

Agreement Reference No:

ANNEX 2: CHARGES DETAILS

| Stream | | Data & Analytics Services | | | | | |
|---------------------------------|-------|---------------------------|------------|------------------|------------|----------------|------------|
| Role | Level | Value Real BRL | | Value Dollar USD | | Value Euro EUR | |
| | | Cost/Hour | Cost/Month | Cost/Hour | Cost/Month | Cost/Hour | Cost/Month |
| Data Analyst | 2 | 174,38 | 27.900,00 | 33,53 | 5.365,38 | 30,06 | 4.810,34 |
| Data Scientist | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Data Specialist | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Senior Data Analyst | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Senior Data Scientist | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |
| Senior Data Specialist | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |
| Stream | | Tech Services | | | | | |
| Role | Level | Value Real BRL | | Value Dollar USD | | Value Euro EUR | |
| | | Cost/Hour | Cost/Month | Cost/Hour | Cost/Month | Cost/Hour | Cost/Month |
| Cloud Specialist | 1 | 145,31 | 23.250,00 | 27,94 | 4.471,15 | 25,05 | 4.008,62 |
| Infrastructure Analyst | 1 | 145,31 | 23.250,00 | 27,94 | 4.471,15 | 25,05 | 4.008,62 |
| Infrastructure Assistant | 1 | 145,31 | 23.250,00 | 27,94 | 4.471,15 | 25,05 | 4.008,62 |
| Junior Developer | 1 | 145,31 | 23.250,00 | 27,94 | 4.471,15 | 25,05 | 4.008,62 |
| QA Assistant | 1 | 145,31 | 23.250,00 | 27,94 | 4.471,15 | 25,05 | 4.008,62 |
| Junior Developer BI | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| DevOps Analyst | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| Junior Cloud Specialist | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| Junior Reliability Specialist | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| Senior Cloud Analyst | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| Junior Researcher | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| Developer | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| Junior Security Analyst | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| QA | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| Developer BI | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| Marketing BI | 2 | 186,00 | 29.760,00 | 35,78 | 5.723,08 | 32,07 | 5.131,03 |
| Cloud Specialist | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Reliability Specialist | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Senior DevOps | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Researcher | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Infrastructure Architect | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Infrastructure Specialist | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Security Analyst | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Senior Developer | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Senior QA | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Software Architect | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Senior Developer BI | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Senior Marketing BI | 3 | 232,50 | 37.200,00 | 44,71 | 7.153,85 | 40,09 | 6.413,79 |
| Principal DevOps | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |
| Senior Cloud Specialist | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |
| Senior Reliability Specialist | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |
| Senior Researcher | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |
| Senior Infrastructure Architect | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |
| Senior Security Analyst | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |
| Solution Architect | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |
| System Architect | 4 | 261,56 | 41.850,00 | 50,30 | 8.048,08 | 45,10 | 7.215,52 |

Agreement Reference No:

| Stream | | Product & Agility | | | | | |
|------------------------------|-------|------------------------|------------|------------------|------------|----------------|------------|
| Role | Level | Value Real BRL | | Value Dollar USD | | Value Euro EUR | |
| | | Cost/Hour | Cost/Month | Cost/Hour | Cost/Month | Cost/Hour | Cost/Month |
| Business Analyst | 1 | 116,25 | 18.600,00 | 22,36 | 3.576,92 | 20,04 | 3.206,90 |
| Agile Master | 2 | 145,31 | 23.250,00 | 27,94 | 4.471,15 | 25,05 | 4.008,62 |
| Junior Product Designer | 2 | 145,31 | 23.250,00 | 27,94 | 4.471,15 | 25,05 | 4.008,62 |
| Senior Business Analyst | 2 | 145,31 | 23.250,00 | 27,94 | 4.471,15 | 25,05 | 4.008,62 |
| Agile Coach | 3 | 174,38 | 27.900,00 | 33,53 | 5.365,38 | 30,06 | 4.810,34 |
| Senior Agile Master | 3 | 174,38 | 27.900,00 | 33,53 | 5.365,38 | 30,06 | 4.810,34 |
| Product Designer | 3 | 174,38 | 27.900,00 | 33,53 | 5.365,38 | 30,06 | 4.810,34 |
| Product Owner | 3 | 174,38 | 27.900,00 | 33,53 | 5.365,38 | 30,06 | 4.810,34 |
| UX / UI Designer | 3 | 174,38 | 27.900,00 | 33,53 | 5.365,38 | 30,06 | 4.810,34 |
| Product Specialist | 3 | 174,38 | 27.900,00 | 33,53 | 5.365,38 | 30,06 | 4.810,34 |
| Tech Coordinator | 3 | 174,38 | 27.900,00 | 33,53 | 5.365,38 | 30,06 | 4.810,34 |
| Senior Agile Coach | 4 | 203,44 | 32.550,00 | 39,12 | 6.259,62 | 35,08 | 5.612,07 |
| Designer Lead | 4 | 203,44 | 32.550,00 | 39,12 | 6.259,62 | 35,08 | 5.612,07 |
| Product Manager | 4 | 203,44 | 32.550,00 | 39,12 | 6.259,62 | 35,08 | 5.612,07 |
| Senior Product Designer | 4 | 203,44 | 32.550,00 | 39,12 | 6.259,62 | 35,08 | 5.612,07 |
| Senior Product Owner | 4 | 203,44 | 32.550,00 | 39,12 | 6.259,62 | 35,08 | 5.612,07 |
| Senior UX / UI Designer | 4 | 203,44 | 32.550,00 | 39,12 | 6.259,62 | 35,08 | 5.612,07 |
| Stream | | General Services - BPO | | | | | |
| Role | Level | Value Real BRL | | Value Dollar USD | | Value Euro EUR | |
| | | Cost/Hour | Cost/Month | Cost/Hour | Cost/Month | Cost/Hour | Cost/Month |
| Support Analyst | 1 | 78,47 | 12.555,00 | 15,09 | 2.414,42 | 13,53 | 2.164,66 |
| Support Assistant | 1 | 78,47 | 12.555,00 | 15,09 | 2.414,42 | 13,53 | 2.164,66 |
| Deployment Consultant | 1 | 78,47 | 12.555,00 | 15,09 | 2.414,42 | 13,53 | 2.164,66 |
| Senior Support Analyst | 2 | 95,91 | 15.345,00 | 18,44 | 2.950,96 | 16,54 | 2.645,69 |
| Support Specialist | 2 | 95,91 | 15.345,00 | 18,44 | 2.950,96 | 16,54 | 2.645,69 |
| Senior Deployment Consultant | 3 | 127,88 | 20.460,00 | 24,59 | 3.934,62 | 22,05 | 3.527,59 |
| Senior Support Specialist | 3 | 127,88 | 20.460,00 | 24,59 | 3.934,62 | 22,05 | 3.527,59 |
| Senior Specialist | 4 | 174,38 | 27.900,00 | 33,53 | 5.365,38 | 30,06 | 4.810,34 |

Real (BRL)

Cotação do Dollar (USD) 5,2

Cotação do Euro (EUR) 5,8

| Profile Name | Ratecards for Brazil (BRL) |
|-----------------------------------|----------------------------|
| Program Manager | R\$ 315,00 |
| Scrum Master Level 2 | R\$ 344,84 |
| Scrum Master Level 3 | R\$ 360,00 |
| Functional Analyst Level 1 | R\$ 192,26 |
| Functional Analyst Level 2 | R\$ 230,00 |
| Functional Analyst Level 3 | R\$ 366,66 |
| Data Architect Level 2 | R\$ 318,65 |
| Data Architect Level 3 | R\$ 410,31 |
| Data Engineer Level 1 | R\$ 192,00 |
| Data Engineer Level 2 | R\$ 245,00 |
| Data Engineer Level 3 | R\$ 295,85 |
| Back End Developer Level 1 | R\$ 148,56 |
| Back End Developer Level 2 | R\$ 193,00 |
| Back End Developer Level 3 | R\$ 222,00 |
| Front End Developer Level 1 | R\$ 142,00 |
| Front End Developer Level 2 | R\$ 209,52 |
| Front End Developer Level 3 | R\$ 228,00 |
| Data Scientist Level 1 | R\$ 292,46 |
| Data Scientist Level 2 | R\$ 420,00 |
| Senior Functional Consultant SFDC | R\$ 299,46 |
| Pleno Functional Consultant SFDC | R\$ 234,00 |
| Junior Functional Consultant SFDC | R\$ 211,00 |
| Release Manager | R\$ 223,13 |
| Salesforce developer Sr | R\$ 278,30 |
| Salesforce developer Pleno | R\$ 239,00 |
| Salesforce developer Jr | R\$ 172,25 |
| Salesforce Architect | R\$ 400,00 |
| Salesforce Program Architect | R\$ 710,78 |

| | |
|---|------------|
| DevOps Engineer | R\$ 303,00 |
| DevOps Analyst | R\$ 191,00 |
| Technical Leader | R\$ 381,90 |
| Integration Developer | R\$ 182,00 |
| Integration Architect | R\$ 325,00 |
| Solution Architect | R\$ 336,00 |
| QA Leader | R\$ 167,49 |
| QA Test Automator | R\$ 119,87 |
| QA Test Performance | R\$ 194,13 |
| QA Test Consultant | R\$ 132,94 |
| QA Test Analyst | R\$ 100,03 |
| Senior Mobile Engineer | R\$ 240,00 |
| Pleno Mobile Engineer | R\$ 216,45 |
| Junior Mobile Engineer | R\$ 159,21 |
| Project Leader | R\$ 265,00 |
| Senior Backend/Frontend Engineer | R\$ 240,00 |
| Pleno Backend/Frontend Engineer | R\$ 196,32 |
| Junior Backend/Frontend Engineer | R\$ 143,20 |
| UX/UI Leader | R\$ 277,61 |
| UX/UI Designer | R\$ 204,00 |
| UX/UI Writer | R\$ 188,15 |
| Digital Marketing Strategist | R\$ 310,24 |
| Digital Marketing Analyst | R\$ 226,39 |
| Digital Marketing Engineer | R\$ 226,39 |
| Digital Platforms Specialist | R\$ 297,07 |

