

Oil & Gas Industry Operating Benchmarks

Operational and market capitalization data for 223
Oil & Gas companies

Version 2025.1.1

2-Dec-2025



Version

VERSION	DATE	NOTES
2021.1.1	04.01.21	Initial version, dated 04.01.21
2021.2.1	06.25.21	Updated financial and market cap data for 06.25.21. Removed companies that merged or were taken private.
2021.3.1	11.30.21	Updated financial and market cap data for 11.30.21. Removed companies that merged or were taken private.
2022.1.1	01.01.22	Updated financial and market cap data for 01.01.22. Added companies and removed those that merged or were taken private.
2022.2.1	05.16.22	Updated financial and market cap data for 05.16.22. Added companies and removed those that merged or were taken private.
2022.2.2	10.07.22	Updated financial and market cap data for 10.07.22. Added companies and removed those that merged or were taken private.
2023.1.1	12.01.23	Updated financial and market cap data for 12.01.23. Added companies and removed those that merged or were taken private.
2025.1.1	12.02.25	Updated financial and market cap data for 12.02.25. Added companies and removed those that merged or were taken private.

Versioning convention: This document is versioned as follows: **YYYY.N.n**, where **YYYY** is the year, **N** is the major release number, and **n** is the minor release number. A major release includes one or more of the following: the number of companies changes; reports and analyses change; financial and market cap information are updated, and a new date is attached to the report. A minor fixes errors, including data errors, formatting errors, and inconsistencies.

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2025 Oil & Gas Industry Report: Key Takeaways

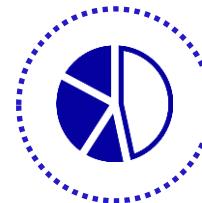
- The Oil & Gas industry 3-year CAGR is 11.5% (overall dollars growth). The average company 3-year CAGR is 12.1%.
- The average Oil & Gas company has gross margins of 22.8% , invests 5.9% of revenue in selling, general, and administrative expense, 0.7% in research and development, and generates 16.0% operating margin, 30.8% EBITDA margin, 7.3% free cash flow, and 8.1% return on invested capital.
- The Oil & Gas company average inventory turns is 51.6. The median is 13.5. The difference between the average and the median indicates a few outliers raise the average. The median is more in line with the industry operational structure.
- The average Oil & Gas company has 130.4% PP&E, and 13.5% in goodwill, and intangibles, all as a percentage of revenue. Goodwill and intangibles are a proxy for mergers and acquisitions; based on this measure, Oil & Gas is among the lowest industries in mergers and acquisitions. While many industries exhibit characteristics of the “intangibles economy,” Oil & Gas is still among the most asset intensive industries.
- Oil & Gas has been heavily impacted by the pandemic, with demand dropping off significantly throughout 2020; trailing twelve months (TTM) results reflect this demand trough, with profitability, cash flow and return on investment metrics all at multi-year lows.
- Oil & Gas companies with higher inventory turns tend to have significantly lower market cap multiples than companies with lower inventory turns. This is an indication that inventory turns is a poor indicator of company market performance. (Note: controlling for gross margin yields the same conclusion).
- Oil & Gas companies with higher gross margins have significantly higher market cap multiples. The same is not true for profitability and return on investment; however, this may be a temporary phenomenon caused by the impact of the pandemic.
- Historical analysis (using aggregate data and ratios) indicates the operational structure is essentially the same as it was a decade ago. This includes similar gross margins, operating margins, asset intensity, inventory turns, and cash flows. This indicates the industry has a certain physical setpoint and that there are individual winners and losers around that setpoint, but that the overall industry is not operationally performing better than it was a decade ago.
- Individual operational measures are poor statistical predictors of market cap multiple. Quartile analysis was performed to contrast the operational characteristics of market cap multiple leaders with others.
- Market cap multiple leaders have cap multiples that are 2.4X average and 14.7X laggards. Leaders have significantly higher gross margins, but do not lead in profitability or return on investment; this may be a temporary phenomenon caused by the impact of the pandemic.
- From a supply chain management perspective, data in this report supports the thesis that market leaders run their supply chains with more of a profit center mentality than a cost center mentality, which has historically been the case. This further suggests supply chain management has evolved to a sophisticated multivariate decision science, rather than a unidimensional cost management function.

Data Set

Information on the companies and the data set used in the analysis.



Data Set



COMPANIES

The data set includes 223 publicly-traded Oil & Gas companies.

223



REVENUE

Aggregate revenue for companies in the data set is \$4.8 trillion for the latest reporting fiscal year as of the date on the cover of this report.

\$4.8T



MARKET CAPITALIZATION

Aggregate market cap for companies in the data set is \$4.3 trillion as of date on the cover of this report.

\$4.3T

Notes:

1. Unless otherwise noted, all company financial data are based on trailing twelve months results as of the date on the cover of this report.
2. All market capitalizations are as of the date on the cover of this report.
3. M=million; B=billion; T=trillion.

