



Accenture GmbH
Campus Kronberg 1 • D-61476 Kronberg
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EMPLOYMENT AGREEMENT

entered into by and between

Ram Prakash Singh
Ramkot Asharfi Bhawan Chauraha

224123 Ayodhya
India

hereinafter "Ram Prakash Singh"

and

Accenture GmbH
Campus Kronberg 1

61476 Kronberg/Ts.

hereinafter "Accenture"

1. **Start Date, Duties and Responsibilities, Place of Work**

Starting on September 16, 2022 Ram Prakash Singh shall begin to work as a Associate Manager (Level 8) for Accenture at our office Nuernberg under the Global Career Program (GCP).

The duties and responsibilities of Ram Prakash Singh shall include company-specific consulting and programming work as well as organizational and administrative tasks.

If demanded by Accenture, Ram Prakash Singh shall also work on projects inside and outside of Germany within the scope of Ram Prakash Singh's employment with Accenture, if necessary also at offices of clients, cooperation partners, or suppliers. Ram Prakash Singh agrees to take business trips in connection with or independently of project assignments inside of Germany, to the extent customary in the business.

Accenture reserves the right to assign other, equivalent duties and responsibilities to Ram Prakash Singh in the interest of Accenture and commensurate to the skills and abilities of Ram Prakash Singh, including the right to reassign Ram Prakash Singh to work at another location in Germany, or at the offices of clients, cooperation partners, or suppliers, reasonably taking into consideration the personal interests and concerns of Ram Prakash Singh.

2. Working Time, Overtime Work

The regular working time, excluding breaks, is 40 hours per week.

Travel time for business purposes outside the agreed working hours and beyond the working time provided for in the applicable works agreement shall count as working time within the meaning of this Agreement, regardless of the means of transportation used, only if Ram Prakash Singh performs work during such travel time.

Ram Prakash Singh agrees to work overtime if requested to do so by Accenture, to the extent permitted by law and in compliance with the provisions of the applicable works agreement.

In addition, Ram Prakash Singh agrees to work on Saturdays, Sundays, and legal holidays if instructed to do so by Accenture, to the extent permitted by law.

3. Salary, Other Benefits

The annual gross base salary is EUR 71.957,00 gross p.a. (amount in words: Euro Seventy One Thousand Nine Hundred Fifty Seven gross annually).

The annual gross base salary will be paid in twelve equal installments at the end of each month to the account named by Ram Prakash Singh, taking into account the tax and social security regulations. The amount of the annual gross salary is reviewed annually in accordance with internal regulations.

Accenture shall compensate overtime work either in the form of time off or cash.

4. Variable special payments

Accenture offers Ram Prakash Singh the prospect of variable special payments in addition to the contractually agreed fixed salary. There are no other variable special payments that go beyond the following provisions.

Ram Prakash Singh has the option of receiving a bonus as a one-off payment ("Yearly Individual Bonus") for the current valuation year.

The amount of the YIB is determined by Accenture at its discretion (§ 315 BGB) at the end of each valuation year, taking into account, the individual performance, work behaviour and abilities of Ram Prakash Singh relevant to the company among other things. The YIB is limited to a maximum of 20% of the base salary.

If a special payment is paid out, this will be done after the end of the salary year.

If the employee enters the valuation year in between the year, the special payments are determined on pro rata basis according to the months and weekly hours worked and are only granted if the employment relationship of Ram Prakash Singh still exists at the end of the respective valuation year.



The Accenture valuation year covers the period from September 1st of each year to August 31st of the following year. The salary year begins with December 1st of a year and ends on November 30th of the following year.

5. Term of Employment, Termination, Paid Leave of Absence

Ram Prakash Singh is hired for a limited term of employment ending on January 15, 2024 in accordance with § 14 para. 2 of the German Act on Part-Time Employment and Employment for a Limited Term (Teilzeit- und Befristungsgesetz). The Employment Agreement shall terminate at the end of January 15, 2024 without notice of termination. During the term of employment the Employment Agreement may be terminated in accordance with applicable law at the end of any given month on two months prior notice.

The parties hereby agree that there shall be no implied extension of the Employment Agreement beyond January 15, 2024.