Schedule 1 – Appendix A

1 Global Rate Card

(a) The following Rate Card will apply for Services named in the table below.

| Price/ Day in Local Currency | | USA | Belgium | S.Africa | China | Brazil | Mexico | India | UK | Spain | Canada |
|--|--|-----------|-----------|------------|------------|------------|------------|-------------|-----------|-----------|-----------|
| Strategy Consulting | Strategy Partner / Advisor | USD 6 200 | EUR 4 491 | | | BRL 15 590 | | | GBP 4 815 | | |
| | Strategy Programme Lead | USD 5 100 | EUR 3 678 | | | BRL 12 764 | | | GBP 4 100 | | |
| | Strategy Project Manager | USD 4 300 | EUR 3 107 | | | BRL 10 786 | | | GBP 3 040 | | |
| | Strategy Sr. Consultant | USD 4 300 | EUR 2 549 | | | BRL 10 786 | | | GBP 2 260 | | |
| | Strategy Consultant | USD 2 600 | EUR 1 790 | | | BRL 6 214 | | | GBP 1 945 | | |
| | Strategy Sr. Associate | USD 1 700 | EUR 1 178 | | | BRL 4 087 | | | GBP 1 340 | | |
| Management Consulting | Business Process / Change Director | USD 4 490 | EUR 3 761 | ZAR 35 100 | CNY 25 800 | BRL 11 900 | MXN 56 700 | INR 201 500 | GBP 3 455 | EUR 2 575 | CAD 4 490 |
| | Business Process / Change Lead | USD 4 080 | EUR 3 146 | ZAR 28 900 | CNY 17 535 | BRL 8 800 | MXN 40 200 | INR 164 900 | GBP 3 040 | EUR 2 270 | CAD 4 080 |
| | Business Process / Change Experienced Manager | USD 3 740 | EUR 2 315 | ZAR 23 200 | CNY 16 100 | BRL 7 000 | MXN 35 100 | INR 118 600 | GBP 2 680 | EUR 1 855 | CAD 3 740 |
| | Business Process / Change Manager | USD 3 280 | EUR 1 814 | ZAR 18 400 | CNY 13 580 | BRL 6 500 | MXN 29 400 | INR 89 700 | GBP 2 320 | EUR 1 625 | CAD 3 280 |
| | Business Process / Change Sr. Consultant | USD 2 860 | EUR 1 626 | ZAR 14 840 | CNY 10 105 | BRL 4 950 | MXN 20 525 | INR 71 600 | GBP 1 685 | EUR 1 360 | CAD 2 860 |
| | Business Process / Change Consultant | USD 2 310 | EUR 1 386 | ZAR 12 945 | CNY 7 790 | BRL 4 320 | MXN 18 425 | INR 57 400 | GBP 1 420 | EUR 1 210 | CAD 2 310 |
| | Business Process / Change Sr. Associate | USD 2 060 | EUR 1 098 | ZAR 11 265 | CNY 5 659 | BRL 2 922 | MXN 15 525 | INR 50 500 | GBP 1 025 | EUR 975 | CAD 2 060 |
| | Business Process / Change Associate | USD 1 680 | EUR 959 | ZAR 9 475 | CNY 5 105 | BRL 2 680 | MXN 9 940 | INR 37 900 | GBP 945 | EUR 840 | CAD 1 680 |
| Technology Advisory | Technology Advisory Programme Director | USD 4 370 | EUR 3 575 | ZAR 33 700 | CNY 24 700 | BRL 10 800 | MXN 55 200 | INR 185 600 | GBP 3 400 | EUR 2 450 | CAD 4 370 |
| | Technology Advisory Programme Lead / Enterprise Architect | USD 3 910 | EUR 2 990 | ZAR 27 700 | CNY 16 825 | BRL 8 000 | MXN 38 100 | INR 153 600 | GBP 2 990 | EUR 2 155 | CAD 3 910 |
| | Technology Advisory Sr. Architect | USD 3 450 | EUR 2 200 | ZAR 22 300 | CNY 15 400 | BRL 6 300 | MXN 33 500 | INR 110 300 | GBP 2 630 | EUR 1 765 | CAD 3 450 |
| | Technology Advisory Architect | USD 3 020 | EUR 1 725 | ZAR 17 600 | CNY 12 800 | BRL 6 000 | MXN 27 300 | INR 85 100 | GBP 2 215 | EUR 1 540 | CAD 3 020 |
| | Technology Advisory Sr. Consultant | USD 2 600 | EUR 1 545 | ZAR 14 235 | CNY 9 710 | BRL 4 500 | MXN 20 100 | INR 67 400 | GBP 1 630 | EUR 1 290 | CAD 2 600 |
| | Technology Advisory Consultant | USD 2 140 | EUR 1 315 | ZAR 12 420 | CNY 7 475 | BRL 3 920 | MXN 17 525 | INR 54 200 | GBP 1 355 | EUR 1 155 | CAD 2 140 |
| | Technology Advisory Sr. Associate | USD 1 850 | EUR 1 045 | ZAR 10 815 | CNY 5 555 | BRL 2 650 | MXN 14 725 | INR 47 400 | GBP 975 | EUR 920 | CAD 1 850 |
| | Technology Advisory Associate | USD 1 550 | EUR 910 | ZAR 9 105 | CNY 4 895 | BRL 2 450 | MXN 9 450 | INR 35 300 | GBP 895 | EUR 790 | CAD 1 550 |
| System Integration Rate card for Sales Force and related Tier 2 skills | Sr. Programme Director | USD 3 750 | EUR 3 400 | ZAR 29 640 | CNY 23 455 | BRL 11 150 | MXN 51 545 | | GBP 3 195 | EUR 2 290 | CAD 3 350 |
| | Programme Director | USD 3 480 | EUR 3 150 | ZAR 22 815 | CNY 14 225 | BRL 7 973 | MXN 41 235 | | GBP 2 725 | EUR 1 875 | CAD 3 140 |
| | Delivery Lead | USD 3 250 | EUR 2 500 | ZAR 20 255 | CNY 12 370 | BRL 5 581 | MXN 34 020 | INR 51 000 | GBP 2 345 | EUR 1 590 | CAD 2 950 |
| | Agile Coach | USD 3 220 | EUR 2 475 | ZAR 20 050 | CNY 12 245 | BRL 5 525 | MXN 33 680 | | GBP 2 320 | EUR 1 575 | CAD 2 920 |
| | Sr. Solution Architect/ Sr. Project Manager | USD 3 090 | EUR 1 814 | ZAR 19 070 | CNY 11 855 | BRL 5 980 | MXN 25 775 | INR 47 890 | GBP 2 060 | EUR 1 450 | CAD 2 760 |
| | Solution Architect | USD 2 760 | EUR 1 750 | ZAR 15 465 | CNY 8 660 | BRL 4 737 | MXN 24 500 | | GBP 1 650 | EUR 1 180 | CAD 2 510 |
| | Sr. Scrum Master | USD 2 420 | EUR 1 660 | ZAR 13 400 | CNY 7 320 | BRL 4 642 | MXN 22 660 | | GBP 1 390 | EUR 1 100 | CAD 2 270 |
| | Senior Business Analyst/ Project Manager | USD 1 980 | EUR 1 386 | ZAR 11 580 | CNY 6 790 | BRL 3 900 | MXN 18 945 | INR 41 790 | GBP 1 265 | EUR 1 080 | CAD 1 850 |
| | Scrum Master | USD 2 235 | EUR 1 315 | ZAR 11 275 | CNY 5 800 | BRL 3 160 | MXN 18 800 | | GBP 1 045 | EUR 900 | CAD 2 060 |
| | Sr. Technical Consultant | USD 2 190 | EUR 1 291 | ZAR 11 055 | CNY 5 685 | BRL 3 100 | MXN 18 430 | INR 36 100 | GBP 1 025 | EUR 880 | CAD 2 020 |
| | Functional / Technical Consultant | USD 1 900 | EUR 1 070 | ZAR 9 905 | CNY 4 210 | BRL 2 388 | MXN 10 475 | INR 28 600 | GBP 895 | EUR 690 | CAD 1 720 |
| | Sr. Functional / Sr. Technical Analyst | USD 1 595 | EUR 885 | ZAR 8 160 | CNY 3 475 | BRL 2 189 | MXN 8 097 | INR 23 750 | GBP 815 | EUR 595 | CAD 1 510 |
| | Functional Analyst / Technical Analyst | USD 1 360 | EUR 775 | ZAR 7 105 | CNY 2 895 | BRL 1 478 | MXN 6 606 | INR 19 000 | GBP 600 | EUR 510 | CAD 1 330 |
| | Junior Analyst | USD 925 | EUR 725 | ZAR 6 525 | CNY 2 540 | BRL 1 375 | MXN 6 210 | INR 16 000 | GBP 525 | EUR 450 | CAD 1 040 |
| System Integration Rate card for SAH and related Tier 3 skills | Sr. Programme Director / Sr. Transformation Executive | USD 3 920 | EUR 3 570 | ZAR 31 420 | CNY 24 870 | BRL 12 035 | MXN 54 125 | | GBP 3 355 | EUR 2 400 | CAD 3 500 |
| | Programme Director / Sr. Delivery Lead | USD 3 630 | EUR 3 310 | ZAR 24 175 | CNY 15 075 | BRL 8 600 | MXN 43 300 | | GBP 2 860 | EUR 1 970 | CAD 3 310 |
| | Delivery Lead / Sr. Enterprise Architect | USD 3 460 | EUR 2 625 | ZAR 21 470 | CNY 13 120 | BRL 6 025 | MXN 35 720 | INR 53 505 | GBP 2 465 | EUR 1 670 | CAD 3 120 |
| | Enterprise Architect | USD 3 250 | EUR 1 905 | ZAR 20 205 | CNY 12 575 | BRL 6 470 | MXN 27 060 | | GBP 2 165 | EUR 1 520 | CAD 2 920 |
| | Sr. Solution Architect / Sr. Technical Architect/ Sr. Work Stream Lead | USD 3 000 | EUR 1 840 | ZAR 16 390 | CNY 9 175 | BRL 5 125 | MXN 26 545 | INR 50 310 | GBP 1 730 | EUR 1 235 | CAD 2 630 |
| | Senior Business Analyst/ Project Manager | USD 2 675 | EUR 1 745 | ZAR 14 200 | CNY 7 760 | BRL 5 025 | MXN 24 535 | INR 43 895 | GBP 1 465 | EUR 1 155 | CAD 2 390 |
| | Solution Architect / Technical Architect | USD 2 140 | EUR 1 455 | ZAR 12 265 | CNY 7 185 | BRL 4 210 | MXN 19 895 | | GBP 1 325 | EUR 1 130 | CAD 2 000 |
| | Sr. Technical Consultant / Solution Delivery Lead | USD 2 300 | EUR 1 355 | ZAR 11 710 | CNY 6 025 | BRL 3 350 | MXN 19 370 | INR 37 895 | GBP 1 080 | EUR 925 | CAD 2 180 |
| | Functional / Technical Consultant | USD 2 060 | EUR 1 125 | ZAR 10 500 | CNY 4 475 | BRL 2 575 | MXN 11 580 | INR 30 000 | GBP 940 | EUR 725 | CAD 1 930 |
| | Sr. Functional Analyst / Sr. Technical Analyst | USD 1 800 | EUR 930 | ZAR 8 660 | CNY 3 685 | BRL 2 375 | MXN 8 945 | INR 24 945 | GBP 860 | EUR 625 | CAD 1 640 |
| | Functional Analyst / Technical Analyst | USD 1 600 | EUR 815 | ZAR 7 525 | CNY 3 080 | BRL 1 600 | MXN 7 315 | INR 20 000 | GBP 630 | EUR 535 | CAD 1 480 |
| | Junior Analyst | USD 1 220 | EUR 760 | ZAR 6 920 | CNY 2 685 | BRL 1 525 | MXN 6 525 | INR 16 840 | GBP 555 | EUR 475 | CAD 1 190 |

