

Paul Norfolk
143 Wilmot Street
London
E2 0BU

9 June 2022

Ref: 128436

Dear Paul,

Thank you for the contribution you've made towards our firm's performance this year. As outlined back in February during Richard Houston's Reward webinar, we are committed to delivering a compelling reward offering based on being competitive and fair, which also recognises the impact of the hard work and dedication of our people. We also made a commitment to bring forward the FY22 reward outcomes to be delivered in June. As shared with you by your People Leader at the end of May, your personal reward outcomes are confirmed below.

I am delighted on behalf of the firm to confirm your promotion and the associated changes to your terms and conditions of employment effective from 1 June 2022.

| | |
|----------------------------------|---------|
| Your grade will be: | M2 |
| Your base salary will be: | £61,000 |
| Your benefits allowance will be: | £5,100 |

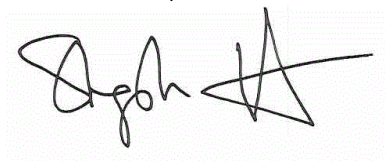
I am also pleased to confirm you have been awarded a discretionary bonus of £2,844 for the FY22 performance year (1 June 2021 – 31 May 2022). Your bonus will be paid with your June 2022 salary and will be subject to all the necessary statutory deductions.

These changes to your terms and conditions and your bonus will only be paid if you are an active employee and are not under notice (given or received) to leave the firm, on the 1st of June 2022 for salary and June payroll cut-off date for bonus. All other terms and conditions of your employment will remain unchanged.

If you have any queries, please do not hesitate to contact My Support.

Thank you for your hard work and contribution, I wish you continued success in the coming year.

Yours sincerely



Stephen Griggs
UK Managing Partner



Statement of changes to terms and conditions of your employment

Paul Norfolk

Congratulations on your promotion. This statement confirms the changes to the terms and conditions of your employment associated with your new role which will take effect from 1 June 2022, except where otherwise stated

Overtime

If you are currently entitled to receive payments for any overtime worked, you will no longer be eligible for such payments from 1 June 2022.

Notice Period

As a result of your promotion, your notice period has been extended so that your employment may be terminated by you or Deloitte on 13 weeks' notice in writing (four weeks' notice in writing during the first 26 weeks of your employment with the Firm). Your notice period remains subject to the provisions regarding summary dismissal as detailed in your statement of terms and conditions of employment.

Garden Leave

We are under no obligation to provide you with work and, if either party serves notice to terminate your employment or if you purport to terminate your employment without due notice (and we have not accepted that resignation), we may require you for the notice period or the remainder thereof:

- to perform only a specified part of your normal duties and no other; such duties as we may reasonably require and no others; or no duties whatever;
- not to attend any Deloitte and/or Deloitte group premises;
- not to be engaged or concerned directly or indirectly, paid or unpaid, in any other business or profession or be or become an employee, agent, partner, consultant or director of any other person, company or firm or assist or have any financial interest in any business or profession;
- not to have any contact with any client, prospective client or business contact, supplier, or employee, officer, director, agent or consultant of Deloitte, the Firm and/or the Deloitte group;
- to keep Deloitte informed of your whereabouts so that you can be called upon to perform any appropriate duties as required; and/or
- to resign from any office in Deloitte, the Firm and/or the Deloitte group.

During any period of garden leave you will remain an employee of Deloitte and will continue to be bound by your implied duties of good faith and confidentiality. You will continue to receive your salary and contractual benefits in the usual way (except that your holiday entitlement will reduce to the statutory minimum provided for under the Working Time Regulations). We reserve the right to require you to take any unused holiday entitlement during any period of garden leave.



Restrictive Covenants

In the course of your employment, you will be entrusted with key elements of Deloitte's business, the Firm's business and the Deloitte group's business: you will have dealings with our clients and those of other members of the Deloitte group; you will have access to confidential information; and you will work alongside our other employees and those of other members of the Deloitte group. In order to safeguard Deloitte's business, the Firm's business and that of the Deloitte group, we need to impose on you some limited restrictions on your activities after you leave our employment. Accordingly, you agree that, for a period of six months after the date of termination of employment with Deloitte, you will not:

- solicit, induce or entice away from Deloitte, the Firm or any member of the Deloitte group (or attempt to do so) or cause, procure or encourage the employment or engagement of any employee who is employed by Deloitte, the Firm or any member of the Deloitte group or who was employed at any time during the period of six months before the end of your active employment, or any of our partners during that period and with whom you had contact or dealings in the 12 months before the end of your active employment; or
- employ or engage any such person; or
- canvass or solicit the business of any person, Firm, company or other organisation who or which is or was at any time during the period of six months before the end of your active employment a client of Deloitte, the Firm or the Deloitte group with whom or which you had dealings in the 12 months prior to the end of your active employment with us.

These restrictions apply whether you are acting on your own account or on behalf of any Firm, person, company or other organisation conducting business in competition with us or the Deloitte group. They also apply whether you take action directly yourself or you act by indirect means. The end of your active employment with Deloitte for these purposes means the last day of your employment or, if you are placed on garden leave during your notice period, the last day before you are placed on garden leave. If you are placed on garden leave, then the six month duration of the subsequent restrictive covenant will be reduced by the length of the garden leave period.

All other terms and conditions of your employment as referred to in your contract of employment will remain unchanged.

If you have any queries, please do not hesitate to contact My Support.

Agreement

By accepting this letter, I confirm my agreement to the changes in my terms & conditions of employment, dated 9 June 2022.