

Whistleblower Policy

Revision History				
Rev.	Version	Author	Approver	Date
1.0	Baseline release	Christian Blood	Vijay Sundaram	August 20, 2020
1.2	Addition of "See Also" paragraph	Christian Blood	Vijay Sundaram	October 26, 2021

Reporting

If you have information regarding possible violations of state or federal statutes, rules, or regulations, or violations of fiduciary responsibility by ZOHO, we encourage you to report it immediately to the CEO, CSO, CE, your manager, or HR, or with an officer of the Board if the complaint may involve the CEO. Alternatively, you may contact the California State Attorney General's Whistleblower Hotline at (800) 952-5225 or the Texas Attorney General's Hotline at (877) 673-6839. The Attorney General will refer your call to the appropriate government authority for review and possible investigation.

Protection

If an employee reports a possible violation to an individual described in the above Reporting paragraph, the employee will be protected from retaliation. The Company prohibits retaliation against the employee and also prohibits retaliation against an employee who refuses to participate in an activity that would result in a violation of a state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

See Also

For further information, please consult Zoho's "Code of Ethics" and the most recent Zoho *Employee Handbook*, or speak with your manager or HR.