Data Set

Companies included in this report

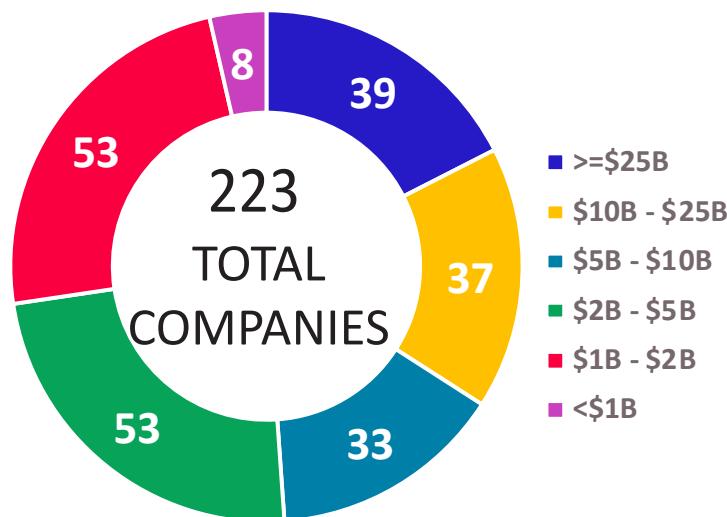


Aker BP ASA	CES Energy Solutions Co	Delek Group Ltd.	Fuji Oil Co., Ltd. /501	Kinetik Holdings, Inc.	Occidental Petroleum Co	ProPetro Holding Corp.	SM Energy Co.	Transocean Ltd.
Aker Solutions ASA	CGN Mining Co. Ltd.	Delek US Holdings, Inc.	Galp Energia SGPS SA	Kodiak Gas Services, In	Oceaneering Internation	PT AKR Corporindo Tbk	South Bow Corp.	Transportadora de Gas d
Alliance Resource Partn	Cheniere Energy Partner	Devon Energy Corp.	Genesis Energy LP	Kosmos Energy Ltd.	Oil Refineries Ltd.	PT Alamtri Resources In	Star Group LP	Tullow Oil Plc
AltaGas Ltd.	Cheniere Energy, Inc.	Diamondback Energy, Inc	Gibson Energy, Inc.	KunLun Energy Co. Ltd.	OMV AG	PT Bukit Asam Tbk	Strathcona Resources Lt	Ultramar Participaões
Ampol Ltd.	Chevron Corp.	Ecopetrol SA	Global Partners LP	Liberty Energy, Inc.	ONEOK, Inc.	PT Bumi Resources Tbk	Subsea 7 SA	United Energy Group Ltd
Antero Midstream Corp.	China Aviation Oil (Sin	Enbridge, Inc.	Halliburton Co.	Magnolia Oil & Gas Corp	ORLEN SA	PT Indo Tambangraya Meg	Suncor Energy, Inc.	Valaris Ltd.
Antero Resources Corp.	China Coal Energy Co.,	ENEOS Holdings, Inc.	Harbour Energy Plc	Marathon Petroleum Corp	Ovintiv, Inc.	PT Medco Energi Interna	Sunoco LP	Valero Energy Corp.
APA Corp.	China Oil & Gas Group L	Enerflex Ltd.	Helix Energy Solutions	Matador Resources Co.	Par Pacific Holdings, I	PTT Exploration & Produ	Talos Energy, Inc.	Vår Energi ASA
ARC Resources Ltd.	China Oilfield Services	Energean Plc	HELLENiQ ENERGY Holding	MODEC, Inc.	Paramount Resources Ltd	PTT Public Co., Ltd.	Tamarack Valley Energy	Venture Global, Inc.
Archer Ltd.	China Petroleum & Chemi	Energy Transfer LP	Helmerich & Payne, Inc.	MOL Hungarian Oil & Gas	Parex Resources, Inc.	Range Resources Corp.	Targa Resources Corp.	Vermilion Energy, Inc.
Archrock, Inc.	China Shenhua Energy Co	Eni SpA	Hess Midstream LP	Motor Oil (Hellas) Cori	Patterson-UTI Energy, I	Repsol SA	TC Energy Corp.	Viridien
Atlas Energy Solutions,	Chord Energy Corp.	EnQuest Plc	HF Sinclair Corp.	MPLX LP	PBF Energy, Inc.	Royal Vopak NV	Technip Energies NV	Vista Energy SAB de CV
Baker Hughes Co.	CIMC Enric Holdings Ltd	Ensign Energy Services,	HighPeak Energy, Inc.	Murphy Oil Corp.	Peabody Energy Corp.	RPC, Inc.	TechnipFMC plc	Vital Energy, Inc.
Banpu Public Co. Ltd.	Civitas Resources, Inc.	Enterprise Products Par	Hunting Plc	Nabors Industries Ltd.	Pembina Pipeline Corp.	Rubis SCA	Teekay Corp. Ltd.	Weatherford Internation
Baytex Energy Corp.	CNX Resources Corp.	EOG Resources, Inc.	Icahn Enterprises LP	National Atomic Company	Permian Resources Corp.	Saipem SpA	Teekay Tankers Ltd.	Western Midstream Partn
Beach Energy Ltd.	Comstock Resources, Inc	EQT Corp.	Idemitsu Kosan Co., Ltd	National Energy Service	PetroChina Co., Ltd.	Santos Ltd.	Tenaris SA	Whitecap Resources, Inc
Borr Drilling Ltd.	ConocoPhillips	Equinor ASA	Imperial Oil Ltd.	National Fuel Gas Co.	Petróleo Brasileiro SA	SBM Offshore NV	TGS ASA	Whitehaven Coal Ltd.
BP Plc	Core Natural Resources,	Expand Energy Corp.	INPEX Corp.	Neste Corp.	Petronas Dagangan Bhd.	Scorpio Tankers, Inc.	Thai Oil Public Co. Ltd	Woodside Energy Group L
Bristow Group, Inc.	Cosan SA	Expro Group Holdings NV	IRPC Public Co., Ltd.	New Fortress Energy, In	Petronas Gas Bhd.	Seadrill Ltd.	The Williams Cos., Inc.	World Kinect Corp.
Cactus, Inc.	Cosmo Energy Holdings C	Exxaro Resources Ltd.	Itochu Enex Co., Ltd.	New Hope Corp. Ltd.	Phillips 66	Select Water Solutions,	Thungela Resources Ltd.	Worley Ltd.
Calfrac Well Services L	Coterra Energy, Inc.	Exxon Mobil Corp.	Japan Petroleum Explora	NGL Energy Partners LP	Plains All American Pip	Seplat Energy Plc	Tidewater Midstream And	Yancoal Australia Ltd.
California Resources Co	Crescent Energy Co.	Ferrellgas Partners LP	Jastrzebska Spółka Wegl	Noble Corp. Plc	Plains GP Holdings LP	Shell Plc	Tidewater, Inc.	Yankuang Energy Group C
Cameco Corp.	CrossAmerica Partners L	Frontera Energy Corp.	John Wood Group Plc	Northern Oil & Gas, Inc	Precision Drilling Corp	Sinopec Oilfield Servic	TORM Plc	YPF SA
Canadian Natural Resour	CVR Energy, Inc.	Frontline Plc	Keyera Corp.	NOV, Inc.	PRIO SA	Sinopec Shanghai Petroc	TotalEnergies SE	
Cenovus Energy, Inc.	DCC Plc	Fugro NV	Kinder Morgan, Inc.	NWF Group Plc	ProFrac Holding Corp.	SLB Ltd.	Tourmaline Oil Corp.	

