

# NORMA Group SE

## Non-Financial KPI 2024

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### General information

In accordance with Sections §§ 315b und 315c HGB NORMA Group is obliged to prepare a consolidated non-financial statement for NORMA Group in the combined group management report. The following information represent the consolidated non-financial statement for the fiscal year 2024 for NORMA Group. The information relate to the period from January 1 to December 31, 2024.

In accordance with Section 289d HGB, the consolidated non-financial statement was prepared based in part on the first set of the European Sustainability Reporting Standards (ESRS) as a framework. The following non-financial key figures are reported as at the reporting date of December 31, 2024. Due to the first-time application of the European Sustainability Reporting Standards (ESRS) and the resulting change in the calculation basis, it is not possible to provide information on the previous year for every KPI. Missing information from the previous year is marked with n / a (not applicable).

Non-financial figures			Fiscal year 2024	Fiscal year 2023	Change in %
ESRS Reference	Description of key figures	Unit			
<b>Environment</b>					
<b>E1-5 Energy consumption and mix</b>					
[E1-5-37] [E1-5-38]	(1) Fuel consumption from coal and coal products	MWh	0	n / a	n / a
	(2) Fuel consumption from crude oil and petroleum products	MWh	3,823	n / a	n / a
	(3) Fuel consumption from natural gas	MWh	18,019	n / a	n / a
	(4) Fuel consumption from other fossil sources	MWh	0	n / a	n / a
	(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	74,349	n / a	n / a
	(6) Total fossil energy consumption (calculated as the sum of lines 1 to 5)	MWh	96,191	n / a	n / a
	Share of fossil sources in total energy consumption	%	75	n / a	n / a
	(7) Total energy consumption from nuclear sources	MWh	4,589	n / a	n / a
	Share of consumption from nuclear sources in total energy consumption	%	4	n / a	n / a
	(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, renewable hydrogen, etc.	MWh	0	n / a	n / a
	(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	24,103	n / a	n / a
	(10) The consumption of self-generated non-fuel renewable energy	MWh	3,557	n / a	n / a
	(11) Total renewable energy consumption (calculated as the sum of lines 8 to 10)	MWh	27,660	n / a	n / a
	Share of renewable sources in total energy consumption	%	22	n / a	n / a
	Total energy consumption (calculated as the sum of lines 6, 7 and 11)	MWh	128,440	n / a	n / a
[E1-5-39]	Generated energy	MWh	25,694	n / a	n / a
	from non-renewable resources	MWh	21,842	n / a	n / a
	from renewable resources	MWh	3,852	n / a	n / a
[E1-5-43]	Net revenue from activities in high climate impact sectors	EUR thousand	1,155,128	n / a	n / a
	Total energy consumption per net revenue associated with activities in high climate impact sectors	MWh/EUR thousand	0.111	n / a	n / a

# NORMA Group SE

## Non-Financial KPI 2024

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### Non-financial figures (continued)

ESRS Reference	Description of key figures	Unit	Fiscal year 2024	Fiscal year 2023	Change in % <sup>4</sup>
<b>E1-6 Scope 1, 2, 3<sup>1</sup></b>					
[E1-6-48a] [E1-6-48b] [E1-6-49a] [E1-6-49b] [E1-6-51] [E1-6-52a] [E1-6-52b]	<b>Scope 1 GHG emissions</b>				
	Gross Scope 1 GHG emissions	tCO <sub>2</sub> eq	5,163	n / a	n / a
	Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	0	n / a	n / a
	<b>Scope 2 GHG emissions</b>				
	Gross location-based Scope 2 GHG emissions	tCO <sub>2</sub> eq	45,523	n / a	n / a
	Gross market-based Scope 2 GHG emissions	tCO <sub>2</sub> eq	30,794	n / a	n / a
	<b>Significant Gross Scope 3 GHG emissions</b>				
	Total Gross indirect (Scope 3) GHG emissions	tCO <sub>2</sub> eq	1,066,280	n / a	n / a
	1 Purchased goods and services	tCO <sub>2</sub> eq	774,295	n / a	n / a
	2 Capital goods	tCO <sub>2</sub> eq	4,332	n / a	n / a
	3 Fuel and energy-related activities	tCO <sub>2</sub> eq	9,233	n / a	n / a
	4 Upstream transportation and distribution	tCO <sub>2</sub> eq	27,805	n / a	n / a
	5 Waste generated in operations	tCO <sub>2</sub> eq	4,470	n / a	n / a
	6 Business traveling	tCO <sub>2</sub> eq	4,296	n / a	n / a
	7 Employee commuting	tCO <sub>2</sub> eq	6,913	n / a	n / a
	9 Downstream transportation	tCO <sub>2</sub> eq	6,042	n / a	n / a
	10 Processing of sold products	tCO <sub>2</sub> eq	5,452	n / a	n / a
	11 Use of sold products	tCO <sub>2</sub> eq	0,2	n / a	n / a
	12 End-of-life treatment of sold products	tCO <sub>2</sub> eq	223,441	n / a	n / a
	<b>Total GHG emissions (location und market-based)</b>				
	Total GHG emissions (location-based)	tCO <sub>2</sub> eq	1,116,965	n / a	n / a
	Total GHG emissions (market-based)	tCO <sub>2</sub> eq	1,102,236	n / a	n / a
	Total GHG emissions (location-based) per net revenue	tCO <sub>2</sub> eq/ EUR	0.001	n / a	n / a
	Total GHG emissions (market-based) per net revenue	tCO <sub>2</sub> eq/ EUR	0.001	n / a	n / a
<b>E2-4 Microplastics<sup>2</sup></b>					
[E2-4-28b]	Microplastics used	t	36,526	n / a	n / a
<b>E3-4 Water consumption</b>					
[E3-4-28a]	Total water consumption	m <sup>3</sup>	167,106	n / a	n / a
[E3-4-28b]	Water consumption in area at water risks and high water scarcity	m <sup>3</sup>	105,545	n / a	n / a
[E3-4-28c]	Total recycled and reused water	m <sup>3</sup>	6,050	n / a	n / a
[E3-4-28d]	Total stored water	m <sup>3</sup>	1,457	n / a	n / a
[E3-4-29]	Water intensity	m <sup>3</sup> /EUR thousand	0.15	n / a	n / a
<b>E5-4 Resource inflows - Products and materials</b>					
[E5-4-31a]	Overall total weight of products and technical and biological materials used	kg	80,669,692	n / a	n / a
[E5-4-31b]	Percentage of biological materials (and biofuels used for non-energy purposes) used to manufacture the undertaking's products and services (including packaging) that is sustainably sourced	kg	256,361	n / a	n / a
[E5-4-31c]	Weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture the undertaking's products and services (including packaging)	kg	25,954,023	n / a	n / a

