

OPERATING AND STRATEGIC HIGHLIGHTS

PROFITABILITY

NET REVENUE

€662.6m

decreased by 3.1%

OPERATING PROFIT

€103.2m

before exceptional items down 10.3%

OPERATING MARGIN

15.6%

before exceptional items down 1.2 ppts on prior year

ADJUSTED DILUTED EARNINGS PER SHARE

24.2 cent

per share down 11%

CASH

FREE CASH FLOW CONVERSION

103.1%

before exceptional items an increase of 41.8 ppts on prior year

NET DEBT

€163.0m

at the year-end giving a leverage ratio of net debt: EBITDA of 1.3x

SHAREHOLDER RETURN

PROPOSED FINAL DIVIDEND

8.92 cent

per share an increase of 27.4% delivering 18.7% growth in full year dividend to 13.65 cent per share

SHARE BUYBACK

€76.6m

€100m expected to be complete by July 2016