GLOBAL RATE CARD

The following shall be the maximum daily billable rates in local currency for each level of Consultant Personnel (unless more favorable rates have been agreed between CONSULTANT and the Applicable Affiliate). Unless stated otherwise, all invoices will be paid in local currency.

All quoted services pricing will be fixed for the period of this Agreement and a one year extension. After which the services pricing will be subject to review and an annual inflation adjustment (“**Inflation Adjustment**”), with the first Inflation Adjustment effective from , April 1st 2026, and annually thereafter (“**Annual Anniversary Date**”). The inflation mechanism will be in line with the Mercer index.

| Service Category and People Levels | USA | UK | Belgium | Netherlands | France | Germany | Italy | Spain | South Africa | Brazil | China | Mexico |
|---|-------|-------|---------|-------------|--------|---------|-------|-------|--------------|--------|--------|--------|
| | USD | GBP | EUR | EUR | EUR | EUR | EUR | EUR | ZAR | BRL | CNY | MXN |
| TAXATION | USA | UK | Belgium | Netherlands | France | Germany | Italy | Spain | South Africa | Brazil | China | Mexico |
| LEVEL 1: Partner | 6,016 | 6,770 | 4,760 | 6,005 | 5,664 | 4,924 | 4,270 | 4,262 | 40,156 | 13,149 | 29,826 | 60,760 |
| LEVEL 2: Principal Consultant/Director | 6,016 | 5,599 | 4,598 | 5,658 | 4,891 | 4,157 | 3,812 | 3,769 | 34,468 | 11,505 | 28,044 | 50,907 |
| LEVEL 3: Senior Manager/Senior Consultant | 4,990 | 4,905 | 3,778 | 4,723 | 4,120 | 3,415 | 3,048 | 3,014 | 28,822 | 8,751 | 26,389 | 42,906 |
| LEVEL 4: Manager/Consultant | 3,982 | 3,878 | 2,633 | 3,483 | 3,192 | 2,860 | 2,360 | 2,250 | 20,375 | 6,130 | 17,463 | 32,966 |
| LEVEL 5: Consultant | 2,500 | 2,478 | 1,945 | 2,495 | 2,297 | 2,030 | 1,630 | 1,503 | 13,753 | 3,465 | 8,781 | 18,079 |
| LEVEL 6: Analyst/Graduate | 2,294 | 1,766 | 1,418 | 1,613 | 1,667 | 1,333 | 1,027 | 976 | 8,320 | 2,177 | 5,251 | 12,862 |
| | | | | | | | | | | | | |
| M&A, SPECIALTY TAX, FIDS, FAAS | USA | UK | Belgium | Netherlands | France | Germany | Italy | Spain | South Africa | Brazil | China | Mexico |
| LEVEL 1: Partner | 6,869 | 6,457 | 5,005 | 5,321 | 4,954 | 5,123 | 4,754 | 4,754 | 46,441 | 15,202 | 37,126 | 89,828 |
| LEVEL 2: Principal Consultant/Director | 5,809 | 5,300 | 3,978 | 4,615 | 3,939 | 4,136 | 3,780 | 3,780 | 37,320 | 14,056 | 34,760 | 58,726 |
| LEVEL 3: Senior Manager/Senior Consultant | 5,344 | 4,500 | 3,566 | 3,773 | 3,529 | 3,544 | 3,387 | 3,387 | 30,887 | 10,222 | 30,764 | 52,570 |
| LEVEL 4: Manager/Consultant | 4,546 | 3,200 | 2,834 | 2,805 | 2,693 | 2,817 | 2,692 | 2,692 | 21,766 | 6,724 | 19,709 | 36,856 |
| LEVEL 5: Consultant | 3,080 | 2,288 | 2,064 | 2,082 | 2,011 | 2,052 | 1,961 | 1,961 | 16,568 | 3,833 | 12,683 | 19,686 |
| LEVEL 6: Analyst/Graduate | 2,168 | 1,728 | 1,304 | 1,390 | 1,291 | 1,310 | 1,239 | 1,239 | 12,219 | 2,368 | 7,230 | 13,464 |
| | | | | | | | | | | | | |
| CONSULTING | USA | UK | Belgium | Netherlands | France | Germany | Italy | Spain | South Africa | Brazil | China | Mexico |
| LEVEL 1: Partner | 4,202 | 3,383 | 2,094 | 3,299 | 2,871 | 3,374 | 2,750 | 2,377 | 29,463 | 9,515 | 16,205 | 48,485 |
| LEVEL 2: Principal Consultant/Director | 3,968 | 2,953 | 1,619 | 2,716 | 2,525 | 3,074 | 2,456 | 1,985 | 28,089 | 7,420 | 15,115 | 42,610 |
| LEVEL 3: Senior Manager/Senior Consultant | 3,805 | 2,583 | 1,357 | 2,369 | 2,343 | 2,430 | 2,058 | 1,664 | 21,748 | 6,230 | 13,193 | 31,076 |
| LEVEL 4: Manager/Consultant | 3,250 | 1,981 | 1,139 | 1,878 | 1,801 | 2,058 | 1,325 | 1,335 | 17,060 | 4,886 | 9,248 | 21,453 |
| LEVEL 5: Consultant | 2,516 | 1,363 | 926 | 1,308 | 1,249 | 1,580 | 909 | 878 | 13,800 | 3,130 | 4,501 | 14,780 |
| LEVEL 6: Analyst/Graduate | 1,735 | 945 | 688 | 1,039 | 965 | 1,104 | 541 | 510 | 9,840 | 1,932 | 2,879 | 9,287 |