Data Set

Company distribution

BY ANNUAL REVENUE

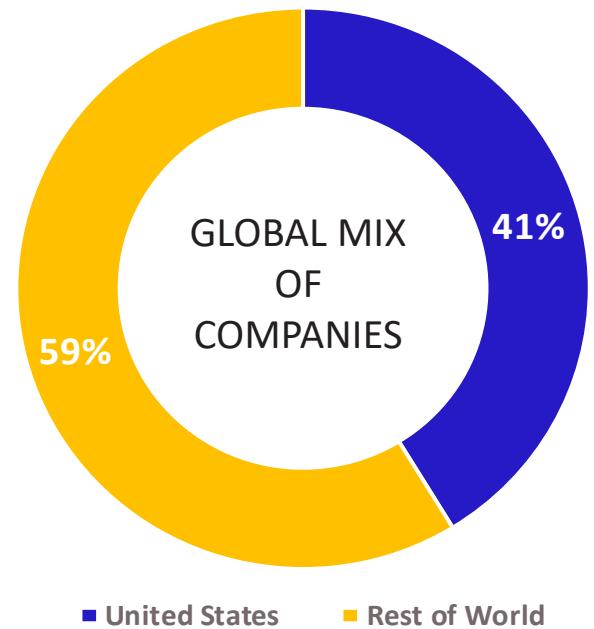


MEDIAN REVENUE = **\$4,784M**

BY SUB-INDUSTRY



GEOGRAPHIC REGION



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Data Set

Index of key metrics included in this report

This report provides analysis of the following variables (and derivatives) for trailing twelve months (TTM) results and for the past ten years.

OPERATIONS	ASSETS	CASH FLOW	ROI	VALUATION
REVENUE	TOTAL ASSETS	OPERATING CASH FLOW	RETURN ON ASSETS (ROA)	MARKET CAPITALIZATION
GROWTH RATE	CASH AND CASH EQUIVALENTS	FREE CASH FLOW	RETURN ON INVESTED CAPITAL (ROIC)	ENTERPRISE VALUE (EV)
GROSS MARGIN	DEBT AND DEBT RATIOS	CAPITAL EXPENDITURES (CAPEX)	RETURN ON CAPITAL EMPLOYEEED (ROCE)	MARKET CAP / REVENUE
SALES AND MARKETING	EQUITY	DAYS IN RECEIVABLES	ECONOMIC PROFIT (EP)	ENTERPRISE VALUE / REVENUE
GENERAL AND ADMINISTRATIVE	PROPERTY, PLANT, AND EQUIPMENT (PP&E)	DAYS IN PAYABLES	RETURN ON OPERATING ASSETS (ROOA)	MARKET CAP / EBITDA
RESEARCH & DEVELOPMENT	GOODWILL & INTANGIBLES	INVENTORY TURNS	RETURN ON FIXED ASSETS (ROFA)	ENTERPRISE VALUE / EBITDA
REVENUE PER EMPLOYEE	OPERATING ASSETS	CASH CONVERSION CYCLE	RETURN ON PHYSICAL ASSETS (ROPA)	MARKET CAP / NET INCOME
STOCK COMPENSATION	INVESTED CAPITAL			ENTERPRISE VALUE / NET INCOME
GROSS MARGIN ROI	CAPITAL EMPLOYED			
TURN AND EARN	INVENTORY			
	DEFERRED TAX ASSETS			
	RECEIVABLES			
	PAYABLES			
PROFIT				
OPERATING PROFIT				
NET OPERATING PROFIT AFTER TAXES (NOPAT)				
EARNINGS BEFORE INTEREST AND TAXES (EBIT)				
EARNINGS BEFORE INTEREST, TAXES, AND AMORTIZATION (EBITDA)				
ADJUSTED EBITDA				
NET PROFIT				
TAX RATE				

Notes:

