

Goldman's Onboarding & Security Training Acknowledgment and Agreement

By my signature below, I acknowledge and understand that the provisions of the Professional Services Agreement between The Goldman Sachs Group Inc. ("Goldman") and Sapient Corporation (hereinafter referred to as "Publicis Sapient") contain important information about policies related to my work for Goldman as an employee of Publicis Sapient. I acknowledge that I have read and understand the project policies and requirements referred to in the Goldman Onboarding Deck and I agree that I will at all times comply with the requirements set forth in the Onboarding Deck.

Confidential Information. I agree at all times during the term of my engagement with Goldman, and in perpetuity thereafter, **to hold in the strictest confidence**, and not to use, except for the benefit of Publicis Sapient as required to perform services for Goldman, or to disclose to any person, firm or corporation without written authorization of Publicis Sapient, any confidential information of Publicis Sapient or Goldman. Specifically, the confidentiality obligations as documented in Exhibit C apply.

Personal Data. In the course of providing services, I may be provided, or have access to, personally identifiable information or Personal Data (as defined in the General Data Protection Regulation (GDPR)) of Goldman's consumers or customers. In such event, I shall immediately notify Publicis Sapient's Global Security Office, local CFO, local account leader, and Legal of such access. I must treat any such information like any other Confidential Information of Goldman. Further, I recognize Publicis Sapient received, and will receive, from Goldman's customers or other third parties confidential or proprietary information, subject to Publicis Sapient's duty to maintain the confidentiality of such information and use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm or corporation or use it except as necessary to carry out my work consistent with Publicis Sapient agreement with such customers or other third parties. I shall not attempt to access or otherwise take possession of any information belonging to Goldman unless expressly instructed to do so by Publicis Sapient or Goldman. In accessing any such systems or information, I will at all times comply with Publicis Sapient (and to the extent applicable, Goldman's) applicable security and confidentiality policies, procedures and requirements.

Non-Solicit. By signing below, I agree that, for the period I provide services to Goldman and for a period of 6 months thereafter, I will not solicit for employment directly or indirectly, nor employ, any employees of Goldman, or their individual third-party contractors. I agree that this shall not operate or be construed to prevent or limit my right to practice my profession or to utilize my skills for another employer or restrict my freedom of movement or association.

Regulatory Requirements. I further agree that Goldman have certain policies and requirements that I must comply with while performing services, at a high-level this includes the following:

- I am required to disclose all accounts that permit me, or any related person, to hold or trade individual securities ("personal brokerage accounts"). This includes stocks, bonds, options ETFs
- I am required to move my personal brokerage accounts to Goldman or a designated regional broker
- I must request and receive approval from Goldman prior to executing any trade in my personal brokerage accounts, which is subject to surveillance and monitoring by Goldman
- I am prohibited from trading in certain individual securities or securities that are identified by Goldman
- I may be required to release information to Goldman to comply with their regulatory requirements

I understand that, as part of my work for Goldman, I need to review the entire requirements provided to me by Goldman in a timely manner, and I will comply with these on an ongoing basis.

I further agree this Acknowledgment and Agreement is intended to supplement, and not to replace, any rights Publicis Sapient has or may have under any prior agreements with me covering the same or similar subject matter, including the Confidentiality, Creative Ownership, Unfair Competition and Conflicts Agreement. Similarly, I agree this Agreement is intended to supplement, and not to replace, rights that Publicis Sapient has or may have under

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any applicable law, including laws applicable to the protection of trade secrets. Any violation of this agreement will result in disciplinary action, up to and including termination.

I understand and agree that neither the Goldman's policies and requirements nor this Acknowledgment and Agreement should be construed as an employment agreement. Nothing contained herein is intended to alter the employment-at-will relationship with Publicis Sapient, which means that my employment can be terminated by Publicis Sapient at any time, with or without cause or notice.

Further, I confirm that I have received/attended the undermentioned trainings/guidelines during my onboarding with Goldman, as applicable (select/click the below options as applicable):

- ☐ Goldman Onboarding Deck
- ☐ Publicis Groupe Data Protection Training
- ☐ Publicis Groupe Anti-Bribery Training
- ☐ POL-GSO-101 Information Security Policy
- ☐ POL-GSO-102 Access Control Policy
- ☐ POL-GSO-105 Acceptable Use Policy
- ☐ POL-GDPO-152 Client Data Handling Policy
- ☐ GUI-GSO-401 Information Classification and Handling Guidelines
- ☐ GUI-GSO-402 Lion Box Acceptable Use Guidelines
- ☐ GUI-GSO-405 Technical and Organizational Measures Guidelines
- ☐ PRO-GSO-201 Incident Response & Breach Management Procedure
- ☐ Payment Card Industry (PCI) Deck
- ☐ Secure Coding Practices Training
- ☐ GUI-GSO-411 DOJO Atlassian Tools Acceptable Use Guidelines
- ☐ GUI-GSO-431 Secure Software Development Lifecycle Guidance
- ☐ POL-GSO-104 Cloud Security Policy
- ☐ Exhibit C (Non-Disclosure Agreement)
- ☐ Other Client Mandated Policies & Trainings, including insider trading and personal account disclosure to Goldman

All of the trainings listed can be found in the Onboarding Deck and the Box link here:

<https://lion.box.com/s/o8rlvip3reupucnqt5gpnfdonetrik2n>

BY SIGNING BELOW, YOU ACKNOWLEDGE THAT YOU READ THIS ACKNOWLEDGEMENT THOROUGHLY, UNDERSTOOD ITS CONTENTS, AND FREELY AND VOLUNTARILY AGREED TO BE BOUND BY AND TO COMPLY WITH ALL OF ITS TERMS.

