



# Code of Conduct

2024



# CONTENTS

MESSAGE FROM THE PRESIDENT .....	1
INTRODUCTION.....	2
WORKPLACE CONDUCT .....	4
KEY COMPLIANCE ISSUES.....	7
CORPORATE ASSETS.....	11
CORPORATE SUSTAINABILITY .....	14
REPORTING CONCERNS .....	16
RESOURCES & WHISTLEBLOWER HOTLINE.....	17



## Message from the President

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Dear colleague or business partner,

Advanced Instruments is a global provider of scientific and analytical solutions for the bioprocessing and clinical industries. Since 1955, our innovations have helped organizations improve quality of results, achieve reliable outcomes, and increase workplace productivity. Our newest addition, the Artel portfolio, includes leading analytical instruments, software and services that validate, automate, and calibrate critical liquid handling processes and instrumentation. The Solentim portfolio delivers best-in-class imaging and single-cell deposition technologies for cell line development workflows. Our OsmoTECH® and OsmoPRO® micro-osmometers support the workflows that labs worldwide rely on for the delivery of accurate and timely results.

Advanced Instruments measures success in many ways. Our guiding principles and mission mean that it is not enough to succeed in the marketplace – we must do that while observing the highest standards of personal and corporate integrity even if that requires us to make difficult decisions. This Code of Conduct (the “Code”) reflects and supports our values and has been approved by the AI Board of Directors. It may not cover every situation and you should not view it as a substitute for exercising good judgment. However, the Code is critical to our compliance program and should guide the behavior of our Board, employees, contractors, consultants, distributors, and suppliers. Our Supplier Code of Conduct outlines additional expectations for all suppliers.

We also adhere to the U.N. Global Compact’s principles of Human Rights, Labor, Environment, and Anti- Corruption. These principles must guide our conduct and decision-making – we expect the same of our Suppliers.

Please read this document, refer to it often, and promptly address any issues with the resources provided in this Code.

Thank you for your commitment to Advanced Instruments

A handwritten signature in black ink, appearing to read 'Byron Selman'. The signature is fluid and cursive.

Byron Selman  
President & CEO

# Introduction

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## Mission

*Innovative solutions ensuring confident outcomes.*

We use the word “solutions” to combine the unique technologies and leading expertise that we bring to optimize processes. Our solutions are designed to deliver confidence by providing quick and reliable information that improves processes and ultimately outcomes as a result.

## Vision

At Advanced Instruments, we help our customers optimize processes and increase efficiency to ensure confidence in results and deliver improved outcomes.

## Corporate Governance & Compliance

The legal and regulatory framework for our products and services is evolving. Our robust corporate governance and compliance program enables us to effectively address business issues and promote corporate citizenship.

Our corporate governance and compliance program advances our mission. We realize that customers depend on us to enhance the delivery of these solutions in a manner that serves society. We also want our customers to be proud of their association with us. Maintaining a strong governance and compliance program is one of the many ways we intend to earn and maintain customer trust.

We believe it is critical that we evaluate all customer, employee, supplier, and other intermediary relationships under our corporate governance and compliance program. With this program, our leadership team has formalized the expectation that we must hold each other accountable for maintaining and adhering to policies that require ethical conduct. This expectation is central to our culture and demonstrates our commitment to integrity – a standard that is required for us to thrive.

You can help us achieve this mission by raising concerns about practices covered in this Code with the resources referenced in the “**How to Report**” section of this Code. Always use common sense and remember that ethical behavior means making thoughtful decisions on which you would stake your own reputation.

**Never** hesitate to ask questions or use our Whistleblower Hotline.

## Compliance Program Commitments

To support this Code, Advanced Instruments leaders will:

- Promote ethical and legal standards
- Establish procedures and internal controls to maintain those standards.
- Provide training for employees on this Code and on other important topics, policies, and procedures.
- Monitor, audit, and update our compliance, internal controls, and systems.
- Develop effective methods for promoting compliance.
- Promptly address reported violations and related concerns.
- Regularly assess the effectiveness of our compliance program and oversee its evolution.

All Compliance Program related policies, procedures, and instructions can be found on the Policies and Procedures Channel of the Advanced Instruments, LLC Team in Microsoft Teams.

## Who is Covered under this Code?

This Code applies to all Advanced Instruments direct and indirect subsidiaries worldwide. All full-time and part-time employees, contract workers, temporary staff, and board members, working on behalf of Advanced Instruments must follow the Code.

