

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 exception, NORMA Group SE has complied since its last declaration was submitted on December 15, 2023, 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:

Recommendation G.10 2nd sentence:

According to recommendation G.10 2nd 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. Michael Schneider and Dr. Friedrich 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.

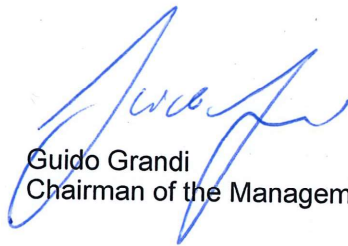
Maintal, December 13, 2024

**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