



AZURE WHISTLEBLOWER AND ANTI-RETALIATION POLICY

Azure is dedicated to fostering and maintaining the highest standards of ethics, integrity, and compliance in all aspects of our business and is committed to a work environment that is free from harassment, intimidation, discrimination and retaliation of any kind. Our commitment to these principles includes ensuring that employees have a safe and secure avenue to report any concerns. We encourage all employees and stakeholders to speak up without fear of retaliation when they observe any behavior that may violate our company policies or any applicable laws and regulations. Azure takes all complaints seriously and is dedicated to addressing them promptly and impartially to safeguard the interests of our organization and our employees.

I. Speak Up!

If you see, hear, or learn of any actual or suspected violation of our Code of Business Conduct and Ethics (the “Code”), Company policies, standards, or procedures, or the law, we want, encourage, and expect you to report it. Under Azure’s policy, you can and should report in good faith even anonymously any actual or suspected violation, and Azure is committed to providing a safe reporting environment.

To protect yourself, your teammates, and our Company, any person who learns of or suspects a violation of our Code, Company policies, standards, or procedures, or the law or regulations in any jurisdiction where we do business, should report his or her suspicion promptly through any of the following channels:

- Your Supervisor or
- Azure’s Chief Compliance and Ethics Officer at azurecompliance@azurepower.com;

In addition, reports may be anonymously made through Azure’s Whistleblower Hotline:

- azurepower.integritymatters.in (Code # AZURE)
- Phone (toll-free) 1800 102 6969 – 9AM to 10 PM
- Email – azurepower@integritymatters.in
- Postal Address: Azure Power C/O Integrity Matters, Unit 1211, CENTRUM, Plot No. C-3, S.G. Barve Road, Wagle Estate, Thane West – 400604, Maharashtra, India

We encourage reporters to provide a means to contact you in your report. The report should contain as much relevant information as possible to allow for preliminary review and proper assessment. The confidentiality of all reports whether made



anonymously or not will be respected and will be limited to only those people who have a legitimate reason to know. Providing your contact information will permit us to keep the reporter informed of investigative progress and permit us to seek additional information. **Nonetheless, we will always accept anonymous reports.**

However, when a whistleblower matter is reported to a supervisor, it is the duty of the supervisor to report the matter immediately to the Chief Compliance and Ethics Officer.

II. Non-Retaliation

Azure has **zero tolerance** for retaliation in any form. Anyone engaging in retaliatory behavior against those who make a report in good faith will be subject to disciplinary action, up to and including termination. Azure will not retaliate or permit retaliation against a person who in good faith:

- Reports what he or she believes is a violation of our Code, our policies, standards, or procedures, or the law;
- Raises a compliance question or seeks advice about a particular business practice, decision, or action; or
- Cooperates in an investigation of an actual or suspected violation.

Azure's anti-retaliation policy promotes open and honest communications, encourages all directors, officers and employees to report any violation or other wrongdoing, and prevents retaliation against those who report in good faith their ethics and compliance concerns, raise compliance questions or seek advice about any business practice, decision, or action.

III. We Take All Reports Seriously

Employees should never be forced to choose between doing the right thing and their job. Retaliation causes good employees to remain silent, allowing misconduct to continue, and creating business and legal risk. For these reasons Azure will not tolerate any retaliation or threat of retaliation. Moreover, under certain circumstances, retaliation against whistleblowers can be a crime.

Proper review will be performed on the complaint/allegation under the supervision of Chief Compliance and Ethics Officer and Audit and Risk Committee.

Date: March 27, 2024

This policy has been reviewed and approved by:



Chief Compliance and Ethics Officer and Chair of Audit and Risk Committee

Adopted by:

Board of Directors on March 27, 2024