

WHISTLEBLOWER PROTECTION POLICY OF THE WIND ENERGY FOUNDATION

In General. The Wind Energy Foundation (the "Foundation") is a nonprofit corporation organized under the laws of the District of Columbia. It is the policy of the Foundation that employees and other individuals should be free to report suspected fraud, violation of law, or threats and other improper practice of the Foundation, a member of the board of directors of the Foundation or a board committee of the Foundation, an employee of the Foundation, or another individual or entity with whom the Foundation has a business relationship without fear of retribution. The Foundation believes that employees best serve Foundation when they can be candid and honest without reservation in conducting the Foundation's business.

Persons Covered. This policy (this "Policy") is directed not only to directors and officers of the Company, but also to staff, consultants, volunteers and anyone who has confidential, non-public, or proprietary information concerning the Company. References in this Policy to "employees" shall be deemed to refer to any such person, whether or not such person receives compensation from the Foundation.

Improper Activities. The Foundation has adopted this policy to encourage employees to disclose improper activities and to protect complainants from reprisals for reporting improper activities. Improper activities include, but are not limited to:

- Violations of any State or Federal law or regulation;
- Harassment, threats, or retribution against any employee;
- Violation of any Foundation policy;
- Corruption, malfeasance, bribery, theft of Wind Energy Foundation property, fraud, or fraudulent claims;
- Misuse of Foundation property or facilities;
- Intentional representation of incorrect financial reports; or
- Activities that involve gross misconduct, gross incompetence, gross inefficiency, or willful omission to perform duty.

No Retaliation. No affected person who in good faith submits a report of suspected wrongful conduct in accordance with this Policy shall suffer harassment, retaliation or adverse employment consequences that fall within the authority of the Foundation. Any person who retaliates against a complainant shall be subject to disciplinary action up to and including termination of such person's position with the Foundation.

Acting in Good Faith. An individual is not required to prove the truth of an allegation, but is required to act in good faith. Any individual who does not act in good faith in reporting a suspected violation may be subject to disciplinary action.

Procedure for Reporting Violations. The employee should first share concerns with someone who may be able to address them properly. In most cases, this person will be the employee's supervisor. If the employee is not

comfortable speaking with the employee's supervisor or is not satisfied with the supervisor's response, the employee is encouraged to speak with the Executive Director.

If the employee continues to believe that the concerns have not been adequately addressed, the individual should file a written complaint with the Executive Director or the Board of Directors. The Executive Director is required to promptly report any such report received to the Board of Directors, which has specific and exclusive responsibility to investigate all concerns. Failure to inform the Board of an employee's report in a timely manner is a gross dereliction of duty and will automatically result in dismissal of the Executive Director, the Executive Director's designee, and/or such other person(s) who have assumed or been delegated such responsibility, as the case may be.

Any complainant who reasonably believes that they have been retaliated against in violation of this whistleblower for filing a complaint policy shall follow the same procedures as for filing the original complaint.

Handling of Reported Violations. The Board of Directors shall address all reported concerns. The Executive Director or a member of the Board will contact the complainant within 5 business days, or as soon as possible thereafter, to acknowledge that the report of improper activity was received.

All reports will be promptly investigated by the Board of Directors, and appropriate corrective action will be recommended, if warranted by the investigation. If no further action or investigation is to follow a complaint, an explanation for the decision will be given to the complainant. If further action or investigation follows a complaint, an account of the resolution will be provided to the employee and to the Board of Directors.

Accounting Matters. In addition to any other actions required to be taken by the Foundation Board of Directors pursuant to this Policy, the Board shall specifically address all reported concerns or complaints regarding corporate accounting practices, tax compliance practices, internal controls or auditing. The Executive Director shall immediately notify the audit committee of any such complaint and work with the committee until the matter is resolved.

Confidentiality. Reports of concerns and investigations pertaining thereto shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Disclosure of reports of concern to individuals not involved in the investigation will be viewed as a serious disciplinary offense and may result in discipline, up to and including termination of employment.

ADOPTED NOVEMBER 1, 2011