1. For definitions and notes on these metrics and their use in this report, refer to the [Appendix](#).

Data Set

Three different analysis approaches in this analysis



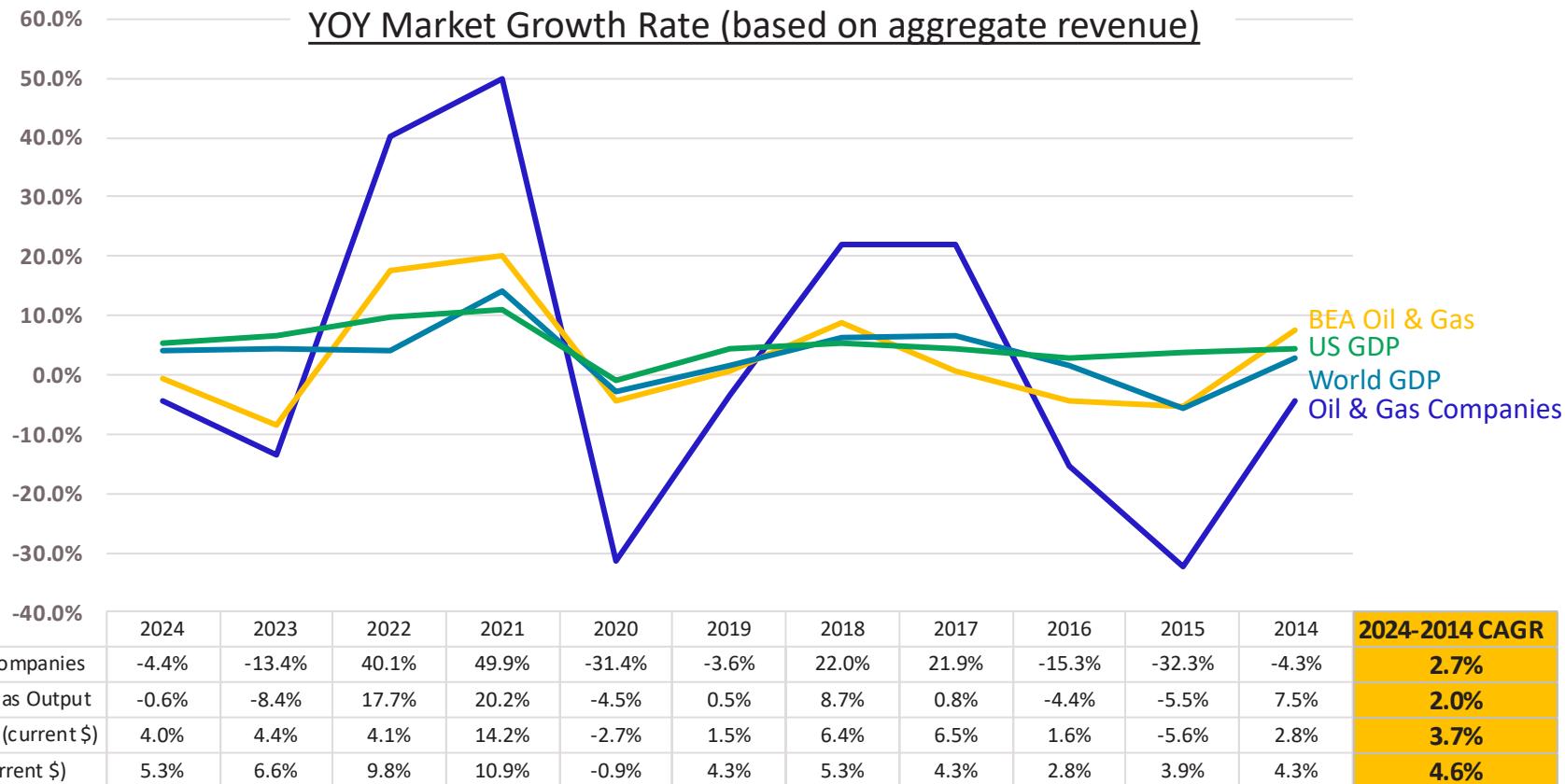
APPROACH	DESCRIPTION	EXAMPLE	GOOD FOR
1. Aggregate averages	Averages are computed by adding up all numbers from all companies. For example, the gross margin for the industry would be the sum of all revenue for all companies minus the sum of all COGS for all companies (divided by the sum of all revenue for all companies).	Average Gross Margin % = (sum of all revenues minus sum of all COGS) / sum of all revenues	Overall industry structure and operations; smooths outliers.
2. Averages of percentages	Averages are computed by taking the averages of all percentages for all the companies. For example, the average gross margin % is the sum of all gross margin %s for all companies divided by the number of companies.	Average Gross Margin % = (sum of all gross margin %s) / (number of companies)	Comparison across companies.
3. Quartile analysis	The market cap multiples of all companies are divided into quartiles. The operating characteristics of the top quartile companies are compared to the others. Likewise, measures for each company are divided into quartiles and the average market cap multiple within each quartile is shown.	<ol style="list-style-type: none">1) Isolate each quartile of market cap multiples; compare gross margin of leaders to others.2) Isolate each quartile of gross margin; display average market cap multiple within each gross margin quartile.	Understanding characteristics of leaders.

Overall Market

Summary of the market using the companies in this report as a proxy for the overall Oil & Gas market. Charts in this section use the “aggregate averages” approach.



