	31-Dec-26	0,5	0,5	0,5	€	154.000	€	77.000	
S2C	2B - Steady State	Category management (4)	Manager / Team Lead / 3. Mumbai	Category management (4)	Manager / Team Lead / Process Expert / SME3. Mumbai	3	1-Jan-26	31-Dec-26	4,0	4,0	4,0	€	95.000	€	380.000	
S2C	2B - Steady State	Category management (4)	Manager / Team Lead / 5. San Jose	Category management (4)	Manager / Team Lead / Process Expert / SME5. San Jose	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	180.000	€	180.000	
S2C	2B - Steady State	Category management (4)	Team Member / Senior 3. Mumbai	Category management (4)	Team Member / Senior Analyst / Analyst3. Mumbai	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	50.000	€	100.000	
S2C	2B - Steady State	Sourcing (5) - Spot buying (5B)	Team Member / Senior 1. Prague, Cluj	Sourcing (5) - Spot buying (5B)	Team Member / Senior Analyst / Analyst1. Prague, Cluj	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	76.000	€	76.000	
S2C	2B - Steady State	Sourcing (5) - Spot buying (5B)	Team Member / Senior 4. Shanghai, Dalian	Sourcing (5) - Spot buying (5B)	Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	65.000	€	65.000	
S2C	2B - Steady State	Sourcing (5) - Spot buying (5B)	Team Member / Senior 5. San Jose	Sourcing (5) - Spot buying (5B)	Team Member / Senior Analyst / Analyst5. San Jose	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	59.000	€	59.000	
S2C	2B - Steady State	Sourcing (5) - Spot buying (5B)	Helpdesk member: 3. Mumbai	Sourcing (5) - Spot buying (5B)	Helpdesk member:3. Mumbai	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	37.000	€	37.000	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior 3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior Manager / Expert3. Mumbai	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	130.000	€	260.000	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / 1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME1. Prague, Cluj	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	112.342	€	224.684	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / 3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME3. Mumbai	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	85.070	€	170.140	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst1. Prague, Cluj	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	86.740	€	173.480	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst3. Mumbai	3	1-Jan-26	31-Dec-26	13,0	13,0	13,0	€	50.500	€	656.500	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	78.900	€	157.800	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst5. San Jose	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	75.000	€	75.000	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior 3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior Manager / Expert3. Mumbai	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	130.000	€	130.000	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior 5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior Manager / Expert5. San Jose	3	1-Jan-26	31-Dec-26	0,0	0,0	0,0	€	211.000	€	-	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / 3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME3. Mumbai	3	1-Jan-26	31-Dec-26	0,0	0,0	0,0	€	85.070	€	-	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / 4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	119.890	€	119.890	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / 5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME5. San Jose	3	1-Jan-26	31-Dec-26	0,0	0,0	0,0	€	141.000	€	-	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst1. Prague, Cluj	3	1-Jan-26	31-Dec-26	3,0	3,0	3,0	€	86.740	€	260.220	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst3. Mumbai	3	1-Jan-26	31-Dec-26	10,0	10,0	10,0	€	50.500	€	505.000	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	4,0	4,0	4,0	€	78.900	€	315.600	
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst5. San Jose	3	1-Jan-26	31-Dec-26	3,0	3,0	3,0	€	75.000	€	225.000	
S2C	2B - Steady State	Contracting (6)	Director / Lead / Senior 3. Mumbai	Contracting (6)	Director / Lead / Senior Manager / Expert3. Mumbai	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	103.050	€	103.050	
S2C	2B - Steady State	Contracting (6)	Manager / Team Lead / 3. Mumbai	Contracting (6)	Manager / Team Lead / Process Expert / SME3. Mumbai	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	65.000	€	65.000	
S2C	2B - Steady State	Contracting (6)	Manager / Team Lead / 4. Shanghai, Dalian	Contracting (6)	Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	105.000	€	105.000	
S2C	2B - Steady State	Contracting (6)	Team Member / Senior 1. Prague, Cluj	Contracting (6)	Team Member / Senior Analyst / Analyst1. Prague, Cluj	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	76.000	€	76.000	
S2C	2B - Steady State	Contracting (6)	Team Member / Senior 3. Mumbai	Contracting (6)	Team Member / Senior Analyst / Analyst3. Mumbai	3	1-Jan-26	31-Dec-26	6,0	6,0	6,0	€	42.570	€	255.420	
S2C	2B - Steady State	Contracting (6)	Team Member / Senior 4. Shanghai, Dalian	Contracting (6)	Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	6,0	6,0	6,0	€	60.000	€	360.000	
S2C	2B - Steady State	Contracting (6)	Team Member / Senior 5. San Jose	Contracting (6)	Team Member / Senior Analyst / Analyst5. San Jose	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	59.000	€	59.000	
S2C	2B - Steady State	Supplier Management (7)	Manager / Team Lead / 3. Mumbai	Supplier Management (7)	Manager / Team Lead / Process Expert / SME3. Mumbai	3	1-Jan-26	31-Dec-26	4,0	4,0	4,0	€	65.000	€	260.000	
S2C	2B - Steady State	Supplier Management (7)	Team Member / Senior 3. Mumbai	Supplier Management (7)	Team Member / Senior Analyst / Analyst3. Mumbai	3	1-Jan-26	31-Dec-26	5,0	5,0	5,0	€	42.570	€	212.850	
S2C	2B - Steady State	Reporting & compliance (9)	Manager / Team Lead / 3. Mumbai	Reporting & compliance (9)	Manager / Team Lead / Process Expert / SME3. Mumbai	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	57.513	€	115.026	
S2C	2B - Steady State	Reporting & compliance (9)	Team Member / Senior 3. Mumbai	Reporting & compliance (9)	Team Member / Senior Analyst / Analyst3. Mumbai	3	1-Jan-26	31-Dec-26	4,0	4,0	4,0	€	33.000	€	132.000	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Manager / Team Lead / 1. Prague, Cluj		Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Manager / Team Lead / Process Expert / SME1	3	1-Jan-26	31-Dec-26	0,0	0,0	0,0	€	85.500	€	-	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Manager / Team Lead / 3. Mumbai		Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Manager / Team Lead / Process Expert / SME3	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	55.500	€	55.500	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Manager / Team Lead / 4. Shanghai, Dalian		Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Manager / Team Lead / Process Expert / SME4	3	1-Jan-26	31-Dec-26	0,0	0,0	0,0	€	75.500	€	-	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Team Member / Senior 1. Prague, Cluj		Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst / Analyst1. Pra	3	1-Jan-26	31-Dec-26	0,0	0,0	0,0	€	41.700	€	-	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Team Member / Senior 3. Mumbai		Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst / Analyst3. Mu	3	1-Jan-26	31-Dec-26	3,0	3,0	3,0	€	29.700	€	89.100	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Team Member / Senior 4. Shanghai, Dalian		Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst / Analyst4. Sha	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	36.700	€	73.400	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Team Member / Senior 5. San Jose		Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst / Analyst5. Sar	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	36.700	€	36.700	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Helpdesk member: 1. Prague, Cluj		Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:1. Prague, Cluj	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	35.000	€	70.000	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Helpdesk member: 3. Mumbai		Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:3. Mumbai	3	1-Jan-26	31-Dec-26	6,0	6,0	6,0	€	24.700	€	148.200	
P2P	3C - Steady State	Procure-2-Pay (8) - Catalogue Manageme Manager / Team Lead / 3. Mumbai		Procure-2-Pay (8) - Catalogue Management (8A)	Manager / Team Lead / Process Expert / SME3. Mumbai	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	45.000	€	45.000	
P2P	3C - Steady State	Procure-2-Pay (8) - Catalogue Manageme Team Member / Senior 1. Prague, Cluj		Procure-2-Pay (8) - Catalogue Management (8A)	Team Member / Senior Analyst / Analyst1. Prague, Cluj	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	32.350	€	32.350	
P2P	3C - Steady State	Procure-2-Pay (8) - Catalogue Manageme Team Member / Senior 3. Mumbai		Procure-2-Pay (8) - Catalogue Management (8A)	Team Member / Senior Analyst / Analyst3. Mumbai	3	1-Jan-26	31-Dec-26	4,0	4,0	4,0	€	24.700	€	98.800	
P2P	3C - Steady State	Procure-2-Pay (8) - Catalogue Manageme Team Member / Senior 4. Shanghai, Dalian		Procure-2-Pay (8) - Catalogue Management (8A)	Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	30.000	€	30.000	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / 1. Prague, Cluj	Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / Process Expert / SME1. Prague, Cluj	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	75.324	€	75.324	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / 3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / Process Expert / SME3. Mumbai	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	45.000	€	90.000	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / 4. Shanghai, Dalian	Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	1,0	1,0	1,0	€	71.541	€	71.541	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior 1. Prague, Cluj	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior Analyst / Analyst1. Prague, Cluj	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	32.350	€	64.700	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior 3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior Analyst / Analyst3. Mumbai	3	1-Jan-26	31-Dec-26	12,0	12,0	12,0	€	24.700	€	296.400	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior 4. Shanghai, Dalian	Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	3	1-Jan-26	31-Dec-26	2,0	2,0	2,0	€	30.000	€	60.000	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B)														

