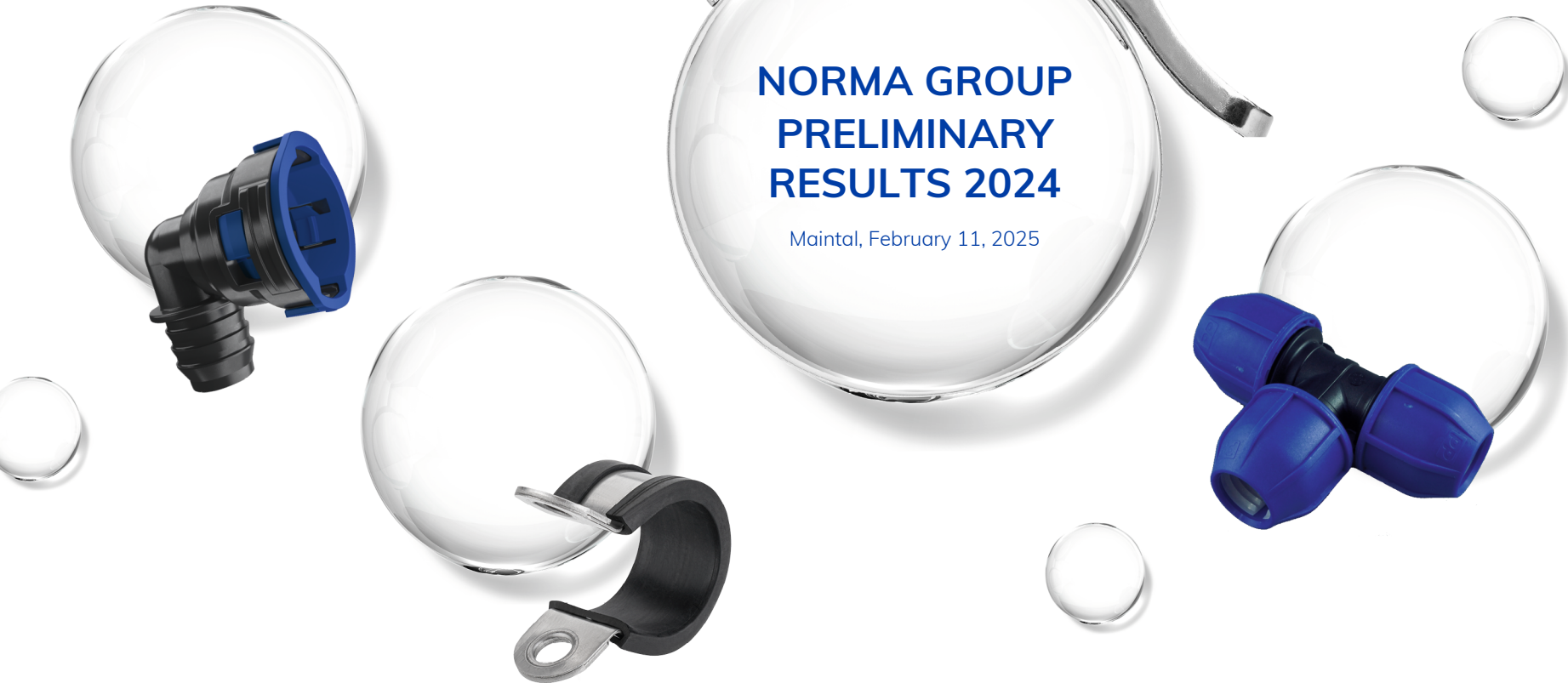




**NORMA GROUP
PRELIMINARY
RESULTS 2024**

Maintal, February 11, 2025



Facts & Figures FY 2024 – Preliminary, Unaudited Results



Sales

Net sales totaled to
EUR 1,155.1 million

(2023: EUR 1,222.8 million)



Adjusted EBIT

Adjusted EBIT levelled at
EUR 92.3 million

(2023: EUR 97.5 million)



Adjusted EBIT Margin

Solid adjusted EBIT margin of 8.0%

(2023: 8.0%)



