



## GENERAL AUTHORITY MATRIX

This General Authority Matrix details the only authorized individuals that may sign a document on behalf of an Everest Group entity. Note, individuals are authorized by entity, by department, and/or type of document or communication; therefore, individuals may be authorized to sign for one entity and not any other entity or individuals may be authorized for certain types of documents but not others e.g. an individual may be able to purchase a service for the HR department of any Everest Group entity but cannot sign NDAs for an Everest Group entity. Additionally, the Sell-Side Authority Matrix (for reference when Everest Group is the seller) is separately produced and is available at <https://www.everestgrp.com/sell-side-authority-matrix>.

“Everest Group” consists of Everest Global, Inc. (Everest Group US), Everest Outsourcing Canada Co. (Everest Group Canada), Everest Group Consulting Limited (Everest Group UK), Everest Group Limited Czech Republic s.r.o. (Everest Group Czech Republic), and Everest Business Advisory India Private Limited (Everest Group India).

### *Purchases*

As expressed in the table below, the following are the only authorized individuals that can bind an Everest Group entity to a contract wherein an Everest Group entity is purchasing a good, product, or service.

| Department                                 | Everest Group entity                            | Authorized Signatory                           |
|--|---|--|
| Human Resources - General                  | All Everest Group entities                      | Swapna Allapur                                 |
| Human Resources - General                  | Everest Business Advisory India Private Limited | Shailesh Goyal                                 |
| Human Resources - General                  | Everest Group Consulting Limited                | Julian Herbert, Drew Belmore                   |
| Human Resources – General                  | Everest Global, Inc.                            | Drew Belmore                                   |
| Human Resources – Talent Acquisition       | All Everest Group entities                      | Sudeep Patnaik, Swapna Allapur                 |
| Human Resources – Talent Acquisition       | Everest Group Consulting Limited                | Julian Herbert, Drew Belmore                   |
| Human Resources – Talent Acquisition       | Everest Global, Inc.                            | Drew Belmore                                   |
| Human Resources – Learning and Development | All Everest Group entities                      | Chandni Dua, Swapna Allapur                    |
| Human Resources – Learning and Development | Everest Group Consulting Limited                | Julian Herbert, Drew Belmore                   |
| Human Resources – Learning and Development | Everest Global, Inc.                            | Drew Belmore                                   |
| Information Technology                     | All Everest Group entities                      | Kyle Hayden, Michael Peacock                   |
| Legal                                      | All Everest Group entities                      | Michael Benza, Shaili Bhandari, Taylor Terrell |
| Business Operations and Technology         | All Everest Group entities                      | Patricia Blair                                 |
| Product, Design, Production                | All Everest Group entities                      | Elizabeth Boudrie                              |
| Sales and Revenue Operations               | All Everest Group entities                      | Robin Muther                                   |
| Research                                   | All Everest Group entities                      | All Partners                                   |
| Finance                                    | All Everest Group entities                      | Dave Gens<br>Harsh Kapoor (Finance)            |
| Marketing                                  | All Everest Group entities                      | Jimit Arora                                    |
| Transformation                             | All Everest Group entities                      | Karin Richer                                   |



|                |                            |  |
|----------------|----------------------------|--|
| Events         | All Everest Group entities | Mark Fissell   |
| Any department | All Everest Group entities | Peter Bendor-Samuel, Karin Richer, Michael Benza, Harsh Kapoor (Finance), Shaili Bhandari, Dave Gens |

*Non-Disclosure Agreement (NDA)*

As expressed in the table below, the following are the only authorized individuals that can bind an Everest Group entity to a Non-Disclosure Agreement.

| Everest Group entity                            | Authorized Signatory                    |
|---|---|
| Everest Global, Inc.                            | Michael Benza, Taylor Terrell           |
| Everest Outsourcing Canada Co.                  | Michael Benza, Taylor Terrell           |
| Everest Group Consulting Limited                | Michael Benza, Taylor Terrell           |
| Everest Business Advisory India Private Limited | Shaili Bhandari, Harsh Kapoor (Finance) |

*Employee-Related Documentation*

As expressed in the table below, the following are the only authorized individuals that can sign for an Everest Group entity in respect of employment-related documentation e.g. offer letters, employment agreements, assignment and non-disclosure agreements for employees, change in employment letters or forms, employee onboarding-related documentation, warning letters, severance agreements, termination letters, Variable Incentive Pay Plan, and other documentation associated with an employee.

| Everest Group entity                            | Authorized Signatory  |
|---|---|
| Everest Global, Inc.                            | Sudeep Patnaik, Swapna Allapur, Robin Muther, Drew Belmore  |
| Everest Group Consulting Limited                | Sudeep Patnaik, Julian Herbert, Swapna Allapur, Peter Bendor-Samuel, Douglas A. Smith, Robin Muther, Drew Belmore   |
| Everest Business Advisory India Private Limited | Shailesh Goyal, Harsh Kapoor (Finance), Swapna Allapur, Sarita Pendlimarri, Rahul Jha, Robin Muther, Sudeep Patnaik |

*Stamping Authority for Everest Business Advisory India Private Limited*

As expressed in the table below, the following are the only authorized individuals that have stamping authority for Everest Business Advisory India Private Limited.

| Circumstance     | Authorized User                |
|------------------|--------------------------------|
| Any circumstance | Harsh Kapoor (Finance)         |
| Employee-related | Shailesh Goyal, Swapna Allapur |

*Insurance*

As expressed in the table below, the following are the only authorized individuals that can bind an Everest Group entity for insurance.

| Everest Group entity                            | Authorized Signatory                         |
|---|--|
| All Everest Group entities                      | Karin Richer, Peter Bendor-Samuel, Dave Gens |
| Everest Business Advisory India Private Limited | Harsh Kapoor (Finance), Swapna Allapur       |
| Everest Group Consulting Limited                | Harsh Kapoor (Finance)                       |



*Communications to and Documentation for Government or Regulatory Authorities*

As expressed in the table below, the following are the only authorized individuals that can sign for an Everest Group entity in respect of communications to government or regulatory authorities (including before the tax authorities, in relation to trademark applications, PoSH reports, etc.).

| Everest Group entity       | Authorized Signatory   |
|----------------------------|--|
| All Everest Group entities | Peter Bendor-Samuel, Douglas A. Smith, Karin Richer, Harsh Kapoor (Finance), Tiffany Stroud, Michael Benza, Shaili Bhandari, Taylor Terrell, Swapna Allapur, Dave Gens |

*Questionnaires, Surveys, Onboarding Documentation from Customers*

As expressed in the table below, the following are the only authorized individuals that can sign for an Everest Group entity in relation to questionnaires, surveys, and/or onboarding documentation from customers.

| Everest Group entity       | Authorized Signatory  |
|----------------------------|---|
| All Everest Group entities | Harsh Kapoor (Finance), Tiffany Stroud, Michael Benza, Taylor Terrell, Shaili Bhandari, Kyle Hayden, Michael Peacock, Dave Gens |

*Variance*

Variances from this General Authority Matrix may be ratified by an Everest Group entity Board of Directors after the fact e.g. if an individual signs for something they did not have the authority to under this General Authority Matrix, then the Board of Directors may choose to ratify such variance. All other variances are null and void.

*Effective date:* March 15, 2024

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