Financial Metrics, FY2024

Complementary financial layer for the ESRS S1 workforce-disclosure thesis (50 STOXX Europe 600 companies).

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Why this file exists

Orbis was not available, so the financial figures are taken directly from each company's own audited 2024 consolidated financial statements (annual reports / registration documents / Form 20-F). This keeps the data primary and auditable: every figure carries the page it was read from (see the data sheet).

Year basis

All companies use financial year 2024, the first mandatory ESRS S1 year and the same year as the disclosure scores, so the two layers line up. A few companies have non-December year-ends (their FY2024), noted per row: Tesco (to Feb 2024), 3i Group / Experian (to Mar 2024), Ashtead (to Apr 2024), Infineon (to Sep 2024).

Definitions

Labour cost	Personnel / staff costs (employee benefit expense): wages, salaries, social security and pension cost.
Total costs	Revenue minus operating profit (EBIT). A uniform proxy for total operating expenses, recomputable from any income statement.
Labour-cost share	Labour cost divided by total costs. Shown only for non-financial companies (see caveat).
EUR figures	Native amounts converted at the ECB euro reference rate of 31 December 2024 (table below).

Financial-sector caveat

Banks, insurers and investment holdings (14 companies, flagged 'Yes') do not have a comparable 'total costs' base, so the labour-cost share is left blank for them. Their total assets, equity and net profit are still reported.

ECB euro reference rates, 31 December 2024 (1 EUR = X)

Currency	Units per 1 EUR
EUR	1
USD	1.0389
GBP	0.82918
CHF	0.9412
SEK	11.459
DKK	7.4578

Source: European Central Bank, euro foreign exchange reference rates, 31 December 2024.

#	Company	Country	Sector	Financial sector?	Reporting ccy	Revenue (m)	Operating profit (m)	Total costs (m)	Labour cost (m)	Labour-cost share %	Net profit (m)	Total assets (m)	Total equity (m)	Total assets (EUR m)	Total equity (EUR m)	Net profit (EUR m)	Revenue (EUR m)	Source pages
1	Amadeus IT Group	Spain	Technology & Information Services	No	EUR	6,141.7	1,413.9	4,727.8	1,934.9	40.9%	1,252.7	11,784.3	5,063.6	11,784.3	5,063.6	1,252.7	6,141.7	operating income p116; profit for the year and personnel p13; total assets p128
2	Legrand	France	Industrials & Materials	No	EUR	8,648.9	1,642.7	7,006.2	2,049.0	29.2%	1,168.9	16,075.0	7,548.0	16,075.0	7,548.0	1,168.9	8,648.9	income statement p362; balance sheet p364-365; personnel note p378
3	Saint-Gobain	France	Industrials & Materials	No	EUR	46,571.0	5,304.0	41,267.0	9,471.0	23	2,934.0	61,718.0	25,648.0	61,718.0	25,648.0	2,934.0	46,571.0	income statement and balance sheet p378-379
4	Alcon	Switzerland	Healthcare & Pharmaceuticals	No	USD	9,836.0	1,413.0	8,423.0			1,018.0	30,347.0	21,553.0	29,210.7	20,746.0	979.9	9,467.7	FY2024 Form 20-F, consolidated financial statements (iXBRL)
5	Assicurazioni Generali	Italy	Financials & Insurance	Yes	EUR						4,167.0	538,647.0	30,389.0	538,647.0	30,389.0	4,167.0		balance sheet p221; shareholders' equity p348; net result p30
6	Deutsche Post DHL	Germany	Industrials & Materials	No	EUR	84,316.0	6,773.0	77,543.0	25,725.0	33.2%	3,569.0	66,830.0	22,888.0	66,830.0	22,888.0	3,569.0	84,316.0	income statement p182; net profit p37; balance sheet p181
7	Engie	France	Energy, Utilities & Resources	No	EUR	73,812.0	10,341.0	63,471.0	8,623.0	13.6%	4,106.0	189,544.0	41,458.0	189,544.0	41,458.0	4,106.0	73,812.0	income statement p327; net income p331; total equity p335; total assets p340; personnel note p373
8	3i Group	United Kingdom	Financials & Insurance	Yes	GBP						3,836.0	22,452.0	20,170.0	27,077.4	24,325.2	4,626.3		balance sheet p79; profit for the year p78
9	Atlas Copco	Sweden	Industrials & Materials	No	SEK	176,771.0	38,166.0	138,605.0	46,261.0	33.4%	29,794.0	208,538.0	113,760.0	18,198.6	9,927.6	2,600.1	15,426.4	income statement p103; balance sheet p104; personnel note p119
10	Swiss Re	Switzerland	Financials & Insurance	Yes	USD						3,200.0	133,861.0	22,539.0	128,848.8	21,695.1	3,080.2		balance sheet p33; consolidated income statement
11	Adidas	Germany	Consumer Goods & Retail	No	EUR	23,683.0	1,337.0	22,346.0	3,184.0	14.2%	824.0	20,655.0	5,867.0	20,655.0	5,867.0	824.0	23,683.0	income statement p361; balance sheet p359-360; net income p86; personnel note p437
12	Deutsche Bank	Germany	Financials & Insurance	Yes	EUR						3,500.0	1,387,177.0	79,432.0	1,387,177.0	79,432.0	3,500.0		balance sheet p65; net profit p51; consolidated income statement
13	Ferrari	Italy	Mobility & Defence	No	EUR	6,676.7	1,887.8	4,788.9	626.3	13.1	1,525.9	9,497.1	3,543.2	9,497.1	3,543.2	1,525.9	6,676.7	income statement p333; balance sheet p335
14	Adyen	Netherlands	Financials & Insurance	Yes	EUR						925.2	11,425.3	4,231.5	11,425.3	4,231.5	925.2		total assets p178; total equity p194; net income p193
15	Anglo American	United Kingdom	Energy, Utilities & Resources	No	USD	27,354.0	5,012.0	22,342.0	3,259.0	14.6%	-3,068.0	64,866.0	28,533.0	62,437.2	27,464.6	-2,953.1	26,329.8	income statement p236; balance sheet p237; operating profit p240; result attributable p241

