

Whistleblower Protection and Case Investigation Procedure

(Translation)

Per Parade's Worldwide Business and Ethics Code of Conduct, Parade provides channels for company insiders and outsiders may report illegal and/or unethical behavior, including corruption.

- The Company provides an anonymous channel for any party (including outsiders) to report any suspected issues, by phone at (888) 423 8013 or online at <https://www.mycompliancereport.com/report?cid=PARAT>. Anonymous channel reports will be received by designated persons and addressed as below.
- Company insiders are required to report any violation of Parade's Worldwide Business and Ethics Code of Conduct directly to the CEO or the Head of Legal.
- As per the Company's Open Door Policy, employees are encouraged to reach out to their supervisors or to HR or the Legal Department with any questions, complaints, issues, or suggestions they may have.

Information submitted should be as complete as the reporting person is able to provide, including the substance of the allegation and the person or person(s) involved as well as any other relevant information the reporting person has available. The reporting person shall ordinarily provide identifying information for themselves, although anonymous submissions will still be considered where the information provided constitutes a sufficient basis to make further inquiry appropriate.

Parade will investigate complaints or reports as appropriate to the circumstances, with confidentiality maintained to the degree feasible or appropriate under the facts of the matter. Investigations will be overseen by the Legal Department, the Finance Department, and/or other parties or departments (including Human Resources) where appropriate to any particular case, with other departments providing support as needed.

The specific persons investigating the case shall not include individuals which credible allegations indicate have a personal interest in the matter in question. Complaints and issues will be processed so as to protect the reporting person(s) identity where feasible, and will be conducted promptly at levels appropriate to the scope of the alleged misconduct.

Depending on the facts, circumstances, and/or findings of any particular inquiry, the matter may be escalated for handling or implementation of remedial or other measures to any appropriate level within the Company, from supervisory and/or department levels up to and including the CEO and/or Board of Directors in appropriate cases.

Where wrongdoing is found, remedies may include, but not be limited to, immediate cessation of the activity and/or remedial measures to prevent a recurrence. The investigator may recommend, and the Company may put in place, interim measures as well in appropriate cases. The IT

department will keep relevant records as directed by, and for such periods as shall be directed by, the Legal Department, Finance Department, and/or other investigating personnel. The relevant records should be retained for five years or for such longer period as may be directed by the Legal Department, Finance Department, and/or other investigating personnel.

Whistleblowers who report issues in good faith will be protected; Parade will not tolerate any discrimination or retaliation against any person who, in good faith, reports any matter as set forth above. Employees who attempt to retaliate will be subject to disciplinary actions, up to and including termination of employment. However, coming forward will not necessarily protect a person from the consequences of their own misconduct.