Name:

Date:

EXHIBIT C
NON-DISCLOSURE AGREEMENT

[SAMPLE]

I. Non-Disclosure

In connection with services now or in the future performed by the undersigned for Goldman, Sachs & Co. or for any subsidiary or affiliate of Goldman, Sachs & Co. (collectively "Goldman Sachs"), the undersigned may have access to: (a) non-public information or materials describing or relating to Goldman Sachs or its clients, or third parties to whom Goldman Sachs has a duty of confidentiality; (b) "Proprietary Information" (as defined below); (c) non-public information or materials describing or relating to the business affairs, policies or procedures of Goldman Sachs or its clients or such third parties; formulas; strategies; methods; processes; computer materials including source or object codes, data files, computer listings, computer programs, and other computer materials (regardless of the medium in which they are stored); and (d) other non-public information or materials ((a) (b) (c) and (d) collectively hereinafter "Confidential Information").

With respect to such Confidential Information, the undersigned acknowledges and agrees as follows:

1. The undersigned shall hold Confidential Information in strict confidence and shall not, nor shall it permit any agent, servant or employee to, copy, reproduce, sell, assign, license, market, transfer or otherwise dispose of, give or disclose Confidential Information to any person, firm or corporation including any Managing Director or employee of Goldman Sachs who does not have a need to know the Confidential Information.

2. Upon the termination of the services to be performed by the undersigned (or earlier if requested by Goldman Sachs), the undersigned shall return to Goldman Sachs all copies of documents, papers or other material (hard copy or electronic) relating to Goldman Sachs or obtained or developed in the course of performing services for Goldman Sachs, or containing or derived from Confidential Information which are in the undersigned's possession, together, if requested by Goldman Sachs, with a certificate signed by the undersigned, in form and substance satisfactory to Goldman Sachs, to the effect that all such Confidential Information has been returned.

3. Proprietary Information shall include any and all patent, trademark, copyright, trade secret and other proprietary rights of any kind whatsoever, any and all works in any medium whatsoever that refer to, relate to, incorporate, include, analyze or utilize such Proprietary Information, including but not limited to improvements and modifications thereto and derivations therefrom. The undersigned agrees to execute any and all documents and to perform such acts as may be necessary to secure to the owner the patent, copyright, trademark, trade secret or other intellectual property or proprietary rights protection throughout the world relating to Proprietary Information.

4. The undersigned will not publicize, disclose or allow disclosure of any information (whether or not confidential or non-public) about Goldman Sachs, its present or former partners, managing directors, directors, officers, employees, agents or clients, its or their business and financial affairs, personnel matters, operating procedures, organization responsibilities, marketing matters and policies or procedures, with any reporter, author, producer or similar person or entity, or take any other action seeking to publicize or disclose any such information in any way likely to result in such information being made available to the general public in any form, including books, articles or writings of any other kind, as well as film, videotape, audiotape or any other medium.

II. Non-Promotion

The undersigned agrees that the undersigned shall not, without the prior written consent of Goldman Sachs in each instance: (a) use in advertising, publicity or otherwise the name of Goldman Sachs or any trade name, trademark, trade device, service mark, symbol or any abbreviation, contraction or simulation thereof owned by Goldman Sachs; or (b) represent, directly or indirectly, that any product or any service provided by the undersigned has been approved or endorsed by Goldman Sachs.

III. Non-Employment

The undersigned affirms that the undersigned is not an employee of Goldman Sachs for any purpose and that the undersigned is not entitled to exercise any rights, or seek any benefit, accruing to the regular employees of Goldman Sachs by virtue of the services rendered by the undersigned to Goldman Sachs or otherwise. The undersigned agrees to provide any reasonable assistance necessary to Goldman Sachs in investigating any illegal or fraudulent activities, security breaches or similar situations.

IV. No Infringement

The undersigned affirms that the undersigned has all necessary rights, authorization or licenses to provide the services contemplated by this Agreement and to provide all related materials and that the provision of such services and materials or any component thereof, and Goldman Sachs' permitted use of concepts, materials or information provided by the undersigned shall not constitute a breach of any agreement to which the undersigned is a party or constitute an infringement of any patent or copyright or constitute an authorized use of proprietary information or trade secrets of a third party.

V. Background Check and Testing

The undersigned agrees that in connection with performing services for Goldman Sachs, he or she may be subject to a background check, including employers, education, credit, criminal public record, drug screen, fingerprinting or other checking or testing, and the undersigned consents to the foregoing. The undersigned hereby releases Goldman Sachs, its employees and agents from any and all liability or claims

arising from such checking and testing and the use and reporting of the results thereof.

VI. Regulatory Compliance Procedures

The undersigned acknowledges that Goldman Sachs maintains restrictions regarding the personal securities and commodities transactions, private investments and outside business activities of employees and certain consultants. The undersigned agrees to comply with all such restrictions that are made applicable to him or her.

The obligations created by this Agreement shall survive the termination of the services of the undersigned and is enforceable directly against the undersigned individually. This Agreement shall be governed in all respects by the laws of the State of New York without giving effect to principles of conflict of laws.

The undersigned acknowledges that any violation, breach or other failure on the undersigned's part to comply strictly with this Agreement could materially adversely affect Goldman Sachs and its business, thus giving rise to suit for monetary damages and/or injunctive relief for such violation, breach or other failure.