#	Company	Country	Sector	Financial sector?	Reporting ccy	Revenue (m)	Operating profit (m)	Total costs (m)	Labour cost (m)	Labour-cost share %	Net profit (m)	Total assets (m)	Total equity (m)	Total assets (EUR m)	Total equity (EUR m)	Net profit (EUR m)	Revenue (EUR m)	Source pages
16	Danone	France	Consumer Goods & Retail	No	EUR	27,619.0	2,042.0	25,577.0	4,337.0	17.0%	881.0	44,486.0	16,176.0	44,486.0	16,176.0	881.0	27,619.0	income statement p57; balance sheet p78-79; personnel note p106
17	Mercedes-Benz Group	Germany	Mobility & Defence	No	EUR	145,594.0	13,599.0	131,995.0	17,301.0	13.1%	10,409.0	265,010.0	93,630.0	265,010.0	93,630.0	10,409.0	145,594.0	income statement p290; total assets p70; total equity p293; personnel note p331
18	Stellantis	Italy	Mobility & Defence	No	EUR	156,878.0	3,687.0	153,191.0	17,100.0	11.2%	5,520.0	207,607.0	82,115.0	207,607.0	82,115.0	5,520.0	156,878.0	income statement p281; balance sheet p283; personnel note p322
19	Tesco	United Kingdom	Consumer Goods & Retail	No	GBP	68,187.0	2,821.0	65,366.0	8,161.0	12.5%	1,192.0	47,039.0	11,665.0	56,729.5	14,068.1	1,437.6	82,234.3	income statement p131; balance sheet p133; staff costs note p147
20	Eni	Italy	Energy, Utilities & Resources	No	EUR	88,797.0	5,238.0	83,559.0	3,262.0	3.9%	2,764.0	146,939.0	55,648.0	146,939.0	55,648.0	2,764.0	88,797.0	income statement p95; balance sheet p280; payroll note p99
21	Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	Yes	EUR						10,054.0	772,402.0	60,000.0	772,402.0	60,000.0	10,054.0		balance sheet p468; total equity p470; net attributable profit p474
22	Glencore	United Kingdom	Energy, Utilities & Resources	No	USD	230,944.0			6,429.0		-1,634.0	130,460.0	35,660.0	125,575.1	34,324.8	-1,572.8	222,296.7	income statement p161; balance sheet p163; result for the year p166; personnel note p225
23	Haleon	United Kingdom	Healthcare & Pharmaceuticals	No	GBP	11,233.0	2,206.0	9,027.0	2,170.0	24.0%	1,442.0	34,310.0	16,220.0	41,378.2	19,561.5	1,739.1	13,547.1	income statement p118; balance sheet p120; employee costs note p131
24	NatWest Group	United Kingdom	Financials & Insurance	Yes	GBP	14,703.0					4,811.0	708,000.0	39,378.0	853,855.6	47,490.3	5,802.1	17,732.0	balance sheet p71/p74; profit for the year p73; total income p71
25	Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	No	GBP	14,169.0	2,425.0	11,744.0	2,446.0	20.8%	1,428.0	25,298.0	6,720.0	30,509.7	8,104.4	1,722.2	17,088.0	income statement p157; balance sheet p158/p186; staff costs note p170
26	Rheinmetall	Germany	Mobility & Defence	No	EUR	9,751.0	1,345.0	8,406.0	2,373.0	28.2%	808.0	14,344.0	4,465.0	14,344.0	4,465.0	808.0	9,751.0	income statement and balance sheet p188-189; total equity p56; earnings after taxes p53
27	Sika	Switzerland	Industrials & Materials	No	CHF	11,763.1	1,713.9	10,049.2	2,143.6	21.3%	1,247.6	15,977.2	7,046.8	16,975.4	7,487.0	1,325.5	12,498.0	consolidated income statement p209; balance sheet p211
28	Ahold Delhaize	Netherlands	Consumer Goods & Retail	No	EUR	89,356.0	2,784.0	86,572.0	13,089.0	15.1	1,764.0	51,842.0	15,454.0	51,842.0	15,454.0	1,764.0	89,356.0	income statement p3; net sales p16; total assets p5; equity p79
29	Deutsche Börse	Germany	Financials & Insurance	Yes	EUR						1,948.5	222,111.7	10,770.5	222,111.7	10,770.5	1,948.5		total assets p180; net profit p45; shareholders' equity p181

