

Declaration of conformity with the German Corporate Governance Code by the Management and Supervisory Board of NORMA Group SE (2021)

With the following exceptions, NORMA Group SE ("Company") has complied since its last declaration was submitted, and will continue to comply, 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:

1. Change of control (G.13 1st sentence)

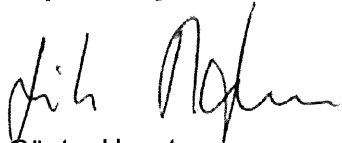
The service agreements of two members of the Management Board provide for a special right of termination in the event of a change of control. If these service agreements end as a consequence of such special termination right, the Company shall pay severance at the termination date amounting to one and 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.

2. Remuneration of the Chair of the general and nomination committee (G.17)

Until the resolution passed at the annual general meeting dated May 20, 2021 the chairman of the general and nomination committee who is also chairman of the Supervisory Board did not receive an additional remuneration for being the chairman of this committee. Since May 21, 2021 the remuneration for Supervisory Board membership also takes account of the larger time commitment of the chair of the general and nomination committee so that there is no longer a deviation from recommendation G.17.

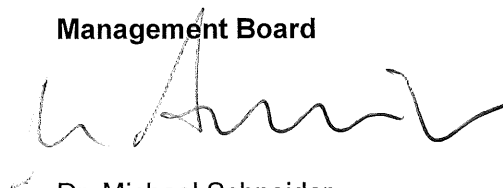
Maintal, December 17, 2021

**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