



## Ethics Program

Through THTBC's Ethics Hotline and Website, employees may choose to submit reports, 24/7, 365 days a year, regarding compliance or ethics concerns. In accordance with our Code of Business Ethics and Conduct (Appendix A), we encourage employees to first address issues or complaints with their supervisor, or Human Resources. If the complaint involves an employee's supervisor or Human Resources, the Ethics Hotline and Website is a resource to address those issues. The THTBC Ethics Committee receives all reports and is committed to responding to all reports within 72 hours of submission.

The Ethics Hotline and Website is administered by an independent, third-party company called Lighthouse Services. Where allowed by law, employees may choose to remain anonymous, but we encourage employees to identify themselves when contacting the Ethics Hotline or Website.

- Ethics Committee Members:
  - o Chief Legal Officer
  - o Corporate Controller
  - o Vice President, Human Resources
  - o Compliance Manager
- Email: [ethics@thtbc.com](mailto:ethics@thtbc.com)
- Website: [www.lighthouse-services.com/thtbc](http://www.lighthouse-services.com/thtbc)
- Toll-Free Telephone (U.S.)
  - o English speaking U.S.: **866-880-0003**
  - o Habla Español U.S.: **800-216-1288**
- Outside the U.S.
  - o All other countries: **800-603-2869** (must dial country access code first or visit <https://www.business.att.com/collateral/access.html>) to access country codes