BETWEEN PHILIPS ELECTRONICS NEDERLAND B.V. AND NR.VENTURES, INC. D/B/A GFP.												
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst1. Prague, Cluj	4	1-Jan-27	31-Dec-27	3,0		3,0	3,0	€ 86.740 € 260.220
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst3. Mumbai	4	1-Jan-27	31-Dec-27	9,0		9,0	9,0	€ 50.500 € 454.500
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	4	1-Jan-27	31-Dec-27	4,0		4,0	4,0	€ 78.900 € 315.600
S2C	2B - Steady State	Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior 5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst5. San Jose	4	1-Jan-27	31-Dec-27	3,0		3,0	3,0	€ 75.000 € 225.000
S2C	2B - Steady State	Contracting (6)	Director / Lead / Senior 3. Mumbai	Contracting (6)Director / Lead / Senior Manager / Expert3. Mumbai	4	1-Jan-27	31-Dec-27	1,0		1,0	1,0	€ 103.050 € 103.050
S2C	2B - Steady State	Contracting (6)	Manager / Team Lead / 3. Mumbai	Contracting (6)Manager / Team Lead / Process Expert / SME3. Mumbai	4	1-Jan-27	31-Dec-27	1,0		1,0	1,0	€ 65.000 € 65.000
S2C	2B - Steady State	Contracting (6)	Manager / Team Lead / 4. Shanghai, Dalian	Contracting (6)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	4	1-Jan-27	31-Dec-27	1,0		1,0	1,0	€ 105.000 € 105.000
S2C	2B - Steady State	Contracting (6)	Team Member / Senior 1. Prague, Cluj	Contracting (6)Team Member / Senior Analyst / Analyst1. Prague, Cluj	4	1-Jan-27	31-Dec-27	1,0		1,0	1,0	€ 76.000 € 76.000
S2C	2B - Steady State	Contracting (6)	Team Member / Senior 3. Mumbai	Contracting (6)Team Member / Senior Analyst / Analyst3. Mumbai	4	1-Jan-27	31-Dec-27	6,0		6,0	6,0	€ 42.570 € 255.420
S2C	2B - Steady State	Contracting (6)	Team Member / Senior 4. Shanghai, Dalian	Contracting (6)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	4	1-Jan-27	31-Dec-27	4,0		4,0	4,0	€ 60.000 € 240.000
S2C	2B - Steady State	Contracting (6)	Team Member / Senior 5. San Jose	Contracting (6)Team Member / Senior Analyst / Analyst5. San Jose	4	1-Jan-27	31-Dec-27	1,0		1,0	1,0	€ 59.000 € 59.000
S2C	2B - Steady State	Supplier Management (7)	Manager / Team Lead / 3. Mumbai	Supplier Management (7)Manager / Team Lead / Process Expert / SME3. Mumbai	4	1-Jan-27	31-Dec-27	4,0		4,0	4,0	€ 65.000 € 260.000
S2C	2B - Steady State	Supplier Management (7)	Team Member / Senior 3. Mumbai	Supplier Management (7)Team Member / Senior Analyst / Analyst3. Mumbai	4	1-Jan-27	31-Dec-27	5,0		5,0	5,0	€ 42.570 € 212.850
S2C	2B - Steady State	Reporting & compliance (9)	Manager / Team Lead / 3. Mumbai	Reporting & compliance (9)Manager / Team Lead / Process Expert / SME3. Mumbai	4	1-Jan-27	31-Dec-27	2,0		2,0	2,0	€ 57.513 € 115.026
S2C	2B - Steady State	Reporting & compliance (9)	Team Member / Senior 3. Mumbai	Reporting & compliance (9)Team Member / Senior Analyst / Analyst3. Mumbai	4	1-Jan-27	31-Dec-27	3,0		3,0	3,0	€ 33.000 € 99.000
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Manager / Team Lead / 1. Prague, Cluj	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Manager / Team Lead / Process Expert / SME1	4	1-Jan-27	31-Dec-27	0,0	0,0	0,0	0,0	€ 85.500 € -	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Manager / Team Lead / 3. Mumbai	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Manager / Team Lead / Process Expert / SME3	4	1-Jan-27	31-Dec-27	0,0	0,0	0,0	0,0	€ 55.500 € -	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Manager / Team Lead / 4. Shanghai, Dalian	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Manager / Team Lead / Process Expert / SME4	4	1-Jan-27	31-Dec-27	0,0	0,0	0,0	0,0	€ 75.500 € -	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Team Member / Senior 1. Prague, Cluj	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Team Member / Senior Analyst / Analyst1. Pra	4	1-Jan-27	31-Dec-27	0,0	0,0	0,0	0,0	€ 41.700 € -	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Team Member / Senior 3. Mumbai	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Team Member / Senior Analyst / Analyst3. Mu	4	1-Jan-27	31-Dec-27	2,0	2,0	2,0	2,0	€ 29.700 € 59.400	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Team Member / Senior 4. Shanghai, Dalian	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Team Member / Senior Analyst / Analyst4. Sha	4	1-Jan-27	31-Dec-27	2,0	2,0	2,0	2,0	€ 36.700 € 73.400	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Team Member / Senior 5. San Jose	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Team Member / Senior Analyst / Analyst5. Sar	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 36.700 € 36.700	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Helpdesk member: 1. Prague, Cluj	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Helpdesk member:1. Prague, Cluj	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 35.000 € 35.000	