<sup>1</sup> In accordance with the GHG Protocol for all locations worldwide.

<sup>2</sup> NORMA Group defines microplastics as small plastic particles that are less than 5 mm in size. Microplastics are sourced or used in products and leave NORMA Group's facilities as emissions, products or as a component of products and services.

### Non-financial figures (continued)

ESRS Reference	Description of key figures	Unit	Fiscal year 2024	Fiscal year 2023	Change in % <sup>4</sup>
<b>E5-5 Resource outflows - Waste</b>					
[E5-5-37]	Total amount of waste generated	t	11,742	n / a	n / a
	Total amount of hazardous waste diverted from disposal	t	221	n / a	n / a
	i. preparation for reuse	t	1	n / a	n / a
	ii. recycling	t	15	n / a	n / a
	iii. other recovery operations	t	205	n / a	n / a
	Total amount of non-hazardous waste diverted from disposal	t	8,043	n / a	n / a
	i. preparation for reuse	t	128	n / a	n / a
	ii. recycling	t	7,833	n / a	n / a
	iii. other recovery operations	t	82	n / a	n / a
	Total amount of hazardous waste for disposal	t	514	n / a	n / a
	i. incineration	t	147	n / a	n / a
	ii. landfill	t	4	n / a	n / a
	iii. other disposal operations	t	362	n / a	n / a
	Total amount of non-hazardous waste for disposal	t	2,969	n / a	n / a
	i. incineration	t	846	n / a	n / a
	ii. landfill	t	2,044	n / a	n / a
	iii. other disposal operations	t	79	n / a	n / a
	Total amount of non-recycled waste	t	3,478	n / a	n / a
	Total percentage of non-recycled waste	%	29.6	n / a	n / a
	Hazardous waste	t	734.5	n / a	n / a

### EU Taxonomy

n / a	Taxonomy-eligible turnover	%	26.0	n / a	n / a
	CCM 3.18 Manufacture of automotive and mobility components	%	2.0	2.1	-4.8
	CCM 5.1 Construction, extension and operation of water collection, treatment and supply systems	%	10.4	9.5	9.5
	WTR 2.3 Sustainable urban drainage systems (SUDS)	%	13.6	12.5	8.8
	Taxonomy-eligible CapEx	%	28.4	n / a	n / a
	CCM 3.18 Manufacture of automotive and mobility components	%	3.8	4.1	-7.3
	CCM 5.1 Construction, extension and operation of water collection, treatment and supply systems	%	9.6	14.2	-32.4
	WTR 2.3 Sustainable urban drainage systems (SUDS)	%	11.1	18.2	-39.0
	CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles	%	3.3	1.8	83.3
	CCM 7.2 / 3.2 Renovation of existing buildings	%	0.5	0.4	25.0
	Taxonomy-eligible OpEx	%	26.4	n / a	n / a
	CCM 3.18 Manufacture of automotive and mobility components	%	13.9	4.1	239.0
	CCM 5.1 Construction, extension and operation of water collection, treatment and supply systems	%	5.0	3.8	31.6
	WTR 2.3 Sustainable urban drainage systems (SUDS)	%	6.5	4.8	35.4
	CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles	%	0.9	0.7	28.6

