

NORMA Group SE – Annual General Meeting on 13 May 2025

Remuneration system for the Supervisory Board members

I. Contribution of the remuneration to promoting the business strategy and the long-term development of NORMA Group SE

The remuneration of the members of the Supervisory Board takes into account, both in terms of structure and amount, the requirements of the office of a member of the Supervisory Board of NORMA Group SE, in particular the time involved as well as the responsibility associated with it. The remuneration is in line with the market and the amount – also in comparison to the remuneration of the members of the supervisory boards of comparable listed companies in Germany – is commensurate with the tasks of the members of the Supervisory Board and the situation of NORMA Group SE. The remuneration makes it possible to recruit and retain suitable and qualified candidates for the office of a Supervisory Board member. As such, the remuneration of the members of the Supervisory Board contributes to the ability of the Supervisory Board as a whole to perform its tasks of monitoring and advising the Management Board properly and competently. Limiting the remuneration to a fixed remuneration also takes these Supervisory Board tasks into account. It provides the members of the Supervisory Board with an incentive to appropriately scrutinise the management by the Management Board in the performance of its monitoring and advisory tasks without being solely guided by developments of operational performance indicators. Together with the Management Board, the Supervisory Board thereby pursues the business strategy as well as the long-term development of NORMA Group SE. Paying only a fixed remuneration is moreover in line with suggestion G.18, sentence 1 of the German Corporate Governance Code.

II. Remuneration components

The remuneration of Supervisory Board members consists of a fixed annual remuneration and the attendance fee.

The fixed annual remuneration is EUR 110,000 for the chairman of the Supervisory Board, EUR 82,500 for the deputy chairman of the Supervisory Board and EUR 55,000 for every other member of the Supervisory Board.

The chairmen of the Audit and of the Presiding and Nomination Committees each receive an additional remuneration of EUR 27,500 per fiscal year and the chairmen of other committees a remuneration of EUR 16,500. Members of a Supervisory Board committee receive an additional remuneration for the fiscal year in the amount of EUR 11,000 for each committee. The additional remuneration for members in committees is paid in addition to any additional remuneration for chairing committees. Against this background, the remuneration of the members of the Supervisory Board is also in line with recommendation G.17 of the German Corporate Governance Code

according to which appropriate account is to be taken of the greater time commitment of the chairman and the deputy chairman of the Supervisory Board as well as of the chairman and members of committees. The fixed annual remuneration is reduced pro rata if a member does not sit on the Supervisory Board or the committee for the entire fiscal year or does not hold the office of chairman or deputy chairman for the entire fiscal year.

Furthermore, the members of the Supervisory Board receive an attendance fee of EUR 1,000 for each attendance of a meeting of the Supervisory Board. Moreover, members of a committee of the Supervisory Board receive an attendance fee of EUR 1,000 for each attendance of a meeting of the respective committee. Should there be several meetings of the same body (of the plenum or the respective committee of the Supervisory Board) on a single day, the attendance fee shall be paid only once. The members of the Supervisory Board are furthermore covered by a D&O insurance taken out by the Company for executive bodies and certain managers (“D&O Insurance”). A deductible does not exist in line with prevailing market practice; this additionally ensures the attractiveness and competitiveness of the supervisory board remuneration of NORMA Group SE. NORMA Group SE reimburses any VAT payable on the remuneration and expenses of the members of the Supervisory Board.

III. Procedures for determining, implementing and reviewing the remuneration system

The general meeting determines the remuneration of the members of the Supervisory Board on the recommendation of the Management Board and Supervisory Board in the Articles of Association or by resolution. The previous Supervisory Board remuneration was determined by resolution of the Annual General Meeting of 20 May 2021.

Pursuant to section 113(3) German Stock Corporation Act, the general meeting must resolve on the remuneration system for the members of the Supervisory Board at least every four years. In preparation for the resolution of the general meeting, the Management Board and the Supervisory Board each review whether the remuneration for members of the Supervisory Board, in particular in terms of amount and structure, continues to be in the interest of NORMA Group SE and is appropriate. To this end, the Supervisory Board may also carry out a horizontal market comparison. If necessary, the Management Board and the Supervisory Board will propose an appropriate adjustment of the remuneration to the general meeting. The General and Nomination Committee may carry out preparatory work for the advice and resolutions of the Supervisory Board on the remuneration for Supervisory Board members.