



Indicators & Progress

	2016	2017	2018	2019	2020
Economic indicators					
Sales in million euros	18.714	20.029	19.899	20.114	19.250
Adjusted ¹ operating profit (EBIT) in million euros	3.172	3.461	3.496	3.220	2.579
Adjusted ¹ return of sales (EBIT) in percent	16,9	17,3	17,6	16,0	13,4
Adjusted ¹ earnings per preferred share (EPS) in euros	5,36	5,85	6,01	5,43	4,26
Dividend per ordinary share in euros	1,60	1,77	1,83	1,83 ²	1,83 ²
Dividend per preferred share in euros	1,62	1,79	1,85	1,85 ²	1,85 ²

Environmental indicators					
Amount of production in thousand metric tons	8.419	9.390	9.057	9.532	9.486
Energy consumption in thousand megawatt hours	2.377	2.541	2.500	2.470	2.410
Carbon dioxide emissions in thousand metric tons ³	669	709	682	665	535
Water consumption in thousand cubic meters	7.822	8.654	8.359	8.324	8.231
Waste for recycling and disposal in thousands metric tons ⁴	120	123	124	111	103

Employee indicators					
Employees ⁵ (as of December 31)	51.350	53.700	53.000	52.450	52.950
Proportion of female employees in percent	33,1	34,3	34,4	35,5	36,1
Proportion of female employees in management positions in percent	34,3	34,5	34,7	35,7	36,9
Average number of training days per employee ⁶	1,6	1,8	1,7	1,8	1,5
Participation in employee share program in percent	30,7	31,4	31,5	30,2	29,6
Occupational accidents per million hours worked	1,0	1,1	1,0	0,7	0,6

Social indicators					
Donations in million euros (financial and product donations, not counting paid time off from work)	7.814	8.037	8.304	8.096	29.992 ⁷
Number of projects supported	2.051	2.124	2.032	2.044	2.655 ⁸

¹ Adjusted for one-time charges/gains and restructuring expenses.

² Proposal to shareholders for the Annual General Meeting on April 16, 2021.

³ Emissions are calculated using the market-based method in accordance with the Greenhouse Gas (GHG) Protocol.

⁴ This figure includes material and thermal recovery. We have removed the share of construction and demolition waste from our footprint and shown it separately, as the presence or absence of some larger construction projects have a significant effect on our waste footprint. This has enabled us to show the performance of our sites and our progress more transparently.

⁵ Basis: permanent staff excluding trainees. Figures have been rounded.

⁶ Our employees have many different development opportunities. In addition to traditional training courses and in-person seminars, they also include eLearning modules and on-the-job training.

⁷ The total amount of donations was significantly higher in 2020 versus the prior year. This is attributable to our contribution to the fight against the global COVID-19 pandemic.

⁸ The number of projects supported was above the prior-year level. Due to the special circumstances, employee projects required fewer days off from work in 2020 than in the prior year. Generally speaking, employees may request up to five days off from work per year for volunteer activities.