

Printed By: saydas.ext

Survey Sections:

PLT - Form F2 2024 - I - 1 (1) - General Policies - New Hire

Key Instructions:

Your responses should be for the period from your date of hire to the date you submit this confirmation (the Period).

Please check Agree or Disagree for each item. Answer "Agree" if you complied or if the question is not applicable to you based on your circumstances. Explain any Disagree responses.

Terms with capitalized letters contained in this form are defined terms as in DPM 1420 (see "Definitions" section) unless otherwise indicated. Note that any references in the confirmation to Financial Interests include Direct and Material Indirect Financial Interests.

1. I have read and understand the Deloitte Global and my firm's independence policies (DPM 1420 and local Independence policies) that are applicable to me

Agree

2. I understand that certain independence policies apply to the financial, employment and business interests and relationships of:

My Immediate Family Members (IFMs)

My Close Family Members

Any entity controlled by me (alone or acting together with other Partners or Professional Staff) or my IFMs

Agree

3. I understand that my IFMs' Financial Interests (e.g., stocks, bonds, funds) and other financial relationships (e.g., bank accounts, loans, insurance products and Securities Accounts) are attributable to me for independence purposes, and if I have any IFMs, I have discussed Deloitte's independence policies with them.

Agree

4. I understand that, regardless of my business, my function, or the services I provide, every time I am assigned to provide Professional Services, I must:

Check the Deloitte Entity Search and Compliance (DESC) system to determine if Restricted Entities are involved; and if so

Recognize if I am an Audit or Assurance Team member or a Covered Person; and

Understand and comply with the independence policies that apply to me, my IFMs and Close Family Members.

Agree

5. I understand that before I, my IFMs, or any financial advisors or similar, acquire any new Financial Interests or enter into other financial relationships attributable to me, I must:

Check DESC for Restricted Entities; and

Only continue with the acquisition if it is permitted under the independence policies applicable to me.

Guidance: If you or any IFMs have an account with a financial adviser that has discretionary authority to execute transactions, you must have the ability to pre-clear all transactions to ensure these are permitted under the independence policies.

Agree

6. I understand when I have been an Audit or Assurance Team member and/or a Covered Person, and I acknowledge the particular importance of these concepts for the purpose of responding correctly to the questions in this confirmation.

Guidance: Refer to paras. (5.12 and 5.162) for the independence requirements if you were a member of a Group Audit Team. Additional considerations are applicable when the Group Auditor Firm is outside of the Deloitte Network (see para. 5.162).

Agree

7. To the best of my knowledge, I have complied with the independence policies applicable to me since I joined the firm, and I will continue to comply with the policies.

Agree

8. Do you have additional comments related to any of the questions in this section?

No

PLT - Form F2 2024 - I - 2 (2) - Personal Financial Relationships - New Hire

Personal Financial Relationships

1. YOU ARE REQUIRED TO UNDERTAKE ACTIONS BEFORE YOU CAN COMPLETE THE NEXT QUESTION:

I have undertaken the following actions:

Reviewed my and my IFMs' other financial relationships such as:

bank accounts

loans or guarantees

insurance products

Securities Accounts; and

Checked DESC to determine if the institutions issuing the products are Restricted Entities; and

If I am an Audit or Assurance Team member and/or a Covered Person, I have applied

the relevant independence policies.

Guidance: Some financial relationships may include or result in additional products or Financial Interests. You must be aware of these and follow the relevant independence policies (e.g., a bank account might also include an overdraft facility that would be subject to the policies for loans, or insurance products that are unit linked and accounts that sweep money overnight into investments would be subject to the policies for Financial Interests).

Agree

2. I confirm that my and my IFMs' other financial relationships are permitted under the independence policies applicable to me.

Agree

3. I and my IFMs do not have any of the following accounts with an SEC Restricted Entity:

bank accounts (e.g., savings, checking)

deposits (e.g., certificates of deposit, fixed deposit, term deposit, time deposit)

Securities Accounts, commodities accounts, futures accounts, or accounts with a futures commission merchant.