In rare instances, local laws may impose stricter standards than those included in this Code. If so, then we follow the relevant local law. Likewise, if an Advanced Instruments company has a local policy less restrictive than this Code, the Code will govern.

We are all responsible for understanding the requirements that apply to our respective jobs and must promptly report any suspected violations of law, this Code, or other corporate policies to a resource in the **“How to Report”** section of this Code.

## How to Make Ethical Decisions

Always use common sense and take time to reflect in making decisions and/ or taking action.

As you reflect, consider the following questions:

- Would you stake your reputation on your action?
- Would your family and colleagues be proud of you for taking the action?
- Would the action enhance the reputation of Advanced Instruments?
- If you were on the receiving end of the contemplated action, would you find it acceptable?
- Is this action the only available course?
- Would you want to read about the action in the news or social media or hear about it on broadcast news?

**If you answer “No” to any of these questions, consider an alternative plan and consult a resource in the “How to Report” section of this Code.**

# Workplace Conduct

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## Inclusion & Non-Discrimination

Employees are our greatest asset and employee diversity is critical to our success. Advanced Instruments is committed to a workplace that promotes diversity, equity, and inclusion and treats everyone with dignity, professionalism, and respect. If employees and other contributors feel valued and respected, they are more likely to optimize their potential. Advanced Instruments is growing rapidly, but we will not sacrifice these important commitments to our culture.

We also promote equal opportunity and foster a corporate culture in which each employee can achieve a balance between work, life, and personal development. All employment decisions are made based on merit. Advanced Instruments does not tolerate any discrimination or harassment and complies with all applicable laws. We comply with applicable laws protecting employees from harassment based on race, religion, ancestry, sex, age, disability, sexual orientation, gender identity, marital status, genetics, active military or veteran status, or any other legally protected class.

**Be mindful of how your words and actions impact others and promptly contact HR if you witness or experience any harassment.**

Disciplinary action, including termination, will be considered for anyone who violates this Code or these policies.

## Safety

**A safe and healthy workplace is a priority at Advanced Instruments.** We expect our employees and contractors to support our efforts in this area.

**Employees and contractors must:**

- Immediately report any accident, injury or safety hazard to your supervisor.
- Follow your facility's safety and emergency rules and make sure your colleagues do the same.
- Avoid shortcuts – no task is so important that it should be done in a manner that sacrifices safety.

## Quality

**Our quality policy is to ensure that our products and services meet the highest level of quality and safety.** We must maintain our Quality Management System while continually improving our products, processes, and services. We ensure that our products are designed and built to meet specifications and applicable regulations.

In addition, it is the goal of our QMS to exceed the expectations of our customers by:

- Providing expeditious and effective product support and service.
- Conducting all business dealings with respect, integrity, and honesty.

**Always observe the following:**

- **Speak up** if you see a quality issue or have an idea to enhance a process.
- **Never** prioritize cost or deadlines over quality.
- **Never** hide work that may be inaccurate or below our high standards.
- **Never** falsify test results.

## Substance Abuse

Employees under the influence of drugs or alcohol endanger themselves, their co-workers, and our business. **Never come to the workplace with any alcohol or illegal drugs in your system.**

**If you think someone is using alcohol or illegal drugs in violation of our policies, you should immediately contact the person's supervisor or HR.**

## Threats & Violence

**We have a zero-tolerance policy for threats or acts of workplace violence.** The workplace extends to company property, company vehicles, company sponsored activities, and any location where employees or contractors are performing their duties for Advanced Instruments. Never bring weapons, illegal drugs, explosive materials or other dangerous items to the workplace.

**You must immediately report any workplace threat or violence to your supervisor or HR.** We will promptly investigate and address all incidents. We will refer incidents to law enforcement agencies when appropriate.

## **Electronic Communication & Social Media**

**All electronic communications while at work should be related to your duties.** However, we recognize some limited personal use may be necessary. Personal electronic communications using company devices must not interfere with your obligations to Advanced Instruments.

**When using social media, do not disclose confidential information or make posts that would reflect poorly on Advanced Instruments.** This guidance also means that you should carefully distinguish between your personal views and views of Advanced Instruments. Never post on behalf of Advanced Instruments without prior written consent from the CEO.