S2C	2B - Steady State	Sourcing (5) - Procurement desk (5A) + Pr Helpdesk member: 3. Mumbai	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Helpdesk member:3. Mumbai	4	1-Jan-27	31-Dec-27	4,0	4,0	4,0	4,0	€ 24.700 € 98.800	
P2P	3C - Steady State	Procure-2-Pay (8) - Catalogue Manageme Manager / Team Lead / 3. Mumbai	Procure-2-Pay (8) - Catalogue Management (8A)Manager / Team Lead / Process Expert / SME3. Mumbai	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 45.000 € 45.000	
P2P	3C - Steady State	Procure-2-Pay (8) - Catalogue Manageme Team Member / Senior 1. Prague, Cluj	Procure-2-Pay (8) - Catalogue Management (8A)Team Member / Senior Analyst / Analyst1. Prague, Cluj	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 32.350 € 32.350	
P2P	3C - Steady State	Procure-2-Pay (8) - Catalogue Manageme Team Member / Senior 3. Mumbai	Procure-2-Pay (8) - Catalogue Management (8A)Team Member / Senior Analyst / Analyst3. Mumbai	4	1-Jan-27	31-Dec-27	5,0	5,0	5,0	5,0	€ 24.700 € 123.500	
P2P	3C - Steady State	Procure-2-Pay (8) - Catalogue Manageme Team Member / Senior 4. Shanghai, Dalian	Procure-2-Pay (8) - Catalogue Management (8A)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 30.000 € 30.000	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B) Manager / Team Lead / 1. Prague, Cluj	Procure-2-Pay (8) - PR-2-PO Process (8B)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 75.324 € 75.324	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B) Manager / Team Lead / 3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)Manager / Team Lead / Process Expert / SME3. Mumbai	4	1-Jan-27	31-Dec-27	2,0	2,0	2,0	2,0	€ 45.000 € 90.000	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B) Manager / Team Lead / 4. Shanghai, Dalian	Procure-2-Pay (8) - PR-2-PO Process (8B)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 71.541 € 71.541	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B) Team Member / Senior 1. Prague, Cluj	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst1. Prague, Cluj	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 32.350 € 32.350	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B) Team Member / Senior 3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst3. Mumbai	4	1-Jan-27	31-Dec-27	10,0	10,0	10,0	10,0	€ 24.700 € 247.000	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B) Team Member / Senior 4. Shanghai, Dalian	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 30.000 € 30.000	
P2P	3C - Steady State	Procure-2-Pay (8) - PR-2-PO Process (8B) Team Member / Senior 5. San Jose	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst5. San Jose	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 31.700 € 31.700	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Manager / Team Lead / 1. Prague, Cluj	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	4	1-Jan-27	31-Dec-27	0,0	0,0	0,0	0,0	€ 75.500 € -	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Manager / Team Lead / 3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / SME3. Mumbai	4	1-Jan-27	31-Dec-27	3,0	3,0	3,0	3,0	€ 44.000 € 132.000	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Manager / Team Lead / 4. Shanghai, Dalian	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 67.500 € 67.500	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Manager / Team Lead / 5. San Jose	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / SME5. San Jose	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 48.326 € 48.326	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Team Member / Senior 1. Prague, Cluj	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst1. Prague, Cluj	4	1-Jan-27	31-Dec-27	5,0	5,0	5,0	5,0	€ 31.000 € 155.000	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Team Member / Senior 3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst3. Mumbai	4	1-Jan-27	31-Dec-27	14,0	14,0	14,0	14,0	€ 21.700 € 303.800	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Team Member / Senior 4. Shanghai, Dalian	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	4	1-Jan-27	31-Dec-27	3,0	3,0	3,0	3,0	€ 26.800 € 80.400	
P2P	3C - Steady State	Procure-2-Pay (8) - Receipt-2-Payment Pr Team Member / Senior 5. San Jose	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst5. San Jose	4	1-Jan-27	31-Dec-27	1,0	1,0	1,0	1,0	€ 28.700 € 28.700	

