

## WHISTLEBLOWING POLICY

### Purpose

The purpose of this policy is to encourage and enable employees and other stakeholders to report any known or suspected violations of legal, ethical, or regulatory standards by the organization, its employees, or its agents. The policy is designed to protect whistleblowers from retaliation and to ensure that reports are handled appropriately and in a timely manner.

### Scope

This policy applies to all employees, contractors, vendors, consultants, and other stakeholders who have knowledge or suspicions of wrongdoing by the organization or its agents.

### Reporting Procedure

Reports of suspected violations may be made to any member of management or to the designated whistleblowing officer. Reports may be made anonymously if desired. The organization will investigate all reports promptly and thoroughly, and will take appropriate corrective action if necessary. The organization will keep the whistleblower's identity confidential to the extent possible, consistent with the need to conduct a thorough investigation.

### Protection Against Retaliation

The organization prohibits retaliation against whistleblowers who make good faith reports of suspected violations. Any employee or agent who retaliates against a whistleblower will be subject to disciplinary action, up to and including termination of employment or contract.

### False Reports

The organization will not tolerate the making of false reports of suspected violations. Any employee or other stakeholder who knowingly makes a false report may be subject to disciplinary action, up to and including termination of employment or contract.

### Training

The organization will provide training to all employees and other stakeholders on the importance of whistleblowing and the procedures for making reports.

### Conclusion

The organization is committed to maintaining high standards of ethical conduct and to ensuring that any violations are promptly addressed. This policy is intended to support that commitment by encouraging and protecting whistleblowers. If you have any questions or concerns about this policy, please contact the designated whistleblowing officer.

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