

2023 FINANCIAL FIGURES

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Financial figures		T001		
		2023	2022	Change in % ⁴
Order situation				
Order book ¹	EUR million	530,0	569,6	-7,0
Income statement				
Revenue	EUR million	1,222.8	1,243.0	-1.6
Cost of materials ratio	%	45.0	48.0	n/a
Personnel cost ratio	%	26.3	24.9	n/a
Adjusted EBITA ²	EUR million	101.7	106.9	-4.8
Adjusted EBITA margin ²	%	8.3	8.6	n/a
EBITA	EUR million	100.7	105.6	-4.6
EBITA margin	%	8.2	8.5	n/a
Adjusted EBIT ²	EUR million	97.5	99.0	-1.5
Adjusted EBIT margin ²	%	8.0	8.0	n/a
EBIT	EUR million	76.1	76.5	-0.5
EBIT margin	%	6.2	6.2	n/a
Financial result	EUR million	-22.7	-12.6	n/a
Adjusted tax rate	%	41.3	35.2	n/a
Adjusted profit for the period ²	EUR million	43.9	56.0	-21.6
Adjusted earnings per share ²	EUR	1.37	1.75	-21.6
Profit for the period	EUR million	27.9	39.2	-28.7
Earnings per share	EUR	0.87	1.23	-29.3
NORMA Value Added (NOVA)	EUR million	-43.6	-27.1	n/a
Return on Capital Employed (ROCE) ³	%	9.3	9.7	n/a
Balance sheet¹				
Total assets	EUR million	1,493.3	1,560.7	-4.3
Equity	EUR million	693.4	705.4	-1.7
Equity ratio	%	46.4	45.2	n/a
Net debt	EUR million	345.4	349.8	-1.2
Cash flow				
Cash flow from operating activities	EUR million	118.9	76.6	55.2
Cash flow from investing activities	EUR million	-59.8	-44.5	n/a
Cash flow from financing activities	EUR million	-57.9	-54.5	n/a
Net operating cash flow	EUR million	87.3	65.3	33.7

¹Figures as at balance sheet date Dec 31.

²Adjusted for effects from purchase price allocations.

³Adjusted EBIT in relation to the average capital employed.

⁴The percentage change is based on unrounded absolute figures.

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Non-financial figures		2023	2022	Change in % ⁴
General information				
Core workforce ¹	number	5,994	6,175	-2.9
Temporary workers ¹	number	2,011	2,532	-20.6
Total workforce ¹	number	8,005	8,707	-8.1
Invention applications	number	20	21	-4.8
Governance / Integrity				
Number of employees who were trained on compliance topics online		1,264	2,080	-39.2
Defective parts	PPM (parts per million)	2.2	2.9	-24.1
Customer complaints	average per month per entity	3.9	3.7	5.4
Environment				
CO ₂ emissions (Scope 1 and 2) ⁵	t CO ₂ e	5,064 ⁵	4,879 ⁵	3.8
Energy consumption (specified)	kWh / EUR thousand of revenue	102.3	101.8	0.6
Water consumption (specified)	liter / EUR thousand of revenue	139.6	131.6	6.0
Hazardous waste	kg / EUR thousand of revenue	0.68	0.61	11.5
Non-hazardous waste	kg / EUR thousand of revenue	9.29	9.65	-3.7
Share of manufacturing locations certified according to ISO 14001	%	92.0	92.6	n/a
Social				
Accident rate	accidents / 1,000 employees	4.0	4.2	-4.0
Share of manufacturing locations certified according to ISO 45001	%	92.0	88.9	n/a
Training hours	average hours per employee	29.1	38.7	-24.8
Share of female employees in core workforce	%	35.9	36.9	n/a
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 2023 ²	EUR	26.72		
Lowest price 2023 ²	EUR	14.78		
Closing price ^{1, 2}	EUR	16.03		
Market capitalization ¹	EUR million	511		
Dividend ³	EUR	0.45		
Payout ratio ³	%	32.7		
Number of shares issued		31,862,400		

¹Figures as at balance sheet date Dec 31.

²Xetra price.

³Subject to approval by the Annual General Meeting.

⁴The percentage change is based on unrounded absolute figures.

⁵Based on GHG Protocol (market-based, Scope 1 and Scope 2; only production sites; EAC certificates taken into account since 2022). Further information can be found at [CR-REPORT](#).