For clarification purposes Accenture hereby notes that Accenture will under no circumstances accept commencement of the limited term of employment unless and until Accenture is in receipt of an employment agreement that has been duly signed by both parties.

Both parties shall have the right to terminate the Employment Agreement before its commencement date on two weeks prior notice.

The term of employment shall end at the latest, without requiring notice of termination, at the end of the month in which Ram Prakash Singh reaches the standard retirement age applicable to Ram Prakash Singh under the public pension insurance scheme (gesetzliche Rentenversicherung).

In addition, the Employment Agreement is subject to the resolutive condition (auflösende Bedingung) that the month in which a notice is received from the competent social security carrier determining that Ram Prakash Singh is fully disabled has ended and that Ram Prakash Singh fails to withdraw Ram Prakash Singh's application or limit Ram Prakash Singh's application to pension benefits for a limited time period, or, if pension benefits start on a later date, that the day preceding the start date of pension benefits has ended. If the social security carrier grants pension benefits only for a limited time period, the Employment Agreement shall be suspended for the time period for which such pension benefits are granted, however not beyond the end date specified in sentence 1. Sentences 1 and 2 shall not apply if Ram Prakash Singh is still able to perform the duties and responsibilities under the Employment Agreement without limitation.

Accenture shall have the right to place Ram Prakash Singh on a paid leave of absence for good cause in settlement of any outstanding vacation claims and/or claims for overtime pay. Good cause shall be present, in particular, if the Employment Agreement



is terminated - by either party - and continued employment would be unduly burdensome under the circumstances, or if there is a specific risk that Ram Prakash Singh is in gross breach of the Employment Agreement eroding trust between the parties (e.g., by working for a competitor, disclosing proprietary information of the company), or if Accenture can no longer employ Ram Prakash Singh (e.g., because Ram Prakash Singh's position has been eliminated). The remaining provisions of the Agreement, including, without limitation, the duty of confidentiality and the non-competition obligation, shall remain unaffected thereby. Any income from other employment shall be deducted from Ram Prakash Singh's salary only during the revocable leave of absence (i.e., not during any vacation time) in accordance with § 615 sentence 2 of the German Civil Code (BGB).

Ram Prakash Singh has been advised that under § 38 of German Social Security Code III (SGB III) Ram Prakash Singh is required to personally register as looking for work with the German Unemployment Office within three months from the termination date of Ram Prakash Singh's employment with Accenture. If the time period between the date Ram Prakash Singh learns of the termination date and the termination date of employment is less than three months, Ram Prakash Singh must register within three days from the date Ram Prakash Singh learns of the termination date. Failure to do so may adversely affect Ram Prakash Singh's eligibility for employment benefits.

6. Salary Advance

It is up to the employee's discretion to avail the salary advance available as per the eligibility guidelines detailed in the International Temporary Transfers for Groups Policy (AP 0750).

The salary advance payment is recoverable through payroll deductions in six equal installments per month, starting with the payment of the third monthly salary paid by the German Accenture entity. The repayment will be handled with respect to the national limit governing non-attachable amounts.

In case, Ram Prakash Singh repatriates to the home country or leaves Accenture before the end of the assignment due to project or personal reasons, then any outstanding salary advance amount has to be repaid in full by Ram Prakash Singh.

In case, the salary advance is not completely recovered in time, Accenture will deduct the outstanding payment from the upcoming payroll accounting in Germany or the home country.

In case, Ram Prakash Singh leaves Accenture, any outstanding payment will be recovered as part of the settlement process.



7. Social Security

The social security system applicable to Ram Prakash Singh is governed by the mandatory legal provisions of the Host country and by a corresponding social security agreement between the two countries.

Ram Prakash Singh will be a member of the Host Country social security system when working in the Host country for the Host Company if and to the extent this is mandatory by the Host Country legislation. Ram Prakash Singh will be insured also in the Home Country, if it is required by the Home Country legislation.

Ram Prakash Singh must keep Ram Prakash Singh updated of the applicable social security provisions and take necessary actions to keep Ram Prakash Singh's rights if the situation changes.

8. Vacation Time, Additional Leave, Forfeiture of Vacation Time

Ram Prakash Singh is entitled to a total of 29 workdays of vacation, including the legally required minimum vacation time of four weeks as provided in § 3 para. 1 of the Federal Act on Vacation Benefits (Bundesurlaubsgesetz).

