

**Independence and Other Declarations**

These declaration forms are submitted in support of your employment contract.

You are required to complete the applicable pages in typewritten format (by typing in the editable fields), and only e-signatures should be used.

I hereby confirm that:

**Section 1 (to be filled by all staff)****1. Other Employment/Business Interest**

- (a) I understand that I may not (i) serve as a director, an officer or in any executive or non-executive position of influence of companies or other organisations (including family-owned business, charitable/non-profit organisations, school alumni, religious organisations, resident committees, MCST, etc) or (ii) engage in other forms of employment or business interest(s), without prior approval of the firm.
- (b) Do you hold any positions mentioned in Paragraph 1 (a) above, or are you engaged in other forms of employment/business interest(s)?  
☐ No, I do not hold any of such position(s) or role(s)  
☐ Yes, I do hold such position(s) or role(s). I understand that I will be required to submit my application (per guidance provided in HR Manual under Section 2.9) to obtain the relevant approvals from PwC on the first day of commencement of my employment with PwC Singapore.
- (c) Should my application for any positions or other forms of employment/business interest be rejected by PwC, I am aware that I may be subsequently asked to relinquish these position(s) / other employment/business interest(s) if they have been assessed to be in conflict with PwC policies. I will also ensure that such positions or any other employment/business interest(s) not approved by PwC will be relinquished immediately or as soon as practicable.

**2. Confidentiality / Insider Trading / Privacy Statement**

I agree to comply with all confidentiality obligations in relation to client and non-client information not available to the public which may come into my possession during my employment with the firm. I further confirm that I will not exploit such information in any way. I understand that the firm and client information, including firm software, methodologies, and manuals, not available to the public, that are obtained as a result of my employment or any services rendered by the firm, may not be disclosed to others, exploited in any way, or retained by me when I leave the firm. I acknowledge that I understand and consent to your use of my personal data in accordance with the Privacy Statement set out in this letter or as updated from time to time by notification from the firm.



### 3. Bankruptcy and others

- (a) Have you been served with a notice of bankruptcy, made or discharged as a bankrupt; or has had my registration as a public accountant suspended or cancelled under Part V or Part VI of the Accountants Act (if applicable); or convicted of an offence in a court of law.  
☐ Yes ☐ No If yes, please provide details: Click or tap here to enter text.
- (b) Are you a defendant in any court or civil / disciplinary action commenced by any government or other regulatory entity.  
☐ Yes ☐ No If yes, please provide details: Click or tap here to enter text.
- (c) Have you been convicted in any court of law or sanctioned / disciplined by any government or other regulatory entity.  
☐ Yes ☐ No If yes, please provide details: Click or tap here to enter text.

## **Section 2 (to be filled by staff in Assurance, Advisory, Tax, Risk and Quality, and General Counsel lines of service)**

### 4. Financial Interests

- (a) I, or my immediate family members\*, do not hold any financial interests other than those described in the Declaration of Financial Interests Holdings Form (Annex A-1). I will ensure that any restricted financial interests as advised by PwC either held by myself or my immediate family members, will be disposed of prior to commencement of my employment with PwC Singapore.

I understand that if I am of Senior Associate and above grade, upon joining the firm, I will be required to record financial interests held by myself and my immediate family members into PwC's Independence Checkpoint System, with the exception of those disposed of prior to commencement of my employment with the firm.

Do you or your immediate family members hold any financial interests?

☐ Yes (please complete Annex A-1) ☐ No (leave Annex A-1 blank)

*\* An "immediate family member" in relation to a Partner or practice staff member (as defined under PwC Singapore Independence Policy section 2.1-0) is:*

- The person's spouse, spouse equivalent*
- All dependent children, including stepchildren*
- Any other relative who receives substantial financial support from the Partner or practice staff member and over whom significant influence is exercised.*

- (b) In the event of any change to the information provided, I agree to submit a fresh form at least 2 weeks before employment commencement. Also, I agree not to acquire any new financial interests after the resubmission.

### 5. Other Financial Arrangements

- (a) I am acting as an executor or trustee of an estate or trust.  
☐ Yes ☐ No
- (b) I am a beneficiary of an estate or trust.  
☐ Yes ☐ No

Note: We may contact you in due course for additional information if your answer is "Yes" to any of the above questions.



**6. Quality Reviews or Other Investigations**

I agree to cooperate fully with any request for information or other assistance made by the firm or regulatory authorities in connection with any quality review programmes or other investigations conducted by the firm or regulatory authorities (whether local or foreign). in respect of my conduct or work performed by me during my employment with the firm.

Below clause is applicable for those who provide audit services to an SEC issuer client or its affiliates: I consent to cooperate in and comply with any request for testimony or production of documents made by the Public Company Accounting Oversight Board in furtherance of its authority and responsibilities under the Sarbanes- Oxley Act of 2002. I understand and agree that this consent is a condition of my continued employment by or other association with the firm.

**7. Independence Confirmation**

I have read and understood the Guide to PwC Singapore Independence Requirements (Annex C) and I will comply with the independence requirements during my employment with the firm. I understand that as I am a practice staff member, certain requirements of the policy may extend to my immediate family members and I will ensure that they will also comply with the policy, to the extent that it applies to them, during my employment with the firm.

**8. Personal Independence Compliance Testing ("PICT")**

I understand that as part of my employment with the firm, I am eligible to be selected for an independence audit as part of the firm's PICT programme and am required to retain records of my financial arrangements (including those of my immediate family members) for this purpose. Such records may include the following:

- Income tax return
- Brokerage, Fund Provider and Investment Statements
- Insurance policies
- Bank statements
- Loan and credit card statements
- Trust and estate information
- Pension policies, employee benefit plans, superannuation funds

These documents should be retained from the time of joining the firm and thereafter kept for a period of at least 6 months.

In the event that I am selected for the PICT, I agree to extend my fullest cooperation to the firm, including but not limited to, providing all necessary information and supporting documents that would be required for the audit.

Click or tap here to enter text.

Click or tap here to enter text.

Click or tap here to enter text.

Click or tap here to enter text.

Legal Name (as per NRIC / Passport)

NRIC / Passport no

Signature

Date



(To be completed if you have financial interest holdings in Singapore or elsewhere. **If not, leave this page empty**)

# For stocks listed on SGX, please refer to <https://www.sgx.com/research-education/securities#ISIN%20Code> for the list of ISIN codes. For others, please refer to the respective stock exchange.

[illegible][illegible]

<b>Pension / Superannuation plans</b> Please provide full name of entity that the pension arrangement is with and the name(s) of the underlying funds of the plan	<b>#Identifier</b> Security code (e.g. ISIN, SEDOL, Ticker)	<b>Ownership</b> Please indicate self, spouse or dependent
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Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
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Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
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<b>Others</b> e.g. CPFIS, employee stock options, options, warrants, debentures, crypto tokens, etc.	<b>#Identifier</b> Security code (e.g. ISIN, SEDOL, Ticker)	<b>Ownership</b> Please indicate self, spouse or dependent
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Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
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Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Number of pages used for this declaration: Click or tap here to enter text.

I confirm that the above declaration is exhaustive and accurate and commit to comply with the disposals and information updates as required by PwC's Singapore Independence Policy.

In the event of any change to the information provided above, I agree to submit a fresh form at least 2 weeks before employment commencement. Also, I agree not to acquire any new financial interests after the resubmission.

Click or tap here to enter text.

Click or tap here to enter text.

Click or tap here to enter text.

Click or tap here to enter text.

Legal Name (as per NRIC / Passport)

NRIC / Passport no

Signature

Date