The rate card for Technology services can be found in the attached excel-sheet:

EY AB InBev
Technology Services

| Rate card BRL | |
|--|--------|
| Service Category: Digital Product Development Typical services: Software Product Development, DevOps, Product Management. | |
| software engineer | 240 |
| quality assurance | 240 |
| designer (user experience) | 240 |
| mobile software engineer | 240 |
| | |
| Service Category: Emerging Technology Typical services: Cloud, AI/ML & Data, Digital Platform Strategy, Product Strategy, Security & Blockchain. | |
| software engineer | 311.98 |
| quality assurance | 311.98 |
| designer (user experience) | 311.98 |
| | |
| Service Category: Team Leadership Typical services: responsible for an specific team to guarantee the best technology excellence, appropriate delivery, a connection with the business vision, and also bring the Thoughtworks flavour to enable people | |
| Pod Lead | 315 |
| Project Manager | 315 |
| Tech Lead | 315 |
| Product Manager | 315 |
| | |
| Service Category: Transversal Leadership Typical services: Leadership with broad vision from AB InBev, people who can navigate between different value streams, and work alongside ABI leadership in order to guarantee the value delivery | |
| Architect | 399.99 |
| Delivery Principal | 399.99 |
| Technical Principal | 399.99 |
| Product Principal/ Product Strategist | 399.99 |
| | |
| Service Category: SME (Subject Matter Expert) Typical service: Highly specialized consultant in a specific domain, covering cross-teams, and the most senior levels of the organization | |

| | |
|-----|--------|
| SME | 639.34 |
|-----|--------|

**Schedule 2: Commercial Rate-card
and Scope of Service**

| Level | Description |
|-------|--|
| 1 | Analysts, developers and data engineers or infrastructure personnel with the capability to execute technical and functional activities of low complexity or criticality. |
| 2 | Analysts, developers, scrum master, data engineers or infrastructure personnel with the capability to execute technical and functional activities of medium complexity or criticality. |
| 3 | Consultants, developers, scrum master, data engineers or infrastructure personnel with the capacity to execute activities of high complexity or criticality; leadership, coordination and solution architecture. |
| 4 | Architects with the ability to define architectural approaches and Tech Services, implement frameworks and best practices. Data scientists for machine learning and AI initiatives. |

| Region/Country | LATAM/BR | LATAM/BR | LATAM/BR | LATAM/BR |
|----------------|---------------|---------------------------|------------------------|-------------------|
| Currency | BRL | BRL | BRL | BRL |
| Stream | Tech Services | Data & Analytics Services | General Services - BPO | Product & Agility |

| Skill Level | | | | |
|-------------|--------|--------|--------|--------|
| Level 4 | 258.64 | 258.64 | 258.64 | 258.64 |
| Level 3 | 225.00 | 225.00 | 225.00 | 225.00 |
| Level 2 | 180.00 | 180.00 | 180.00 | 180.00 |
| Level 1 | 124.60 | 140.00 | 124.60 | 124.60 |

Table Rate Card of Offshore

| Region/Country | NAZ/All, MAS/All, EUR/All, AFR/All, APAC/All, GHQ/All | | | |
|----------------|---|---------------------------|------------------------|-------------------|
| Currency | USD | USD | USD | USD |
| Stream | Tech Services | Data & Analytics Services | General Services - BPO | Product & Agility |

| Skill Level | | | | |
|-------------|-------|-------|-------|-------|
| Level 4 | 66.00 | 66.00 | 66.00 | 66.00 |
| Level 3 | 50.00 | 50.00 | 50.00 | 50.00 |
| Level 2 | 41.00 | 41.00 | 41.00 | 41.00 |
| Level 1 | 32.00 | 32.00 | 32.00 | 32.00 |

SCHEDULE 4: CHARGES

1. INTRODUCTION

- 1.1. This Schedule 4 (*Charges*) sets out the Charges payable by the AB InBev Affiliate for the provision of the Resources, Services and Deliverables as set out in this Agreement, together with the pricing principles that will apply to the Resources, and will apply to all SoWs unless specified otherwise in the applicable SOW.
- 1.2. All Charges will be paid by the Customer to the Supplier in accordance with the Standard Terms and will be calculated based on the actual time worked and the following Rate Cards;

| Stream: Tech Services | Brasil (Prices in BRL) | Hourly Rates (R\$/Hour) |
|-----------------------|------------------------|-------------------------------|
| Skill Level | Up to July 31st, 2022 | Starting on August 01st, 2022 |
| Level 4 | R\$ - | R\$ 213.90 |
| Level 3 | R\$ - | R\$ 190.00 |
| Level 2 | R\$ - | R\$ 158.40 |
| Level 1 | R\$ - | R\$ 123.20 |
| Mobile Developer | R\$ 180,00 | R\$ - |
| Other Profiles | R\$ 150,00 | R\$ - |

| Stream: Data & Analytics Services | Brasil (Prices in BRL) | Hourly Rates (R\$/Hour) |
|-----------------------------------|------------------------|-------------------------------|
| Skill Level | Up to July 31st, 2022 | Starting on August 01st, 2022 |
| Level 4 | R\$ - | R\$ 204,60 |
| Level 3 | R\$ - | R\$ 180,50 |
| Level 2 | R\$ - | R\$ 140,80 |
| Level 1 | R\$ - | R\$ 105,60 |
| Mobile Developer | R\$ 180,00 | R\$ - |
| Other Profiles | R\$ 150,00 | R\$ - |

| Stream: Product & Agility | Brasil (Prices in BRL) | Hourly Rates (R\$/Hour) |
|---------------------------|------------------------|-------------------------------|
| Skill Level | Up to July 31st, 2022 | Starting on August 01st, 2022 |
| Level 4 | R\$ - | R\$ 186,00 |
| Level 3 | R\$ - | R\$ 171,00 |
| Level 2 | R\$ - | R\$ 132,00 |
| Level 1 | R\$ - | R\$ 105,60 |
| Mobile Developer | R\$ 180,00 | R\$ - |
| Other Profiles | R\$ 150,00 | R\$ - |

| Stream: General Services - BPO | Brasil (Prices in BRL) | Hourly Rates (R\$/Hour) |
|--------------------------------|------------------------|-------------------------------|
| Skill Level | Up to July 31st, 2022 | Starting on August 01st, 2022 |
| Level 4 | R\$ - | R\$ 186,00 |
| Level 3 | R\$ - | R\$ 171,00 |
| Level 2 | R\$ - | R\$ 132,00 |
| Level 1 | R\$ - | R\$ 105,60 |

| | | |
|------------------|------------|-------|
| Mobile Developer | R\$ 180,00 | R\$ - |
| Other Profiles | R\$ 150,00 | R\$ - |

