

**Declaration of the Management and Supervisory Board of NORMA Group SE on the compliance with the German Corporate Governance Code pursuant to section 161 (1) German Stock Corporation Act**

With the following exceptions, NORMA Group SE ("Company") has complied since its last declaration was submitted on December 16, 2022, and complies, with the recommendations of the German Corporate Governance Code as amended on April 28, 2022, published on June 27, 2022, by the Federal Ministry of Justice in the official section of the Federal Gazette:

1. Recommendation G.10 2<sup>nd</sup> sentence:

According to recommendation G.10 2<sup>nd</sup> sentence of the German Corporate Governance Code granted long-term variable remuneration components shall be accessible to management board members only after a period of four years. The remuneration system of the management board provides for a Long-Term Incentive ("LTI") with a four-years obligation to hold the shares. Because of the end of the terms of the service agreements of Dr. Schneider and Dr. Klein the duration of the obligation to hold shares of the tranches of the LTI that are still open as of the end of the term of each of the contracts is shortened to one year. As a consequence, these former members of the management board can access the tranches of the LTI that are still open as of the end of the term of the service agreement before the end of the four-years period.

2. Recommendation G.14:

The service agreements of the former members of the management board Dr. Schneider and Dr. Klein, who retired after the submission of the last compliance declaration on the German Corporate Governance Code, provide for a special right of termination in the event of a change of control. If these service agreements had ended as a consequence of this special termination right, the Company would have had to pay severance at the termination date amounting to one and a half times the severance cap, but not more than the value of the remuneration for the remaining term of the service agreement. In the service agreement with the current members of the management board this special right of termination is no longer included.

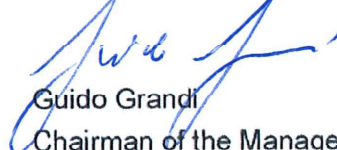
Maintal, December 15, 2023

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



Mark Wilhelms  
Chairman of the Supervisory Board

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



Guido Grandi  
Chairman of the Management Board