



**COA Schedule 10
(Template Resource Augmentation Project Work Order)**

DATE: 15TH MAY 2025

RESOURCE AUGMENTATION PROJECT WORK ORDER ("PWO")

BETWEEN

UNILEVER BRASIL LTDA.

AND

ACCENTURE DO BRASIL LIMITADA

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THIS PROJECT WORK ORDER was made on 15th May 2025

BETWEEN:

- (1) **UNILEVER BRASIL LTDA.**, registered under the CNPJ 61.068.276/0001-04, with registered office at Avenida das Nações Unidas, nº 14.261, 3rd to 6th and 8th to 10th floors, Wing B, Bairro Vila Gertrudes, São Paulo, SP, Brazil ("**Unilever**");
- (2) **ACCENTURE DO BRASIL LIMITADA**, registered CNPJ/MF under number 96.534.094/0001-58, whose registered office is at Avenida da Nações Unidas, nº 14.401, Condomínio Parque da Cidade, Torre Paineiras, Conjuntos 111 a 114, 121 a 124 e 131 a 134, Bairro Chácara Santo Antônio ("**Supplier Entity**")

WHEREAS:

- I. The Parties have entered into a Call Off Agreement dated 30th November 2020 (the "**Agreement**"), which incorporates the terms and conditions of an Enterprise Framework Agreement entered into by the parties on or around 19th December 2018.
- II. In accordance with Clause 4 (*Work Order and Services*) of the Agreement, the Parties have agreed to enter into this PWO for the supply of the Application Development Services detailed below.
- III. This CR shall be governed by the terms and conditions of the LSA executed between Unilever Brasil LTDA and Accenture do Brasil Limitada, on 9th June 2022 contracted under the SI Call Off Agreement dated 30th November 2020, of the Enterprise Framework Agreement entered on 19th December 2018.

NOW IT IS HEREBY AGREED as follows:

1. KEY DETAILS

PWO No:	701531	Version No:	1.0	Status:	FINAL
PWO Title:	Eddgie - BR Support				
Unilever Reference:	Cost Centre: 39439	Unilever Project name:	Eddgie - BR Support		
Unilever innovation area:	Supply Chain and Customer Development	Billing Details:	Unilever Brazil Local Billing		
Supplier Project Manager:	Aparajita Mudi Aparajita.s.mudi@accenture.com	Date PWORF accepted:	17 th April 2025		

PWO Charges		Total Estimated man-days: 253 Total Estimated Charges: €106,000 Euros R\$ 610,695.68 Brazilian Reals	Unilever Representative:	Unilever budget approver: Carlos Botelho carlos.j.botelho@unilever.com Unilever content approver: Marcela Luz Marcela.luz@unilever.com Unilever procurement approver: Rajagopal Nair Rajagopal.Nair@unilever.com
Project Initiation Date:	19 th May 2025		Phases of Project covered by PWO:	Resource Augmentation
Planned Delivery Start Date:	19 th May 2025		Planned End Date:	30 th September 2025

2. DEFINITIONS

- 2.1 Terms and expressions used in this PWO shall have the meanings given in GT Schedule 1 (Definitions and Interpretation) and the Agreement, unless expressly stated otherwise herein.

3. TERMS INCORPORATED WITHIN THIS PWO

- 3.1 This PWO is part of, and is governed by, the terms of the Agreement as amended from time to time.
- 3.2 This PWO includes the attached Exhibits (including any Attachments thereto), each of which is incorporated by this reference.
- 3.3 In the event of express conflict or inconsistency between:
- 3.3.1 the terms and conditions in an Exhibit to this PWO and the terms and conditions of this PWO, the terms and conditions of the PWO shall prevail; and
 - 3.3.2 a clause of the Agreement or a provision of a Schedule and a provision contained in this PWO, the clause or provision of this Agreement or a Schedule shall prevail unless this PWO states as a Special Condition that the provision of the PWO shall take precedence over the specifically identified clause or provision of the Agreement or a Schedule.

4. PWO TERM

- 4.1 This PWO shall take effect on 19th May 2025 (“**WO Effective Date**”) and, unless terminated earlier under Clause 28 (*Termination of the Agreement*), continue
- 4.2 ☒ until 30th September 2025.

5. PROJECT TERMINATION WITHOUT CAUSE

- 5.1 If Unilever wishes to terminate this Project Work Order for convenience, Unilever must provide the following period of notice:
- 5.1.1 ☒ three (3) weeks.

- 5.2 Where Unilever terminates this Project Work Order without cause pursuant to Paragraph 5.1 above, then no termination charges shall be payable by Unilever arising from or in connection with such termination, unless expressly agreed otherwise and set out in Paragraph 9 (*Charges*) below.