Equity & Equity Ratio

Increase of Equity to
EUR 721.4 million
as at Dec 31, 2024

(Dec 31, 2023: EUR 693.4 million)

Improved equity ratio of 50.2%

(Dec 31, 2023: 46.4%)



Leverage/Net Debt

Improved Leverage at 2.1x

(Dec 31, 2023: 2.2x)

Net Debt decreased to
EUR 329.2 million

(Dec 31, 2023: EUR 345.4 million)



Net Operating Cashflow

Strong increase in Net Operating
Cashflow to EUR 105.4 million

(2023: EUR 87.3 million)

Facts & Figures FY 2024 – Preliminary, Unaudited Results



	Full Year 2024		Q4 2024	
Sales	EUR 1,155.1 million (-5.5%) (2023: EUR 1,222.8 million)		EUR 266.8 million (-6.9%) (Q4 2023: EUR 286.7 million)	
Organic Sales, FX & acquisition effects	Organic Sales development of -5.5%*	FX effect of -0.3% Acquisitions effect of 0.2%	Organic sales development of -7.6%**	FX effect of 0.4% Acquisitions effect of 0.2%
Sales development by SBU & region	by SBU: - IA: -6.4% - WM: 3.5% - MNE: -8.9%	by region: - EMEA: -7.3% - AM: -0.8% - APAC: -15.1%	by SBU: - IA: -4.9% - WM: 2.8% - MNE: -11.3%	by region: - EMEA: -8.7% - AM: -1.8% - APAC: -15.4%
Adjusted EBIT and adjusted EBIT margin	Adjusted EBIT at EUR 92.3 million (2023: EUR 97.5 million)	Adjusted EBIT margin of 8.0% (2023: 8.0%)	Adjusted EBIT at EUR 19.5 million (Q4 2023: EUR 23.0 million)	Adjusted EBIT margin of 7.3% (Q4 2023: 8.0%)

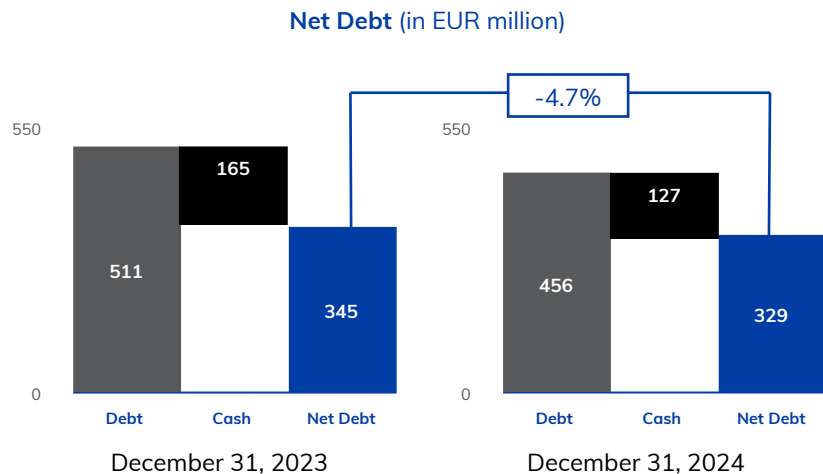
* Thereof pricing: 0.1% and volume: -5.6%;

** Thereof pricing in Q4 2024: -0.4% and volume in Q4 2024: -7.1%.

Net Debt, Equity Ratio, Net Operating Cash Flow



Preliminary, Unaudited Results



Equity & Debt Ratios

	Dec 31, 2023	Dec 31, 2024
Equity Ratio	46.4%	50.2%
Leverage (Net debt / adj. EBITDA)	2.2x	2.1x
Gearing (Net debt / equity)	0.5x	0.5x

Net Operating Cash Flow

in EUR million	2023	2024
Net Operating Cash Flow	87.3	105.4
(Reverse) Factoring & ABS-Programs	57.7	52.6

Contacts & Event Calendar



Event	Date
Consolidated Annual Financial Statements, Annual Report 2024	March 31, 2025
Interim Report Q1 2025	May 6, 2025
Annual General Meeting	May 13, 2025
Interim Report Q2 2025	August 12, 2025
Interim Report Q3 2025	November 4, 2025



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