#	Company	Country	Sector	Financial sector?	Reporting ccy	Revenue (m)	Operating profit (m)	Total costs (m)	Labour cost (m)	Labour-cost share %	Net profit (m)	Total assets (m)	Total equity (m)	Total assets (EUR m)	Total equity (EUR m)	Net profit (EUR m)	Revenue (EUR m)	Source pages
30	Lloyds Banking Group	United Kingdom	Financials & Insurance	Yes	GBP	17,117.0					4,477.0	906,697.0	45,888.0	1,093,486.3	55,341.4	5,399.3	20,643.3	balance sheet p67; total income p66; profit for the year p216
31	Siemens Energy	Germany	Energy, Utilities & Resources	No	EUR	34,465.0	2,125.0	32,340.0	9,680.0	29.9	1,335.0	50,874.0	9,364.0	50,874.0	9,364.0	1,335.0	34,465.0	income statement p87; total assets p89; total equity p26; personnel note p129
32	E.ON	Germany	Energy, Utilities & Resources	No	EUR	80,119.0	8,332.0	71,787.0	6,534.0	9.1	5,562.0	111,361.0	17,841.0	111,361.0	17,841.0	5,562.0	80,119.0	income statement p133; balance sheet p136
33	ING Group	Netherlands	Financials & Insurance	Yes	EUR	22,615.0					6,392.0	1,026,500.0	51,309.0	1,026,500.0	51,309.0	6,392.0	22,615.0	balance sheet p134/p225; net result p228; total income p28
34	BAE Systems	United Kingdom	Mobility & Defence	No	GBP	28,335.0	2,685.0	25,650.0	9,252.0	36.1%	2,150.0	38,142.0	11,777.0	45,999.7	14,203.2	2,592.9	34,172.3	income statement p36; balance sheet p151; staff costs note p161
35	Givaudan	Switzerland	Industrials & Materials	No	CHF	7,412.0	1,394.0	6,018.0	1,526.0	25.4%	1,090.0	12,099.0	4,578.0	12,854.9	4,864.0	1,158.1	7,875.1	income statement p54; balance sheet p55; employee benefits note p80
36	Lonza	Switzerland	Healthcare & Pharmaceuticals	No	CHF	6,574.0	964.0	5,610.0	2,359.0	42	637.0	19,733.0	9,388.0	20,965.8	9,974.5	676.8	6,984.7	balance sheet p33; income statement p34
37	Volvo Group	Sweden	Mobility & Defence	No	SEK	526,816.0	66,611.0	460,205.0	79,177.0	17.2%	50,389.0	714,564.0	197,361.0	62,358.3	17,223.2	4,397.3	45,974.0	income statement p108; balance sheet p40-41; personnel note p27
38	Nordea Bank	Finland	Financials & Insurance	Yes	EUR						5,059.0	623,355.0	32,436.0	623,355.0	32,436.0	5,059.0		balance sheet p42; total equity p200; net profit p42
39	Ashtead Group	United Kingdom	Industrials & Materials	No	USD	10,791.7	2,654.0	8,137.7	2,462.9	30.3	1,598.4	21,651.3	7,084.6	20,840.6	6,819.3	1,538.6	10,387.6	consolidated statements p130-131 (FY2024 comparative column)
40	BASF	Germany	Industrials & Materials	No	EUR	65,260.0	2,033.0	63,227.0	11,241.0	17.8%	1,298.0	80,415.0	35,599.0	80,415.0	35,599.0	1,298.0	65,260.0	income statement p329; total assets p54; total equity p332; personnel note p435
41	Experian	United Kingdom	Technology & Information Services	No	USD	7,097.0	1,694.0	5,403.0	2,493.0	46.1%	1,203.0	11,712.0	4,669.0	11,273.5	4,494.2	1,158.0	6,831.3	income statement p176; balance sheet p178; profit for the year p177
42	Infineon Technologies	Germany	Technology & Information Services	No	EUR	14,955.0	2,190.0	12,765.0	4,612.0	36.1	1,301.0	28,639.0	17,219.0	28,639.0	17,219.0	1,301.0	14,955.0	income statement p91; balance sheet p93
43	Wolters Kluwer	Netherlands	Technology & Information Services	No	EUR	5,916.0	1,441.0	4,475.0	2,151.0	48.1	1,079.0	9,498.0	1,545.0	9,498.0	1,545.0	1,079.0	5,916.0	income statement p156; balance sheet p158; employee benefits note p175
44	Barclays	United Kingdom	Financials & Insurance	Yes	GBP	26,788.0					6,307.0	1,518,200.0	72,481.0	1,830,965.5	87,412.9	7,606.3	32,306.6	balance sheet p404/p37; profit attributable p373; total income p37