As agreed on 13-Oct 2023

Notes:

Column G indicates the fees payable for various workstreams described in Transformation Design SOW, Schedule 7, and Technology Implementation SOW
Column D is an indicative list of completion dates for milestones. Actual fee indicated in Columns I, J and K, will be due when the deliverable in column C are signed-off by Philips
Both Parties agreed to a 2023 billing to not exceed 2.0M

					SOW Milestone break down		Annual billing break down			
Milestone	Description of Milestones & deliverables	Tentative billing month& Year	SOW	Proposed Fees	Transformation SOW	Tech Imp SOW	Philips Proposal for 2023	Philips Proposal for 2024	Philips Proposal for 2025	
1	Work stream 1: Global Policy Assessment & Design		Transformation SOW	€ 500K (for S2C handoff to deployment team); € 500K (for P2P handoff to deployment team)						
	1. Global S2P process design	Dec/23			500		250			
	2. Procurement policy review	Nov/23			500		250			
	3. Supplier onboarding	Dec/23					250			
	4. OCR split for invoicing	Nov/23					250			
2	Workstream 2: Closed Loop Reporting			€ 250K						
	1. Rome Baselining	Nov/23					50			
	2. AOP Process Planning	Nov/23			250		75			
	3. PxQ Reporting	Dec/23					75			
3		Dec/23			50					
	Workstream 3: Operating Model & Governance Design			€ 250K						
	1. Org Design	Nov/23					75			
	2. Operating Model & Transition	Nov/23			250		75			
3. Category Tiering	Dec/23				100					
4	Workstream 4: Communication & Change Management			€ 250K						
	1. Comms Plan for Rome	Dec/23			250		125			
	2. Change Management Plan for Rome	Dec/23					125			
5	Workstream 5: Systems Strategy	Dec/23		€ 250K	250		125	125		
6	Workstream 6: Master Data Strategy	Dec/23		€ 250K	250		125	125		
7	Milestone: Technical Readiness for S2C go-live, Change & Comms, and Operating Model deployed		Schedule 7 + Tech Implementation SOW	€ 445K						
	Deliverable: Sign-off post testing	Jan/24				450		450		
8	Milestone: S2C Go-live, Closed Loop Deployment	Mar/24		€ 445K + € 225K	225	440		665		
9	Milestone: Technical Readiness for P2P go-live, SLM and Master Data delivery	May/24		€ 356K		350		350		
	Deliverable: Sign-off post testing									
10	Milestone: P2P Go-live - Jul and part in Q1 2025	Jul/24		€ 356K + € 225K	225	360		405		
	P2O Go live						90			
		Pay - Go-live		Mar/25						90
				SOW wise breakup	2700	1600				
				Total from both SOWs	4300					
				2023 billing	2250					
				Billing breakdown			2000	2210	90	

THE MASTER PURCHASE AGREEMENT FOR SOURCE TO PAY SERVICES
BETWEEN PHILIPS ELECTRONICS NEDERLAND B.V. AND NB VENTURES, INC. D/B/A GEP.