Agree

4. I or my IFMs do not hold any of the following:

a Financial Interest in any Restricted Entities for which I provided any Professional Services;

beneficial ownership of more than five percent of an SEC Restricted Entity's equity securities or control an SEC Restricted Entity.

Agree

5. YOU ARE REQUIRED TO UNDERTAKE ACTIONS BEFORE YOU CAN COMPLETE THE NEXT QUESTION

I have undertaken the following actions:

Determined if I or my IFMs have any of the following:

Financial Interests that are not publicly available

Closely-held investments (generally 10 or fewer investors in total) (para. 4.48)

Alternative financial investment vehicles that invest in the assets or obligations of other entities (para. 2.19)

Structured deposit accounts and insurance products with an investment component (para. 2.20, 2.21)

Checked (DESC) and verified these are permitted under the independence policies applicable to me.

Agree

6. If I or my IFMs act as a trustee of a trust, an executor or administrator of an estate, or has power of attorney over a third party's assets, any Financial Interests held by the trust, estate or under the power of attorney are permitted under the independence policies applicable to me.

Agree

7. I or my IFMs do not have the ability to exercise significant influence over any entity that had the ability to exercise significant influence over an SEC Restricted Entity.

Agree

8. If I or my IFMs have an investment in an entity that is Material to me and my IFM, and a Restricted Entity also has an investment in the same entity, this is permitted under the independence policies applicable to me.

Guidance: Refer to paras. 2.39 -2.46 for requirements on Financial Interests in common with a Restricted Entity if you are an Audit Team member and/or a Covered Person.

Agree

9. If I was an Audit Team member, I or my IFMs do not hold a Financial Interest in an entity controlling the Restricted Entity for which I was a member of the Audit Team, where the Restricted Entity was Material to the controlling entity.

Agree

10. If any of my IFMs have a Financial Interest in a Restricted Entity arising from their employment rights or participating in employee compensation or benefits plans (e.g., pensions or stock options), I have discussed the matter with the Director of Independence and verified that this is permitted under the independence policies applicable to me.

Agree

11. If I have specific knowledge of my Close Family Members having a Financial Interest in a Restricted Entity, I confirm that I am in compliance with the applicable independence policies.

Guidance: You are not normally expected to obtain knowledge of your Close Family Member's holdings. However, if you become aware these, you must apply the independence policies that are applicable to Close Family Members (see paras. 2.11, 2.47 - 2.53). If in doubt, please consult with your Director of Independence.

Agree

12. Do you have additional comments related to any of the questions in this section?

No

PLT - Form F2 2024 - I - 3 (3) - Employment Relationships and External Roles - New Hire

Employment Relationships and External Roles

THE NEXT SECTION REQUIRES YOU TO CONSIDER THE FOLLOWING:

Any other roles you undertook outside Deloitte (e.g., second job, directorships, board role, volunteer work) during the Period

The roles and employment of your IFMs, Close Family Members and others with whom you have a close personal relationship

You should also check DESC to verify if the employing/engaging entities are Restricted Entities.

1. I confirm that:

I do not and did not serve as a member of the board of directors or similar governing or supervisory body of any non-Deloitte entities or organizations; and

I am not and was not employed by any non-Deloitte entities or organizations (including roles where I am currently considered inactive or on a leave of absence).

Guidance: If you “Disagree” because you DID undertake outside directorships and employment roles during the Period, list all of these in the comment box below. You must also include details of any Deloitte approvals you have obtained.

Agree

2. If I have served in any of the following capacities, I have checked DESC and verified that the relevant entities are not a Restricted Entity, SEC Restricted Entity or an Assurance Client, as applicable under the independence policies:

Employee

Director or Officer

Company Secretary

Promoter, underwriter, or voting trustee

Trustee for any pension or profit-sharing trust

Member of a supervisory body (e.g., collegio sindacale, comisario, syndic).