6. PROJECT SUMMARY (INCLUDING SCOPE AND REQUIREMENTS)

6.1 *Background*

Unilever is in the process of supporting Eddgie Brazil Application.

Under this PWO, Unilever has requested Supplier to provide three (3) resources (on resource augmentation basis) to support for Eddgie Brazil application.

Project Scope and Services

- 6.2 The Supplier shall provide the Supplier Personnel identified in Paragraph 7 (*Personnel*) below (resource augmentation) over a period of two hundred & fifty-three (253) man days commencing on 19th May 2025 and ending on 30th September 2025 to support Unilever with the following activity:

6.2.1 Support Unilever with resolution of bug fixes on Eddgie Brazil application.

Note 1: Supplier resources shall perform the above activities under Unilever's directions and Supplier shall not be responsible for any deliverables created under the Project or the outcomes of the Project.

Note 2: Unilever is solely responsible for the actions resulting from guidance provided by Supplier as an SME under this PWO.

Note 3: The schedule for the allocation of professionals does not take into account possible downtimes, nor any delays due to the lack of timely decision-making, delays in activities external to the team of this Project, on which this Project depends.

Note 4: Supplier Entity is solely responsible for the management related to the employment contract of its employees and reserves the right to change its team, according to the Project's needs. Such changes will be informed to Unilever.

6.3 *Service Hours*

6.3.1 Not Applicable

6.4 *Out of Scope*

This PWO is for the provision of resources only. Supplier shall have no responsibility for any Unilever deliverables or business outcomes relating to the Project.

6.5 *Delivery Centre*

The Supplier may change the location of any Delivery Centre at its sole discretion provided such change does not adversely impact (i) the Services, (ii) the Supplier's ability to comply with its obligations, or (iii) Unilever's receipt of the Services, in each case in any material respect and provided such change does not result in any increase to the Charges.

6.5.1 Delivery Centre – India

7. PERSONNEL

7.1 The Supplier Personnel must have the following language skills:

7.1.1 Not Applicable

7.2 The following matrix sets out the resource profile of Supplier Personnel that will be used by Supplier to provide Services under the PWO:

Name	Role	Base Location	Estimated man days effort
TBD_Resource_1	Niche Sr Application Specialist / Sr Technical Specialist / Sr Architect / Sr Advanced Data Scientist / Sr Advanced Data Science Architect	India	95
TBD_Resource_2	Niche Tech Application Specialist / Technical Specialist / Sr Functional Consultant / Project Architect / Sr Designer	India	95
TBD_Resource_3	Niche Tech Designer / Team lead / Project Analyst / Sr Technical Analyst / Functional Expert / Niche Project Mgr / DevOps Mgr / MLOps Mgr / Advanced Data Scientist	India	63
TOTAL			253

8. RISK ASSESSMENT AND MITIGATION

Risks, Mitigations and Ownership

No.	Risk Description	Probability	Impact	Mitigation Action	Owner
Not Applicable					

Sensitive Data

Sensitive Data	Mitigation
Not Applicable	

Personal Data

Personal Data				
Subject Matter	Duration of Processing	Nature and Purpose of Processing	Category of Personal Data	Unilever's Processing Instructions/Requirements
Not Applicable				

9. CHARGES

9.1 The Charges for this PWO are calculated in accordance with the AD Rate Card set out in COA Schedule 4 (Charges).

9.2 The Charges and agreed expenses for the Services under this PWO shall be:

9.2.1 As set out in Attachment A (*Supplier Charges: Resources Effort and Charges Breakdown by Month*)

9.2.2 Time and Materials.

9.2.3 The estimated Charges set out in this PWO are exclusive of PMO tax. The actual Project Charges shall be invoiced by Supplier exclusive of any PMO tax, any applicable PMO tax shall be calculated and applied by Unilever internally in addition to the actual Charges invoiced by Supplier in respect of this Project.

9.2.4 There are no Project expenses estimated under this PWO.

9.2.5 For PWOs local invoice in Brazil, the Tax Coefficient Amount of 35.2% as set out in Appendix E of Schedule 4 (Charges) will apply to the portion of Project Charges relating to resources not located in Brazil. The Tax Coefficient Amount shall be applied to the actual Charges relating to resources not located in Colombia at the time of invoicing. For the avoidance of doubt, the Tax Coefficient Amount does not cover Sales Taxes, e.g., VAT, GST or other similar taxes, all Sales Taxes are excluded from Supplier Charges in accordance with Paragraph 2.8 of GT Schedule 4 (*Charging Principles*).

9.2.6 The Charges include the benefits brought by the social security contribution on gross revenue (payroll exemption), as described in Law No. 12,546, of 1st December 2011 and subsequent amendments. If this tax base ceases to exist, or changes, this impact must be reflected in the Charges presented in this PWO.

