

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The equal employment opportunity policy of **e-Infochips Group of Companies** (hereinafter referred as **e-Infochips**) is to provide equal opportunity to all persons. Our company, therefore, has made a commitment to equal employment opportunity. No employee or applicant for employment will be discriminated against because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability or any other legally-protected classes.

E-Infochips will recruit, hire, train and promote qualified individuals in all job titles, and ensure that all other personnel actions are administered without regard to race, color, religion, sex, sexual orientation, gender identity, or disability which require affirmative action to ensure equal opportunity in all aspects of employment. **E-Infochips** does not discriminate on the basis of national origin or citizenship status.

To further implement these policies, **E-Infochips** will continue:

- A. Base decisions on employment so as to further the principle of equal employment opportunity;
- B. Insure that promotion decisions are in accordance with the principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
- C. Ensure that all personnel actions (including but not limited to compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and recreational programs) are administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or any other legally-protected classes.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

- A. Filing a complaint;
- B. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of affirmative action and equal opportunity regulations;
- C. Opposing any act or practice made unlawful by affirmative action and equal opportunity regulations, including Central, State, and local law;
- D. Exercising any other right protected by law or e-Infochips HR policy .

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an EEO proceeding, or otherwise opposes discrimination.

Mr. Sudhir Naik–Vice President-Corporate Affairs has been designated EEO Coordinator and is responsible for compliance with Equal employment opportunity laws, and for implementing the equal employment practices, monitoring, and internal reporting. Employees believing they have not been treated in applicants wishing to self-identify as a protected veteran or individual with disability, including voluntarily updating their disability status, or to request a reasonable accommodation necessary for the performance of the essential functions of a job, may do so by contacting Mr. Sudhir Naik.

As a part of our commitment to create equal opportunities for the disabled, we invite employees who are disabled or who are protected veterans to voluntarily self-identify themselves by contacting Mr Sudhir Naik @ sudhir.naik@einfochips.com. Self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

We also have in-built processes whereby we encourage grooming of talent for Persons with Disabilities by using the following methods:

- a. Accessibility-Build accessibility through physical infrastructure and information systems
- b. Training-Sensitivity Trainings on need basis, Overall awareness of diversity
- c. Recruitment-Readiness to provide internship with eInfochips inclusive recruitment processes

This policy statement has the support of the Human Resources Team. The continued success of this program requires maximum cooperation from every employee throughout our organization. Equal employment opportunity is not only the law, but it is a principle of E-Infochips.