Guidance: If you served in any of the listed capacities, go back and consider if you need to disagree with Q1 above.

Agree

3. I have not provided any Non-Assurance Services to a Restricted Entity in my personal time that would be prohibited to be performed by Deloitte under the independence policies.

Agree

4. I am not an Audit Team member if, during the period covered by the audit report, I:

Served as a Director or Officer of a Restricted Entity; or

Was an employee in a position to exert significant influence over the preparation of the accounting records or the Financial Statements of that entity;

Guidance: If you served as such, or were such an employee, before the period covered by the audit report, you must discuss the matter with the Lead Client Service Partner.

Agree

5. I am not an Audit Team member, or in a position to influence, the audit of the Financial Statements of an SEC Restricted Entity covering any period during which I was formerly:

A Director or Officer of that entity;

Employed by that entity; or

Associated with that entity as a promoter, underwriter, voting trustee, or trustee for that entity's pension or profit-sharing trust.

Guidance: You must first disassociate from the SEC Restricted Entity prior to becoming a Covered Person with respect to that entity, in accordance with the requirements of para. 3.45

Agree

6. I confirm that I have checked the employers of my family members, and anyone I have a close personal relationship with, in DESC. If any of my IFMs, Close Family Members, or others with whom I have a close personal relationship are/were employed by a Restricted Entity during the Period, I have complied with the independence policies applicable to me.

Agree

7. If I was aware of a personal or family relationship between any Partner/employee of Deloitte and either:

a Director or Officer of a Restricted Entity; or

an employee of a Restricted Entity in a position to exert significant influence over the preparation of the accounting records or the Financial Statements of that entity;

I discussed the matter with the Lead Client Service Partner or the Director of Independence.

Agree

8. Do you have additional comments related to any of the questions in this section?

No

PLT - Form F2 2024 - I - 4 (4) - Business Relationships - New Hire

Business Relationships

1. If I entered Deloitte into a business relationship with a third party, or renewed an existing business relationship, I complied with my firm's business relationship reporting and approval processes.

Agree

2. If I had any business relationships in my personal capacity involving a Restricted Entity (e.g., vendor, marketplace, real estate leases, investment, membership relationships, co-publishing, and speaking engagements), these are permitted under the independence policies applicable to me.

Agree

3. If I was an Audit Team Member and any of my IFMs has a marketplace business relationship with a Restricted Entity or its management, I discussed the matter with the Lead Client Service Partner or the Director of Independence.

Agree

4. I have complied with my firm's Client and engagement acceptance policies and processes that apply to me based on my level and role.

Agree

5. Do you have additional comments related to any of the questions in this section?

No

SC23 - I - 10 (10) - Compliance with Local Policies - India

Compliance with Local Policies - India

1. I have not provided, nor have I been responsible for any services to any company where DHS or any other affiliated firms has been appointed as statutory auditor under the Companies Act, 2013 or companies where DHS or any other affiliated firms has been appointed to render Tax certification services (i.e. where Tax Certificates are required to be issued by Accountants as defined in Section 288 of the Income Tax Act, 1961) or with that company's subsidiary or holding company, that are proscribed under section 144 of the Companies Act, 2013, entailing :

Accounting and book keeping services

Internal audit

Design and implementation of any financial information system

Actuarial services

Investment advisory services

Investment banking services

Rendering of outsourced financial services

Management services

Agree

2. I ensured that pre-approval by the Board / Audit Committee (as the case may be), as required under section 144 of the Companies Act, 2013, has been obtained for any non-audit services rendered to audit client.

