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10-Year Overview

		T184									
		2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Order situation											
Order book ¹	EUR millions	473.2	530.0	569.6	508.4	391.3	358.3	379.2	329.1	302.4	295.8
Income statement											
Revenue	EUR millions	1,155.1	1,222.8	1,243.0	1,091.9	952.2	1,100.1	1,084.1	1,017.1	894.9	889.6
thereof EMEA	EUR millions	477.3	514.7	489.2	462.4	409.5	486.0	494.8	485.9	432.0	416.0
thereof Americas	EUR millions	530.4	534.5	574.2	456.8	385.5	450.8	441.5	411.3	381.6	395.3
thereof Asia-Pacific	EUR millions	147.4	173.6	179.6	172.8	157.2	163.4	147.8	119.9	81.3	78.2
Cost of materials ratio	%	43.3	45.0	48.0	45.8	43.8	43.4	43.6	41.2	39.4	40.8
Personnel cost ratio	%	29.3	26.3	24.9	26.1	31.3	27.5	25.9	26.5	27.3	26.3
Adjusted EBIT ²	EUR millions	92.3	97.5	99.0	113.8	45.3	136.1	164.5	166.0	147.7	147.9
Adjusted EBIT margin ²	%	8.0	8.0	8.0	10.4	4.8	12.4	15.2	16.3	16.5	16.6
EBIT	EUR millions	57.3	76.1	76.5	92.1	20.1	96.7	133.5	137.8	120.0	124.8
EBIT margin	%	5.0	6.2	6.2	8.4	2.1	8.8	12.3	13.5	13.4	14.0
Financial result	EUR millions	-23.3	-22.7	-12.6	-12.4	-14.8	-15.5	-11.7	-16.1	-14.6	-17.2
Adjusted tax rate ²	%	40.8	41.3	35.2	28.6	20.3	27.1	24.9	30.0	28.9	32.1
Adjusted profit for the period ²	EUR millions	40.9	43.9	56.0	72.3	24.3	87.8	114.8	105.0	94.6	88.7
Adjusted EPS ²	EUR	1.28	1.37	1.75	2.27	0.77	2.76	3.61	3.29	2.96	2.78
Profit for the period	EUR millions	14.8	27.9	39.2	56.1	5.5	58.4	91.8	119.8	75.9	73.8
EPS	EUR	0.46	0.87	1.23	1.76	0.18	1.83	2.88	3.76	2.38	2.31
NORMA Value Added (NOVA)	EUR millions	-38.8	-43.6	-27.1	16.0	-46.4	17.3	60.8	54.9	53.1	48.3
Return on Capital Employed (ROCE) ³	%	8.8	9.3	9.7	11.9	4.6	13.0	17.2	18.9	17.7	19.3
R&D expense	EUR millions	50.8	44.3	40.6	38.0	29.0	31.2	30.5	29.4	28.8	25.4
R&D ration (related to sales) ⁴	%	4.4	3.6	3.3	3.5	3.1	4.7	4.5	4.6	5.4	4.7
Investment ratio in relation to sales (without acquisitions)	%	4.6	5.0	4.3	4.3	4.3	5.0	5.8	4.7	5.4	4.7

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10-Year Overview (continued)

