

A. Objective and Scope

The Compliance Violation Reporting policy provides options to Employees, Directors (including Non-Executive Directors and Independent Directors) and other Stakeholders dealing with Siemens Energy India Limited (hereinafter referred to as “SEIL”) for reporting actual or apparent failure to comply with applicable laws or regulations, Siemens Business Conduct Guidelines, Siemens Code of Conduct and other compliance related Siemens policies by SEIL’s employees, Siemens entities or other Stakeholders.

The policy is meant to:

- ✓ Encourage individuals to raise compliance concerns.
- ✓ Inform individuals of the available channels for raising concerns.
- ✓ Remove any stigma that may be associated with good faith reporting of compliance issues.
- ✓ Avoid misuse of the Compliance process – Sanctions could be imposed on individuals who knowingly give false or misleading information with the intent of wrongly accusing or creating a suspicion of compliance violations against Siemens employees or any stakeholders.

B. Rights and obligations of the reporter

SEIL expects its employees and other Stakeholders to report any compliance related concerns (actual or potential) that come to their notice. The suspicion can be directed at individual employee, a SEIL business, or a SEIL supplier. This policy assures that no retaliation or reprisals of any kind against individuals who report actual, or apparent compliance violations would be tolerated.

Chapter “Our reporting procedures” of the Siemens Business Conduct Guidelines lays down the broad process for this subject. Siemens Business Conduct Guidelines can be accessed through the website or can be requested from the Compliance team.

C. Channels to report a compliance concerns

Mode	Link/Details
Tell Us hotline	Link: Home - BKMS System Phone: +911171816583 (PIN – 1847)
Compliance Officer	Name: Rajarshi Sen Phone: +91 9874894448 E-Mail: rajarshi.sen@siemens-energy-india.com
Ombudsperson	Name: Rechtsanwältin Dr. Sibylle von Coelln Phone +49 211 44035779 E-Mail: siemens-ombudsperson@hvc-strafrecht.de

Compliance violations can be reported through any of the following channels:

D. Other important information

1. When reporting compliance cases, the reporter may choose to disclose their identity or remain anonymous. SEIL encourages reporters to identify themselves while reporting a compliance violation so that there is an open line of communication for any additional information required for prompt resolution of the issues.
2. Persons who in good faith submit complaints or reports will be fully protected. If you believe you or anyone else has been retaliated against or in any way has been treated differently for submitting a complaint or report, you should inform our company immediately through any of its reporting channels (preferably via "Tell Us"). In certain exceptional circumstances, one may write to the Chairman of the Audit Committee or Chairman of the Board of Directors at the Registered Office of SEIL.
3. Retaliation of any kind against individuals who have reported compliance violations/ cases will not be tolerated. This prohibition includes any action that may directly or indirectly harm the employment relationship, earning potential, bonus payments, career development or other work-related / business interests of the whistleblower. Disciplinary sanctions imposed following due process in response to a reporter's involvement in any reported wrongdoing is not regarded as retaliation under this policy.
4. All reported issues will be carefully assessed & in appropriate cases; the actual or apparent compliance violation will be handled/investigated as per the regulations & process for handling reported compliance cases. The confidentiality of information given by the individual reporting a compliance violation will be protected to the maximum extent possible. The recipient of the information may share it only on a need-to-know basis consistent with applicable law– e.g. in case of public investigations or to assure safety of others.