Agree

3. Do you have additional comments related to any of the questions in this section?

No

Commitment on Audit Quality²³ Commitment on Audit Quality

Commitment on Audit Quality²³

ALL23 - Insider Trading - India Prevention of Insider Trading - India

Compliance with Code of Conduct for Prevention of Insider Trading

1. I have read and understood the Code of Conduct for Prevention of Insider Trading and accordingly agree and confirm that the same shall be binding on me.

Agree

2. I hereby confirm that I have not violated and have been in compliance, at all times, with the requirements of the Code of Conduct for Prevention of Insider Trading.

Agree

3. I hereby confirm that I did not have any access to any Unpublished Price Sensitive Information while trading in the Securities of any listed company or a company proposed to be listed during the year and that in those cases where I had access to any Unpublished Price Sensitive Information of any listed company or a company proposed to be listed, I refrained from trading in the Securities of that listed company or a company proposed to be listed in violation of the Code of Conduct for Prevention of Insider Trading.

Agree

4. I further confirm that during the year, I did not pass on any Unpublished Price Sensitive Information to anyone, including my relatives.

Agree

5. I am aware that, I shall be liable to face consequences as set forth in the Code including disciplinary action in the event of the violation of the Code.

Agree

6. I confirm that I have updated 'Information Database' in D-POINTS and Information appearing relating to Self/ Immediate Relatives/ individuals with whom I have Material Financial Relationship is current, complete and accurate and I shall update this information as and when there is change in information.

Agree

7. Do you have additional comments related to any of the questions in this section?

No

ALL23-Insider Trading - BD/SL/MU Prevention of Insider Trading

Compliance with Code of Conduct for Prevention of Insider Trading

All Ethics 2024 - I- All Ethics 2024

Please check Agree or Disagree; explain any Disagree responses.

By submitting this Ethics Confirmation, I represent that:

1. I have read and understood my Member Firm's code of conduct which incorporates the Global Principles of Business Conduct, Cross functional level 3 policy on "Ethics", "Non- Retaliation", "Anti-Discrimination and Anti-Harassment", and "Familial and Intimate Personal Relationships"(collectively referred as "Ethics" policies)

Agree

2. I understand it is my responsibility to comply with my Member Firm's ethics policies.

Agree

3. To the best of my knowledge, I am not in violation of my Member Firm's Ethics policies and have not been since the date of my last confirmation.

Agree

4. I understand I am responsible for reporting actions or behavior that do not comply with my Member Firm's code of ethics and Professional conduct.

Agree

5. I confirm that I engaged in learning honestly and completed final assessments by myself without seeking or accepting help from other people or inappropriately using artificial intelligence tools. Furthermore, I did not share final assessment questions or answers with other people. Additionally, I understand that unethical learning behavior violates Deloitte's Global Principles of Business Conduct (or "Global Code") and Shared Values.

Agree

6. Before you select Submit and exit this confirmation, reflect for a moment. Is there any ethical dilemma you are facing, have witnessed, or are aware of for which you should consult, seek help, or report? You are encouraged to report any unethical conduct directly to your Ethics Officer via the Ethics intranet pages or Deloitte Speak Up helpline or the alternative local Deloitte ethics helpline by phone or online. You can make a difference.

Acknowledge

All Anti-Corruption 2023 - I- Anti-Corruption, Trade Controls and Anti-Money Laundering 2023

Please check Agree or Disagree; explain any Disagree responses.

By submitting this Anti-Corruption, Trade Controls and Anti-Money Laundering, I represent that:

1. I have read and understand my Deloitte firm's Anti-Corruption, Trade Controls and Anti-Money Laundering policies including:

Cross Functional Level 3 Policies on Anti- Corruption - 1550 A , Gifts, Entertainment and Hospitality - 1550 B and Referral Integrity policy - 1550 C and "DPM 1550 – Anti Corruption"; Level 1 Policies on DPM 1551 -The United States Foreign Corrupt Practices Act and DPM 1552 - The UK Bribery Act 2010

Cross Functional Level 3 Policy on Trade Controls – 1548 Cross Functional Level 3 Policy on Anti-Money Laundering - 1549

Agree

2. I understand it is my responsibility to comply with my Deloitte firm's Anti-Corruption, Trade Controls and Anti-Money Laundering policies and any applicable Anti-Corruption, Trade Controls and Anti-Money Laundering laws.

