

Qualification Matrix Supervisory Board

Status: 1 July 2026

Competencies ¹	Executive Management and Transformation Experience	Experience in relevant Industry Sectors	Strategic Business Development, M&A	International Experience	Production, Operations, Research and Development (R&D)	Sales & Marketing	Human Resources Development and Human Resources Organisation	Finance, Accounting, Audit, Controlling	Internal Control Systems, Risk Management, Legal and Compliance	Capital Markets and Capital Market Regulation	Digitalisation, AI, IT, Cyber Security	Sustainability, ESG
Members												
Dr. Markus Distelhoff	✓	✓		✓	✓		✓					
Rita Forst	✓			✓	✓		✓					✓
Denise Koopmans	✓		✓			✓			✓		✓	
Benjamin Schmid		✓	✓	✓				✓		✓		
Mark Wilhelms (Vorsitzender)		✓	✓	✓				✓		✓		

¹ Areas of expertise in accordance with the competence profile established by resolution of the Supervisory Board of 27 November 2025 and the underlying determination by the Supervisory Board of the core competencies most essential for the supervising and advising of the Management Board of NORMA Group SE as the holding entity of NORMA Group, according to the Supervisory Board's assessment.

² Allocation of the five most pronounced competencies based on the self-assessment of each member, confirmed by a resolution of the entire Supervisory Board. The self-assessment is based on above-average expertise in the respective areas of competence, acquired through several years of relevant professional experience or relevant education, or supported by targeted, relevant professional development and training measures, verifiable through the Supervisory Board members' CVs.