# Key Compliance Issues

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## Conflicts of Interest

As a business stakeholder, you have a duty of loyalty to Advanced Instruments. This means that you must never have relationships that conflict or may conflict with your obligation to act in the best interests of Advanced Instruments. Even the appearance of a conflict could be very damaging to our business. Keep in mind that in terms of conflicts of interest, perception is reality.

**Common conflicts of interest include but are not limited to:**

- Receipt of gifts or entertainment of more than a modest value from a party with which we do business.
- Direct or indirect supervision of anyone with whom you have a close personal relationship.
- Other than small investments in public companies, owning stock in a customer, supplier, or competitor of Advanced Instruments.
- Engaging in personal business based on information learned or relationships developed as an Advanced Instruments employee.
- Holding another job that prevents you from devoting full attention to your Advanced Instruments duties.
- Awarding business to an entity with which a family member or friend has a substantial ownership or management interest.

**You must promptly report any conflicts of interest.**

## Fair Competition

We strictly follow all applicable competition and fair trade laws and regulations. **Never engage in commercial practices that restrict trade or limit competition.**

**Always** show integrity when dealing with Advanced Instruments customers, suppliers, distributors, competitors, and contractors. This means that you should not obtain or sell products or services through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any illegal trade practice.

**Always** be truthful about the quality, features, performance or availability of our products and services and never make false statements regarding our competitors' products and services. Be consistent with all approved labeling and policies when you make statements about our products and services.

## Antitrust

**We comply with all global antitrust laws applicable to our business.** These laws allow a buyer to purchase goods in the market at competitive prices that are not artificially restrained by competitors. Antitrust laws are complex and vary by country – ask our Legal Department if you have questions.

**Never** discuss the following with a competitor:

- Raising, lowering, or fixing a price.
- Implementing a discount.
- Limiting the quality or quantity of a good or service.
- Fixing sale terms and conditions, warranties, or specifications.
- Allocating or dividing markets or customers.
- Refusing to do business or coordinating business terms with any third- party.
- Engaging in any other conduct that prevents us from acting independently in the market.

Our distributors may resell our products at prices they establish – **never** dictate the price a distributor must charge its customers unless you have advance written approval from the Legal & Compliance Department

When dealing with suppliers, **never** buy products based on an agreement that the supplier must buy products from us.

**The Company facilitates antitrust training for all customer facing employees, the operating committee, and senior management every three (3) years. For additional information please refer to the Advanced Instruments Policy on Compliance with Anti-Trust Laws.**

## Anti-Corruption & Bribery

**We have a zero-tolerance policy for corruption and bribery.** Advanced Instruments employees and all intermediaries are prohibited from offering or requesting improper payments to influence the actions of another party.

The U.S. Foreign Corrupt Practices Act (“FCPA”) and the laws of many other countries make it illegal to give, or offer to give, money or anything of value including gifts or services, to any government official of any country outside the United States in an effort to influence official acts or decisions, or to obtain or retain business, or to secure any improper advantage. The anti-bribery laws of other countries apply to the Company’s activities as well, and these laws prohibit payment to any person (not just government officials) to improperly secure an improper advantage. This policy refers to the FCPA and other anti-bribery laws collectively as “Anti-Bribery and Corruption Laws” or “ABC Laws”.

***It is the Company's policy to strictly comply with all applicable ABC Laws.*** Company Representatives are prohibited from directly or indirectly, offering, promising to pay, or authorizing the payment of money or anything of value for the purposes of influencing official acts or decisions, or improperly obtaining or retaining business, or securing any improper advantage. In addition, Company Representatives must help ensure that distributors, non-employee sales agents, import/export agents and other intermediaries (collectively, "Intermediaries") comply with ABC Laws.

**Advanced Instruments does not allow facilitation payments.**

For more information see the Advanced Instruments International Anti-Corruption Instruction.

## **Gifts or Receiving Gifts**

As a rule, Advanced Instruments employees must not accept, solicit, provide or offer gifts (gifts include goods, services, entertainment or hospitality, i.e., meals or anything else of value) to or from a supplier, customer, or other party unless the gift is infrequent, reasonable in value and not given to influence an official decision.

Any meals or entertainment must be held in a setting conducive to the business activity, include an Advanced Instruments representative and have an easily demonstrably business purpose. A gift under \$100 is generally considered reasonable in value.

Avoid the following type of gifts:

- Provided as an incentive to give or retain business.
- Meals or hospitality for an entire office staff when only a few representatives are necessary for the meeting.
- Meals or hospitality for guests or spouses.