| | <ul style="list-style-type: none">intelligent plant design and engineering. <p>(c) Product and platforms services including:</p> <p>(i) modernized software products for technological and industry-specific requirements including:</p> <ul style="list-style-type: none">automation software- BigFix, workload automation;commerce and marketing-commerce and Unica;data management - HCL OneDB, HCL Integration Platform;secure DevOps- App Scan, HCL Accelerate, Launch, HCL OneTest, HCL OneTest Embedded, HCL RTist, HCL Compass, HCL Version Vault; andHCL DRYICE; and <p>(ii) action avalanche hybrid Ccloud data platform.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|---|--------|-------------------------|--------|--|--|------|------------|-------------------|--|-------------------------|--|------------|--------|--------|--------|--------|-------------------------------------|--|-------|--|-------|--|--|--|-------|--|-------|--|---------------------------------|--|-------|--|-------|--|----------------------------------|--|-------|--|-------|--|--------------------------------|-----|-------|--|-------|--|----------------------------------|-----|-------|--|-------|--|------------------------------------|-----|-------|--|-------|--|--------------------------------------|-----|-------|-------|-------|-------|-------------------------------------|-----|-------|-------|-------|-------|-----------------------|-----|-----|-------|-------|-------|--------------------------------|-----|-----|-------|-------|-------|--|--|--|--|--|--|
| 3. Charges | <p>3.1 Each SoW must contain a detailed description of the Charges that AB InBev will pay to Service Provider for the performance of the Services.</p> <p>3.2 The charges as set out below shall apply for the provision of Services under any SoW, unless otherwise specified in any relevant SoW:</p> <p>Table 1</p> <table><tr><th colspan="6">Per Day (Rate Card)- Microsoft Power platform</th></tr><tr><th rowspan="2">Role</th><th>India (\$)</th><th colspan="2">Geo Europe (Euro)</th><th colspan="2">Geo North Americas (\$)</th></tr><tr><th>(Offshore)</th><th>Onsite</th><th>Landed</th><th>Onsite</th><th>Landed</th></tr><tr><td>Power Platform Enterprise Architect</td><td></td><td>1,250</td><td></td><td>1,500</td><td></td></tr><tr><td>Power Platform Senior Solution Architect</td><td></td><td>1,200</td><td></td><td>1,400</td><td></td></tr><tr><td>Power Platform Project Director</td><td></td><td>1,250</td><td></td><td>1,500</td><td></td></tr><tr><td>Power Platform Solution Director</td><td></td><td>1,250</td><td></td><td>1,500</td><td></td></tr><tr><td>Power Platform Project Manager</td><td>420</td><td>1,100</td><td></td><td>1,250</td><td></td></tr><tr><td>Power Platform Senior Consultant</td><td>420</td><td>1,100</td><td></td><td>1,250</td><td></td></tr><tr><td>Power Platform Technical Architect</td><td>420</td><td>1,100</td><td></td><td>1,250</td><td></td></tr><tr><td>Power Platform Functional Consultant</td><td>400</td><td>1,025</td><td>1,050</td><td>1,100</td><td>1,050</td></tr><tr><td>Power Platform Technical Consultant</td><td>380</td><td>1,025</td><td>1,050</td><td>1,100</td><td>1,050</td></tr><tr><td>Power Platform Tester</td><td>350</td><td>950</td><td>1,050</td><td>1,150</td><td>1,000</td></tr><tr><td>Power Platform Data consultant</td><td>350</td><td>950</td><td>1,050</td><td>1,150</td><td>1,000</td></tr><tr><td colspan="6">* All rates are subject to HCL PowerObjects getting a DPOR (Digital Partner or Record) in absence of that a 10% premium on each rate is applicable</td></tr></table> <p>3.3 The charges as set out below shall apply for infrastructure services in the technology areas including (i) Citrix virtualisation; (ii) backup and storage; (iii) wintel services;(iv) collaboration; and (v) database services under any SoW, unless otherwise specified in any relevant SoW:</p> <p>Table 2-</p> | Per Day (Rate Card)- Microsoft Power platform | | | | | | Role | India (\$) | Geo Europe (Euro) | | Geo North Americas (\$) | | (Offshore) | Onsite | Landed | Onsite | Landed | Power Platform Enterprise Architect | | 1,250 | | 1,500 | | Power Platform Senior Solution Architect | | 1,200 | | 1,400 | | Power Platform Project Director | | 1,250 | | 1,500 | | Power Platform Solution Director | | 1,250 | | 1,500 | | Power Platform Project Manager | 420 | 1,100 | | 1,250 | | Power Platform Senior Consultant | 420 | 1,100 | | 1,250 | | Power Platform Technical Architect | 420 | 1,100 | | 1,250 | | Power Platform Functional Consultant | 400 | 1,025 | 1,050 | 1,100 | 1,050 | Power Platform Technical Consultant | 380 | 1,025 | 1,050 | 1,100 | 1,050 | Power Platform Tester | 350 | 950 | 1,050 | 1,150 | 1,000 | Power Platform Data consultant | 350 | 950 | 1,050 | 1,150 | 1,000 | * All rates are subject to HCL PowerObjects getting a DPOR (Digital Partner or Record) in absence of that a 10% premium on each rate is applicable | | | | | |
| Per Day (Rate Card)- Microsoft Power platform | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Role | India (\$) | Geo Europe (Euro) | | Geo North Americas (\$) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | (Offshore) | Onsite | Landed | Onsite | Landed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Enterprise Architect | | 1,250 | | 1,500 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Senior Solution Architect | | 1,200 | | 1,400 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Project Director | | 1,250 | | 1,500 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Solution Director | | 1,250 | | 1,500 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Project Manager | 420 | 1,100 | | 1,250 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Senior Consultant | 420 | 1,100 | | 1,250 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Technical Architect | 420 | 1,100 | | 1,250 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Functional Consultant | 400 | 1,025 | 1,050 | 1,100 | 1,050 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Technical Consultant | 380 | 1,025 | 1,050 | 1,100 | 1,050 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Tester | 350 | 950 | 1,050 | 1,150 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Power Platform Data consultant | 350 | 950 | 1,050 | 1,150 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| * All rates are subject to HCL PowerObjects getting a DPOR (Digital Partner or Record) in absence of that a 10% premium on each rate is applicable | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| S. No | Skills | Day Rate (USD) | | | |
|---|--|------------------------------|------------------------------|-------------------------------|----------------------------|
| | | Junior level (1-3 Years) | Middle Level (4-6 Years) | Senior Level (7-10 years) | Architect (11-15 Years) |
| 1 | Citrix – VDI, APP Virtualization | \$ 126 | \$ 142 | \$ 195 | \$ 218 |
| 2 | Virtualization (Hyper-V, VMware), Linux \Unix – OS level Support | \$ 126 | \$ 142 | \$ 212 | \$ 237 |
| 3 | Backup & Storage – EMC, Networker, Symantec | \$ 134 | \$ 159 | \$ 212 | \$ 237 |
| 4 | Wintel – (DHCP, WINS, DNS, AD, SCOM, SCCM for Patching & application packaging) Hardware Support- Remote Management (HP, Dell) | \$ 126 | \$ 142 | \$ 195 | \$ 218 |
| 5 | O365, Exchange Online , On Prem | \$ 138 | \$ 159 | \$ 212 | \$ 238 |
| 6 | Database – SQL, Oracle & Mysql, Cluster management Experience | \$ 134 | \$ 159 | \$ 212 | \$ 237 |
| <p>3.4 The rates mentioned in the Tables 1 and 2 -shall be effective from 31December 2020. The maximum ceiling rates, as set out in Tables 1 and 2, shall apply. The respective ABI Affiliate may, when applicable as indicated at the bottom of the Tables 1 and 2, negotiate lower rates with the Service Provider in a SoW provided always that any negotiated rates do not exceed the maximum ceiling rates as set out in Tables 1 and 2. If any SoW contains any higher rates, then these will be deemed to be reduced to the rates as set out in Tables 1 and 2 and the Charges adjusted accordingly.</p> | | | | | |
| 4. Currency | The Charges shall be in USD, unless agreed otherwise in a relevant SoW. | | | | |
| 5. Payment Terms | Invoices shall be paid in the next scheduled payment run following one hundred and twenty days (120) days from the end of the month in which the applicable AB InBev Affiliate has received a correctly submitted invoice from the Service Provider, unless agreed otherwise in a relevant SoW. | | | | |
| 6. Continuous Improvement and Cost Saving Requirements | <p>6.1 Introduction</p> <p>6.1.1. Service Provider has a two-fold innovation approach to address continuous improvement which enables Service Provider to accelerate client transformation.</p> <p>6.1.2. The benefits, scale and the value delivered would vary based on the type of service that Service Provider has been engaged for and the same will be discussed and agreed at the respective SoW level.</p> <p>6.2 Two-fold approach</p> <p>6.2.1 Approach 1: Value Creation including:</p> <p>(a) Value Portal – Innovation platform for customer focused innovation (the “Value Portal”).Value Portal is a unique grassroots innovation platform that lets employees contribute their ideas across hierarchical structures. This platform truly brings alive the employee first belief of giving an opportunity to employees at the grassroots level to generate value for the customer as well as Service Provider. The Value Portal encourages, facilitates, manages, records and shares customer-focused innovations at Service Provider;</p> <p>(b) MADJAM – Annual competitive seed funding platform for next-generation innovation. MAD JAM is an integral piece of the innovation engine at Service Provider that recognizes and celebrates outstanding, employee-led innovations for customers. MADJAM is a centralized platform for celebrating business-centric ideas that have been implemented; and</p> | | | | |

Schedule 2: Commercial Rate-card
and Scope of Service

| Level | Description |
|-------|--|
| 1 | Analysts, developers and data engineers or infrastructure personnel with the capability to execute technical and functional activities of low complexity or criticality. |
| 2 | Analysts, developers, scrum master, data engineers or infrastructure personnel with the capability to execute technical and functional activities of medium complexity or criticality. |
| 3 | Consultants, developers, scrum master, data engineers or infrastructure personnel with the capacity to execute activities of high complexity or criticality; leadership, coordination and solution architecture. |
| 4 | Architects with the ability to define architectural approaches and Tech Servicess, implement frameworks and best practices. Data scientists for machine learning and AI initiatives. |

| Region/Country | LATAM/BR | LATAM/BR | LATAM/BR | LATAM/BR |
|----------------|---------------|---------------------------|------------------------|-------------------|
| Currency | BRL | BRL | BRL | BRL |
| Stream | Tech Services | Data & Analytics Services | General Services - BPO | Product & Agility |

| Skill Level | | | | |
|-------------|--------|--------|--------|--------|
| Level 4 | 238,00 | 213,00 | 165,00 | 239,00 |
| Level 3 | 202,00 | 189,00 | 131,00 | 201,00 |
| Level 2 | 164,00 | 133,00 | 109,00 | 139,00 |
| Level 1 | 81,00 | 68,00 | 63,00 | 79,00 |