After several years of employment with Accenture Ram Prakash Singh's vacation benefits shall increase in accordance with applicable company policies.

Vacation days must be granted and taken during the calendar year in which they accrue.

If vacation days cannot be taken in the calendar year in which they accrue, they shall roll over to the following calendar year, but must be taken at the latest by August 31 of the following calendar year (rollover period). Any rolled over vacation days not taken within the rollover period shall be forfeited, except for a base benefit of 300 hours (including vacation hours accruing during the rollover period).

Granted vacation days shall first be in satisfaction of the legally required minimum vacation time until that minimum has been satisfied and thereafter shall be in satisfaction of any additional leave within the meaning of § 125 of the German Social Security Code IX (SGB IX).

It is up to Accenture's discretion if the employee shall receive a cash settlement only for any remaining legally required minimum vacation time at termination of the Employment Agreement.

9. Secondary Employment

Any other paid employment of Ram Prakash Singh is subject to the prior written consent of Accenture. Accenture shall grant consent provided that Ram Prakash Singh has notified Accenture of the planned employment (type, place, and duration) and such employment is not expected to substantially impair Ram Prakash Singh's ability to



perform the duties and responsibilities under this Employment Agreement and does not adversely affect any competitive interests of Accenture. Consent may be revoked for valid reasons at any time.

The consent requirement shall not apply to charitable, confessional, or political work, provided that such work does not adversely affect the performance of Ram Prakash Singh's duties and responsibilities under this Agreement.

10. Unavailability for Work

Ram Prakash Singh shall notify Accenture of any unavailability for work, including its expected duration. Upon demand Ram Prakash Singh shall provide Accenture with the reasons for Ram Prakash Singh's unavailability.

In the event of any professional disability longer than three calendar days Ram Prakash Singh shall submit to Accenture on or before the fourth calendar day a note from a physician attesting to Ram Prakash Singh's professional disability. In certain cases Accenture may also demand that Ram Prakash Singh submit a note from a physician at an earlier date.

11. Insurance Coverage for Accidents at the Workplace

By entering the employment of Accenture Ram Prakash Singh shall be automatically covered under Accenture's insurance policy for accidents at the workplace, subject to the terms of insurance applicable at the time of hiring.

12. Travel Expenses and Other Expenses

Accenture shall reimburse Ram Prakash Singh for expenses incurred by Ram Prakash Singh in connection with business travel, in accordance with Accenture's policies as amended from time to time.

Ram Prakash Singh may apply for a company credit card from American Express if needed and subject to approval by Accenture, which shall be used exclusively for business purposes. Ram Prakash Singh shall pay credit card balances in due time as agreed by Ram Prakash Singh with American Express. Ram Prakash Singh is hereby advised that Accenture may incur financial losses as a result of agreements between Accenture and American Express if credit card balances are not paid when due.

13. Data Privacy

1.1 Ram Prakash Singh hereby confirms that Ram Prakash Singh has received and read the Data Privacy Statement of Accenture. The Data Privacy Statement of Accenture explains, among other things, how personal data are processed within the scope of employment with Accenture.

1.2 Employment with Accenture is subject, in particular, to the Global Data Privacy Policy (AP 90), the Confidentiality Policy (AP 69), the Data Management Policy (AP 1431), policies of Accenture supplementing, amending, or replacing the



aforementioned policies, and other internal requirements or instructions of Accenture related to data privacy as amended from time to time. All policies of Accenture are available in the intranet under "Policies." In the event of any conflicts between provisions of a company policy and provisions of this Agreement, the latter shall take precedence.

1.3 As used in this section:

(a) the term "personal data" means all information related to an identified or identifiable natural person ("data subject"); a natural person is identifiable if the person can be identified directly or indirectly; personal data include, without limitation, information that are available to an Accenture affiliate in machine-legible form (e.g., on a computer) or in an organized, manually administered (paper) filing system;

(b) personal data include both "personal data of the company" (i.e., personal data that are controlled by the company, a subsidiary, or one of its affiliates, that are in the possession of the company, and that are processed by the company exclusively for its own business purposes) as well as "personal data of the client" (i.e., personal data that are under the control of the client, that are in the possession of the company, and that are processed by the company for purposes of providing services to the client).

