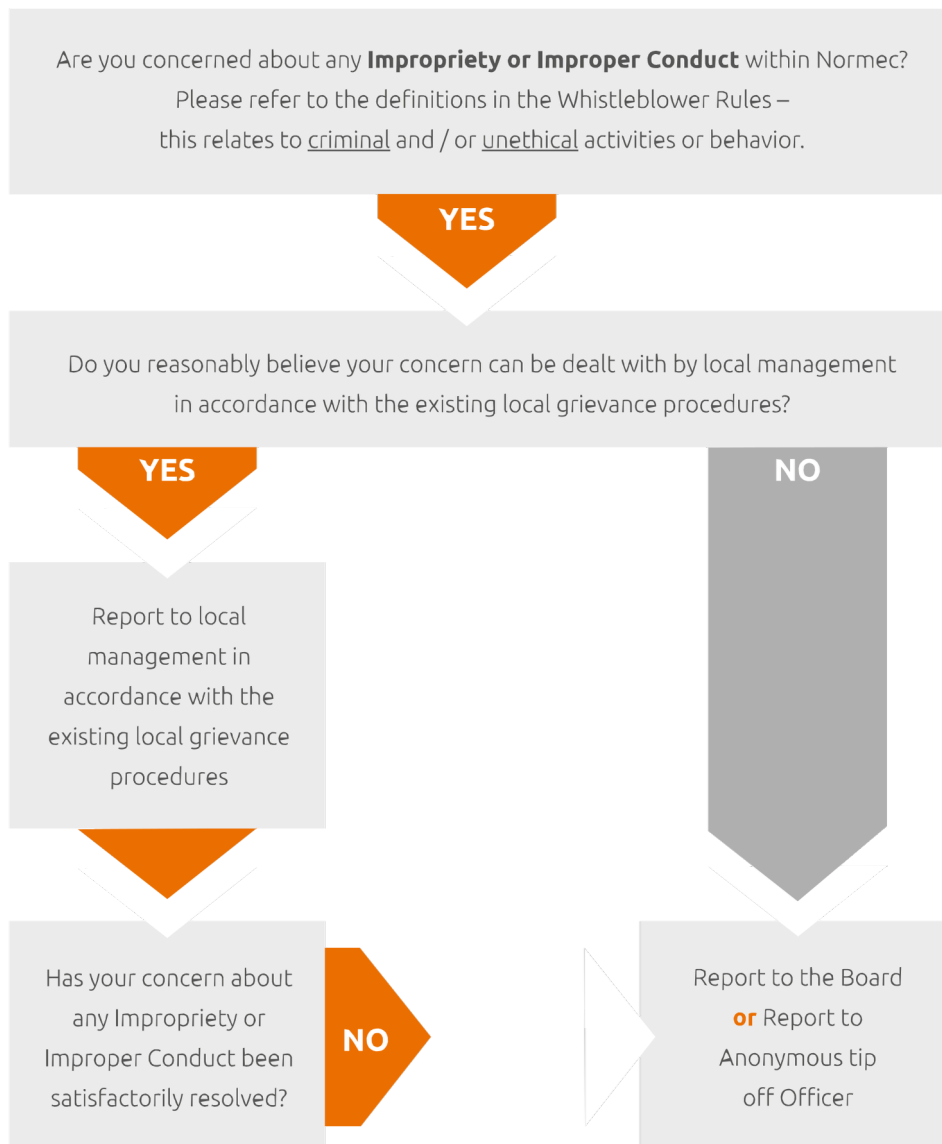


Appendix A – Whistle-Blowing Reporting Procedure



Normec Whistleblowers Hotline

Report an incident anonymously? These include:

- Ethical Violations
- Unsafe Working Conditions
- Internal Controls
- Vandalism and Sabotage
- Inappropriate Behavior
- Discrimination
- Conduct Violations
- Alcohol and drug abuse
- Threats
- Corruption or Fraud
- Bribery and Bribes
- Conflict of interest
- Misuse of Company Property
- Theft and Embezzlement
- Violation of the Law
- Falsification of Contracts, Reports or Data
- Information or Cyber Security

HOW DOES IT WORK?

Call toll-free: 0800 - 022 9111

Enter the access code: 800 603 2869

Or go to www.lighthouse-services.com/normecgroup.com

All conversations are confidential and you will remain anonymous.

**Does it involve matters or business issues where anonymity is not required?
If so, report it to the General Counsel of Normec (+31 20 723 36 06).**



A service of Lighthouse Services | Confidentiality Commitment
Lighthouse is an independent service provider that helps your company identify inappropriate activity. We strive to protect the identity of employees using our secure reporting system. Reports are reported by Lighthouse to a company's designee, and each report may or may not be investigated at the company's discretion. Although we will not reveal your identity without your express consent, it is possible that your identity may be discovered during an investigation of the matter reported due to the information you have provided.