

Compliance Hotline Statement:

Our Compliance Hotline provides an anonymous channel for reporting potential illegal, unethical, or improper behavior when standard communication methods prove ineffective.

Contact Details:

- Email Reporting: **Compliance_Global@envision-energy.com**
- Phone: **+91 8061296266** (International callers, please refer to dialing instructions)

Who Can Use the Hotline:

This hotline is accessible to, but not limited to, the following:

- Employees
- Clients
- Vendors
- Other business partners or personnel

When to Use the Hotline:

You may use the compliance hotline to report the following issues related to our company's personnel:

- Discrimination based on gender, religion, age, race, disability, and more
- Harassment, including sexual abuse, verbal abuse, bullying, and more
- Unethical accounting practices for profit
- Health and safety concerns arise from management's intentional neglect of employee well-being
- Abuse of authority, such as punishing employees for not meeting unrealistic goals or favoritism
- Privacy breaches, like email monitoring or punishing employees for their posts on social media
- Corporate espionage involving the theft of intellectual property or providing competitors with insider information for financial gain

When Not to Use the Hotline:

Please refrain from using the hotline for:

- Unsubstantiated rumors or false accusations
- Personal disagreements unrelated to job
- Technical issues or personal emotional complaints



Information We Appreciate You Providing:

- Reporter's Name (optional for anonymity)
- Contact details (phone number, email)
- Company/organization name
- Detailed description of the compliance concern
- Supporting evidence
- Date and time of the incident
- Willingness to assist in the investigation

Features:

- Managed by Envision India Compliance Function
- Confidentiality and anonymity guaranteed
- Both email and phone reporting options available
- While we respect and value anonymous reporting, we encourage reports with real names. For reports with real names, we will provide feedback within 7 working days of receiving the report.

Non-Retaliation Policy:

Envision prohibits retaliation against whistleblowers or participants in good-faith investigations.

External Support:

For unresolved concerns, contact the Envision Headquarters Hotline:

- Email Reporting: compliance@envision-energy.com
- Phone: **+86 21 60318000** ext7110 (International callers, please refer to dialing instructions)

Your commitment to integrity ensures a compliant work environment for all.

Envision India Compliance Function

Committed to upholding standards and transparency.