		2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Balance sheet¹											
Total assets	EUR millions	1,436.6	1,493.3	1,560.7	1,498.2	1,414.7	1,514.3	1,471.7	1,312.0	1,337.7	1,167.9
Equity	EUR millions	721.4	693.4	705.4	668.6	589.5	629.5	602.4	534.3	483.6	429.8
Equity ratio	%	50.2	46.4	45.2	44.6	41.7	41.6	40.6	40.7	36.2	36.8
Net debt	EUR millions	329.2	345.4	349.8	318.5	338.4	420.8	400.3	344.9	394.2	360.9
Working capital	EUR millions	236.5	230.9	230.4	189.5	160.8	192.5	179.2	158.2	144.5	151.9
Working capital ratio	%	20.5	18.9	18.5	17.4	16.9	17.5	16.5	15.6	16.1	17.1
Cash flow											
from operating activities	EUR millions	137.0	118.9	76.6	108.4	133.5	137.1	130.8	146.0	149.2	128.2
from investing activities	EUR millions	-63.5	-59.8	-44.5	-45.2	-39.1	-57.0	-129.5	-70.8	-133.8	-44.5
from financing activities	EUR millions	-114.1	-57.9	-54.5	-71.1	-81.0	-93.2	31.3	-77.7	49.6	-70.4
Net operating cash flow	EUR millions	105.4	87.3	65.3	99.8	78.3	122.9	124.4	132.9	148.5	134.7
Non financial figures											
Core workforce ¹	Number	6,041	5,994	6,175	6,191	6,635	6,523	6,901	6,115	5,450	5,121
Temporary workers ¹	Number	1,553	2,011	2,532	2,012	2,155	1,998	1,964	1,552	1,214	1,185
Total workforce ¹	Number	7,594	8,005	8,707	8,203	8,790	8,521	8,865	7,667	6,664	6,306
Invention applications ⁵	Number	25	20	21	25	22	22	32	33	n/a	n/a
Accepted customer complaints	Month per P/D ¹⁰	2.8	3.9	3.7	5.1	4.7	6.4	7.0	9.0	8.0	n/a
CO ₂ emissions (Scope 1 and 2) ^{6,7}	t CO ₂ eq	4,171	5,064	4,879	43,449	49,875	54,494	51,018	n/a	n/a	n/a
Share data											
Last price ^{1,8}	EUR	14.94	16.03	17.00	33.88	41.90	38.00	43.20	56.00	40.60	51.20
Market capitalization ^{1,8}	EUR millions	476	511	542	1,079	1,334	1,211	1,376	1,783	1,292	1,630
Dividend ⁹	EUR	0.40	0.45	0.55	0.75	0.70	0.04	1.10	1.05	0.95	0.90
Payout ratio ⁹	%	31.2	32.7	31.3	33.0	91.7	1.5	30.5	31.9	32.0	32.3
Price-earnings ratio at year end		32.5	18.4	13.8	19.3	232.7	20.8	15.0	14.9	17.0	22.1
Number of shares issued		31,862,400	31,862,400	31,862,400	31,862,400	31,862,400	31,862,400	31,862,400	31,862,400	31,862,400	31,862,400

1. Figures as of balance sheet date Dec 31.

2. Since 2020: Adjusted exclusively for certain expenses related to realized acquisitions; Details regarding the adjustments can be found in the corresponding Annual Reports.

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

4. Up to and including 2019 in relation to sales of the former EJT sales channel, since 2020 in relation to total sales.

5. The number of invention disclosures has served as a key figure for measuring the Group's innovative capacity since mid-2016, replacing the number of new patent applications, which had become less meaningful due to the change in patent strategy. No comparative figures are available for previous years.

6. The CO₂ emissions for the target value are reported in accordance with the GHG Protocol (market-based, Scope 1 and Scope 2). Scope 1 includes only emissions from natural gas and liquid gas and Scope 2 emissions from purchased electricity and district heating. When recording emissions, only emissions relating to the production sites are taken into account. Since January 2022, NORMA Group has purchased electricity from renewable energy sources at all production sites. NORMA Group purchases "Energy Attribute Certificates" for this purpose. These are also included in the target value.

7. The methodology described in footnote 6 was used in the management system until the end of 2024 based on the forecast for CO₂ emissions of "below 9,600 tons of CO₂ equivalents" issued in fiscal year 2024. The change in the calculation basis in connection with the first-time application of the European Sustainability Reporting Standards (ESRS) will be included in the 2025 Annual Report. As a result, emissions from the greenhouse gas balance in accordance with the Greenhouse Gas (GHG) Protocol initiative will be reported in future annual reports in the management system in the Scope 1 to Scope 3 categories for all locations worldwide.

8. Xetra price.

9. Subject to approval by the Annual General Meeting.

10. Accepted customer complaints per month per production/distribution location.