ALTEA MEDICAL LLC

DEPARTMENT: Compliance	**POLICY:** B-6
PAGE: 1 of 2	**REPLACES POLICY DATED:** N/A
EFFECTIVE DATE: July 15, 2026	**APPROVED BY:** Karim Salamatian

NON-RETALIATION POLICY

I. BACKGROUND/PURPOSE:

The purpose of this policy is to reinforce Company's and its affiliated practices' commitment to open communication about compliance issues or concerns. Company aims to prevent and protect individuals from retaliation for reporting, in good faith, potential or suspected violations of the law or Company policy and/or assisting in an investigation.

II. POLICY:

Company prohibits any retaliatory action against an individual who reports, in good faith, potential or suspected violations of the law or Company policy to the Company or to government authorities, or who assists in an investigation or review conducted by Company or any government authority. Any retaliatory action is prohibited even if, after investigation, the suspected violation is later determined not to have occurred.

III. PROCEDURES:

A. All supervisors are responsible for adhering to and enforcing this policy.

B. Individuals who violate this policy may be subject to discipline, up to and including termination.

C. If an individual has reason to suspect that s/he, or another person, is being retaliated against in violation of this policy, the individual must immediately report such suspicion to the Compliance Officer or the Compliance Hotline email: compliance@alteahc.com. It is important for individuals to report suspected retaliation as soon as possible, because reporting delays may impact the Company's ability to investigate.

D. The Compliance Officer is responsible, in coordination with Human Resources and, as needed, legal counsel, for promptly investigating all potential instances of retaliation. The Compliance Officer will document such investigations appropriately and shall review such retaliation investigations with the Compliance Committee.

E. Individuals who report their own misconduct may be subject to disciplinary action for such misconduct. Such self-reporting, and subsequent cooperation, will be taken into account in determining appropriate disciplinary action.

IV. QUESTIONS:

Should you have any questions, comments, or concerns about this policy and associated procedures, we encourage you to raise them with your manager, the Compliance Officer, or through our Compliance Hotline (compliance@alteahc.com).