If you have any questions about the application of this rule, please contact the Legal & Compliance Department.

### **Healthcare Providers**

As a general rule, employees may not provide gifts to healthcare providers, including promotional items valued at greater than \$20 annually. Under limited circumstances, it may be permissible to provide healthcare providers with educational gifts but any such gift is subject to advance written approval by the Legal & Compliance Department.

### **Government Officials**

You should never offer or provide a gift to a government official.

## **Be Proactive**

Make sure you are familiar with these gift guidelines. Regularly inform parties with whom we do business of these guidelines, especially during the holidays or other times when people tend to give gifts.

Additional guidance can be found in the Expense Instruction issued by the Finance Department.

## **Charitable Donations & Political Contributions**

### **Charitable Donations & Political Contributions**

**Advanced Instruments may make donations for charitable, educational, or humanitarian purposes or political contributions where appropriate under applicable law.**

This policy is not intended to restrict your charitable or political activity outside of work.

**Always follow these guidelines when the donation or contribution is from Advanced Instruments:**

- Obtain prior written approval from the CEO and General Counsel.
- Make donations or contributions only to a bona fide charity or government agency.
- Do not make the donation or contribution in connection with any past, present, or future purchases or sales of products/services.
- Do not make contributions to any individual government official.
- The donation or contribution must be infrequent.

## **Anti-Money Laundering**

Money laundering is an illegal activity in which a party hides funds derived from illegal activity or otherwise tries to make those funds appear as if they were legally obtained. Money laundering is strictly prohibited, and any suspicion must be immediately reported.

The following could be signs of money laundering:

- A party refuses to provide information about a company making or receiving payments.
- A party asks that payments be made to a third party that has nothing to do with the contemplated transaction.
- A party asks for transactions or payments that would typically be done in bulk to be done in increments.
- A party asks for payment to be made to an account in a country that has no legitimate connection to a transaction.

## Trade Compliance

**All company activities must comply with applicable sanctions and export control laws.** These laws prohibit us from making transactions involving sanctioned countries, companies, financial institutions, and individuals without a license from the United States or the United Kingdom. These laws may also restrict export of certain technology without a license from the United States or the United Kingdom. To ensure compliance with laws, as a general rule, we will not sell products or services to destinations subject to a comprehensive embargo by the United States, such as Iran, North Korea, Syria, Cuba and Russia. A violation of these laws may result in serious consequences and damage our reputation.

## Insider Trading & Tipping

In your work, you may have access to material, non-public information about a publicly traded vendor, customer, or other party that has a relationship with Advanced Instruments. **Applicable laws prohibit us from “insider trading” (using this information to make investment decisions) or “tipping” (sharing this information with others).**

Insider trading and tipping can be punishable with criminal and civil liability for the violator.

## Corporate Assets

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### Financial Controls

**Advanced Instruments is committed to maintaining accurate accounting records, consistent financial reports, and effective internal financial controls.**

To maintain proper financial controls, always remember the following principles:

- **Never** falsify or create misleading records.
- **Never** destroy documents if you become aware of a legal request for those documents or the Legal Department instructs you to hold those documents.
- **Always** follow proper security protocols and share information with only appropriate personnel.
- **Always** be familiar with document retention policies relevant to your position.
- **Always** return or destroy documents according to our policies and applicable law.

## Confidential Information

You may have access to confidential and proprietary information about our products, services, customers, suppliers and/ or other third parties. **To be successful and maintain our reputation, we must protect all confidential and proprietary information and never disclose it to third parties without prior authorization.** Always use caution when you use speakerphones and cell phones and do not discuss confidential and proprietary information in public.

**Examples of confidential and proprietary information include but are not limited to:**

- Strategic business plans.
- Current sales, pricing, and marketing information.
- Design and manufacturing process, know-how, and production schedules.
- Agreements between Advanced Instruments and any party.
- R&D, engineering, and other product information.
- Financial information about the company.

**Examples of information that is not confidential:**

- Public speeches.
- Advertising or sales materials.
- Media reports.

## Privacy

**Advanced Instruments protects personal information in accordance with applicable laws.** If it is possible to identify a person from the data you are using, that data is personal information. Your access to personal information will be restricted to what is required to perform your job. Penalties for violating personal information protection laws can be severe and would undermine public trust in Advanced Instruments.