Overall Market YOY growth rates, past ten years



NOTES & INSIGHTS

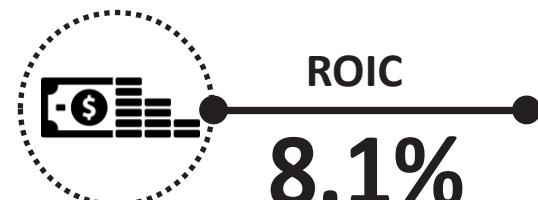
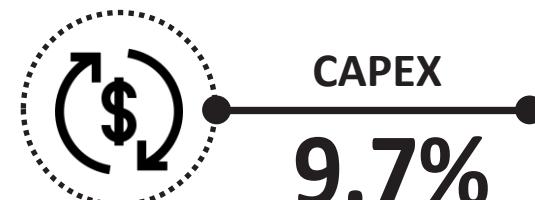
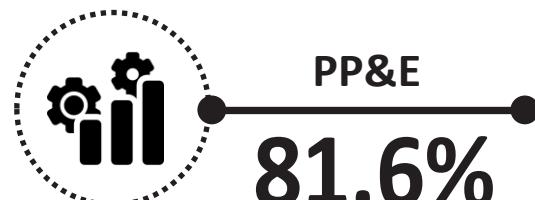
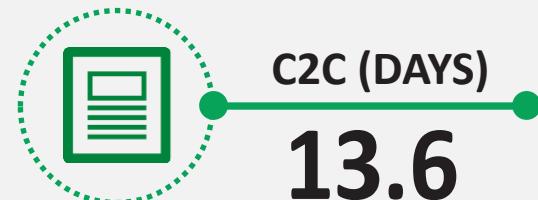
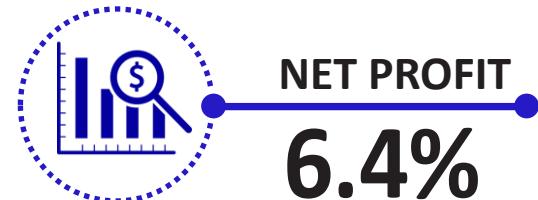
- Oil & Gas market CAGR for the past decade was lower than the global current dollar GDP growth rate.
- Oil & Gas growth rates fluctuate dramatically with the price of oil. Oil prices were high in the beginning of the decade and then collapsed in the middle of the decade before rebounding towards the end of the decade. CAGR is skewed because of the volatility and dislocation caused by the pandemic.

Notes:

1. "Oil & Gas Companies" represents all companies in the data set for which there are year-over-year revenue numbers. The number of companies varies from year-to-year based on companies going public and some companies merging or being taken private as the decade progresses.
2. "BEA Oil & Gas Output" growth is calculated from the US Bureau of Economic Analysis (<https://apps.bea.gov/iTable/iTable.cfm?regid=150&step=2&isuri=1&categories=gdpwind>), GDP by Industry. Oil & Gas output as defined here is based on output of the following sub-industries: Oil and gas extraction; Petroleum and coal products. BEA updates its past numbers periodically, so past reports may not reflect the same past BEA numbers.
3. World GDP and US GDP numbers are sourced from The World Bank (data.worldbank.org)
4. World GDP and US GDP growth rates are based on *current* dollars. This means they have not been adjusted for inflation. *Current* numbers are used to ensure apples-to-apples comparisons with Oil & Gas market growth rates. Note that GDP growth rates are typically reported in constant dollars pegged to a certain year in order to account for the effect of price inflation. Thus, GDP growth rates commonly reported in media are typically lower than those shown here.

Analysis Summary

Operational ratios based on aggregate data, TTM¹



Notes:

1. All revenue and cost numbers are aggregate values for all companies for the trailing twelve months (TTM) as of the date on the cover of this report.

2. Growth rate is based on total dollars growth of the industry over the past four years.

3. Market capitalization ratio is aggregate market capitalization for all companies as of the date on the cover of this report divided by total revenue for all companies on TTM basis.

Overall Market

Historical key metrics based on aggregate data, past ten years



HISTORY														
OPERATIONS	METRIC	TTM	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	AVG14-24
	Growth Rate (3YRCAGR)	9.0%	11.5%	6.0%	10.8%	5.0%	-0.4%	5.2%	-4.9%	-10.5%	-15.3%	-32.3%	-4.3%	-2.7%
	Gross Margin	16.6%	16.5%	18.1%	21.1%	16.6%	9.4%	13.5%	14.3%	13.2%	10.9%	10.5%	12.5%	14.2%
	SG&A % of Revenue	4.5%	4.3%	3.7%	3.1%	3.9%	5.4%	4.0%	3.9%	4.6%	5.4%	4.7%	3.5%	4.2%
	R&D % of Revenue	0.5%	0.5%	0.4%	0.4%	0.4%	0.6%	0.4%	0.4%	0.4%	0.5%	0.5%	0.4%	0.4%
	Inventory Turns (COGS/Inv)	11.1	11.6	11.4	12.1	10.9	9.5	11.7	12.7	10.7	9.9	12.4	14.1	11.6
	Days in Inventory	33.0	31.4	32.2	30.3	33.5	38.3	31.1	28.7	34.2	36.8	29.4	25.8	32.0
	Revenue / Employee (\$K)	\$1,564	\$1,594	\$1,676	\$1,964	\$1,441	\$947	\$1,312	\$1,363	\$1,110	\$926	\$1,087	\$1,425	\$1,350
PROFIT & CASH FLOW	Operating Income	10.8%	11.0%	12.9%	16.5%	11.5%	2.0%	7.7%	9.1%	7.1%	3.8%	4.0%	7.7%	8.5%
	Net Profit	6.4%	6.7%	8.8%	10.3%	6.9%	-8.0%	3.7%	5.5%	4.7%	0.5%	-2.2%	3.7%	3.7%
	EBITDA	19.4%	19.0%	19.8%	22.2%	19.4%	13.4%	15.8%	16.3%	15.7%	14.6%	13.3%	13.8%	16.7%
	Operating Cash Flow	15.8%	16.0%	16.1%	16.2%	16.0%	13.9%	13.3%	13.8%	13.3%	12.6%	13.1%	11.9%	14.2%
	FCF % of Revenue	6.0%	6.8%	7.7%	10.0%	9.1%	4.0%	4.2%	5.1%	4.1%	1.1%	-0.4%	0.0%	4.7%
	CAPEX % of Revenue	9.7%	9.2%	8.4%	6.1%	6.9%	9.9%	9.2%	8.7%	9.2%	11.4%	13.5%	11.9%	9.5%
	Stock Compensation	0.5%	0.5%	0.4%	0.4%	0.5%	0.6%	0.4%	0.4%	0.5%	0.7%	0.4%	0.3%	0.4%
	Days in Receivables	36.6	33.7	33.1	30.0	35.6	35.4	30.6	28.8	35.7	35.6	30.1	28.5	32.5
	Days in Payables	56.0	44.9	44.1	42.3	46.7	43.7	39.4	38.1	44.5	44.5	34.3	33.2	41.4
	Cash-to-Cash Cycle (Days)	13.6	20.2	21.2	18.0	22.4	30.0	22.3	19.4	25.5	27.9	25.2	21.1	23.0
ASSETS	Property, Plant, Equipment %	81.6%	76.2%	67.9%	55.3%	77.0%	112.8%	82.8%	73.4%	87.9%	103.8%	87.9%	63.1%	80.7%
	Cash % of Revenue	9.7%	9.9%	10.7%	9.5%	11.4%	14.3%	8.1%	9.0%	11.6%	12.5%	11.1%	7.8%	10.5%
	Debt % of Revenue	37.3%	35.3%	32.0%	26.6%	39.4%	62.2%	40.2%	33.4%	41.8%	50.8%	42.6%	27.5%	39.3%
	Goodwill and Intangibles % of	11.2%	10.1%	9.3%	8.1%	10.4%	15.7%	11.3%	11.2%	12.2%	12.2%	9.3%	7.0%	10.6%
ROI	ROIC	8.1%	8.8%	11.6%	18.0%	9.2%	1.1%	6.0%	5.7%	5.2%	2.3%	2.8%	7.4%	7.1%
	ROCE	9.8%	10.1%	12.8%	20.0%	10.3%	1.2%	6.7%	8.6%	5.5%	2.6%	3.2%	8.7%	8.2%
	ROA	4.5%	5.0%	7.0%	9.7%	4.9%	-4.1%	2.6%	4.3%	3.0%	0.3%	-1.5%	3.4%	3.1%
	ROOA	7.1%	7.7%	10.1%	15.5%	8.0%	1.0%	5.3%	5.1%	4.6%	2.0%	2.5%	6.3%	68.8%
	EP	1.1%	1.8%	1.9%	8.1%	4.1%	-9.1%	-3.4%	-3.1%	-4.4%	-9.6%	-6.4%	-1.0%	-1.9%
													0.1%	6.6%