Agree

3. I understand it is my responsibility to comply with Anti-Corruption, Trade Controls and Anti-Money Laundering processes including FirstPass Check, Third Party Due Diligence and Referral Integrity wherever applicable.

Agree

4. To the best of my knowledge, I am not in violation of, and have not caused my Deloitte firm to violate, my Deloitte firm's Anti-Corruption, Trade Controls and Anti-Money Laundering policies and any applicable Anti-Corruption, Trade Controls and Anti-Money Laundering laws.

Agree

5. I understand that I am responsible for reporting actions that do not comply with my Deloitte firm's Anti-Corruption, Trade Controls and Anti-Money Laundering policies and any applicable Anti-Corruption, Trade Controls and Anti-Money Laundering laws.

Trade Controls refers to economic sanctions and export controls.

Agree

ALL23 - NOCLAR Non - Compliance with Laws and Regulations

The chapter and paragraph references (para.) are to DPM level 1 policies (3560 or 1553 or 1554 and local laws and regulations with regard to NOCLAR as applicable depending on whether professional is from business or enabling area) with regards to Non Compliance With Laws and Regulations (NOCLAR).

Definitions are provided in the Definitions section of DPM level 1 NOCLAR General Policies.

1. I understand the relevant DPM Policies on NOCLAR are applicable to me. I further acknowledge that obligations towards NOCLAR is my responsibility and I am required to understand these policies and consult when I have questions.

Agree

2. I understand that it is my responsibility to continue to comply with the DPM policies at all times, and to seek consultation with appropriate channels when I have any questions relating to my compliance with the NOCLAR policies.

Agree

3. I understand that regardless of my business, my function, or services I provide, specific NOCLAR policies apply to me.

Agree

4. I understand that I have to be vigilant and any instances or suspected non-compliance should immediately communicated to the NOCLAR partner in-charge or his/her designee.

Agree

5. Do you have additional comments related to any of the questions in this section?

No

All Confidentiality 2023 - I- All Confidentiality, Privacy, Insider Trading, and Information Security 2023

Please check Agree or Disagree; explain any Disagree responses.

Overall Guidance

Generally, Confidential Information is non- public information that relates to our business or that we receive in the course of business from our clients, our personnel, or other third parties. Laws, regulations, professional standards, the policies of and Deloitte Touche Tohmatsu Limited ("DTTL") require that confidential information is not misused or wrongfully disclosed.

Personal information is defined as information relating to an identified or identifiable person and includes sensitive personal information. Examples include: name, address, date of birth, bank account details, sexual orientation, medical records and history; biometric information. Laws, regulations, professional standards, and the policies DTTL place specific requirements on the collection, use and protection of personal information within Deloitte.

Information security is a systematic approach to managing confidential company information so that it remains secure. It includes people, processes and IT systems. All Partners, Professional Staff, and Support Staff and others employed by DTTL or DTTL member firms should understand their roles and responsibilities with regards to the protection of our internal and client confidential information, personal information, systems and tools on which the business depends.

Note : You should avoid circumstances related to the purchase or sale of securities that might cause embarrassment to DTTL, or other DTTL member firms. If you provide services related to confidential transactions such as Merger & Acquisition, Valuation and other services, then you should also comply with any additional Member Firm policies. You should not collect and process Personal Information inconsistent with applicable laws, client contracts and privacy policies applicable to Deloitte. If you are unsure of a proper course of action, consult with your Business Risk Leader, Chief Confidentiality Officer or equivalent, or Privacy Officer/General Council or RRL.

