



## 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	Swati Kumar
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 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, Patrick Cochran
Everest Group Consulting Limited	Sudeep Patnaik, Julian Herbert, Swapna Allapur, Peter Bendor-Samuel, Douglas A. Smith, Robin Muther, Drew Belmore, Patrick Cochran
Everest Business Advisory India Private Limited	Swati Kumar, 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	Swati Kumar, 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)
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*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:* June 11, 2024

Version: 5