NOTES & INSIGHTS

- This chart shows the operational structure of the industry today and for the past decade.
- These data indicate that the operational structure of the industry has remained relatively constant for the past decade.
- This indicates that industry operates around a certain “setpoint” driven by physics and physical characteristics.
- That said, individual companies deviate significantly from the overall structural setpoint, resulting in significantly different company-level operational results (next section).
- The final three years of CAGR are one-year growth rates (due to lack of data).
- Historical numbers beyond ten years have fewer companies and need further analysis for apples-to-apples comparisons.

Analysis Summary

Charts that summarize key variables in the report.

Charts in this section use the “averages of percentages” approach. In other words, it shows the averages of all percentages for all companies. (These numbers will differ from industry structural numbers in the previous section)

Analysis Summary

Average and median for different variables, TTM



The table below contains the average and median values for the 223 companies investigated. This shows that the average Oil & Gas company operates with a gross margin of 22.8% , spends 5.9% of revenue on SG&A, 0.7% on R&D, and has inventory turns of 51.6, operating income of 16.0%, net income of 8.0%, free cash flow of 7.3%, and return on invested capital of 8.1%.

	REVENUE (TTM)		OPERATIONS			PROFIT AND CASH				
	Annual Revenue (\$M)	3-Year CAGR	Gross Margin	SG&A	R&D	Inventory Turns	Operating Income	Net Income	Free Cash Flow	ROIC
Average	\$21,729	12.1%	22.8%	5.9%	0.7%	51.6	16.0%	8.0%	7.3%	8.1%
Median	\$4,784	7.8%	21.5%	4.6%	0.4%	13.5	12.5%	6.2%	6.4%	7.5%

Notes:

1. TTM = trailing twelve months. All revenue and cost numbers are based on trailing twelve months results as of the date on the cover of this report. This report provides the averages of the percentages of all companies, including outliers.
2. Growth rate is based on the past four years of financial results
3. All percentage numbers are a percentage of revenue. Average is the average of all the percentages for each of the companies.

Analysis Summary

Average values by revenue quartile, TTM¹



Market cap multiples for the highest revenue quartile are lower than other quartiles. Operating results across the revenue quartiles are poor, having been significantly negatively impacted by the global pandemic.

All numbers are averages within each quartile

#	REVENUE (TTM)		MKT CAP	OPERATIONS				PROFIT AND CASH			ROIC	
	Revenue(\$M)	3-Year CAGR		Mkt Cap/Revenue	Gross Margin	SG&A	R&D	Inventory Turns	Operating Income	Net Income		
Quartile 4	56	\$73,323	5.4%	0.9	16.2%	4.5%	0.5%	25.6	10.8%	6.9%	6.1%	8.0%
Quartile 3	56	\$8,932	9.4%	1.4	23.6%	5.0%	1.1%	69.2	17.3%	7.9%	7.9%	8.3%
Quartile 2	55	\$2,991	15.7%	1.5	25.8%	7.3%	0.7%	27.4	17.0%	8.5%	6.0%	8.4%
Quartile 1	56	\$1,333	18.2%	1.7	25.6%	6.7%	0.9%	91.1	19.0%	8.7%	9.1%	7.8%

REVENUE QUARTILES (\$M)