APPENDIX 3: RATE CARD

Below we present the rates by resource profile and location to be used in all SOWs in this Agreement. "Rate CPS" below refers to resources working out of Campinas, Brazil and "Rate BH" below refers to resources working out of Belo Horizonte, Brazil. The standard monthly billing considers twenty one (21) working days in a month.

| Profile | Standard Rate (Day) | Rate CPS (Day) | Rate BH (Day) |
|---------------------------|----------------------------|-----------------------|----------------------|
| Project Manager (US) | \$1,200.00 | N/A | N/A |
| Enterprise Architect (US) | \$1,272.00 | N/A | N/A |
| Lean Executive (US) | \$2,912.00 | N/A | N/A |
| Product Manager (US) | \$1,200.00 | N/A | N/A |
| Developer (US) | \$936.00 | N/A | N/A |
| Lean Executive | \$1,232.00 | \$1,108.80 | \$1,071.84 |
| Senior Manager | \$800.00 | \$720.00 | \$696.00 |
| Digital Strategist | \$672.00 | \$604.80 | \$584.64 |
| Project Manager | \$672.00 | \$604.80 | \$584.64 |
| Product Manager | \$672.00 | \$604.80 | \$584.64 |
| System Architect | \$672.00 | \$604.80 | \$584.64 |
| UX Expert | \$571.20 | \$514.08 | \$496.94 |
| Analytics Expert | \$475.20 | \$427.68 | \$413.42 |
| Scrum Master | \$475.20 | \$427.68 | \$413.42 |
| Support Master | \$475.20 | \$427.68 | \$413.42 |
| Software Architect | \$475.20 | \$427.68 | \$413.42 |
| Automated Test Lead | \$475.20 | \$427.68 | \$413.42 |
| UI Designer | \$422.40 | \$380.16 | \$367.49 |
| QA Analyst | \$268.80 | \$241.92 | \$233.86 |
| Business Analyst | \$560.00 | \$504.00 | \$487.20 |
| Android Developer | \$422.40 | \$380.16 | \$367.49 |
| Backend Developer | \$422.40 | \$380.16 | \$367.49 |
| Magento Developer | \$422.40 | \$380.16 | \$367.49 |
| FrontEnd Developer | \$422.40 | \$380.16 | \$367.49 |
| iOS Developer | \$422.40 | \$380.16 | \$367.49 |
| IAAS Developer | \$422.40 | \$380.16 | \$367.49 |

Appendix 1 – Rate Card Applicable starting July 1st, 2021

| Profile | Standard Daily Rate (US\$) | Rate from Campinas with discount rate of 17,07% (US\$) | Rate from Belo Horizonte with discount rate of 17,07% (US\$) |
|---------------------------|----------------------------|--|--|
| Program Manager (US) | \$1.200,00 | N/A | N/A |
| Enterprise Architect (US) | \$1.712,00 | N/A | N/A |
| Lean Executive (US) | \$2.912,00 | N/A | N/A |
| Product Manager (US) | \$1.200,00 | N/A | N/A |
| Developer (US) | \$936,00 | N/A | N/A |
| Lean Executive | \$1.232,00 | \$920,01 | \$889,34 |
| Senior Manager | \$800,00 | \$597,41 | \$577,49 |
| Digital Strategist | \$672,00 | \$501,82 | \$485,10 |
| Project Manager | \$672,00 | \$501,82 | \$485,10 |
| Product Manager | \$672,00 | \$501,82 | \$485,10 |
| System Architect | \$672,00 | \$501,82 | \$485,10 |
| UX Expert | \$571,20 | \$426,55 | \$412,33 |
| Analytics Expert | \$475,20 | \$354,86 | \$343,03 |
| Scrum Master | \$475,20 | \$354,86 | \$343,03 |
| Support Master | \$475,20 | \$354,86 | \$343,03 |
| Software Architect | \$475,20 | \$354,86 | \$343,03 |
| Automated Test Lead | \$475,20 | \$354,86 | \$343,03 |
| UI Designer | \$422,40 | \$315,43 | \$304,92 |
| QA Analyst | \$268,80 | \$200,73 | \$194,04 |
| Business Analyst | \$560,00 | \$418,19 | \$404,25 |
| Android Mobile Developer | \$422,40 | \$315,43 | \$304,92 |
| Backend Developer | \$422,40 | \$315,43 | \$304,92 |
| Magento Developer | \$422,40 | \$315,43 | \$304,92 |
| FrontEnd Developer | \$422,40 | \$315,43 | \$304,92 |
| iOS Developer | \$422,40 | \$315,43 | \$304,92 |
| IAAS Developer | \$422,40 | \$315,43 | \$304,92 |

Agreement Reference No:

SCHEDULE 1: COMMERCIAL TERMS

1. Term:

This Agreement shall commence with effect from the Effective Date and continue until 01-Mar-27 years unless terminated earlier in accordance with its terms ("**Term**").

AB InBev shall have two (2) options to extend the Term each for a period of one (1) year (a "**Renewal Term**") by providing written notice to the Service Provider at least seven (7) days prior to the expiry of the Term or the first Renewal Term (as applicable). Any extension by AB InBev shall be on the same terms as set out in this Agreement unless otherwise agreed between the Parties.

2. Scope of Services:

- Implementation of Software TMS/SS/LB of Blue Yonder.
- Implementation of new initiatives on existing Software TMS/SS/LB of Blue Yonder.
- Support on Software TMS/SS/LB of Blue Yonder.
- Migration to new versions of the software TMS/SS/LB of Blue Yonder.
- Integrations of different software's with TMS/SS/LB of Blue Yonder.
- Trainings related to TMS/SS/LB.
- Consulting to business (processes, functional, technical, etc.).
- Managed services (Planning, DDBB/MasterData maintenance, etc.).
- Other services.

3. Deliverables:

As set out in a Sow.

4. Charges:

In consideration of the Service Provider providing the Services in accordance with the terms of this Agreement, the relevant AB InBev Affiliate shall pay the Service Provider the Charges calculated as a fixed amount or Time & Material per Man Hour, as set out in the Commercial Terms or relevant SoW:

a) For generic resources (not necessarily specialized in Blue Yonder TMS/SS/LB):

For long-term collaborations (+1.500 hours per resource per Statement of Work):

| Resource | Code | EUR/hour |
|-------------------------------|------|---------------|
| Client Partner | LCP | 85 |
| Enterprise Solution Architect | LESA | 85 |
| Project Manager | LPM | 70 |
| Senior Solution Architect | LSSA | 85 |
| Solution Architect | LSA | 75 |
| Junior Solution Architect | LJSA | 70 |
| Senior Business Consultant | LSBC | 70 |
| Business Consultant | LBC | 65 |
| Junior Business Consultant | LJBC | From 0 to 60* |

Agreement Reference No:

| | | |
|-----------------------------|------|----|
| Senior Technical Architect | LSTA | 85 |
| Technical Architect | LTA | 75 |
| Junior Technical Architect | LJTA | 70 |
| Senior Technical Consultant | LSTC | 70 |
| Technical Consultant | LTC | 65 |
| Junior Technical Consultant | LJTC | 60 |

For mid-term collaborations (+750 hours per resource per Statement of Work):

| Resource | Code | EUR/hour |
|-------------------------------|------|---------------|
| Client Partner | MCP | 90 |
| Enterprise Solution Architect | MESA | 90 |
| Project Manager | MPM | 75 |
| Senior Solution Architect | MSSA | 90 |
| Solution Architect | MSA | 80 |
| Junior Solution Architect | MJSA | 75 |
| Senior Business Consultant | MSBC | 75 |
| Business Consultant | MBC | 70 |
| Junior Business Consultant | MJBC | From 0 to 65* |
| Senior Technical Architect | MSTA | 90 |
| Technical Architect | MTA | 80 |
| Junior Technical Architect | MJTA | 75 |
| Senior Technical Consultant | MSTC | 75 |
| Technical Consultant | MTC | 70 |
| Junior Technical Consultant | MJTC | 65 |

For short-term collaborations (+0 hours per resource per Statement of Work):

| Resource | Code | EUR/hour |
|-------------------------------|------|---------------|
| Client Partner | SCP | 100 |
| Enterprise Solution Architect | SESA | 100 |
| Project Manager | SPM | 85 |
| Senior Solution Architect | SSSA | 95 |
| Solution Architect | SSA | 90 |
| Junior Solution Architect | SJSA | 85 |
| Senior Business Consultant | SSBC | 85 |
| Business Consultant | SBC | 75 |
| Junior Business Consultant | SJBC | From 0 to 70* |
| Senior Technical Architect | SSTA | 95 |
| Technical Architect | STA | 90 |
| Junior Technical Architect | SJTA | 85 |
| Senior Technical Consultant | SSTC | 85 |
| Technical Consultant | STC | 75 |
| Junior Technical Consultant | SJTC | 70 |