1.4 In addition, Ram Prakash Singh hereby agrees to comply with the internal requirements and instructions of Accenture regarding data privacy referenced in section 1.2 of this section ("Data Privacy") as well as with all applicable laws when handling personal data made available to Ram Prakash Singh within the scope of the employment. In particular, Ram Prakash Singh shall use, copy, disclose, or store personal data of the company or personal data of a client only for the due and lawful performance of Ram Prakash Singh's obligations under this Agreement and in accordance with the provisions of the company's Global Data Privacy Policy, Data Management Policy (AP 1431), and applicable laws. Under those policies any unauthorized or unlawful processing of personal data made available to Ram Prakash Singh is prohibited; in particular, Ram Prakash Singh is prohibited from breaching data security, intentionally or unintentionally, in a manner that results in the destruction, loss, alteration, unauthorized disclosure, or unauthorized access of or to personal data (confidentiality and integrity of personal data; protection of data confidentiality). Data confidentiality must also be maintained after termination of employment.

Ram Prakash Singh further agrees to comply with applicable data privacy provisions of the client, if and to the extent that such provisions are communicated to Ram Prakash Singh - for example, through a data privacy portal or by any other means.

1.5 Ram Prakash Singh agrees that at the latest one month prior to termination of the employment, or promptly upon demand by Accenture, Ram Prakash Singh shall

(a) secure in an appropriate manner and subsequently fully erase all private personal data that are processed by Ram Prakash Singh, in particular in connection with any



private use permitted under the section "Duty of Confidentiality, Protection of Clients, and Return Obligation"; and

(b) turn over to the company in appropriate form all information, files, or items containing personal data of the company or personal data of a client, as well as all copies or other reproductions thereof. The section "Duty of Confidentiality, Protection of Clients, and Return Obligation" shall remain unaffected thereby.

If the time period between the date Ram Prakash Singh learns of the termination date and the termination date of employment is less than one month, Ram Prakash Singh shall perform the foregoing acts promptly after Ram Prakash Singh learns of the termination date. The foregoing obligations shall apply regardless of whether Ram Prakash Singh brings a wrongful termination action and regardless of whether the company holds out the prospect of continued employment. The foregoing shall apply, mutatis mutandis, if Ram Prakash Singh is placed on a paid leave of absence by Accenture.

If Ram Prakash Singh is uncertain in a particular case whether private personal data must be erased in accordance with section 1.3 (a) of this section or whether private personal data involve personal data of the company or a client within the meaning of section 1.3 (b) of this section, Ram Prakash Singh shall notify the company to that effect and cooperate with the company to find an appropriate solution and/or to erase the relevant data only in part.

1.6 Ram Prakash Singh agrees to pay a contractual penalty for each intentional breach or violation

- (a) of any laws governing the handling of personal data entrusted to Ram Prakash Singh;
- (b) any data privacy policy of the company;
- (c) any other internal requirement or instruction of the company related to data privacy;
- or
- (d) any applicable data privacy policy of a client if communicated to Ram Prakash Singh.

The exact amount of any contractual penalty shall be determined by the company and, depending on the severity of the breach or violation, may be up to one gross monthly base salary payment. The provisions of § 315 para. 1 of the German Civil Code (BGB) shall apply, mutatis mutandis.

The right of the company to claim additional damages shall remain unaffected thereby. The company further reserves the right to discipline Ram Prakash Singh in accordance with applicable labor and employment law in the event of any such breaches or violations.



14. Rights to Work Results, Copyrights

Inventions made within the scope of employment are subject to the provisions of the German Act on Employee Inventions (Gesetz über Arbeitnehmererfindungen) as amended from time to time, as well as to regulatory directives on compensation of employees in the private sector. The provisions of § 69b of the German Copyright Act (UrhG) shall remain unaffected thereby.

Any other rights or claims in or to any work results created within the scope of Ram Prakash Singh's employment under this Agreement (hereinafter "Work Results") shall belong to Accenture, unless provided otherwise by law. Therefore Ram Prakash Singh hereby assigns all such Work Results to Accenture to the extent provided above. Accenture shall have the right, but no obligation, to register proprietary rights to Work Results in its own name.