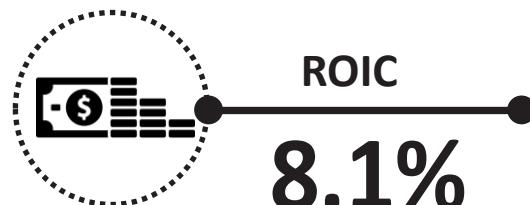
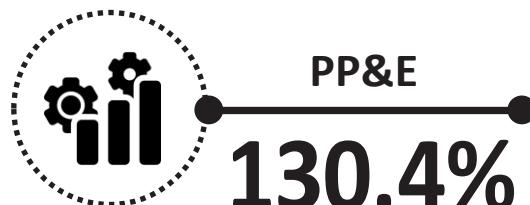
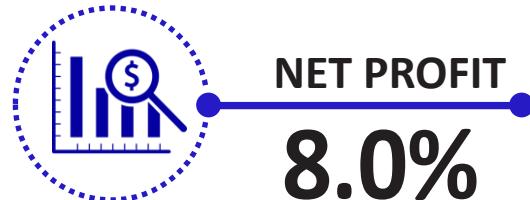
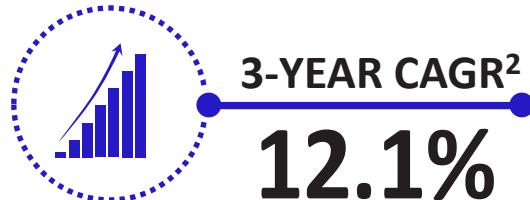
Quartile 4 >= \$16,620
Quartile 3 >= \$4,784, < \$16,620
Quartile 2 >= \$1,885, < \$4,784
Quartile 1 < \$1,885

Notes:

1. TTM = trailing twelve months. All revenue and cost numbers are based on trailing twelve months results as of the date on the cover of this report. This report provides the averages of the percentages of all companies, including outliers.
2. Growth rate is based on the past four years of financial results
3. All percentage numbers are a percentage of revenue. Average is the average of all the percentages for each of the companies.

Analysis Summary

Average numbers for the entire data set, TTM¹

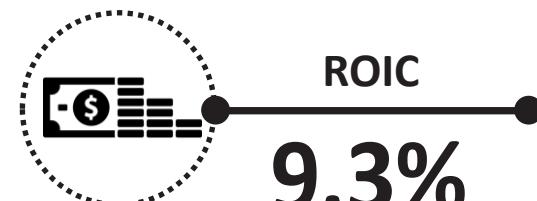
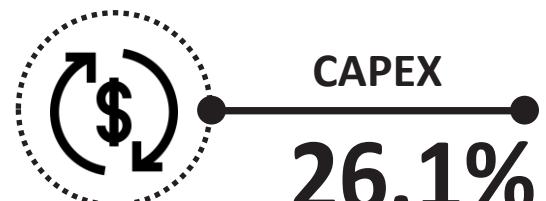


Notes:

1. All revenue and cost numbers are based on trailing twelve months (TTM) results as of the date on the cover of this report for all companies in the data set.
2. All ratios shown here are averages of the ratios of each company.

