

**THIS PROJECT WORK ORDER** was made on 9 December 2024  
BETWEEN:

- 1. **UNILEVER ENTITY NAME:** Unilever UK Central Resources Ltd. (UKCR)
- 2. **SUPPLIER ENTITY NAME:** Cognizant Worldwide Limited of 280 Bishopsgate, London EC2M 4AG, United Kingdom (Cognizant)

**WHEREAS:**

- 1. This Change Request (CR) should be read in conjunction with Master Service Agreement dated and executed on 1st January 2016 between Unilever Business and Marketing Support AG and Supplier name Cognizant Collaboration Hub, 280 Bishopsgate, London EC2M 4AG, England. All the terms and conditions in the above stated Unilever Purchasing Agreement are applicable to this Statement of Work.
- 2. This Change Request (CR) has an effective date ("Effective Date") **1<sup>st</sup> Jan 2025** until **31<sup>st</sup> Dec 2025** and describes the services to be performed by Cognizant for Unilever.

**NOW IT IS HEREBY AGREED** as follows:

**1. KEY DETAILS:**

**Note:** All the below fields are mandatory unless stated as optional.

CR No. (identifier)	CR _ CTS_2024-08	CR No. (identifier)		CR History (1/2/3/...etc.)		
CR Title:		Unilever MSA rate card Fy'25				
Unilever Reference – Clarity / Cost Center <i>(optional)</i>		Phases covered (PA/DBTD/other) <i>(optional)</i>				
Landscape covered <i>(optional)</i>		DMR No. (if applicable)				
Unilever Billing Entity Name						
Planned Delivery Start Date		Planned Delivery End Date				
CR Start Date (applicable for CR)	1 <sup>st</sup> Jan 2025	CR End Date (applicable for CR)	31 <sup>st</sup> Dec 2025			
Supplier Project Manager	Prema Sannasi	Supplier Project Manager Email	<a href="mailto:Prema.Sannasi@cognizant.com">Prema.Sannasi@cognizant.com</a>			
Unilever Project Manager	Raghavendra Shetty	Unilever Project Manager Email	<a href="mailto:Raghavendra.Shetty@unilever.com">Raghavendra.Shetty@unilever.com</a>			
Unilever Director	NA	Unilever Director Email	NA			
Unilever Procurement Approver	Alison Samuels	Unilever Procurement Approver Email	<a href="mailto:alison.samuels@unilever.com">alison.samuels@unilever.com</a>			
CR Man Days	NA	CR Total Charges	NA			
Total Estimated Man Days	NA	Total Estimated Charges	NA			
Pricing Model (tick the applicable)	Time & Material		Managed Capacity		Outcome/Milestone Based	
Type of Project (tick the applicable)	AD	✓	Consulting	✓	Staff Aug	✓
	AM	✓	Niche	✓	Others	✓
Business Area (tick the applicable) <i>(optional)</i> :						
Data & Analytics		Customer Development				
Supply Chain		Finance				
Workplace		HR				
Marketing / R&D		IT & Comms	✓			
Integrated Operations (UniOPS)		Other (specify the area)				

**Note:** Subsections under the headers can be customized as per the requirement of the scope of the SOW. Mention "Not Applicable" if not relevant.

2. DEFINITIONS

The change request (CR) is in line with MSA T&C for annual COLA revision for agreed rate card.  
Agreed COLA for each of the applicable regions

		Cognizant Finance Reference		Proposed
	As per the contract	External Reference for CPI per country	% change	% proposed as per MSA
India	50% of CPI or 4 % which is lower	<a href="#">India CPI Data (Year to Oct 2024) - MOSPI (Urban)</a>	5.62%	3.20%
UK		UK CPI Data (Year to Oct 2024) - ONS	3.20%	1.60%
NL		As per MSA / Unilever recommendation		1.25%
PHP		As per MSA / Unilever recommendation		1.19%
US		<a href="#">US CPI Data (Year to Oct 2024) - Bureau of Labor Statistics</a>	2.50%	1.22%
Brazil		As per MSA / Unilever recommendation		2.21%