1. I have read, understand and am in and undertake to continue to be in compliance with the Cross Functional Level 3 Policies on Confidentiality and Information Security, Supplementary Policy for Privacy, Procedure for the Confidentiality Incident Management as applicable, related to information security, privacy, confidential information and insider trading and the relevant DTTL policies as contained in the Deloitte Policies Manual (DPM), including DPM40, DPM1570 and DPM1630.

Agree

2. Insider trading guidance:

Insider trading laws may vary by jurisdiction, but generally insider trading occurs when

a person has material confidential information about a security (e.g., may include, among others, stocks, bonds or any other financial instrument where the value fluctuates based upon the values of such securities, including options, warrants, or other rights or commitments to purchase or sell such financial instrument or securities) or its issuer and either buys or sells that security or passes the information on to another person who buys or sells that security. Rules surrounding insider trading can apply to information passed to or received from others. A person who passes along material confidential information to others ("tipper") may be in violation of the law if others trade ("tippee") after learning such information.

Insider trading rules apply equally to all personnel of Deloitte Member Firm and other DTTL member firms, and extend to information about all clients, whether attest or nonattest clients.

All Partners, Professional Staff, and others employed by DTTL or Deloitte member firm in possession of material confidential information (i.e., inside information) should abstain from trading in securities related to confidential information and should be careful not to disclose such information to others, even within their Deloitte member firm and/or other DTTL member firms, except as authorized and necessary for their Deloitte member firm and/or other DTTL member firms to conduct business.

Deloitte member firm applicable local securities laws, as well as various securities laws prohibit any person from buying or selling securities of a company while that person is in possession of material confidential information relating to that company. I did not trade in securities of any entity when I was aware of confidential information/data (i.e., inside information) about such entity or its securities.

Agree

3. Further, I did not pass along confidential information (including personal information) to others, except as authorized and necessary for the conduct of Deloitte business of my member firm and/or the Deloitte network.

Agree

4. Further I did not:

disclose confidential information (including personal information) to anyone without the legal or professional right or duty to disclose such information.

misuse confidential information/ data (including personal information) for personal advantage or for the benefit of third parties or store any confidential information /data (including personal information) using paper documents or devices not approved for use by Deloitte, including any personal devices, external hard drives, network storage systems or third party data hosting environments managed by external parties (e.g. "cloud service providers") not approved by Deloitte.

..

Agree

5. Do you have additional comments related to any of the questions in this section?

No

PMSAC23 - I- - 10 (10) - Representation and Final Submission

Representation for the period

By submitting this independence confirmation, I represent that:

1. Where applicable, I used my best endeavors to collect in good faith from my spouse or spousal equivalent and dependents the information necessary to provide accurate and complete responses to all questions in this representation.

Agree

2. I understand DTTL and my Member Firm's independence policies and restrictions applicable to me and my Immediate and Close Family Members.

Agree

3. I understand that regardless of my business, function or services that I provide, these independence policies apply to me, my Immediate Family Members and Close Family Members.

Agree

4. To the best of my knowledge, I have provided accurate and complete responses to the items in this confirmation. Except as otherwise indicated by my answers above, I have complied with the applicable independence policies, including those policies that pertain to my Immediate Family Members, Close Family Members, and individuals with whom I have a close personal relationship.

Agree

5. I understand that it is my responsibility to continue to comply with DTTL and my Member Firm's independence policies and to seek appropriate consultation within my Member Firm and the Director of Independence when I have any questions relating to my compliance with the DTTL and my Member Firm's independence policies.

Agree

6. I understand that my responses are an element of my Member Firm's independence quality control system and are subject to review by Member Firm personnel involved in the audit process and others in accordance with applicable regulation, rule, law or professional standards. Further, I understand I may be subject to disciplinary action if I do not cooperate or comply with DTTL and my Member Firm's independence policies.

Agree

7. Do you have additional comments related to any of the questions in this section?

No

Print Date: 2/5/25 11:46:21 AM GMT+0530