Last Updated

June 2022

S2P Rate Card for Services outlined in Schedule 3 of the MPA

RFQ Workstream	RFQ Level	RFQ Delivery Location	Index	Annual Rate (EUR)
Category management (4)	Director / Lead / Senior Manager / Expert	1. Prague, Cluj	Category management (4)Director / Lead / Senior Manager / Expert1. Prague, Cluj	223.500
Category management (4)	Manager / Team Lead / Process Expert / SME	1. Prague, Cluj	Category management (4)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	154.000
Category management (4)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Category management (4)Team Member / Senior Analyst / Analyst1. Prague, Cluj	82.000
Sourcing (5) - Spot buying (5B)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Sourcing (5) - Spot buying (5B)Team Member / Senior Analyst / Analyst1. Prague, Cluj	76.000
Sourcing (5) - Spot buying (5B)	Helpdesk member:	1. Prague, Cluj	Sourcing (5) - Spot buying (5B)Helpdesk member:1. Prague, Cluj	44.347
Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior Manager / Expert	1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)Director / Lead / Senior Manager / Expert1. Prague, Cluj	213.975
Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME	1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	112.342
Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst1. Prague, Cluj	86.740
Contracting (6)	Director / Lead / Senior Manager / Expert	1. Prague, Cluj	Contracting (6)Director / Lead / Senior Manager / Expert1. Prague, Cluj	160.000
Contracting (6)	Manager / Team Lead / Process Expert / SME	1. Prague, Cluj	Contracting (6)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	104.448
Contracting (6)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Contracting (6)Team Member / Senior Analyst / Analyst1. Prague, Cluj	76.000
Supplier Management (7)	Director / Lead / Senior Manager / Expert	1. Prague, Cluj	Supplier Management (7)Director / Lead / Senior Manager / Expert1. Prague, Cluj	160.000
Supplier Management (7)	Manager / Team Lead / Process Expert / SME	1. Prague, Cluj	Supplier Management (7)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	104.448
Supplier Management (7)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Supplier Management (7)Team Member / Senior Analyst / Analyst1. Prague, Cluj	76.000
Reporting & compliance (9)	Manager / Team Lead / Process Expert / SME	1. Prague, Cluj	Reporting & compliance (9)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	97.000
Reporting & compliance (9)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Reporting & compliance (9)Team Member / Senior Analyst / Analyst1. Prague, Cluj	44.200
Category management (4)	Director / Lead / Senior Manager / Expert	2. NL/UK	Category management (4)Director / Lead / Senior Manager / Expert2. NL/UK	320.000
Category management (4)	Manager / Team Lead / Process Expert / SME	2. NL/UK	Category management (4)Manager / Team Lead / Process Expert / SME2. NL/UK	263.000
Category management (4)	Team Member / Senior Analyst / Analyst	2. NL/UK	Category management (4)Team Member / Senior Analyst / Analyst2. NL/UK	-
Sourcing (5) - Spot buying (5B)	Team Member / Senior Analyst / Analyst	2. NL/UK	Sourcing (5) - Spot buying (5B)Team Member / Senior Analyst / Analyst2. NL/UK	-
Sourcing (5) - Spot buying (5B)	Helpdesk member:	2. NL/UK	Sourcing (5) - Spot buying (5B)Helpdesk member:2. NL/UK	-
Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior Manager / Expert	2. NL/UK	Sourcing (5) - P/Q Projects (5C & 5D)Director / Lead / Senior Manager / Expert2. NL/UK	-
Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME	2. NL/UK	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME2. NL/UK	-
Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst	2. NL/UK	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst2. NL/UK	-
Contracting (6)	Director / Lead / Senior Manager / Expert	2. NL/UK	Contracting (6)Director / Lead / Senior Manager / Expert2. NL/UK	-
Contracting (6)	Manager / Team Lead / Process Expert / SME	2. NL/UK	Contracting (6)Manager / Team Lead / Process Expert / SME2. NL/UK	-
Contracting (6)	Team Member / Senior Analyst / Analyst	2. NL/UK	Contracting (6)Team Member / Senior Analyst / Analyst2. NL/UK	-
Supplier Management (7)	Director / Lead / Senior Manager / Expert	2. NL/UK	Supplier Management (7)Director / Lead / Senior Manager / Expert2. NL/UK	-
Supplier Management (7)	Manager / Team Lead / Process Expert / SME	2. NL/UK	Supplier Management (7)Manager / Team Lead / Process Expert / SME2. NL/UK	-
Supplier Management (7)	Team Member / Senior Analyst / Analyst	2. NL/UK	Supplier Management (7)Team Member / Senior Analyst / Analyst2. NL/UK	-
Reporting & compliance (9)	Manager / Team Lead / Process Expert / SME	2. NL/UK	Reporting & compliance (9)Manager / Team Lead / Process Expert / SME2. NL/UK	-
Reporting & compliance (9)	Team Member / Senior Analyst / Analyst	2. NL/UK	Reporting & compliance (9)Team Member / Senior Analyst / Analyst2. NL/UK	-
Category management (4)	Director / Lead / Senior Manager / Expert	3. Mumbai	Category management (4)Director / Lead / Senior Manager / Expert3. Mumbai	144.100
Category management (4)	Manager / Team Lead / Process Expert / SME	3. Mumbai	Category management (4)Manager / Team Lead / Process Expert / SME3. Mumbai	95.000
Category management (4)	Team Member / Senior Analyst / Analyst	3. Mumbai	Category management (4)Team Member / Senior Analyst / Analyst3. Mumbai	50.000
Sourcing (5) - Spot buying (5B)	Team Member / Senior Analyst / Analyst	3. Mumbai	Sourcing (5) - Spot buying (5B)Team Member / Senior Analyst / Analyst3. Mumbai	47.000
Sourcing (5) - Spot buying (5B)	Helpdesk member:	3. Mumbai	Sourcing (5) - Spot buying (5B)Helpdesk member:3. Mumbai	37.000
Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior Manager / Expert	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Director / Lead / Senior Manager / Expert3. Mumbai	130.000
Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME3. Mumbai	85.070
Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst	3. Mumbai	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst3. Mumbai	50.500
Contracting (6)	Director / Lead / Senior Manager / Expert	3. Mumbai	Contracting (6)Director / Lead / Senior Manager / Expert3. Mumbai	103.050
Contracting (6)	Manager / Team Lead / Process Expert / SME	3. Mumbai	Contracting (6)Manager / Team Lead / Process Expert / SME3. Mumbai	65.000
Contracting (6)	Team Member / Senior Analyst / Analyst	3. Mumbai	Contracting (6)Team Member / Senior Analyst / Analyst3. Mumbai	42.570
Supplier Management (7)	Director / Lead / Senior Manager / Expert	3. Mumbai	Supplier Management (7)Director / Lead / Senior Manager / Expert3. Mumbai	103.050
Supplier Management (7)	Manager / Team Lead / Process Expert / SME	3. Mumbai	Supplier Management (7)Manager / Team Lead / Process Expert / SME3. Mumbai	65.000

