

**Declaration of the Management Board and Supervisory Board of NORMA Group SE
pursuant to section 161 (1) German Stock Corporation Act**

With the following exception, NORMA Group SE has complied since its last declaration was submitted on 28 February, 2025, with the recommendations of the German Corporate Governance Code as amended on 28 April, 2022, (the “**Code**”), published on 27 June, 2022, by the Federal Ministry of Justice in the official section of the Federal Gazette.

Recommendation D.3, sentence 5:

In accordance with recommendation D.3, sentence 5 of the Code, the Chair of the Supervisory Board shall not chair the Audit Committee. With effect as of 18 February, 2025, the Supervisory Board of NORMA Group SE has elected the Chair of the Audit Committee of the Supervisory Board, Ms Kerstin Müller-Kirchhofs, also as Chair of the Supervisory Board on an interim basis. The reason for this was that, after the Chair of the Management Board, Mr. Guido Grandi, left the company, the Chair of the Supervisory Board at the time, Mr. Mark Wilhelms, was appointed, with effect as of 18 February, 2025, as a member and Chair of the Management Board of NORMA Group SE on an interim basis for a maximum of one year. Mr. Wilhelms’ office as a member of the Supervisory Board was suspended for the duration of his activity as a member of the Management Board.

The deviation has ceased to apply. By resolution dated 4 August, 2025, the Supervisory Board appointed Ms. Birgit Seeger as a member and Chair of the Management Board of NORMA Group SE with effect from 1 November, 2025. Mr. Wilhelms subsequently resumed his duties on the Supervisory Board. At its meeting on 27 November, 2025, the Supervisory Board re-elected Mr. Wilhelms as its Chair. As before, Mr. Wilhelms, the Chair of the Supervisory Board, does not hold the position of Chair of the Audit Committee. Ms. Müller-Kirchhofs continues to serve as Chair of the Audit Committee. NORMA Group SE thus fully complies with the recommendations of the Code and expects to continue to do so in the future.

Maintal, 27 November, 2025

**For and on behalf of the
Supervisory Board**

Mark Wilhelms
Chair of the Supervisory Board

**For and on behalf of the
Management Board**

Birgit Seeger
Chair of the Management Board