

Equal Employment Opportunity Policy

1. Objective

Axis Bank is committed to creating an equal opportunity workplace where we assimilate the diverse identities of our employees through an equitable ecosystem and an inclusive culture. By bringing together people from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives, we believe that we are able to deliver the best solutions and sustainable value for our customers and stakeholders.

2. Scope

This policy is applicable to all employees of Axis Bank.

3. What being an Equal Opportunity Employer means for us at Axis Bank

- 3.1** Embracing workforce diversity and not differentiating basis age, sex, gender, race, national or ethnic origin, religion, language, political beliefs, gender identity, sexual orientation, marital status, disability status.
- 3.2** Valuing diversity of perspective – leveraging the diverse thinking, skills, experience, working styles, ways of thinking and being of our employees and other stakeholders.
- 3.3** Building a flexible and equitable organisation – providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages.
- 3.4** Respecting stakeholder diversity – developing strong and sustainable relationships with diverse shareholders, communities, employees, governments, customers and suppliers.
- 3.5** We believe that being an equitable and inclusive organisation improves business outcomes and will help Axis Bank to achieve its vision of becoming the most preferred and respected financial institution in the country.

Specifically it helps us to:

- a. Make good decisions about how we organize and optimize resources and work by eliminating structural and cultural barriers to working together effectively;
- b. Deliver strong performance and growth by being able to attract, embrace, engage and retain diverse talent;
- c. Innovate by drawing on the diverse perspectives, skills and experience of our employees and other stakeholders;
- d. Adapt and respond effectively to changing societal expectations.

Our commitment to diversity, equity and inclusion aligns with our values of Ownership, Teamwork, Transparency, Ethics and Customer Centricity, and is reflected in our code of business conduct, the way we work, in Group policies, including the Human rights policy, other Employment and Communities policies and in our People strategy. Diversity, Equity and Inclusion are sponsored at the highest levels in the Group, by the Board and the Management Committee. The board has established this policy, and together with the Management committee, guides the development of our diversity, equity and inclusion strategy and reviews progress against measurable objectives and key programs of work.

Leaders across Axis bank are expected to drive inclusive behaviors that sustains, enables the diversity in each of their teams and to demonstrate, through their behaviors and actions, commitment to fostering workplaces where people feel included, valued and able to contribute their best. In accordance with our values, all of our employees are expected to demonstrate respect for their colleagues and teamwork. We work to educate employees about the benefits that diversity, equity and inclusion bring to our business and we sponsor and participate in research that aims to further understanding of and improve diversity and inclusion in the workplace by creating an equitable ecosystem.

Axis Bank employs individuals based on role requirements and selects candidates for positions based on their qualifications, skills, and experience. It is acknowledged that disabilities can manifest in various forms, and it may be restrictive to confine persons with disabilities to specific roles. In alignment with the Bank's 'Dil Se Open' philosophy, all candidates regardless of their disabilities are evaluated without designating certain jobs for specific types of disabilities. The Bank ensures that recruitment is based on the individual's ability to perform the duties of the given job profile.

This Equal Employment Opportunity Policy is consistently applied throughout the period of employment of the individual right from the recruitment process till separation.

We do not tolerate discrimination on any grounds including, but not limited to age, sex, gender, race, national or ethnic origin, religion, language, political beliefs, gender identity, sexual orientation, marital status or disability status. Our recruitment, deployment, reward and development practices, and our approach to working arrangements, are designed to attract, embrace, engage and retain diverse talent and to accommodate individual needs at different career and life stages. Through creation of equitable processes, we aim to provide access and opportunity for all our employees.

We are committed to developing productive, mutually beneficial and long-term relationships with diverse groups of stakeholders. We work to accommodate the different cultures, lifestyles, heritage and preferences of local communities.

4. Employee Awareness

Axis Bank recognizes its responsibilities and legal obligations in ensuring, as far as is reasonably possible, that people with disability are afforded opportunities with respect to employment and are not discriminated against for a reason relating to their disability. This requires us to build awareness in Managers regarding creating equitable work environment that enables such differences.

Such awareness would cover the following though not be limited to:

- a. Creating awareness on various kinds of disability and how that may impact work;
- b. How as a colleague and manager, employees can guide the person with disability during their onboarding, settling down period and enabling their success;
- c. The Acceptable/Non-Acceptable communication/behaviors with them;
- d. Explaining the laws (as they are applicable) that govern the employment rights of persons with disability specifically the Rights of Persons with Disabilities Act, 2016, and any modification thereof and generally under any other legislation that the competent authorities may enact from time to time.

