

2024 FINANCIAL FIGURES

Financial figures		T001		
		2024	2023	Change in % ⁴
Order situation				
Order book ¹	EUR millions	473.2	530.0	-10.7
Income statement				
Revenue	EUR millions	1,155.1	1,222.8	-5.5
Cost of materials ratio	%	43.3	45.0	n/a
Personnel cost ratio	%	29.3	26.3	n/a
Adjusted EBIT ²	EUR millions	92.3	97.5	-5.3
Adjusted EBIT margin ²	%	8.0	8.0	n/a
EBIT	EUR millions	57.3	76.1	-24.7
EBIT margin	%	5.0	6.2	n/a
Financial result	EUR millions	-23.3	-22.7	n/a
Adjusted tax rate	%	40.8	41.3	n/a
Adjusted profit for the period ²	EUR millions	40.9	43.9	-6.8
Adjusted earnings per share ²	EUR	1.28	1.37	-6.9
Profit for the period	EUR millions	14.8	27.9	-47.0
Earnings per share	EUR	0.46	0.87	-47.1
NORMA Value Added (NOVA)	EUR millions	-38.8	-43.6	n/a
Return on Capital Employed (ROCE) ³	%	8.8	9.3	n/a
Balance sheet¹				
Total assets	EUR millions	1,436.6	1,493.3	-3.8
Equity	EUR millions	721.4	693.4	4.0
Equity ratio	%	50.2	46.4	n/a
Net debt	EUR millions	329.2	345.4	-4.7
Cash flow				
Cash flow from operating activities	EUR millions	137.0	118.9	15.2
Cash flow from investing activities	EUR millions	-63.5	-59.8	n/a
Cash flow from financing activities	EUR millions	-114.1	-57.9	n/a
Net operating cash flow	EUR millions	105.4	87.3	20.7

1. Figures as at balance sheet date Dec 31.

2. Adjusted for effects from purchase price allocations.

3. Adjusted EBIT in relation to the average capital employed.

4. The percentage change is based on unrounded absolute figures.

Non-financial figures		T002	
		2024	2023
General information			
Core workforce ¹	number	6,041	5,994
Temporary workers ¹	number	1,553	2,011
Total workforce ¹	number	7,594	8,005
Invention applications	number	25	20
Environment			
Total energy consumption	MWh	128,440	n / a ²
Total energy consumption per net revenue associated with activities in high climate impact sectors	MWh/EUR thousands	0.111	n / a
Generated energy	MWh	25,694	n / a
Gross Scope 1 GHG emissions ³	tCO ₂ eq	5,163	n / a
Gross location-based Scope 2 GHG emissions	tCO ₂ eq	45,523	n / a
Gross market-based Scope 2 GHG emissions ⁴	tCO ₂ eq	30,794	n / a
Total Gross indirect (Scope 3) GHG emissions	tCO ₂ eq	1,066,280	n / a
Microplastics used ⁵	t	36,526	n / a
Total water consumption	m ³	167,106	n / a
Total amount of waste generated	t	11,742	n / a
EU Taxonomy			
Taxonomy-eligible turnover	%	26.0	24.5
Taxonomy-eligible CapEx	%	28.4	40.3
Taxonomy-eligible OpEx	%	26.4	13.6
Social			
Employees covered by collective agreements	%	43.0	n / a
Employees represented by workers' representatives (e.g. representation by works councils)	%	9.0	n / a
Employees covered by the health and safety management system (ISO 45001)	%	87.3	n / a
Fatalities as a result of work-related injuries	number	0	n / a
Recordable work-related accidents	number	77	n / a
Rate of recordable injuries	%	4.97	n / a
Rate of recordable work-related illness	%	0	n / a

1. Figures as of balance sheet date Dec 31.

2. n / a (not applicable); Due to the first-time application of the European Sustainability Reporting Standards (ESRS) and the resulting change in the calculation basis, it is not possible to provide information on the previous year for every KPI, as there is no comparability.

3. In accordance with the GHG Protocol for all locations worldwide.

4. In accordance with the GHG Protocol (market-based) for all locations worldwide.

5. NORMA Group defines microplastics as small plastic particles that are less than 5 mm in size. Microplastics are sourced or used in products and leave NORMA Group's facilities as emissions, products or as a component of products and services.

Non-financial figures (continued)

		2024	2023
Days lost due to work-related injuries and work-related illnesses and, if available, the number of days lost due to fatalities as a result of such incidents	number	1,730	n / a
Confirmed incidents of discrimination, human rights violations and severe human rights violations	number	0	n / a
Fines, penalties and compensation for incidents of discrimination, human rights violations and severe human rights violations	EUR	0	n / a
Preferred suppliers who have signed the Supplier Code of Conduct	%	100	n / a
Incidents of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises	number	0	n / a
Governance			
Violations of corruption and bribery regulations	number	0	n / a
Fines for violations of corruption and bribery regulations	EUR	0	n / a
Completion rate of the training on corruption	%	96	n / a
Completion rate of the training on information security	%	88	n / a
Number of defective parts per million parts produced	number	3.2	2.2
Accepted customer complaints per month per production/distribution location	number	2.8	3.9 ¹

Further non-financial key figures and descriptions of the calculation methodology can be found in the section [CONSOLIDATED NON-FINANCIAL STATEMENT](#).

Share data

Initial public offering		April 2011
Stock exchange		Frankfurt Stock Exchange
Market segment		Regulated Market (Prime Standard), SDAX
ISIN		DE000A1H8BV3
Security identification number		A1H8BV
Ticker symbol		NOEJ
Highest price 2024 ²	EUR	19.80
Lowest price 2024 ²	EUR	11.50
Closing price ^{2, 3}	EUR	14.94
Market capitalization ³	EUR millions	476
Dividend ⁴	EUR	0.40
Payout ratio ⁴	%	31.2
Number of shares issued		31,862,400

1_Until 2023: Customer complaints per month per entity.

2_Xetra price.

3_Figures as at balance sheet date Dec 31.

4_Subject to approval by the Annual General Meeting on May 13, 2025.