3. REVISED RATE CARD:

				COLA	3.20%	1.60%	1.19%	1.25%	2.21%	1.22%
				India	UK	Philippines	Netherlands	Brazil	United States	
Tower	Levels	Resource Description/Level	Relevant Years Experience	Day Rate INR	Day Rate GBP	Day Rate PHP	Day Rate EUR	Day Rate BRL	Day Rate USD	
AD	Level 1	AD Delivery Director	15+ Years	INR 25,467	£ 912	PHP 22,980	€ 1,024	BRL 4,596	\$ 1,296	
AD	Level 2	Program Manager / Delivery Manager /IT Enterprise Architect / Sr Product Manager / Technology SME / Lead Data Scientist	10+ Years	INR 17,561	£ 676	PHP 20,682	€ 872	BRL 3,761	\$ 1,093	
AD	Level 3	Sr Application Specialist / Sr Technical Specialist / Sr Architect/ Sr Data Scientist	9+ Years	INR 17,477	£ 608	PHP 19,303	€ 796	BRL 3,343	\$ 988	
AD	Level 4	Application Specialist/ Technical Specialist / Sr Functional Consultant/ Project Architect / Sr Designer/ IT Consultant / Sr Data Modeler / Sr Data Engineer /	7-9 Years	INR 11,235	£ 541	PHP 18,384	€ 690	BRL 2,507	\$ 850	
AD	Level 5A	Project Manager , Product Manager / Scrum Master / Data Scientist	5 -7 Years	INR 10,486	£ 487	PHP 17,465	€ 621	BRL 2,507	\$ 810	
AD	Level 5B	Designer / Team Lead/ Project Analyst / Sr Technical Analyst / Functional Expert/ Data Engineer / Data Modeler/Jr Data Scientist	5 -7 Years	INR 10,486	£ 487	PHP 17,465	€ 507	BRL 1,587	\$ 688	
AD	Level 6	Sr. Developer / Sr.Tester /Test Analyst/Data Analyst /	3 -5 Years	INR 8,988	£ 433	PHP 13,788	€ 470	BRL 1,408	\$ 648	
AD	Level 7	Developer / Tester / BI Analyst/Data Engineer	1 -3 Years	INR 7,490	£ 392	PHP 11,490	€ 409	BRL 1,085	\$ 572	
AD	Level 8	Entry Level	0 -1 Years	INR 7,116	£ 376	PHP 9,192	€ 379	BRL 919	\$ 526	
AM	Level 1	Program Manager / Delivery Manager	15+ Years	INR 23,969	£ 811	PHP 22,980	€ 948	BRL 4,178	\$ 1,134	
AM	Level 2	Sr Application Specialist / Sr Technical Specialist / Sr Architect	10+ Years	INR 14,981	£ 580	PHP 20,682	€ 833	BRL 3,343	\$ 1,012	
AM	Level 3	Application Specialist/ Technical Specialist / Sr Functional Consultant/ Project Architect / Sr Designer	9+ Years	INR 14,481	£ 561	PHP 19,303	€ 698	BRL 2,507	\$ 850	
AM	Level 4	Ops Manager / Service Manager	7-9 Years	INR 11,402	£ 527	PHP 18,384	€ 644	BRL 2,298	\$ 810	
AM	Level 5	Designer / Team Lead/ Project Analyst / Sr Technical Analyst / Functional Consultant	5 -7 Years	INR 9,109	£ 475	PHP 18,384	€ 561	BRL 2,173	\$ 729	
AM	Level 6	Sr. Developer / Sr.Tester /Test Analyst/Sr BI Analyst	3-5 Years	INR 8,988	£ 411	PHP 12,869	€ 439	BRL 1,337	\$ 607	
AM	Level 7	Developer / Tester / BI Analyst	1-3 Years	INR 7,490	£ 352	PHP 9,192	€ 363	BRL 1,045	\$ 502	
AM	Level 8	Entry Level	0-1 Years	INR 6,741	£ 344	PHP 6,894	€ 348	BRL 1,003	\$ 478	
Niche	Level 1	Niche Tech AD Delivery Director	15+ Years	INR 27,348	£ 912	PHP 22,980	€ 1,106	BRL 4,220	\$ 1,215	
Niche	Level 2	Niche Tech Program Manager / Delivery Manager /Product Manager / Advanced (specialized expertise) Data Science Consultant	10+ Years	INR 21,259	£ 777	PHP 22,061	€ 942	BRL 3,844	\$ 1,093	
Niche	Level 3	Niche Sr Application Specialist / Sr Technical Specialist / Sr Architect/ Sr Advanced (specialized expertise) Data Scientist / Sr Advanced (specialized expertise) Data Science Architect	9+ Years	INR 20,973	£ 683	PHP 19,303	€ 860	BRL 3,426	\$ 1,012	
Niche	Level 4	Niche Tech Application Specialist/ Technical Specialist / Sr Functional Consultant/ Project Architect / Sr Designer	7-9 Years	INR 15,996	£ 575	PHP 17,465	€ 744	BRL 2,591	\$ 931	
Niche	Level 5A	Niche Tech Project Manager , MLOPs Manager	5 -7 Years	INR 14,396	£ 554	PHP 14,248	€ 667	BRL 2,591	\$ 931	
Niche	Level 5B	Niche Tech Designer / Team Lead/ Project Analyst / Sr Technical Analyst / Functional Expert / Niche Project Manager , DevOps Manager, MLOPs Manager / Advanced (specialized expertise) Data Scientist	5 -7 Years	INR 13,984	£ 554	PHP 14,248	€ 591	BRL 2,298	\$ 810	
Niche	Level 6	Niche Tech Sr. Developer / Sr.Tester /Test Analyst / Jr Advanced (specialized expertise) Data Scientist / MLOPS Engineer	3 -5 Years	INR 9,649	£ 467	PHP 11,490	€ 515	BRL 1,588	\$ 729	
IT Consul	Level 1	IT Partner	15+ Years	INR 28,463	£ 1,318	PHP 20,223	€ 1,288	BRL 5,014	\$ 1,620	
IT Consul	Level 2	IT Principal	10+ Years	INR 23,969	£ 1,081	PHP 19,303	€ 1,213	BRL 4,596	\$ 1,579	
IT Consul	Level 3	IT Sr Consultant	8-10 Years	INR 22,471	£ 777	PHP 18,384	€ 909	BRL 3,552	\$ 1,255	
IT Consul	Level 4	IT Consultant	5-8 Years	INR 18,726	£ 676	PHP 16,086	€ 773	BRL 2,925	\$ 1,134	
IT Consul	Level 5	Jr IT Associate Consultant	3-5 Years	INR 16,479	£ 575	PHP 12,869	€ 663	BRL 2,089	\$ 1,012	
IT Consul	Level 7	Analyst/ Business Analyst	1 -3 Years	INR 13,483	£ 541	PHP 11,490	€ 568	BRL 1,777	\$ 769	

