



ETHICS HOTLINE NOTICE

Last revised: September 25, 2023

Our Commitment

Vibrantz Technologies Inc. ("Vibrantz") depends on its stakeholders to maintain a business environment of integrity and respect. The ongoing success of Vibrantz is dependent upon conducting business with integrity and in full compliance with regulations, legislation and our own corporate management policies and procedures ("Vibrantz Standards"). The Vibrantz Ethics Hotline is designed to allow you to confidentially report any matters that you believe may be in violation of Vibrantz Standards.

Reporting your concerns is an important part of maintaining our culture of compliance and respect. While we encourage the reporting of issues directly to individuals within the Company, there may be times when a person is not comfortable doing so. Disclosing your identity can help facilitate questions and, in some circumstances, may protect your individual legal rights. Retaliation against individuals who report in good faith potential ethical and legal misconduct is prohibited. Vibrantz will seek to maintain the confidentiality of your identity and personal information, limiting disclosure to circumstances as necessary and appropriate.

Any reports provided through the Ethics Hotline portal will be sent to the Vibrantz Legal Department. Reports will be reviewed and investigated and corrective or disciplinary action for violations will be taken as appropriate. Certain misconduct, if required, may be reported to the appropriate government authorities.

To reach the Vibrantz Ethics Hotline, you can either visit <https://www.lighthouse-services.com/vibrantz-ethics> or utilize the numbers below:

Country	Hotline Number
Argentina	0800 222 0122
Australia	1800 088 555
Belgium	+32 7 848 3844
Brazil	0800 891 5672
Canada	+1 800 423 4466
China – Suzhou	10 800 130 0492
Columbia	01800 710 2034
Finland	0800 413753
France	+33 9 7755 1636
Germany	0800 180 8321
Hong Kong	800 964 794
India	000 800 100 4364
Indonesia	001 803 015 201 1588
Israel	+972 77 220 1447
Italy	800 782 132
Japan	0053 113 0713
Korea (South Korea)	003 0813 1273
Malaysia	1800 81 6266
Mexico	01800 681 5359
Netherlands	0800 022 1726
Portugal	+351 308 805 635
Romania	+40 377 880 187
Russia	8 800 301 6963
South Africa	080 098 2307
Spain	900 991 791

Country	Hotline Number
Taiwan	008 0114 8471
Thailand	001 800 132 00 9123
Turkey	+90 850 766 2424
UK	0800 046 5485
US (all states with exception of CA)	+1 800 423 4466
US – California	833 613 0415

For Individuals in the European Union

See our specific [EU Ethics Hotline-Whistleblowing Data Protection Notice](#) for further information.

For additional information about seeking advice or reporting concerns and violations, or about our Ethics Hotline, consult the Vibrantz Technologies' Code of Ethics.