Supplier Management (7)	Team Member / Senior Analyst / Analyst	3. Mumbai	Supplier Management (7)Team Member / Senior Analyst / Analyst3. Mumbai	42.570
Reporting & compliance (9)	Manager / Team Lead / Process Expert / SME	3. Mumbai	Reporting & compliance (9)Manager / Team Lead / Process Expert / SME3. Mumbai	57.513
Reporting & compliance (9)	Team Member / Senior Analyst / Analyst	3. Mumbai	Reporting & compliance (9)Team Member / Senior Analyst / Analyst3. Mumbai	33.000
Category management (4)	Director / Lead / Senior Manager / Expert	4. Shanghai, Dalian	Category management (4)Director / Lead / Senior Manager / Expert4. Shanghai, Dalian	243.000
Category management (4)	Manager / Team Lead / Process Expert / SME	4. Shanghai, Dalian	Category management (4)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	154.251
Category management (4)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Category management (4)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	83.400
Sourcing (5) - Spot buying (5B)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Sourcing (5) - Spot buying (5B)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	65.000
Sourcing (5) - Spot buying (5B)	Helpdesk member:	4. Shanghai, Dalian	Sourcing (5) - Spot buying (5B)Helpdesk member:4. Shanghai, Dalian	60.000
Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior Manager / Expert	4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)Director / Lead / Senior Manager / Expert4. Shanghai, Dalian	230.000
Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME	4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	119.890
Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	78.900
Contracting (6)	Director / Lead / Senior Manager / Expert	4. Shanghai, Dalian	Contracting (6)Director / Lead / Senior Manager / Expert4. Shanghai, Dalian	144.000
Contracting (6)	Manager / Team Lead / Process Expert / SME	4. Shanghai, Dalian	Contracting (6)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	105.000
Contracting (6)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Contracting (6)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	60.000
Supplier Management (7)	Director / Lead / Senior Manager / Expert	4. Shanghai, Dalian	Supplier Management (7)Director / Lead / Senior Manager / Expert4. Shanghai, Dalian	144.000
Supplier Management (7)	Manager / Team Lead / Process Expert / SME	4. Shanghai, Dalian	Supplier Management (7)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	105.000
Supplier Management (7)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Supplier Management (7)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	60.000
Reporting & compliance (9)	Manager / Team Lead / Process Expert / SME	4. Shanghai, Dalian	Reporting & compliance (9)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	86.050
Reporting & compliance (9)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Reporting & compliance (9)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	42.300
Category management (4)	Director / Lead / Senior Manager / Expert	5. San Jose	Category management (4)Director / Lead / Senior Manager / Expert5. San Jose	250.000
Category management (4)	Manager / Team Lead / Process Expert / SME	5. San Jose	Category management (4)Manager / Team Lead / Process Expert / SME5. San Jose	180.000
Category management (4)	Team Member / Senior Analyst / Analyst	5. San Jose	Category management (4)Team Member / Senior Analyst / Analyst5. San Jose	80.000
Sourcing (5) - Spot buying (5B)	Team Member / Senior Analyst / Analyst	5. San Jose	Sourcing (5) - Spot buying (5B)Team Member / Senior Analyst / Analyst5. San Jose	59.000
Sourcing (5) - Spot buying (5B)	Helpdesk member:	5. San Jose	Sourcing (5) - Spot buying (5B)Helpdesk member:5. San Jose	59.000
Sourcing (5) - P/Q Projects (5C & 5D)	Director / Lead / Senior Manager / Expert	5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)Director / Lead / Senior Manager / Expert5. San Jose	211.000
Sourcing (5) - P/Q Projects (5C & 5D)	Manager / Team Lead / Process Expert / SME	5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)Manager / Team Lead / Process Expert / SME5. San Jose	141.000
Sourcing (5) - P/Q Projects (5C & 5D)	Team Member / Senior Analyst / Analyst	5. San Jose	Sourcing (5) - P/Q Projects (5C & 5D)Team Member / Senior Analyst / Analyst5. San Jose	75.000
Contracting (6)	Director / Lead / Senior Manager / Expert	5. San Jose	Contracting (6)Director / Lead / Senior Manager / Expert5. San Jose	127.000
Contracting (6)	Manager / Team Lead / Process Expert / SME	5. San Jose	Contracting (6)Manager / Team Lead / Process Expert / SME5. San Jose	95.000
Contracting (6)	Team Member / Senior Analyst / Analyst	5. San Jose	Contracting (6)Team Member / Senior Analyst / Analyst5. San Jose	59.000
Supplier Management (7)	Director / Lead / Senior Manager / Expert	5. San Jose	Supplier Management (7)Director / Lead / Senior Manager / Expert5. San Jose	127.000
Supplier Management (7)	Manager / Team Lead / Process Expert / SME	5. San Jose	Supplier Management (7)Manager / Team Lead / Process Expert / SME5. San Jose	95.000
Supplier Management (7)	Team Member / Senior Analyst / Analyst	5. San Jose	Supplier Management (7)Team Member / Senior Analyst / Analyst5. San Jose	59.000
Reporting & compliance (9)	Manager / Team Lead / Process Expert / SME	5. San Jose	Reporting & compliance (9)Manager / Team Lead / Process Expert / SME5. San Jose	53.070
Reporting & compliance (9)	Team Member / Senior Analyst / Analyst	5. San Jose	Reporting & compliance (9)Team Member / Senior Analyst / Analyst5. San Jose	45.350
Procure-2-Pay (8) - Catalogue Management (8A)	Manager / Team Lead / Process Expert / SME	1. Prague, Cluj	Procure-2-Pay (8) - Catalogue Management (8A)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	75.324
Procure-2-Pay (8) - Catalogue Management (8A)	Manager / Team Lead / Process Expert / SME	2. NL/UK	Procure-2-Pay (8) - Catalogue Management (8A)Manager / Team Lead / Process Expert / SME2. NL/UK	-
Procure-2-Pay (8) - Catalogue Management (8A)	Manager / Team Lead / Process Expert / SME	3. Mumbai	Procure-2-Pay (8) - Catalogue Management (8A)Manager / Team Lead / Process Expert / SME3. Mumbai	45.000
Procure-2-Pay (8) - Catalogue Management (8A)	Manager / Team Lead / Process Expert / SME	4. Shanghai, Dalian	Procure-2-Pay (8) - Catalogue Management (8A)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	71.541
Procure-2-Pay (8) - Catalogue Management (8A)	Manager / Team Lead / Process Expert / SME	5. San Jose	Procure-2-Pay (8) - Catalogue Management (8A)Manager / Team Lead / Process Expert / SME5. San Jose	75.500
Procure-2-Pay (8) - Catalogue Management (8A)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Procure-2-Pay (8) - Catalogue Management (8A)Team Member / Senior Analyst / Analyst1. Prague, Cluj	32.350
Procure-2-Pay (8) - Catalogue Management (8A)	Team Member / Senior Analyst / Analyst	2. NL/UK	Procure-2-Pay (8) - Catalogue Management (8A)Team Member / Senior Analyst / Analyst2. NL/UK	-
Procure-2-Pay (8) - Catalogue Management (8A)	Team Member / Senior Analyst / Analyst	3. Mumbai	Procure-2-Pay (8) - Catalogue Management (8A)Team Member / Senior Analyst / Analyst3. Mumbai	24.700