**If you have access to personal information, observe these guidelines and refer to our Data Protection Procedure and Guideline for additional information:**

- Make sure it is legal to collect the personal information and whether the person must consent to the use and collection of their data.
- Use personal information only for legitimate business activities.
- Do not disclose personal information without proper consent and make sure any party receiving the personal information agrees to our policies on the use and disclosure of personal data.

## **Protection & Use of Company Assets**

We must protect our assets and use them only for lawful and legitimate business purposes that are not related to personal use. **If you suspect any loss, theft, hacking, or fraud of our assets, or unauthorized use of our intellectual property, immediately report the incident to your supervisor.**

# Corporate Sustainability

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## Our Commitment

Advanced Instruments recognizes the need to incorporate sustainability concepts into the framework of our business and strategic planning. We recognize the link between sustainable operations and value creation. We also recognize and seek to address the impact of our business from a social, environmental and economic perspective. We are committed to compliance with applicable sustainability laws and standards, in particular the European Union's Corporate Sustainability Reporting Directive (CSRD), its European Sustainability Reporting Standards (ESRS), and the European Taxonomy Regulation, which apply to us as part of the Investor AB group. In the new and important area of emphasis, we are committed to transparency as we identify material reporting subjects and then report on these material impacts.

## United Nations Global Compact

**Advanced Instruments adheres to the UN Global Compact and conducts its business consistent with the universal principles of human rights, free and fair labor, a healthy environment, and anti-corruption.**

The UN Global Compact requires us to:

- Minimize our environmental impact.
- Manufacture products that safely operate.
- Promote the health and welfare of the communities that we serve.
- Operate a workplace that is safe and healthy.
- Address the social and economic challenges of our employees, stakeholders, and customers.
- Prioritize integrity in our business operations.

We support these behaviors by adopting the policies detailed in this Corporate Sustainability section. As indicated in our Supplier Code of Conduct, we expect our business partners to make the same commitments.

Advanced Instruments submits a Communication on Progress annually.

## Human & Labor Rights

**Advanced Instruments is committed to advancing human rights.** This commitment not only demonstrates responsible corporate citizenship – it also allows people to reach their full potential. We will not tolerate any business partner that uses forced or child labor in its operations, supply



chain or sales channel. We expect all our suppliers to adhere to all applicable labor and employment laws and that they in turn have the same expectation of their own suppliers. Advanced Instruments complies with all applicable collective bargaining, minimum wage, overtime, and labor laws.

Our Whistleblower Hotline provides a safe and confidential way to report any behavior that is inconsistent with these policies. We will promptly investigate all reports and we have a zero-tolerance policy for retaliation against anyone who makes a report.

## **ECO-Efficient Operations**

We support the Paris Climate Accords and believe that eco-efficiency applies to all aspects of a business, from purchasing and production to marketing and distribution. Advanced Instruments seeks to promote eco-efficiency by limiting our consumption of non-renewable and environmentally scarce resources. We will also reuse and recycle key materials to the extent commercially reasonable. Advanced Instruments commits to identifying and reporting key performance indicators related to the use of resources and recycling of materials, including EU Taxonomy-eligible activities.

## **Supply Chain Sustainability**

We apply our sustainability strategy to our supply chain in a manner that allows us to timely deliver products and services to our valued customers. In this strategy, we implement the following fundamentals:

- Establish long-term and mutually beneficial relationships with trusted suppliers.
- Require suppliers to operate consistent with the UN Global Compact principles and certify their compliance with our Supplier Code of Conduct periodically.
- Maximize efficiency in operations and comply with all relevant laws, regulations, and standards.
- Source high-quality and safe products that respond to customer expectations.
- Provide prompt and efficient customer service.

## **Organizational Sustainability**

Various laws and Investor AB expectations guide our efforts to identify, report and improve our social and environmental impact. To ensure that we make progress against these important objectives and requirements, in the coming years, we expect more binding commitments to sustainability.

In anticipation of that, we are aiming to reduce CO<sub>2</sub>e (carbon dioxide equivalent) emissions and waste and adapt to climate change. Our expectation is that employees act in a manner to assist in accomplishing the following goals:

- Reduce CO<sub>2</sub>e emissions by 70 percent by 2030 compared to 2016 (Scope 1 and 2 emissions)
- Ambition to reach net zero CO<sub>2</sub>e emissions across the value chain by 2050 at the latest (Scope 1 and 2 emissions)
- Accelerate climate strategies beyond their basic footprint, setting relevant reduction targets related to products, services, and/or supply chain (Scope 3 emissions)
- Align with the Paris Agreement and when relevant, to commit to Science Based Targets
- Report climate related risks and opportunities in accordance with the Task Force on Climate Related Financial Disclosure (TCFD) framework

Consequently, we expect employees to recycle and use resources wisely.

