



REPORTING A CONCERN

Report suspected unethical and compliance questions immediately. It is always best to start with your manager, but feel free to use these other methods to report a concern:

Locally Within Your Business

- Direct Supervisor or Manager
- Human Resources Representative
- Next Level of Management

Resources at Horizon

- Legal Department
- Corporate Human Resources
- Chief Financial Officer

You may also call the Helpline to report a concern. The Helpline is available to all US and Non-US employees and may be accessed as follows:

- **US Callers:** 1-844-472-2428
- **Non-US Callers:**

| Country | Phone Number |
|----------------|---------------------|
| Brazil | 0800-047-4134 |
| Canada | 1-844-472-2428 |
| China | 400-8-801-491 |
| France | 0800-91-2911 |
| Germany | 0800-724-3566 |
| Mexico | 01-800-436-0094 |
| Romania | 800-477010 |
| South Africa | 0800-991-433 |
| United Kingdom | 0800-011-3146 |

If a phone number is not available for your country or you would prefer to report a concern in writing, please visit the Helpline Website at <https://horizonglobal.tnwreports.com>.