FX considered

Conversion Rate	
GBP to EUR	1.160
INR to EUR	0.011
BRL to EUR	0.18
PESO to EURO	0.016

4. CR T&C reference from MSA

*"From and including 1<sup>st</sup> January 2024 onwards, the inflationary changes to the Charges set out in the Rate Card shall be:*

- For India, Philippines, China, and Brazil: the lesser of: (i) half the relevant CPI Index for the relevant country in the previous 12 month period from 1 January to 31 December; or (ii) a minimum of 4%. E.g., if the CPI inflation in Philippines for that calendar year was 15%, half of that would be 7.5%, therefore in this example a 4% increase would apply; and*
- For UK, US and each of the European Union countries, the lesser of: (i) half of the relevant CPI Index in that country in the previous 12-month period from 1 January to 31 December; or (ii) a minimum of 2%. E.g., if the CPI inflation in the UK for that calendar year was 3%, therefore in this example a 1.5% increase would apply.*
- In the event that the applicable CPI Index for a country has not been stipulated, whether in the Agreement or a CTC, the parties shall work together to agree the relevant index."*

*For each country set out above, the relevant CPI Index is as follows:*

Philippines	<a href="https://psa.gov.ph/price-indices/cpi-ir">https://psa.gov.ph/price-indices/cpi-ir</a>
China	<a href="http://www.stats.gov.cn/english/">http://www.stats.gov.cn/english/</a>
Brazil	<a href="https://www.ibge.gov.br/indicadores#ipca">https://www.ibge.gov.br/indicadores#ipca</a>

EXECUTED BY UNILEVER AND Cognizant

DocuSigned by:  
*Dhananjay Vaidya*  
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Signed by.....  
by.....Dhananjay, Vaidya.....

Signed

For and on behalf of 20 February 2025

For and on behalf of [Cognizant]

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*Ivy Su*  
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by.....Ivy Su.....

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For and on behalf of 20 February 2025

For and on behalf of [Unilever]

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*Raghavendra Shetty*  
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by.....Raghavendra Shetty.....

Signed

For and on behalf of 07 February 2025

For and on behalf of [Unilever]

Signed by.....  
by.....

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For and on behalf of [Unilever]