Agreement Reference No:

b) For resources specialized in Blue Yonder TMS/SS/LB:**For long-term collaborations (+1.500 hours per resource per Statement of Work):**

| Resource | Code | EUR/hour |
|---|--------|---------------|
| Blue Yonder TMS/SS/LB Client Partner | BYLCP | 112 |
| Blue Yonder TMS/SS/LB Enterprise Solution Architect | BYLESA | 112 |
| Blue Yonder TMS/SS/LB Project Manager | BYLPM | 99 |
| Blue Yonder TMS/SS/LB Senior Solution Architect | BYLSSA | 93 |
| Blue Yonder TMS/SS/LB Solution Architect | BYLSA | 87 |
| Blue Yonder TMS/SS/LB Junior Solution Architect | BYLJSA | 81 |
| Blue Yonder TMS/SS/LB Senior Business Consultant | BYLSBC | 81 |
| Blue Yonder TMS/SS/LB Business Consultant | BYLBC | 74 |
| Blue Yonder TMS/SS/LB Junior Business Consultant | BYLJBC | From 0 to 62* |
| Blue Yonder TMS/SS/LB Senior Technical Architect | BYLSTA | 93 |
| Blue Yonder TMS/SS/LB Technical Architect | BYLTA | 87 |
| Blue Yonder TMS/SS/LB Junior Technical Architect | BYLJTA | 81 |
| Blue Yonder TMS/SS/LB Senior Technical Consultant | BYLSTC | 81 |
| Blue Yonder TMS/SS/LB Technical Consultant | BYLTC | 74 |
| Blue Yonder TMS/SS/LB Junior Technical Consultant | BYLJTC | 62 |

For mid-term collaborations (+750 hours per resource per Statement of Work):

| Resource | Code | EUR/hour |
|---|--------|---------------|
| Blue Yonder TMS/SS/LB Client Partner | BYMCP | 123 |
| Blue Yonder TMS/SS/LB Enterprise Solution Architect | BYMESA | 123 |
| Blue Yonder TMS/SS/LB Project Manager | BYMPM | 110 |
| Blue Yonder TMS/SS/LB Senior Solution Architect | BYMSSA | 105 |
| Blue Yonder TMS/SS/LB Solution Architect | BYMSA | 98 |
| Blue Yonder TMS/SS/LB Junior Solution Architect | BYMJSA | 91 |
| Blue Yonder TMS/SS/LB Senior Business Consultant | BYMSBC | 91 |
| Blue Yonder TMS/SS/LB Business Consultant | BYMBC | 82 |
| Blue Yonder TMS/SS/LB Junior Business Consultant | BYMJBC | From 0 to 70* |
| Blue Yonder TMS/SS/LB Senior Technical Architect | BYMSTA | 105 |
| Blue Yonder TMS/SS/LB Technical Architect | BYMTA | 98 |
| Blue Yonder TMS/SS/LB Junior Technical Architect | BYMJTA | 91 |
| Blue Yonder TMS/SS/LB Senior Technical Consultant | BYMSTC | 91 |
| Blue Yonder TMS/SS/LB Technical Consultant | BYMTC | 82 |
| Blue Yonder TMS/SS/LB Junior Technical Consultant | BYMJTC | 70 |

Agreement Reference No:

For short-term collaborations (+0 hours per resource per Statement of Work):

| Resource | Code | EUR/hour |
|---|--------|---------------|
| Blue Yonder TMS/SS/LB Client Partner | BYSCP | 144 |
| Blue Yonder TMS/SS/LB Enterprise Solution Architect | BYSESA | 144 |
| Blue Yonder TMS/SS/LB Project Manager | BYSPM | 133 |
| Blue Yonder TMS/SS/LB Senior Solution Architect | BYSSSA | 128 |
| Blue Yonder TMS/SS/LB Solution Architect | BYSSA | 119 |
| Blue Yonder TMS/SS/LB Junior Solution Architect | BYSJSA | 110 |
| Blue Yonder TMS/SS/LB Senior Business Consultant | BYSSBC | 110 |
| Blue Yonder TMS/SS/LB Business Consultant | BYSBC | 98 |
| Blue Yonder TMS/SS/LB Junior Business Consultant | BYSJBC | From 0 to 85* |
| Blue Yonder TMS/SS/LB Senior Technical Architect | BYSSTA | 128 |
| Blue Yonder TMS/SS/LB Technical Architect | BYSTA | 119 |
| Blue Yonder TMS/SS/LB Junior Technical Architect | BYSJTA | 110 |
| Blue Yonder TMS/SS/LB Senior Technical Consultant | BYSSTC | 110 |
| Blue Yonder TMS/SS/LB Technical Consultant | BYSTC | 98 |
| Blue Yonder TMS/SS/LB Junior Technical Consultant | BYSJTC | 85 |

*these rates will be negotiated individually for each Statement of Work (SoW) based on the expertise of the resource (for example, if the resource has limited expertise, BlueGistics might offer his/her services for free or for a lower rate than the standard one -the highest one- for a limited period of time).

The rates of resources will be considered individually, meaning that, within the same Statement of Work, resources from different tables can coexist (e.g., 1 BYLBC with 1 BYSPM in the same Statement of Work).

Generic rates can apply for resources specialized in Blue Yonder TMS/SS/LB to a specific SoW if both parties agree in writing.

Different rates may apply to a specific SoW if both parties agree in writing.

No rebates are considered.

The following tables shows the legend to understand how we consider each resource in terms of expertise:

| Resource | Expertise (years) |
|--|-------------------|
| (Blue Yonder TMS/SS/LB) Client Partner | +10 |
| (Blue Yonder TMS/SS/LB) Enterprise Solution Architect | +12 |
| (Blue Yonder TMS/SS/LB) Project Manager | +10 |
| (Blue Yonder TMS/SS/LB) Senior Solution/Technical Architect | +10 |
| (Blue Yonder TMS/SS/LB) Solution/Technical Architect | +8 |
| (Blue Yonder TMS/SS/LB) Junior Solution/Technical Architect | +6 |
| (Blue Yonder TMS/SS/LB) Senior Business/Technical Consultant | +4 |
| (Blue Yonder TMS/SS/LB) Business/Technical Consultant | +2 |
| (Blue Yonder TMS/SS/LB) Junior Business/Technical Consultant | +0 |

Unless agreed otherwise between the parties in any SoW, the Service Provider shall provide the relevant AB InBev Affiliate with an invoice in the format required by the Agreement for the Services rendered within 7 days after the end of each month. Provided the relevant AB InBev Affiliate is satisfied with such invoice, it shall pay to the Service Provider such Charges due in accordance with the payment terms set out in the Agreement.

No Charges shall be payable in respect of any period during which the Services are not provided for any reason.

AMENDMENT NUMBER 1 to Master Agreement (Services)

THIS AMENDMENT NUMBER 1 dated 29 April 2024 (the “**Amendment**”) is effective as of 1 January 2024 by and between

- (1) **Anheuser-Busch InBev International GmbH** (formerly named “Anheuser-Busch InBev Procurement GmbH”), a Swiss company which has its registered office at Suurstoffi 22, Rotkreuz, 6343, Switzerland (“**AB InBev**”); and
- (2) **AmBev Luxembourg SARL Senningerberg, Risch Branch**, a Swiss branch of a Luxembourg company which has its registered office at Suurstoffi 22, Rotkreuz, 6343, Switzerland (“**AmBev Luxembourg**”),

(together “**AB InBev**”); and

- (3) **ACT CONSULTORIA EM TECNOLOGIA LTDA**, a Brazilian company which has its registered office at Av. Andromeda, CONJ 1505 SALA 01 BCC, Barueri/SP (the “**Service Provider**”).

WHEREAS:

- (A) The Supplier and AB InBev had previously entered into an agreement dated 1 January 2023 with respect to User Support Services Resources (the “**Agreement**”).
- (B) As a result of various recent discussions between AB InBev and the Supplier, the parties have agreed to enter into this Amendment to amend the terms of the Agreement upon the terms and conditions noted below.