9.3 The Charges for the Services under this PWO are based upon the following assumptions (if any):

9.3.1 Rates used to calculate these charges are subject to Indexation in accordance with the principles set out in Paragraph 10 of Part A of Schedule 4 (Charges).

9.3.2 The Charges for this PWO shall be subject to Currency Adjustments in accordance with the principles set out in Paragraph 13 of Part B of Schedule 4 (Charges).

9.4 Except as otherwise provided for in this PWO:

9.4.1 Supplier will not be entitled to any additional Charges or to establish new Charges. Such changes may only be effected in accordance with the provision of the Change Control Procedure

9.5 The Termination Charges (if any) for this PWO are:

9.5.1 Not Applicable

10. PWO DEPENDENCIES

10.1 In addition to any Dependencies described in the COA Schedule 1D (*Application Development Services*), Unilever shall perform the following Dependencies:

10.1.1 Not Applicable

11. SPECIAL CONDITIONS

11.1 The following Special Conditions shall apply to this Project Work Order:

☒ n/a

EXECUTED by Unilever and the Supplier.

Signed by)
Name.....**Adriana Belloni**)
for and on behalf of IT Platform Director *Adriana Belloni*
UNILEVER BRASIL LTDA)
)
) **09/06/25**
) Director/Duly Authorised Signatory

Signed by)
Name.....**Matias Levin**.....)
for and on behalf of Managing Director *Matias Levin*
ACCENTURE DO BRASIL LIMITADA)
)
) Director/Duly Authorised Signatory
) **29/05/25**



Marcela Luz

It Manager

29/05/25



Carlos Botelho

Customer Development Manager

09/06/25

Attachment A

Supplier Charges: Resource Effort and Charges Breakdown by Month

Rate Card Applied to Period			May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Total
			FY25	FY25	FY25	FY25	FY25	FY25	FY25	#N/A	
DELIVERY DAYS LOCATION											
Role	Location	Resource									
Niche Sr Application Specialist / Sr Technical Specialist / Sr Architect / Sr Advanced Data Scientist / Sr Advanced Data Science Architect	India	Niche - L3	10	21	23	21	20	-	-	-	95
Niche Tech Application Specialist / Technical Specialist / Sr Functional Consultant / Project Architect / Sr Designer	India	Niche - L4	10	21	23	21	20	-	-	-	95
Niche Tech Designer / Team lead / Project Analyst / Sr Technical Analyst / Functional Expert / Niche Project Mgr / DevOps Mgr / ML/Ops Mgr / Advanced Data	India	Niche - L0B	10	21	23	9	-	-	-	-	63
Role	Location		-	-	-	-	-	-	-	-	-
			30	63	69	51	40	-	-	-	253
		FY24	FY25								
		Rate €	Rate €	€	€	€	€	€	€	€	€
Role	Location	Resource									
Niche Sr Application Specialist / Sr Technical Specialist / Sr Architect / Sr Advanced Data Scientist / Sr Advanced Data Science Architect	India	Niche - L3	333	342	3,422	7,187	7,871	7,187	6,845	-	32,812
Niche Tech Application Specialist / Technical Specialist / Sr Functional Consultant / Project Architect / Sr Designer	India	Niche - L4	301	310	3,098	6,506	7,126	6,506	6,197	-	25,434
Niche Tech Designer / Team lead / Project Analyst / Sr Technical Analyst / Functional Expert / Niche Project Mgr / DevOps Mgr / ML/Ops Mgr / Advanced Data	India	Niche - L0B	254	261	2,612	5,485	6,008	2,352	-	-	16,457
Role	Location		#N/A	#N/A	-	-	-	-	-	-	-
			8,133	15,179	21,055	16,045	13,041	-	-	-	78,402
Fixed Tool Cost			-	-	-	-	-	-	-	-	-
Indicative Expenses			-	-	-	-	-	-	-	-	-
Estimated WMT			3,215	6,751	7,394	5,648	4,590	-	-	-	27,598
ESTIMATED PROJECT SERVICES CHARGES (Excl Contingency)			12,347	25,929	28,399	21,693	17,632	-	-	-	106,000
Contingency & Discounts											
Time & Materials			-	-	-	-	-	-	-	-	-
One Off Adjustment			-	-	-	-	-	-	-	-	-
ESTIMATED PROJECT SERVICES CHARGES (Incl Contingency)			12,347	25,929	28,399	21,693	17,632	-	-	-	106,000

Note: Fiscal Years (FY) can have multiple rate card values due to changes in FOREX or indexation. Each month has the FY and a number in brackets, the number in brackets denotes the prevailing Rate Card that applies to that month.

Resource Effort and Charges Breakdown by Month - Excel Spreadsheet

(Double Click to open Excel File)