THE MASTER PURCHASE AGREEMENT FOR SOURCE TO PAY SERVICES BETWEEN PHILIPS ELECTRONICS NEDERLAND B.V. AND NV VENTURES, INC. D/B/A GEP.				
Procure-2-Pay (8) - Catalogue Management (8A)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Procure-2-Pay (8) - Catalogue Management (8A)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	30.000
Procure-2-Pay (8) - Catalogue Management (8A)	Team Member / Senior Analyst / Analyst	5. San Jose	Procure-2-Pay (8) - Catalogue Management (8A)Team Member / Senior Analyst / Analyst5. San Jose	31.700
Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / Process Expert / SME	1. Prague, Cluj	Procure-2-Pay (8) - PR-2-PO Process (8B)Manager / Team Lead / Process Expert / SME1. Prague, Cluj	75.324
Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / Process Expert / SME	2. NL/UK	Procure-2-Pay (8) - PR-2-PO Process (8B)Manager / Team Lead / Process Expert / SME2. NL/UK	-
Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / Process Expert / SME	3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)Manager / Team Lead / Process Expert / SME3. Mumbai	45.000
Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / Process Expert / SME	4. Shanghai, Dalian	Procure-2-Pay (8) - PR-2-PO Process (8B)Manager / Team Lead / Process Expert / SME4. Shanghai, Dalian	71.541
Procure-2-Pay (8) - PR-2-PO Process (8B)	Manager / Team Lead / Process Expert / SME	5. San Jose	Procure-2-Pay (8) - PR-2-PO Process (8B)Manager / Team Lead / Process Expert / SME5. San Jose	49.706
Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst1. Prague, Cluj	32.350
Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior Analyst / Analyst	2. NL/UK	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst2. NL/UK	-
Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior Analyst / Analyst	3. Mumbai	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst3. Mumbai	24.700
Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst4. Shanghai, Dalian	30.000
Procure-2-Pay (8) - PR-2-PO Process (8B)	Team Member / Senior Analyst / Analyst	5. San Jose	Procure-2-Pay (8) - PR-2-PO Process (8B)Team Member / Senior Analyst / Analyst5. San Jose	31.700
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Manager / Team Lead / Process Expert / SME	1. Prague, Cluj	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / SME1. Prague,	75.500
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Manager / Team Lead / Process Expert / SME	2. NL/UK	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / SME2. NL/UK	-
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Manager / Team Lead / Process Expert / SME	3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / SME3. Mumba	44.000
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Manager / Team Lead / Process Expert / SME	4. Shanghai, Dalian	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / SME4. Shangh	67.500
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Manager / Team Lead / Process Expert / SME	5. San Jose	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Manager / Team Lead / Process Expert / SME5. San Jos	48.326
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst1. Prague, Cluj	31.000
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Team Member / Senior Analyst / Analyst	2. NL/UK	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst2. NL/UK	-
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Team Member / Senior Analyst / Analyst	3. Mumbai	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst3. Mumbai	21.700
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst4. Shanghai, D	26.800
Procure-2-Pay (8) - Receipt-2-Payment Process (8C)	Team Member / Senior Analyst / Analyst	5. San Jose	Procure-2-Pay (8) - Receipt-2-Payment Process (8C)Team Member / Senior Analyst / Analyst5. San Jose	28.700
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Manager / Team Lead / Process Expert / SME	1. Prague, Cluj	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Manager / Team Lead / Pro	85.500
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Manager / Team Lead / Process Expert / SME	2. NL/UK	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Manager / Team Lead / Pro	-
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Manager / Team Lead / Process Expert / SME	3. Mumbai	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Manager / Team Lead / Pro	55.500
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Manager / Team Lead / Process Expert / SME	4. Shanghai, Dalian	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Manager / Team Lead / Pro	75.500
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Manager / Team Lead / Process Expert / SME	5. San Jose	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Manager / Team Lead / Pro	75.500
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst / Analyst	1. Prague, Cluj	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Team Member / Senior Ana	41.700
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst / Analyst	2. NL/UK	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Team Member / Senior Ana	-
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst / Analyst	3. Mumbai	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Team Member / Senior Ana	29.700
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst / Analyst	4. Shanghai, Dalian	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)Team Member / Senior Ana	36.700

THE MASTER PURCHASE AGREEMENT FOR SOURCE TO PAY SERVICES BETWEEN PHILIPS ELECTRONICS NEDERLAND B.V. AND NB VENTURES, INC. D/B/A GEP.				
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst / Analyst	5. San Jose	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Team Member / Senior Analyst
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:	1. Prague, Cluj	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:1. Prague
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:	2. NL/UK	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:2. NL/UK
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:	3. Mumbai	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:3. Mumbai
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:	4. Shanghai, Dalian	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:4. Shanghai
Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:	5. San Jose	Sourcing (5) - Procurement desk (5A) + Procure-2-Pay (8) - Query handling (8D)	Helpdesk member:5. San Jose

TOTAL GEP FEES	€ 7,126,050
INVESTMENTS	€ 1,748,000
20% DISCOUNT (June 2022 Negotiation)	€ 1,075,610
TOTAL FEES CHARGEABLE TO PHILIPS	€ 4,302,440

TRANSFORMATION

1. The rates have been maintained per RFP submission and COLA has been excluded
2. 20% discount, which was extended in June discussions have been included in here
3. Investments resources deployed for Change Management and success of the program have been shown as investments separately

