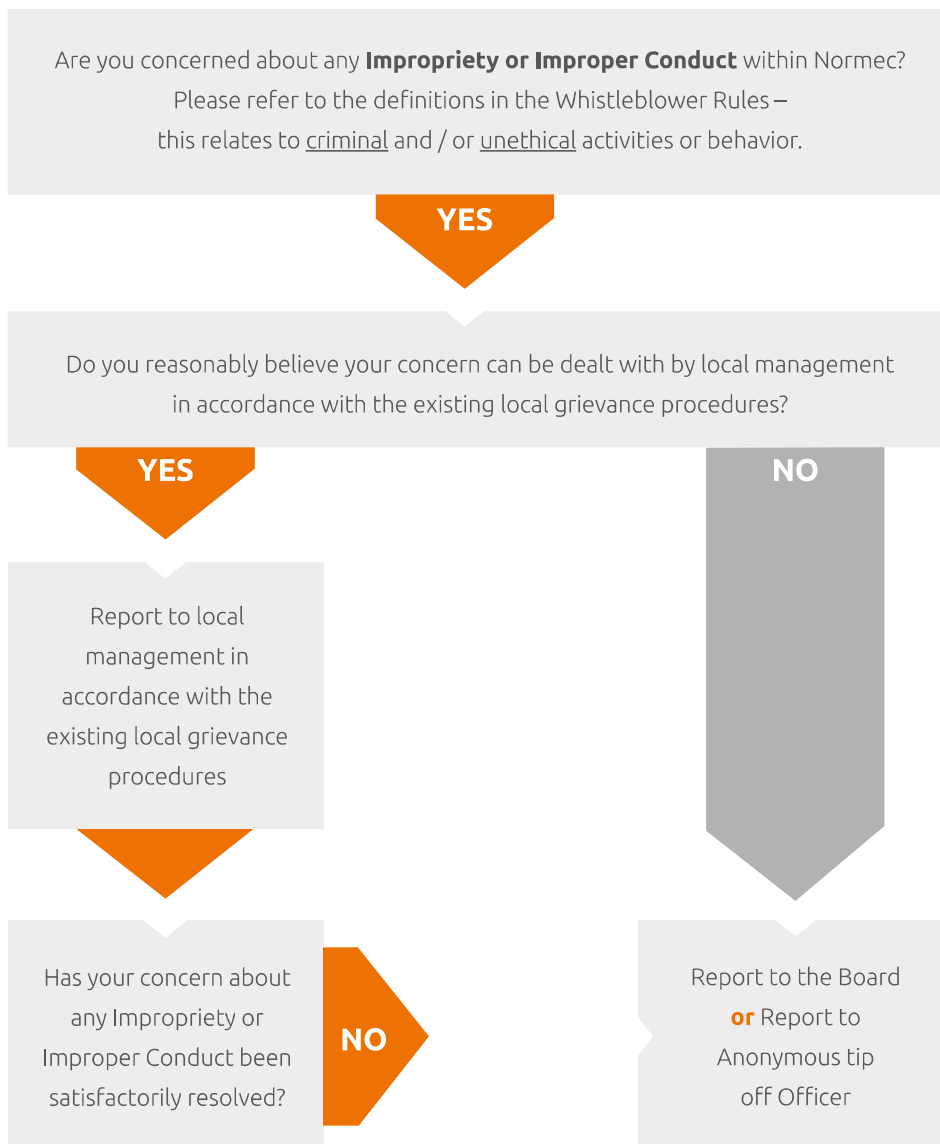


Appendix A – Whistle-Blowing Reporting Procedure



Appendix B – Anonymous tip off officer

The Anonymous tipp off officer hotline creates a mechanism for early detection and serves as a deterrent against Impropropriety and Improper Conduct and any unethical concerns Normec may encounter. The Anonymous tipp off officer is a vital component of Normec broader ethics and fraud risk management programme and is critical for Normec to minimise the impact of Impropropriety and Improper Conduct.

Normec has appointed Bernoski Legal Services as the Anonymous tipp off officer. Bernoski Legal Services is a Legal service provider consisting of independent attorneys at law.

There are 3 methods of anonymous reporting that Normec staff can use:

1. Telephone
2. Email
3. Anonymous Reporting by Telephone

Anonymous Reporting by Telephone		
Country	Number	Language provision: Live answering
Belgium	+31 6 46272105	English 24/7. German and Dutch during European business hours.
Germany	+31 6 46272105	English 24/7
The Netherlands	+31 6 46272105	English 24/7. Dutch during European business hours.

Anonymous Reporting by Email

Bernoski Legal Services also provides the ability to make a report using a unique email address as follows:

tipoff@bernoskilegal.nl