



PURPOSE

Krayden is committed to maintaining the highest standards of ethical conduct and corporate governance. This policy provides a mechanism for employees or outside parties to report any suspected violations of law, regulation, or company policy without fear of retaliation. This policy applies to all employees of Krayden, as well as contractors, vendors, and other third parties who have a business relationship with the company.

REPORTING MECHANISM

Reports can be made to Human Resources or anonymously through the company's designated hotline, **Mitratesh Syntrio Whistleblower Platform**. Nothing in this policy precludes employees from using other reporting avenues, reporting externally, or participating in external investigations as permitted by law.

Mitratesh Syntrio Contact Information: (be sure to indicate Krayden when reporting.)

- E-mail: standard-reports@mitratesh.com (must include company name with report)
- English-speaking USA and Canada: 855-869-3846
- Spanish-speaking USA and Canada: 800-216-1288

INVESTIGATION AND FOLLOW-UP

All reports will be promptly and thoroughly investigated by the Krayden Human Resources Department. The investigation will be conducted in a confidential and sensitive manner, and the identity of the reporting party will be protected to the extent possible. If the investigation confirms that a violation has occurred, appropriate corrective action will be taken.

NON-RETALIATION

Krayden prohibits retaliation against parties who report suspected violations of law, regulation, or company policy in good faith. Any employee who retaliates against another employee for making a report will be subject to disciplinary action, up to and including termination.

CONFIDENTIALITY

All reports will be handled in a confidential manner to the extent possible, consistent with the need to conduct a thorough investigation.

TRAINING AND COMMUNICATION

All employees will receive training on this policy and their obligations to report suspected violations of law, regulation, or company policy. This policy will be communicated to all employees and posted on the company's intranet.

Revision Record

Revision Date	Approved By	Description of Change
1/8/2026	John King	Updated Reporting Mechanism to Miratesh Platform.