AlumNEXT™ Impact Awards Program

General Program Rules ("Program Rules")

The AlumNEXT™ Impact Awards ("Award" or "Awards") recognize members of the Deloitte alumni community whose leadership, achievements and contributions demonstrate meaningful impact in their organizations, professions and communities.

The Program Rules below govern all aspects of the Awards, including the nomination, review, selection and acceptance process, and any withdrawal, disqualification or revocation. For purposes of this program, "Deloitte" or "Deloitte Canada" means Deloitte LLP, Deloitte Management Services LP ("DMS") and Deloitte Inc. This Awards program does not apply to Deloitte Chile and other Deloitte member firms.

By submitting a nomination or otherwise participating in the Awards, nominators and nominees agree that these rules shall govern all aspects of this program and award decisions of Deloitte shall be final and not open to appeal.

1. Eligibility and Award Categories

The full list of categories for the Awards is published on the Awards website. All nominees for the Awards must be former full-time, permanent employees or former partners of Deloitte Canada and meet all general and category-specific eligibility requirements published on the Awards website. Current Deloitte personnel are not eligible to be nominated for, or to receive, an Award.

For the NextGen Leadership award category only, nominees must be within the first 15 years of their professional career as of the nomination deadline set out in Section 2.

Nominees will be considered for the award category selected in the nomination form, subject to meeting the applicable eligibility requirements. Deloitte reserves the right, at its sole discretion, to consider a nominee in a different award category where appropriate, provided the nominee meets the eligibility requirements for that category. A nominee is not otherwise entitled to consideration or recognition in any other category other than the one selected in the nomination form.

2. Nominations

Nominations must be submitted through the official nomination link on the Awards website by the published deadline (**January 3, 2027 at 11:59 PM EST** unless otherwise indicated).

Nominators are responsible for:

- Providing accurate and complete information to the best of their knowledge;
- Submitting sufficient information to allow the nomination to be assessed;
- Ensuring that any statements made about a nominee can reasonably be substantiated;
- Obtaining any necessary consents to provide supporting information or materials;
- Ensuring that a nomination does not contain confidential, proprietary, privileged or personal information that the nominator is not authorized to disclose; and
- Ensuring that information and materials submitted do not infringe the rights of any third party.

By submitting a nomination, the nominator confirms that they have obtained the necessary consents from the nominee of the Award nomination to share the nominee's information to Deloitte for the purposes of the Awards process described in these Program Rules, including consideration in any Award category under Section 1. A nominator must not submit a nomination where the nominee has indicated that they do not wish to participate.

Late, incomplete, duplicate or otherwise non-compliant nominations may not be considered. Deloitte reserves the right to reject a nomination that does not comply with the Program Rules and the applicable eligibility requirements.

Submitting a nomination does not guarantee that the nominee will advance to any stage of the Awards process or receive an Award.

3. Supporting Information

Nominators may be asked to provide supporting information or materials relevant to a nomination. Nominators may provide examples and evidence that help demonstrate a nominee's achievements and impact. This may include publicly available information, measurable outcomes or results, examples of leadership or innovation, professional or community achievements, recognition received, and other information relevant to the applicable Award criteria.

Information and evidence provided must be accurate to the best of the nominator's knowledge. Nominators must not disclose contain confidential, proprietary, privileged or personal information that the nominator is not authorized to disclose, or submit information or materials that infringe the rights of a third party.

Deloitte may request additional information or clarification from a nominator or nominee at any stage of the review process. Failure to provide requested information within a reasonable period may result in a nomination no longer being considered.

4. Verification and Due Diligence

Deloitte reserves the right to verify information contained in a nomination and to request reasonable substantiation of statements, accomplishments, credentials or other information submitted in support of a nominee.

As part of the Awards process, Deloitte may conduct appropriate due diligence as it considers appropriate concerning a nominee's eligibility, professional conduct, reputation or other matters relevant to ensuring alignment with the purpose, values, and integrity of the Awards.

Without limiting Section 11, Deloitte may, in its sole discretion, reject or remove a nomination or disqualify a nominee where the nomination or nominee does not meet the eligibility requirements or these Program Rules, information provided is inaccurate, misleading or cannot reasonably be substantiated, or information identified through verification or due diligence could compromise the integrity or reputation of the Awards.

5. Review and Selection

Nominations will be assessed against the published Award criteria for the applicable Award category. Nominations may be reviewed by one or more selection committees (consisting of Deloitte personnel including employees and partners) as determined by Deloitte, and the selection committees will make the final selection of Award recipients in its sole discretion.

Selection committees will consider the information provided in the nomination and supporting materials against the applicable award category. Where appropriate, selection committee members may be required to disclose actual or potential conflicts of interest and may be excluded from reviewing or participating in decisions concerning affected nominations.

Deloitte’s decisions relating to eligibility, administration, judging, and selection are final and not open to appeal.

6. Number of Award Recipients

Deloitte will determine, in its sole discretion, the number of Award recipients in each category, and may determine that no nomination sufficiently meets the applicable Award criteria, or that an Award should not be presented in a particular category or year. The number of nominations a nominee receives has no bearing on selection.

7. Nominee Participation

Being nominated does not mean that an individual has automatically been selected as an Award recipient. Nominees who advance in the final selection process may be contacted and asked to:

- Provide any related consents required under these Program Rules, including for the uses described in Section 10;
- Confirm their eligibility;
- Verify information included in their nomination;
- Provide additional information reasonably required for the Awards process; and
- Acknowledge and agree to these Program Rules and any applicable participation terms

Participation in the Awards program and acceptance of an Award may also be subject to applicable independence, professional, regulatory, government, employer or other requirements. Deloitte may conduct any reviews it considers appropriate in relation to these requirements.