If and to the extent that Work Results cannot be assigned (e.g., copyrights), Ram Prakash Singh hereby irrevocably licenses to Accenture the exclusive right to use and commercially exploit such Work Results for its business operations throughout the world and - for the protection period of the licensed rights - in perpetuity. This license shall include all known forms of commercial exploitation, including, without limitation, the right to reproduce, publish, sell, distribute, perform, and exhibit the Work Results, as well as any forms of commercial exploitation that are as yet unknown. In particular, Accenture shall have the right to modify and redesign Work Results - in case of copyright protected works without altering the work's creative quality - and to use and commercially exploit the modified or redesigned Work Results to the same extent as the original Work Results, with or without crediting Ram Prakash Singh for authorship.

Accenture shall have the right to assign the foregoing assigned rights to third parties or to grant third parties non-exclusive or exclusive sublicenses, if and to the extent conducive to Accenture's business operations.

Ram Prakash Singh's salary shall be in full and final settlement of, and Ram Prakash Singh shall receive no additional compensation for, any rights assigned or licensed to Accenture in accordance with the above. Any claims for compensation under mandatory provisions of applicable law (e.g., in case of employee inventions) shall continue in effect in full force and effect.

Ram Prakash Singh shall report to Accenture promptly and without demand any Work Results that can be registered for protection and make such Work Results available to Accenture for review or inspection.

15. Duty of Confidentiality, Protection of Clients, and Return Obligation

Ram Prakash Singh shall maintain confidentiality with respect to all confidential information which Ram Prakash Singh may receive, including, without limitation, all business and trade secrets, whatever the source, as well as with respect to all client relationships, and Ram Prakash Singh shall not disclose such information to any third



parties or other employees who are not directly involved in the relevant subject matter, and Ram Prakash Singh shall use such information exclusively for performing the duties and responsibilities, only to the extent necessary, and only for the appropriate purposes. This duty of confidentiality shall survive and continue in effect after termination of employment. Ram Prakash Singh further agrees to follow all instructions of Accenture regarding confidentiality and, if in doubt, request instructions from Accenture regarding the confidentiality of particular matters.

If the post-contractual duty of confidentiality should unreasonably impede Ram Prakash Singh's professional advancement, Accenture shall release Ram Prakash Singh from that duty.

Ram Prakash Singh is prohibited from making available or accessible to third parties any records, documents, files (whatever the storage medium), or items of Accenture (whether such records, documents, files, or items were made available to Ram Prakash Singh or were created independently by Ram Prakash Singh within the scope of Ram Prakash Singh's employment), except to the extent necessary for performing the duties and responsibilities under the Employment Agreement. All business records related to Accenture or its interests, irrespective of the addressee, are the property of Accenture.

After termination of employment or for any other valid reason Ram Prakash Singh shall turn over to Ram Prakash Singh's supervisor at the latest on the last day of employment all business records, documents, information, data carriers, or other business documentation, as well as Ram Prakash Singh's most recently used passwords and any other items, along with a written statement confirming that no further documents, including any (electronic) copies or reproductions, are in the possession of Ram Prakash Singh. Ram Prakash Singh shall have no right to withhold such documents or items based upon any counterclaims.

16. Acceptance of Benefits

Ram Prakash Singh shall accept no payments, discounts, or other benefits offered to Ram Prakash Singh by any third parties in connection with Ram Prakash Singh's employment, unless such payments, discounts, or other benefits are minor in nature, are tax-deductible for the party bestowing such benefits, and do not exceed the limit of what is customary in the business.

17. Residence Permit, Work Permit

This Agreement is subject to the condition that Ram Prakash Singh holds - if required by applicable law - a valid residence permit for Germany, including a work permit. Ram Prakash Singh shall present the same prior to Ram Prakash Singh's first day of work.



18. Obligations from Preceding Employment Agreements, Intellectual Property of Third Parties

Ram Prakash Singh hereby represents that there are no agreements between Ram Prakash Singh and any third parties that would limit or restrict Ram Prakash Singh in Ram Prakash Singh's ability to perform the duties and responsibilities if hired by the company, in particular in terms of Ram Prakash Singh's ability to enter into transactions (e.g., post-contractual non-competition obligations, non-solicitation agreements).

