



November 8, 2024

To Whom It May Concern:

I am pleased to confirm that Durak Hazelnuts joined the Fair Labor Association as a Participating Company in December 2023. FLA Participating Companies have committed to ensuring fair labor practices and safe and humane working conditions throughout their supply chains.

Please feel free to contact me with any questions or if you need more information.

Sincerely,

A handwritten signature in black ink, reading "Richa Mittal", written over a diagonal line.

Richa Mittal

Executive Vice President and Chief Innovation Officer

rmittal@fairlabor.org

Fair Labor Association