#	Company	Country	Sector	Financial sector?	Reporting ccy	Revenue (m)	Operating profit (m)	Total costs (m)	Labour cost (m)	Labour-cost share %	Net profit (m)	Total assets (m)	Total equity (m)	Total assets (EUR m)	Total equity (EUR m)	Net profit (EUR m)	Revenue (EUR m)	Source pages
45	Assa Abloy	Sweden	Industrials & Materials	No	SEK	150,162.0	24,275.0	125,887.0	45,184.0	35.9%	15,621.0	223,605.0	107,080.0	19,513.5	9,344.6	1,363.2	13,104.3	income statement p114; balance sheet p118; personnel note p113
46	Argenx	Belgium	Healthcare & Pharmaceuticals	No	USD	2,252.0	-21.7	2,273.7	735.9	32.4	833.0	5,502.8	5,498.3	5,296.8	5,292.4	801.8	2,167.7	balance sheet p286; consolidated income statement
47	Capgemini	France	Technology & Information Services	No	EUR	22,096.0	2,356.0	19,740.0	15,341.0	77.7%	1,677.0	25,660.0	11,797.0	25,660.0	11,797.0	1,677.0	22,096.0	income statement p3; balance sheet p5; personnel note p16
48	DSV	Denmark	Industrials & Materials	No	DKK	167,106.0	16,096.0	151,010.0	16,491.0	10.9%	10,175.0	236,545.0	114,503.0	31,717.8	15,353.5	1,364.3	22,406.9	income statement p88; balance sheet p90
49	Investor AB	Sweden	Financials & Insurance	Yes	SEK						106,074.0	952,090.0	819,752.0	83,086.7	71,537.8	9,256.8		balance sheet p99; net profit p108
50	Partners Group	Switzerland	Financials & Insurance	Yes	CHF						1,127.7	5,683.3	1,916.3	6,038.4	2,036.0	1,198.2		balance sheet p41/p109; profit for the period p39

Country	Companies	Mean labour-cost share % (non-fin)	Total assets (EUR m)	Total equity (EUR m)	Net profit (EUR m)
Belgium	1	32.4%	5,297	5,292	802
Denmark	1	10.9%	31,718	15,354	1,364
Finland	1		623,355	32,436	5,059
France	5	32.1%	337,483	102,627	10,767
Germany	10	22.7%	2,247,417	297,076	30,555
Italy	4	9.4%	902,690	171,695	13,977
Netherlands	4	31.6%	1,099,265	72,540	10,160
Spain	2	40.9%	784,186	65,064	11,307
Sweden	4	28.8%	183,157	108,033	17,617
Switzerland	6	29.6%	214,894	66,803	8,419
United Kingdom	12	26.3%	4,200,128	343,610	29,096
TOTAL / mean	**0**	**25.8%**	**0**	**0**	**0**