Philips Billability	Resource	Daily Rate-Card	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Oct	Nov	Dec
YES	Partner - Onsite	€ 2,400	1,95	1,95	1,95	1,95	1,95	1,95	1,95	1,0	1	1	1
YES	Director - Onsite	€ 1,950	0,8	0,8	0,8	0,8	0,8	0,8	0,8	0,4			
YES	Sr. Manager - Onsite	€ 1,650	0,5	0,5	1	1	1	1	1	0,5	1	1	1
YES	Manager - Onsite	€ 1,350	3	3	1	1	1	1	1	0,5	1	1	1
YES	Sr. Consultant - Onsite	€ 1,050	4	4	3	2	2	2	2	1,0	2	2	2
YES	Partner - India	€ 1,400	0,8	0,8	1	1	1	1	1	0,5			
YES	Director - India	€ 1,100											
YES	Sr. Manager - India	€ 950	2	3	2	2	2	2	2	1,0	1	1	1
YES	Sr. Consultant - India	€ 550	3	3	4	4	4	2	2	1,0	2	2	2
YES	Director - Romania	€ 1,190	0,9	0,9	0,9	0,9	0,9	0,9	0,9	0,5			
INVESTMENT	Sr. Manager - Onsite	€ 1,650	1	1	1	1	1	1	1	1	1	1	1
INVESTMENT	Sr. Consultant - Onsite	€ 1,050	1	1	1	1	1	1	1	1	1	1	1
INVESTMENT	Sr. Consultant - India	€ 550	1	1	1	1	1	1	1	1	2	2	2
	Total Services		20,0	18,0	15,7	14,7	14,7	12,7	12,7	6,3	8,0	8,0	8,0

TECH IMPLEMENTATION

Original Workstream	Role	Rate (Daily)	Effort (Days)	GEP Fees
S2C Implementation	Director - Onsite	€ 1,780	40	€ 71,200
	Director - India	€ 1,280	60	€ 76,800
	Sr. Manager - India	€ 920	100	€ 92,000
	Sr. Functional Manager - India	€ 640	80	€ 51,200
	Sr. Analyst - India	€ 280	140	€ 39,200
	Data Lead - India	€ 420	90	€ 37,800
	QA Manager - India	€ 420	60	€ 25,200
P2P Implementation	Director - Onsite	€ 1,780	130	€ 231,400
	Director - India	€ 1,280	120	€ 153,600
	Sr. Manager - India	€ 920	260	€ 239,200
	Sr. Functional Manager - India	€ 640	400	€ 256,000
	Sr. Analyst - India	€ 280	670	€ 187,600
	Data Lead - India	€ 420	350	€ 147,000
	QA Manager - India	€ 420	200	€ 84,000
Spend	Data Lead - India	€ 420	120	€ 50,400
	Sr. Analyst - India	€ 280	150	€ 42,000
	QA Manager - India	€ 420	60	€ 25,200
Integration	Director - Onsite	€ 1,780	30	€ 53,400
	Director - India	€ 1,280	80	€ 102,400
	Sr. Manager - India	€ 920	220	€ 202,400
	Sr. Analyst - India	€ 280	350	€ 98,000
Supplier Enablement (Portal / EDI / CXML)	Sr. Manager - India	€ 920	230	€ 211,600
	Sr. Analyst - India	€ 280	460	€ 128,800
Additional Integration	Director - Onsite	€ 1,780	20	€ 35,600
	Director - India	€ 1,280	80	€ 102,400
	Sr. Manager - India	€ 920	210	€ 193,200
	Sr. Analyst - India	€ 280	250	€ 70,000
Total:				€ 3,007,600
Investments:				€ 1,000,000
				€ 2,007,600
Net fees after 20% Discounts				€ 1,606,080

Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Oct	Nov	Dec
€ 93.600	€ 93.600	€ 93.600	€ 93.600	€ 93.600	€ 93.600	€ 93.600	€ 46.800	€ 48.000	€ 48.000	€ 48.000
€ 31.200	€ 31.200	€ 31.200	€ 31.200	€ 31.200	€ 31.200	€ 31.200	€ 15.600	€ 0	€ 0	€ 0
€ 16.500	€ 16.500	€ 33.000	€ 33.000	€ 33.000	€ 33.000	€ 33.000	€ 16.500	€ 33.000	€ 33.000	€ 33.000
€ 81.000	€ 81.000	€ 27.000	€ 27.000	€ 27.000	€ 27.000	€ 27.000	€ 13.500	€ 27.000	€ 27.000	€ 27.000
€ 84.000	€ 84.000	€ 63.000	€ 42.000	€ 42.000	€ 42.000	€ 42.000	€ 21.000	€ 42.000	€ 42.000	€ 42.000
€ 22.400	€ 22.400	€ 28.000	€ 28.000	€ 28.000	€ 28.000	€ 28.000	€ 14.000	€ 0	€ 0	€ 0
€ 0	€ 0	€ 0	€ 0	€ 0	€ 0	€ 0	€ 0	€ 0	€ 0	€ 0
€ 38.000	€ 57.000	€ 38.000	€ 38.000	€ 38.000	€ 38.000	€ 38.000	€ 19.000	€ 19.000	€ 19.000	€ 19.000
€ 33.000	€ 33.000	€ 44.000	€ 44.000	€ 44.000	€ 22.000	€ 22.000	€ 11.000	€ 22.000	€ 22.000	€ 22.000
€ 21.420	€ 21.420	€ 21.420	€ 21.420	€ 21.420	€ 21.420	€ 21.420	€ 10.710	€ 0	€ 0	€ 0
€ 33.000	€ 33.000	€ 33.000	€ 33.000	€ 33.000	€ 33.000	€ 33.000	€ 33.000	€ 33.000	€ 33.000	€ 33.000
€ 21.000	€ 21.000	€ 21.000	€ 21.000	€ 21.000	€ 21.000	€ 21.000	€ 21.000	€ 21.000	€ 21.000	€ 21.000
€ 11.000	€ 11.000	€ 11.000	€ 11.000	€ 11.000	€ 11.000	€ 11.000	€ 11.000	€ 22.000	€ 22.000	€ 22.000
€ 486.120	€ 505.120	€ 444.220	€ 423.220	€ 423.220	€ 401.220	€ 401.220	€ 233.110	€ 267.000	€ 267.000	€ 267.000
									Total	€ 4.118.450
									Investments	€ 748.000
									Payable by Philips	€ 3.370.450
									Discount (June 2022)	20%
									Final	€ 2.706.471