

Statement of continued support by the Chief Executive Officer

18.03.2022

Dear stakeholders:

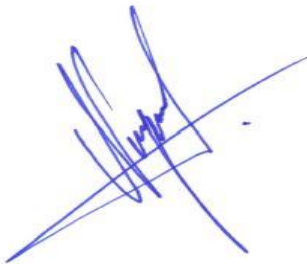
I am pleased to confirm that Norm Holding reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Nedim Uysal

CEO / Vice Chairman

A handwritten signature in blue ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.