KEY FIGURES

	2024	2023	2022	2021	2020
	€ million	**€ million**	**€ million**	**€ million**	**€ million**
Revenue*	**3,913.9**	4,059.0	4,341.9	3,675.1	2,907.7
Recurring EBITDA*	**550.4**	619.5	728.2	674.4	461.1
% of revenue	**14.1%**	15.3%	16.8%	18.3%	15.9%
Recurring EBIT*	**342.3**	441.6	573.4	537.2	315.5
% of revenue	**8.7%**	10.9%	13.2%	14.6%	10.9%
EBIT*	**221.6**	421.2	560.9	612.4	330.6
% of revenue	**5.7%**	10.4%	12.9%	16.7%	11.4%
Net profit (Group share)*	**108.4**	322.2	369.4	397.8	198.5
Recurring net profit (Group share)	**238.7**	284.8	374.2	362.5	199.4
Capital expenditure* (including leasing)	**405.8**	420.7	390.6	175.5	148.7
% of depreciation and amortisation	**196%**	237%	253%	129%	103%
% of Recurring EBITDA	**74%**	68%	54%	26%	32%
Total equity	**2,470**	2,398	2,230	1,924	1,413
Net financial debt*	**969**	754	742	99	438
Return on capital employed*	**5.7%**	11.3%	16.4%	21.5%	12.9%
Return on equity (Group share)*	**4.5%**	14.0%	17.8%	23.9%	14.1%
Average number of employees	**15,945**	15,857	15,212	14,442	14,473
	2024	2023	2022	2021	2020
	€ million	€ million	€ million	€ million	€ million
Earnings					
Basic	**1.39**	4.10	4.69	5.06	2.54
Diluted	**1.39**	4.10	4.69	5.06	2.54
Gross dividend	**0.9460**	0.9460	0.860	0.782	0.658
Net dividend	**0.6622**	0.6622	0.602	0.5474	0.4606
Payout ratio*	**68.1%**	23.1%	18.3%	15.5%	26.0%
Recurring net profit payout ratio*	**30.9%**	26.1%	18.1%	16.9%	25.8%
Outstanding shares at 31 December (net of treasury shares)	**78,055,384**	**78,094,084**	78,685,288	78,681,987	78,270,500

* Definitions of these terms can be found in the glossary