### Non-financial figures (continued)

ESRS Reference	Description of key figures	Unit	Fiscal year 2024	Fiscal year 2023	Change in % <sup>4</sup>
<b>Social</b>					
<b>S1-8 Collective bargaining coverage and social dialog</b>					
[S1-8-60a]	Percentage of temporary and permanent employees covered by collective agreements worldwide	%	43.0	n / a	n / a
	Number of temporary and permanent employees covered by collective agreements worldwide <sup>3</sup>	number	3,284	n / a	n / a
[S1-8-60b]	Number of employees covered by collective agreements in the European Economic Area <sup>4</sup>	number	713	n / a	n / a
	Percentage of employees covered by collective agreements in the European Economic Area	%	9.0	n / a	n / a
[S1-8-63a]	Employees represented by workers' representatives (e.g. representation by works councils)	%	9.0	n / a	n / a
[S1-8-63b]	Percentage of employees in the European Economic Area covered by collective bargaining agreements if more than 50 employees are employed and at the same time they account for more than 10% of total employment	0-19%	Poland	n / a	n / a
	Percentage of employees in the European Economic Area covered by collective bargaining agreements if more than 50 employees are employed and at the same time they account for more than 10% of total employment	80-100%	Germany	n / a	n / a
	Percentage of employees in the European Economic Area represented by employee representatives if more than 50 employees are employed and they account for more than 10% of total employment	0-19%	Poland	n / a	n / a
	Percentage of employees in the European Economic Area represented by employee representatives if more than 50 employees are employed and they account for more than 10% of total employment	80-100%	Germany	n / a	n / a
<b>S1-14 Health and safety metrics</b>					
[S1-14-88a]	Employees covered by the health and safety management system (ISO 45001)	%	87.3	n / a	n / a
	Employees in the manufacturing plants covered by the ISO 45001 management system	%	98.6	n / a	n / a
[S1-14-88b]	Fatalities as a result of work-related injuries	number	0	n / a	n / a
[S1-14-88c]	Recordable work-related accidents	number	77	n / a	n / a
[S1-14-88d]	Rate of recordable work-related accidents <sup>5</sup>	%	4.97	n / a	n / a
	Rate of recordable work-related illness	number	0	n / a	n / a
[S1-14-88e]	Days lost due to work-related injuries and work-related illnesses and, if available, the number of days lost due to fatalities as a result of such incidents	number	1,730	n / a	n / a
<b>S1-17 Human rights-related incidents, complaints and severe impacts</b>					
[S1-17-103a]	Confirmed incidents of discrimination	number	0	n / a	n / a
[S1-17-103b]	Complaints related to human rights received through internal complaints mechanisms	number	0	n / a	n / a
[S1-17-104a]	Confirmed cases of severe human rights violations	number	0	n / a	n / a
[S1-17-103c] [S1-17-104b]	Fines, penalties and compensation for incidents of discrimination, human rights violations and severe human rights violations	EUR	0	n / a	n / a

<sup>3</sup> As this information is only to be reported for countries in which NORMA Group has significant employment, defined as sites with at least 50 employees covering at least 10% of the total workforce, only the collective agreements for Germany can be reported in this context.

<sup>4</sup> As this information is only to be reported for countries in which NORMA Group has significant employment, defined as sites with at least 50 employees covering at least 10% of the total workforce, only the collective agreements for Germany can be reported in this context.

<sup>5</sup> Rate of recordable work-related accidents is calculated as follows: (number of work-related accidents / number of hours worked) x 1,000,000

Non-financial figures (continued)					
ESRS Reference	Description of key figures	Unit	Fiscal year 2024	Fiscal year 2023	Change in % <sup>4</sup>
<b>S2-6 Share of preferred suppliers who have signed the Supplier Code of Conduct</b>					
Company-specific key figure	Preferred suppliers who have signed the Supplier Code of Conduct	%	100	n / a	n / a
[S2-1-19] [S2-1-AR14]	Incidents of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises	number	0	n / a	n / a
<b>Governance</b>					
<b>G1-4 Confirmed incidents of corruption or bribery</b>					
[G1-4-24a]	Violations of corruption and bribery regulations	number	0	n / a	n / a
	Fines for violations of corruption and bribery regulations	EUR	0	n / a	n / a
[G1-3-21b]	Completion rate of the training on corruption	%	96	n / a	n / a
<b>Company-specific key figures in the area of information security</b>					
Company-specific key figure	Completion rate of the training on information security	%	88	n / a	n / a
<b>Company-specific key figures in the area of product quality</b>					
Company-specific key figure	Number of defective parts per million parts produced	number	3.2	2,2	+45.5
	Number of customer complaints	number	2.8	3,9	-28.2

In the event of any discrepancies between this KPI overview and the non-financial statement, the German version of the non-financial statement in the condensed management report applies.