

IHRP – End of Program Update

Dear IHRP Participants,

I am writing to provide you with a status update on the Independent Healing & Reparations Program (“IHRP” or “Program”).

As you may recall, the IHRP formally opened in June of 2022. Over the past year and a half, the Program and its independent Administrators have worked hard to review each of your claim submissions, to meet with and listen to you if you elected to do so, and to make monetary offers that would assist you in your healing journey.

As of today’s date, all claims that were submitted to the Program have been determined, and the deadlines for all offers to be accepted have now passed. Consequently, the IHRP is formally concluded. A high percentage of claimants accepted their IHRP offers, and while numbers only ever tell part of the story, this confirms that the Program was deeply needed and many obtained financial and emotional support through the process.

I also want to share with you a favorable change to your limited confidentiality obligations under the IHRP release now that the Program is administratively complete. You may recall that, under the release and the IHRP Protocol, claimants have no restrictions on their ability to discuss their experiences with SSSC, the IHRP, or the circumstances surrounding their IHRP claim, either privately or publicly. Likewise, claimants are not restricted in any way from discussing the terms of the release itself.

Claimants did, however, agree that they would not disclose their reparations payment amount except to immediate family or necessary professionals, although there was no stated penalty for disclosing the amount and no part of the reparation payment was made as consideration for claimants’ agreement to keep the amount confidential. This stipulation was included in the release to ensure the efficient and effective administration of the Program. For example, claimants often shared highly personal and sensitive information with the Administrators that was not known to anyone else, and the Administrators were committed to evaluating each claim individually.

Keeping reparations amounts confidential was done in part to prevent comparisons of offer amounts between facially similar claimants and conjecture about the reason for differences in those amounts. Likewise, given that the Administrators’ specific process for evaluating claims was known only to them, maintaining the confidentiality of offer amounts was integral to avoiding speculation about the basis for their comparative decision-making. Most importantly, including this provision helped protect the privacy of claimants who simply did not want to be pressured into sharing their offer amount with other claimants who were waiting to receive their offers.

These reasons made sense while the Program was ongoing. However, given that all claims have been determined and all claimants have decided independently whether to accept their reparations offer, there is no longer an administrative need for reparations payment amounts to remain confidential. As such, this restriction in the

IHRP release has been formally and permanently lifted as intended and approved by the Siri Singh Sahib Corporation (“SSSC”).

Claimants may now disclose their offer amounts to anyone they wish, in addition to sharing any other aspects of their personal experiences, which was never restricted in any way. No further action is needed on your part to give this effect. Further, SSSC will continue to honor its own confidentiality obligations under both the IHRP Protocol and the release. Please do note that SSSC does not waive any other rights or obligations under the release.

We know that participating in the IHRP was challenging for many of you, but we hope that it provided some measure of catharsis as well. While no amount of money may be able to compensate you for the pain you experienced, we hope that the reparations payments provide meaningful financial assistance to you as you move forward in your lives.

Thank you for your openness to the process and for giving us the opportunity to be a part of your healing. On behalf of the Program and the entire administrative team, we wish each of you all the best in the future.

Sincerely,

Meena Allen

Program Compliance Advisor

This message was sent to all IHRP participants on Dec 23 or 22, 2023.