These awareness workshops are a key ingredient in making Axis Bank a warm and inclusive place.

The Bank has designated a Chief Liaison Officer for persons with disabilities to oversee their recruitment and provide support. This role ensures the integration of employees with disabilities into the workplace and provides redressal for their specific concerns.

5. Creating Channels for Equal Opportunity

Axis Bank is committed to creating and facilitating opportunities that help people with disabilities to succeed. This is done through:

- a. Providing disability friendly access to the workplace
- b. Being aware of their needs and comfort
- c. Welcoming them to the Axis Bank's culture
- d. Creating and guiding them through their Axis Bank journey

The Bank is dedicated to offering the necessary facilities and amenities to individuals with disabilities, ensuring they can perform their duties effectively. Recognizing the diverse spectrum of disabilities and the specific needs that may arise, this may include providing assistive devices, easily accessible gateways, and other essential resources, where

warranted, to ensure their comfort. The Bank shall ensure timely compliance with any directives issued by relevant authorities, from time to time, to support employees with disabilities.

6. Grievance Handling

The Bank is committed to implementing the availability of opportunity and access to all. In case of any irregularity/grievances pertaining to this matter, one can report to the Chief Liaison Officer for persons with disabilities at human.rights@axisbank.com.

The Bank shall investigate all complaints and work towards a prompt resolution and prevention of discriminatory acts and practices.

The Bank shall preserve confidentiality for all parties involved in a complaint. However, this may be limited by legal obligations, including the need to prevent discrimination and the respondent's right to know the nature and source of the complaint to ensure a fair response.

Employees and applicants will be protected from coercion, intimidation, discrimination or retaliation for filing a complaint or assisting in an investigation under this Policy.

7. Effective Date

This policy is effective from 01 April 2025 and supersedes all prior guidelines on the subject matter.

8. Exception

Any exception to these policy guidelines requires the approval of Head - Human Resources.

9. Confidentiality Note

This document is not for general distribution and is meant for use only by the person/persons they are specifically issued to. This document shall not be loaned or given to anyone outside Axis Bank Ltd. and its subsidiary companies. Copying or unauthorized distribution of this document, in any form or means including electronic, mechanical, photocopying or otherwise, is illegal.

10. Revision History

This policy document will be reviewed by the Policy Owner on an annual basis from the last review date.

Version	Review Date	Policy Owner	Authored by	Reviewed /Proposed by	Approved by	Change description
18.1.0	01.04.2020	Pramit Sen (VP-HR)	Sameer Pande (DVP-HR)	Suraj Kumar (SVP-HR)	Management	Format Change
19.1.0	15.03.2020	Vaijayanti Naik (SVP-HR)	Ravi Singh (AVP-HR), Vaijayanti Nayak (SVP-HR)	Suraj Kumar (SVP-HR) Vaijayanti Naik(SVP)	Management	Values aligned, Grievance Handling
20.1.0	01.04.2022	Vaijayanti Naik (SVP - HR)	Madhusudan Phadale (SMHR), Vaijayanti Nayak (SVP - HR)	Suraj Kumar (SVP - HR) Vaijayanti Naik (SVP - HR)	Management	No Change
21.1.0	01.04.2023	Vaijayanti Naik (SVP II - HR)	Madhusudan Phadale (SMHR), Vaijayanti Nayak (SVP II - HR)	Suraj Kumar (SVP II - HR) Vaijayanti Naik (SVP II - HR)	Management	No Change
22.1.0	01.04.2024	Vaijayanti Naik (SVP II - HR)	Madhusudan Phadale (SMHR) Vaijayanti Nayak (SVP II - HR)	Suraj Kumar (EVP - HR) Vaijayanti Naik (SVP II - HR)	Management	No Change
23.1.0	01.04.2025	Harish Iyer (Head: DE&I, SVP I - HR)	Harish Iyer (Head DE&I, SVP I - HR)	Suraj Kumar (EVP - HR) Archana Vineet (Director - HR)	Management	1.Updated complaints redressal email id.
23.1.1	14.08.2025	Harish Iyer (SVP I, DE&I)	Harish Iyer (SVP I, DE&I)	Adwaith Naimpally (VP-HR) Archana Vineet (EVP - HR)	Rajkamal Vempati (Group Executive, Head HR)	Persons with disabilities (PwDs): selection and facilities and amenities

						provided to them added.
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