NOW, THEREFORE, in consideration of the mutual covenants contained in this Amendment and other valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereby agree as follows:

1. Terms defined in the Agreement shall have the same meaning when used in this Amendment, unless defined differently in this document. In the event of inconsistency, definitions in the Agreement shall prevail followed by definitions in this Amendment.
2. The following changes shall be made to the Agreement:

a) Annex 1 – Commercial Ratecard

The Annex 1 – Commercial Ratecard must be added to the agreement as follows:

| PERFIL | Junior | Pleno | Senior | Especialista |
|---------------------------|---------------|--------------|---------------|---------------------|
| Back End | R\$ 130.00 | R\$ 150.00 | R\$ 180.00 | R\$ 215.00 |
| Front end | R\$ 128.00 | R\$ 148.00 | R\$ 178.00 | R\$ 212.00 |
| Agile Coach | R\$ 155.00 | R\$ 176.00 | R\$ 220.00 | R\$ 248.00 |
| Agile Master | R\$ 158.00 | R\$ 188.00 | R\$ 230.00 | R\$ 255.00 |
| Devops | R\$ 140.00 | R\$ 160.00 | R\$ 172.00 | R\$ 188.00 |
| QA Funcional/Automatizado | R\$ 90.00 | R\$ 110.00 | R\$ 138.00 | R\$ 145.00 |
| Arquiteto Java | R\$ 170.00 | R\$ 184.00 | R\$ 198.00 | R\$ 205.00 |
| Arquiteto Cloud | R\$ 170.00 | R\$ 185.00 | R\$ 220.00 | R\$ 258.00 |
| Arquiteto de Soluções | R\$ 160.00 | R\$ 176.00 | R\$ 188.00 | R\$ 210.00 |
| Scrum Master | R\$ 128.00 | R\$ 155.00 | R\$ 177.00 | R\$ 182.00 |
| GP | R\$ 110.00 | R\$ 148.00 | R\$ 166.00 | R\$ 176.00 |
| Mobile Flutter | R\$ 155.00 | R\$ 170.00 | R\$ 190.00 | R\$ 210.00 |
| DADOS | R\$ 138.00 | R\$ 160.00 | R\$ 189.00 | R\$ 203.00 |

| | | | | |
|--------------------|------------|------------|------------|------------|
| Arquiteto de DADOS | R\$ 172.00 | R\$ 188.00 | R\$ 194.00 | R\$ 220.00 |
| RPA | R\$ 153.00 | R\$ 168.00 | R\$ 174.00 | R\$ 180.00 |
| Tech Lead | R\$ 168.00 | R\$ 178.00 | R\$ 189.00 | R\$ 215.00 |
| UX / UI | R\$ 120.00 | R\$ 148.00 | R\$ 167.00 | R\$ 188.00 |

b) Schedule 1 – Commercial Terms

The "5. Currency" was blank, therefore it will be substituted to BRL.

3. This Amendment may be executed in one or more counterparts, each of which shall be deemed an original, and all of which shall constitute one and the same instrument, and such counterparts may be exchanged by facsimile or other means of electronic transmission.
4. The parties shall, at each other's request and at their own expense, do all such acts and things as may be necessary or desirable to give effect to the amendments made, or to be made, under this Amendment.
5. Except as provided in this Amendment, all other terms and conditions of the Agreement shall remain in full force and effect. The provisions of the Agreement shall apply as amended by this Amendment, such that references in provisions of the Agreement to "this Agreement" shall be construed as references to that agreement as amended by this document.
6. This Amendment and the Agreement (including all other documents referred to therein (if any)) constitute the entire agreement of the parties on the subject matter hereof and supersede all prior representations, understandings and agreements between the parties with respect to such subject matter. The documents referred to in this Amendment (if any) and attached to it shall be read together with the Agreement to determine the parties' intent.
7. This Amendment shall be governed by, and construed in accordance with, the laws of the England and Wales. Any dispute, controversy or claim arising out of or in connection with this Agreement or breach thereof shall be subject to and finally resolved under the exclusive jurisdiction of the Courts of England.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed by their duly authorised officers or representatives, as follows:

Anheuser-Busch InBev International GmbH

DocuSigned by:
 By: Alessandra Picchio
E3C9DC041320409...
 Name: Alessandra Picchio
 Title: Commercial Procurement Director
 Date: 03 May 2024

DocuSigned by:
 By: Daniel Spirdonoff
C099EA72B4A1461...
 Name: Daniel Spirdonoff
 Title: Legal Director
 Date: 03 May 2024

AmBev Luxembourg SARL Senningerberg, Risch Branch

DocuSigned by:
 By: Alessandra Picchio
E3C9DC041320409...

DocuSigned by:
 By: Daniel Spirdonoff
C099EA72B4A1461...

Schedule 2: Commercial Rate-card

| Level | Description |
|-------|--|
| 1 | Analysts, developers and data engineers or infrastructure personnel with the capability to execute technical and functional activities of low complexity or criticality. |
| 2 | Analysts, developers, scrum master, data engineers or infrastructure personnel with the capability to execute technical and functional activities of medium complexity or criticality. |
| 3 | Consultants, developers, scrum master, data engineers or infrastructure personnel with the capacity to execute activities of high complexity or criticality; leadership, coordination and solution architecture. |
| 4 | Architects with the ability to define architectural approaches and standards, implement frameworks and best practices. Data scientists for machine learning and AI initiatives. |

| | STANDARD TECHNOLOGIES | ADVANCED TECHNOLOGIES | DATA & ANALYTICS |
|-------|-----------------------|-----------------------|------------------|
| Level | Hourly Rate | Hourly Rate | Hourly Rate |
| 1 | R\$ 120.00 | R\$ 120.00 | - |
| 2 | R\$ 140.00 | R\$ 140.00 | R\$ 160.00 |
| 3 | R\$ 155.00 | R\$ 155.00 | R\$ 185.00 |
| 4 | - | R\$ 165.00 | R\$ 200.00 |

Technology Guidelines:

| Category | Technology |
|----------|--------------|
| Advanced | Actimize |
| Advanced | AEM Adobe |
| Advanced | Algorithmics |
| Advanced | AppScan |
| Advanced | Ariba |
| Advanced | ARIS |
| Advanced | Blueprism |

| Category | Technology |
|------------------|----------------------|
| Data & Analytics | Cassandra |
| Data & Analytics | Cplex |
| Data & Analytics | Apache Kafka |
| Data & Analytics | Apache Tools |
| Data & Analytics | Application Insights |
| Data & Analytics | Banks |
| Data & Analytics | Calypso |

| Category | Technology |
|----------|----------------|
| Standard | Jasper Reports |
| Standard | JAVA |
| Standard | Javascript |
| Standard | JQUERY |
| Standard | JSF / JSF 2.0 |
| Standard | JSON |
| Standard | KONY |

| | | | | | |
|--|---|-------------------------|----------------------------|--------|--------|
| 3. Charges | Type of Specialist | | R\$ (Real) per Hour | | |
| | | | Junior | Full | Senior |
| | Data Architect | 130,00 | 148,00 | 165,00 | |
| | Data Engineer | 130,00 | 148,00 | 165,00 | |
| | Data Developer | 130,00 | 139,00 | 157,00 | |
| | Qlik Sense or View or PowerBI Specialist | 130,00 | 148,00 | 165,00 | |
| | Mulesoft Specialist / I&RM | 130,00 | 148,00 | 165,00 | |
| | Mobile Developer (IOS / Android / Hybrid) | 122,00 | 130,00 | 145,00 | |
| | PCL & HMI programmer | 135,00 | 150,00 | 175,00 | |
| | Web Developer | 122,00 | 130,00 | 145,00 | |
| | UX Specialist | 110,00 | 122,00 | 129,00 | |
| | Business Analyst | 135,00 | 150,00 | 175,00 | |
| | Tester/QA Specialist | 122,00 | 122,00 | 130,00 | |
| | Data Scientist | 143,00 | 155,00 | 175,00 | |
| | Scrum Master / PM / PMO | 125,00 | 155,00 | 182,00 | |
| | SAP Specialist / Operation Manager | 217,00 | 228,00 | 245,00 | |
| 4. Currency | [R\$ - Real – Brazilian currency], unless agreed otherwise in a relevant SoW. | | | | |
| 5. Payment Terms | Invoices shall be paid in the next scheduled payment run following one hundred and twenty days (120) days from the end of the month in which the applicable AB InBev Affiliate has received a correctly submitted invoice from the Service Provider, unless agreed otherwise in a relevant SoW. | | | | |
| 6. Continuous Improvement and Cost Saving Requirements | There will be annual based rebate based on volume in a every year of contract | | | | |
| | S.No | Volume (in Brazil real) | Volume based Annual Rebate | | |
| | 1 | < 2520 | 3% | | |
| | 2 | 2520 - 4032 | 5% | | |
| | 3 | 4032 - 6048 | 7% | | |
| 4 | >6048 | 9% | | | |
| 7. Reduction in Charges for delay | []% [or fixed sum] per [week] [day] of delay, unless agreed otherwise in a relevant SoW. Penalty will be discussed separately for each SOW's separately | | | | |
| 8. Insurance Requirements | (a) employers' liability insurance with a minimum per claim limit of indemnity of statutory requirements per claim; (b) professional indemnity insurance with a minimum per claim limit of indemnity of [£10,000,000 (ten million GBP).] | | | | |
| 9. Reports | The Service Provider shall provide AB InBev with [Reports], together with any others agreed in a relevant SoW. | | | | |
| 10.Policies | The Service Provider shall comply with DATA OWNERSHIP CLAUSE, together with any others set out in a relevant SoW or otherwise notified to the Service Provider in writing from time to time. | | | | |
| | <ul style="list-style-type: none">The customer shall be the owner of all rights, title and interests in the all deliverables and other materials provided to ABI in connection with the performance of the services hereunder (the "Deliverables").The customer retains all title, intellectual property and other ownership rights in all ABI Data, ABI Confidential Information and all data, text, files, output, | | | | |