Ram Prakash Singh agrees that within the scope of Ram Prakash Singh's work for Accenture or any affiliate of Accenture Ram Prakash Singh shall not use or disclose to Accenture or any affiliate of Accenture any intellectual property, confidential information, or business secrets of any previous employers or other third.

Ram Prakash Singh further agrees that Ram Prakash Singh shall not bring onto the premises of Accenture, any client of Accenture, or any affiliate of Accenture any documents (regardless of the medium used) or any other property of previous employers or third parties except with the written consent of the prior employer or the third party that holds the rights to such property.

Ram Prakash Singh shall indemnify and hold harmless Accenture from and against any and all claims for damages or other claims that may be brought against Accenture as a result of any breach of the obligation under the preceding paragraph, and Ram Prakash Singh shall reasonably assist managing directors, employees, or other representatives of Accenture upon demand with defending such claims or averting any other consequences of such breach.

19. Personal Address, Email Inboxes, and Identification Procedure

Ram Prakash Singh shall provide Accenture with Ram Prakash Singh's current home address, including Ram Prakash Singh's place of residence, current email address, and current mobile telephone number, and notify Accenture of any changes thereto without demand. Ram Prakash Singh is hereby advised that Ram Prakash Singh will no longer be able perform remote work from Ram Prakash Singh's home office if Ram Prakash Singh's place of residence is moved to another country. Except for business trips or other short-term or long-term assignments, Ram Prakash Singh shall perform all work in Germany.

Ram Prakash Singh hereby consents that Accenture may use electronic (remote) identification procedures, digital signature procedures, and other electronic authentication procedures or applications for the performance of this Employment Agreement or other employment-related purposes, to the extent necessary or appropriate for business reasons. Ram Prakash Singh shall on a regular basis review Ram Prakash Singh's mailboxes most recently communicated to Accenture as well as any other incoming mail/email. Ram Prakash Singh shall promptly notify Accenture if it is reasonably apparent from

such a review that information is displayed, transmitted, or represented incorrectly.

20. Governing Law, Applicability of internal Works Agreements

This contract is subject to the law of the Federal Republic of Germany. It shall be executed in German and an English version is for the interpretation of the contract exclusively. The German version is authoritative.

This Employment Agreement is subject to all applicable internal rules, policies and guidelines of Accenture, including the Accenture Code of Business Ethics as amended from time to time.

It is also subject to all applicable Company rules, policies and guidelines as amended from time to time, including, without limitation, the "German Global Career Program Addendum" as amended from time to time. Ram Prakash Singh agrees to stay informed of the most recent versions of such rules, policies and guidelines via the customary Accenture communication channels (<https://policies.accenture.com/>).

21. Exclusionary Periods

Any claims of the parties arising from or in connection with the Employment Agreement shall be forfeited unless asserted in text form within three months from the due date. The foregoing provision shall not apply to any claims alleging harm to life, limb, or health, any claims alleging intentional or grossly negligent breaches, any claims based on torts or criminal offenses, any minimum wage claims of Ram Prakash Singh under the German Minimum Wage Act (Mindestlohngesetz), or any other claims arising by operation of law or from collective bargaining agreements if such claims cannot be waived.

The foregoing exclusionary period further shall not apply to any claims related to the car account, tax equalization claims, claims related to international assignments of Ram Prakash Singh, or claims related to the American Express company credit card account used by Ram Prakash Singh.

22. Form Requirement, Collateral Agreements

Any modifications of this Agreement that are individually negotiated by the parties (individuelle Vertragsabreden) shall be valid without requiring any particular form. All other modifications to the agreement shall be valid if they are in written form, electronic form, or text form; the same shall also apply to any modification of this clause. This means that Ram Prakash Singh shall have no claims based on any regular company practice (betriebliche Übung).

The parties have made no oral collateral agreements with respect to this Agreement.



23. Severability

If any provisions of this Agreement are invalid, the validity of the remaining provisions shall remain unaffected thereby.

24. Venue and Jurisdiction

Any disputes arising from or in connection with this Employment Agreement, including its termination or performance, shall be in the Labor Court of Frankfurt am Main, unless Ram Prakash Singh has no place of residence in Germany.