## Reporting Concerns

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### When to Report

Although Advanced Instruments leadership adopts, updates, and administers the Code of Conduct, your contribution is required to ensure its vitality.

**Everyone at Advanced Instruments must be familiar with the Code of Conduct and promptly report any actions that may violate it.** If you are unsure whether something is reportable, consider the questions in the “**How to Make Ethical Decisions**” section above. To maintain our high standards and trust with customers, suppliers, and other third parties, it is critical that we all evaluate and report possible violations of this Code.

### No Retaliation

**We will not tolerate retaliation against anyone who reports in good faith a possible violation of this Code of Conduct or applicable law.** Any violation of this “No Retaliation” policy will be subject to discipline, up to and including termination of employment.

### How to Report

**If you have questions about this Code or suspect a violation of it, immediately report the issue to one of the resources below.** If you report a suspected violation of this Code, it will be taken seriously, addressed promptly and confidentially, and in accordance with our “No Retaliation” policy.

**Your Supervisor:** Your supervisor is a good starting point for your questions or concerns. If you are not comfortable speaking to your supervisor about an issue, use one of the other resources below.

**Human Resources:** Our Human Resources department can address a variety of ethical and compliance questions and answer questions regarding policies.

**Legal & Compliance Department:** Our Legal Department can answer questions about the risks of a potential action and provide an understanding of the applicable laws.

**Chief Financial Officer:** Our Chief Financial Officer can answer questions regarding internal controls and compliance with related policies.

**Advanced Instruments Procedures:** Our company procedures provide additional detail on many of the topics included in this Code. Consult those procedures, available to all employees on the Policies and Procedures channel of the Advanced Instruments, LLC team in Microsoft Teams. If you do not have them, ask Human Resources or IT.

**Whistleblower Hotline:** If you prefer to report a potential violation or concern anonymously, see the “**Whistleblower Hotline Information**” at the end of this Code.

## Resources & Whistleblower Hotline

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**United Nations Global Compact**

**Supplier Code of Conduct**

## Whistleblower Hotline Information

Primary Website: [www.lighthouse-services.com/aicompanies](http://www.lighthouse-services.com/aicompanies)

### Direct URLs:

Language	Direct URL
Chinese (Traditional)	<a href="http://www.lighthousegoto.com/aicompanies/ctr">//www.lighthousegoto.com/aicompanies/ctr</a>
Danish	<a href="http://www.lighthousegoto.com/aicompanies/dan">//www.lighthousegoto.com/aicompanies/dan</a>
English	<a href="http://www.lighthousegoto.com/aicompanies/eng">//www.lighthousegoto.com/aicompanies/eng</a>
French	<a href="http://www.lighthousegoto.com/aicompanies/fre">//www.lighthousegoto.com/aicompanies/fre</a>
German	<a href="http://www.lighthousegoto.com/aicompanies/ger">//www.lighthousegoto.com/aicompanies/ger</a>
Korean	<a href="http://www.lighthousegoto.com/aicompanies/kor">//www.lighthousegoto.com/aicompanies/kor</a>
Portuguese	<a href="http://www.lighthousegoto.com/aicompanies/por">//www.lighthousegoto.com/aicompanies/por</a>
Spanish	<a href="http://www.lighthousegoto.com/aicompanies/spa">//www.lighthousegoto.com/aicompanies/spa</a>
Swedish	<a href="http://www.lighthousegoto.com/aicompanies/swe">//www.lighthousegoto.com/aicompanies/swe</a>

**Anonymous Reporting App Keyword:** aicompanies

**Toll-Free Telephone:**

### Direct Dial

- **English speaking USA and Canada:** 877-222-1370
- **Spanish speaking USA and Canada:** 800-216-1288
- **French speaking Canada:** 855-725-0002
- **Spanish speaking Mexico:** 01-800-681-5340
- **All other countries:** 800-603-2869 (must dial country access code first [click here](#) for access codes and dialing instructions)

*This hereby constitutes notification required by the GDPR for the hotline and its purposes for employees in the European Economic Area.*



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