

Declaration of conformity with the German Corporate Governance Code by the Management and Supervisory Board of NORMA Group SE (2022)

With the following exceptions, NORMA Group SE ("Company") has complied since its last declaration was submitted, and complies, with the recommendations of the German Corporate Governance Code as amended on December 16, 2019, published on March 20, 2020 by the Federal Ministry of Justice in the official section of the Federal Gazette and since June 27, 2022 in the version dated April 28, 2022, published on June 27, 2022 in the Federal Gazette:

1. G.10 2nd sentence

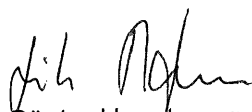
According to recommendation G.10 2nd sentence of the German Corporate Governance Code granted long-term variable remuneration components shall be accessible to Management Board members only after a period of four years. The remuneration system of the Management Board provides for a Long-Term Incentive („LTI“) with a four-years obligation to hold the shares. Because of the end of the term of Dr. Schneider's contract as a member of the Management Board 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 the contract is shortened to one year. As a consequence, Dr. Schneider can access the tranches of the LTI that are still open as of the end of the term of the contract before the end of the four-years period.

2. G.13 1st sentence:

The service agreements of two members of the Management Board provide for a special right of termination in the event of a change of control. If these service agreements end as a consequence of such special termination right, the Company shall 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 contract. This is a transitional arrangement. In the service agreement with the new member of the Management Board this special right of termination is no longer included.

Maintal, December 16, 2022

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



Günter Hauptmann

Chairman of the Supervisory Board

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



Dr. Michael Schneider

Chairman of the Management Board