



Compliance & Ethics Hotline

Paragon 28 encourages a secure environment for all individuals to speak up and raise any concerns relating to Paragon 28's Code of Conduct, Paragon 28's policies and procedures, violations of applicable laws, regulations and/or industry codes, or any integrity issue.

Paragon 28 does not tolerate any form of retaliation against an individual arising from a good faith report of a suspected compliance or legal issue, or a participant in a resulting investigation.

Anyone wishing to make a hotline report may do so through our Compliance & Ethics Hotline operated by Lighthouse Services and available 24 hours a day, 7 days a week:

- **Website:** www.lighthouse-services.com/paragon28
- **E-mail:** reports@lighthouse-services.com (must include company name with report) • **Fax:** (215) 689-3885 (must include company name with report)
- **Toll-Free Telephone:**
 - English speaking in USA and Canada: **833-400-0029**
 - Spanish speaking in USA and Canada: **800-216-1288**
 - French speaking in Canada: **855-725-0002**
 - Spanish speaking in Mexico: **01-800-681-5340 AT&T USADirect**

All other countries: 800-603-2869 (must dial country access code first)