Nominees are responsible for confirming that their participation in and acceptance of an Award is permitted under any policies, obligations or restrictions applicable to them, including any policies they are required to comply with by their employer. A nominee may decline to participate or withdraw from consideration at any time.

Deloitte may discontinue consideration of a nominee who does not provide supporting information, consents or acknowledgements reasonably required to complete the selection process.

8. Judging Information and Feedback

Judging materials, scoring, deliberations and other internal selection information is the confidential information of Deloitte, will be treated as confidential and will not be disclosed to nominators, nominees or other parties.

Deloitte is not required to provide individual feedback, scores or explanations regarding the outcome of a nomination.

9. Acceptance of an Award

Selected Award recipients will be contacted by telephone or email prior to any public announcements. An email outlining how Award recipients will be recognized, including any applicable next steps, will be provided.

Selected recipients will be asked to confirm their acceptance of the Award. If a selected recipient declines the Award or is unable to accept it, Deloitte may determine, in its sole discretion, whether to recognize another eligible nominee.

Before being confirmed as an Award recipient, or before their name or other information is publicly disclosed in connection with the Awards, a nominee will be required to acknowledge and agree to these Program Rules and any applicable participation terms, confirm their eligibility and the accuracy of relevant nomination information, and provide any required consents or permissions.

10. Public Announcement

By participating in the Awards, the nominators and nominees waive any moral rights they may have in the nomination form and supporting information, and grants Deloitte an irrevocable, unlimited, sublicensable, transferable, royalty-free, worldwide, perpetual license to use, copy, distribute, publish, modify, make derivative works from, and disclose the information and any other content in the supplied information, in any online, print or other media, now known or hereafter devised, without notice, review or approval.

By accepting an Award, the recipient consents to Deloitte using, reproducing, publishing and disclosing the recipient's name, photograph, likeness, voice, biography, professional title and affiliation, Award category and information about their achievements, including any photographs and audio or video recordings taken at any Awards event, for the purposes of announcing, recognizing and promoting the Awards, AlumNEXT™ and Deloitte, in any manner and in any media now known or hereafter devised, both during and after the Awards program, without further notice, review, approval or compensation. Deloitte may edit, crop, adapt, translate or otherwise modify such materials as may be reasonably necessary for these purposes. Deloitte is not obligated to make any such use.

11. Withdrawal, Disqualification, or Revocation

Deloitte reserves the right, in its sole discretion, to reject or remove a nomination, disqualify a nominee, or otherwise discontinue a nominee's participation in the Awards process if:

- Eligibility requirements are not met;
- Information submitted in connection with the nomination is materially inaccurate, misleading or cannot reasonably be substantiated;
- Required permissions or consents have not been obtained or provided;
- The nomination or any supporting information or materials infringes or may infringe third-party rights;
- The nominee's participation in, or acceptance of, an Award would conflict with any applicable independence, professional, regulatory, employer or other requirements;
- The nominee or nominator does not comply with these Program Rules or any applicable participation terms; or
- Circumstances arise, including any conduct of the nominee before or after an Award is announced, that Deloitte determines could compromise the integrity or reputation of the Awards or Deloitte.

Where relevant information becomes known after an Award has been announced, Deloitte may review the matter and may withdraw or revoke the Award where appropriate, including where Deloitte determines that information submitted in connection with the nomination was materially inaccurate, misleading or could not reasonably be substantiated. If an Award is withdrawn or revoked, Deloitte may cease using and remove references to the recipient in Awards materials to the extent reasonably practicable, and the recipient will, at Deloitte's request, return any physical award or recognition item provided.

12. Changes to or Cancellation of the Awards

Deloitte reserves the right to cancel or modify the Awards program where circumstances make it impractical or inappropriate to continue.

Where practicable, material changes affecting nominators or nominees will be communicated through the Awards website or directly to affected participants.

13. Personal Data

By participating in the Awards program, you acknowledge that Deloitte will be collecting personal data about you for the administration of the Awards. Personal data collected to administer this Awards program is governed by Deloitte's privacy policy.

14. Release and Limitation of Liability

By accepting an Award, the recipient shall agree to release and hold harmless Deloitte and its subsidiaries and affiliates, and each of their respective partners, officers, directors, employees and agents (collectively, the "Released Parties") from and against any claim or cause of action arising out of participation in the Awards or receipt or use or misuse of any Award. Released Parties are not responsible for: (1) any incorrect or inaccurate information, whether caused by any nominator or nominee, printing, typographical or other errors or by any of the equipment or programming associated with or utilized in the Awards; (2) technical failures of any kind, including, but not limited to malfunctions, interruptions, or disconnections in phone lines or network hardware or software; (3) unauthorized human intervention in any part of the submission process or the Awards; (4) printing, typographical, technical, computer, network or human error which may occur in the administration of the Awards, the uploading, the processing or judging of nominations, the announcement of Award recipients or in any Awards-related materials; (5) late, lost, undeliverable, damaged or stolen mail or electronic communication; or (6) any injury or damage to persons or property which may be caused, directly or indirectly, in whole or in part, from participation in the Awards or receipt or use or misuse of any Award (including any travel/activity related thereto). Released Parties are not responsible for misdirected or undeliverable submissions or for any technical problems, malfunctions of computer systems, servers, providers, hardware/software, lost or unavailable network connections or failed, incomplete, garbled or delayed computer transmission or any combination thereof. Released Parties are not responsible for any unauthorized third-party use of any submission. The limitations of liability set forth herein shall apply only to the extent permitted by applicable law.

15. Governing Law

These Program Rules and the Awards program are governed by the laws of the Province of Ontario and the federal laws of Canada applicable therein. Any dispute arising out of or in connection with the Awards or these Program Rules shall be subject to the exclusive jurisdiction of the courts of the Province of Ontario.