

FAIRNESS AND NON-DISCRIMINATION – A STATEMENT OF POLICY

Deloitte's ability to deliver quality and innovation to our clients comes from the breadth of knowledge, unique experiences, and perspectives of our people, who are our greatest asset. In support of our ability to render services with exceptional quality, excellence, and commitment, our policy advances the principles of fairness and non-discrimination.

Non-Discrimination Policy

Deloitte's policy is to seek and employ people with skill and integrity and to provide them with the means to develop professionally, without regard to race, color, religion, creed, citizenship, national origin, age, sex, gender, pregnancy, gender identity/expression, sexual orientation, marital status, disability (including neurodiversity), genetic information, veteran status or any other legally protected basis, in accordance with applicable federal, state, or local law. Our policies aim for the highest standards of fairness and non-discrimination, covering all aspects of employment, including, but not limited to, recruitment and employment, promotions, compensation, team opportunities, and training programs. We are committed to compliance with all laws, regulations, and executive orders relating to non-discrimination and harassment.

Affirmative Action for Individuals with Disabilities and Protected Veterans

Deloitte is a federal contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). Accordingly, it is Deloitte's policy to take affirmative action to employ and advance in employment protected veterans (disabled veterans, recently separated veterans, Armed Forces Service Medal veterans, or active duty wartime or campaign badge veterans) and individuals with disabilities at all levels of employment, including the executive level. Deloitte also will provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of Deloitte's business.

The non-confidential portions of the affirmative action program for individuals with disabilities and protected veterans are available for inspection upon request by any employee or applicant for employment by contacting Talent Employee Lifecycle Events Compliance via 1-800-Deloitte.

As CEO, I fully support our affirmative action program for individuals with disabilities and protected veterans and am committed to the implementation of Deloitte's non-discrimination and affirmative action policies. I have delegated overall responsibility for these policies to Ashley Bennett, Manager ELE Compliance.

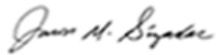
Non-Retaliation

Deloitte will recruit, hire, train and promote individuals in all job titles, and will ensure that all other personnel actions are administered without regard to an individual's disability or protected veteran status. All employment decisions will be based only on valid job requirements. Employees and applicants must not be subjected to harassment, intimidation, threats, coercion, discrimination or any form of reprisal because they have (1) filed a complaint; (2) assisted or participated in an investigation, proceeding, or any other activity related to the administration of any federal, state, or local law relating to non-discrimination; (3) engaged in any activity that is

protected by Deloitte policy; (4) opposed any act or practice made unlawful by any federal, state, or local law relating to non-discrimination; (5) inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant; or (6) engaged in any other activity that is protected by any federal, state, or local law.

Invitation to Self-Identify

Employees may choose to voluntarily disclose their sex, race, ethnicity, protected veteran status and disability at any time via Deloitte's self-service portal. Applicants may self-identify during the application process. Employees and applicants with disabilities are encouraged to inform Talent Relations if they need a reasonable accommodation to perform a job for which they are otherwise qualified.



Jason Girzadas
Chief Executive Officer

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