Analysis Summary

Average numbers for the top-quartile market cap¹ multiple leaders

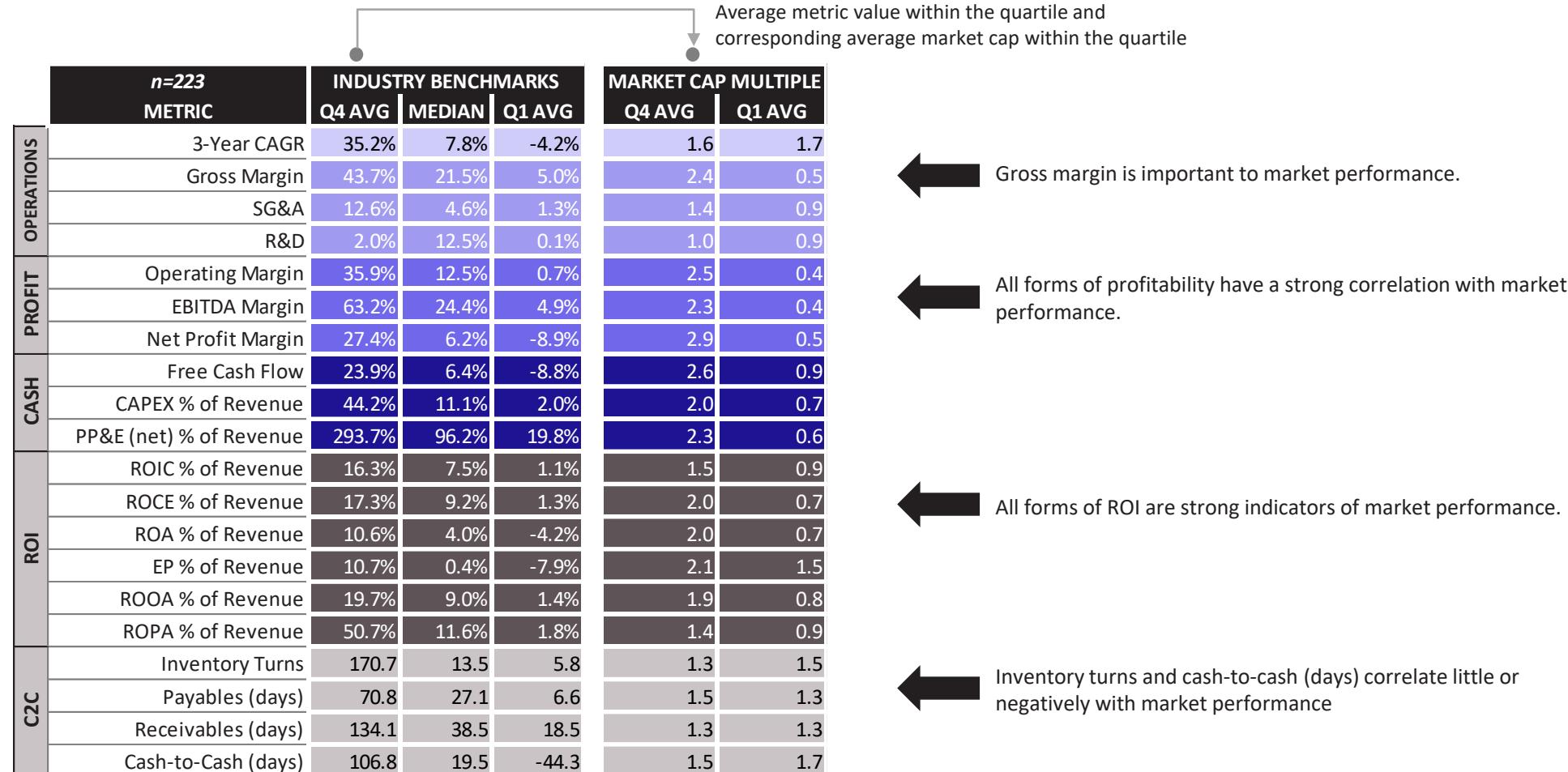


Notes:

1. All revenue and cost numbers are based on trailing twelve months (TTM) results as of the date on the cover of this report for all companies in the top quartile of market cap multiple performance.
2. All ratios shown here are averages of the ratios of each company.

Analysis Summary

Key metric benchmarks and relationship to market cap multiple



Notes:

1. All metric numbers are based on trailing twelve months (TTM) results as of the date on the cover of this report. Market capitalization numbers are as of the date on the cover of this report.
2. This chart uses the averages and medians of the percentages of each company within a quartile and across the entire data set. Q4=top quartile; Q1=bottom quartile.
3. Source of all data is Calcbench and YCharts and Worldlocity analysis.

Analysis Summary

Market cap multiple quartile comparison



This chart compares the operating characteristics of each market cap multiple quartile in order to glean insights into what cap leaders do differently. It summarizes the difference between the top and bottom quartiles in order to draw contrasts.

n=223 METRIC		DATA SET AVG	QUARTILE (AVGS WITHIN EACH MKT CAP QUARTILE)				DIFFERENCE TOP-BOTTOM
		TOP (Q4)	Q3	Q2	BOTTOM (Q1)		
OPERATIONS	Market Cap Multiple	1.4	3.3	1.3	0.7	0.2	14.7X
	1-Year Growth	12.1%	12.2%	17.2%	12.8%	6.3%	5.9 pps
	Gross Margin	22.8%	35.4%	27.8%	16.8%	11.1%	24.3 pps
	SG&A	5.9%	6.1%	6.1%	6.4%	4.9%	1.2 pps
	R&D	0.7%	1.0%	0.7%	0.7%	0.5%	0.6 pps
PROFIT	Operating Profit	16.0%	28.7%	20.6%	10.0%	4.6%	24.1 pps
	Net Profit	8.0%	23.9%	7.5%	5.3%	-4.7%	28.6 pps
	EBITDA	30.8%	47.9%	41.3%	20.9%	12.7%	35.2 pps
CASH	Inventory Turns	51.6	29.7	79.1	26.5	71.1	-41.4 Turns
	C2C Cycle (days)	23.2	17.0	20.4	37.3	18.3	-1.4 Days
	Net Cash	-52.0%	-85.9%	-57.3%	-23.1%	-41.2%	-44.7 pps
	CAPEX	17.5%	26.1%	23.0%	11.8%	8.9%	17.2 pps
ROI	Free Cash Flow	7.3%	15.1%	8.5%	5.4%	0.1%	15.1 pps
	ROA	3.6%	8.2%	4.0%	3.8%	-1.4%	9.6 pps
	ROIC	8.1%	9.3%	9.9%	8.4%	4.8%	4.5 pps
	EP	1.0%	3.0%	2.8%	0.4%	-2.1%	5.1 pps
	ROOA	9.9%	12.6%	11.3%	10.5%	5.3%	7.2 pps
	ROPA	19.2%	15.0%	33.8%	18.8%	9.3%	5.6 pps

NOTES & INSIGHTS

- Leaders have market cap multiples that are 2.4X average, and 14.7X laggards.
- Leaders have significantly higher gross margins than laggards. Top quartile market cap performers do not perform significantly better than laggards in profitability, cash flow, and return on investment. This is likely due to the dislocation and demand trough caused by the pandemic. (Results here are shown based on trailing twelve months (TTM) performance, so they will be skewed by the impact of the pandemic).
- Paradoxically, cap leaders do not lead in inventory turns. Cap laggards are more likely to lead in inventory turns than cap leaders. This is likely because cap leaders are managing their supply chains as profit centers and cap laggards are solely focused on cost.
- All financial numbers are for the trailing twelve months as of the date on the cover of this report. All market cap numbers are as of the date on the cover of this report.

Appendix

Additional supporting material and notes.

Notes and Definitions (1 of 4)

1	Primary data sources for the analysis are YCharts and Worldlocity research using data publicly available through the Internet.
2	Company data filtering - Companies included in this analysis are filtered based on available financial, operational, and market cap data. Generally, companies must have revenue, COGS, and market cap data to be included in the analysis.
3	Industry classification - companies are classified to industries using 1) Morningstar industry classifications; 2) Global Industry Classification System (GICS); and 3) Manual adjustments in those cases where either Morningstar is incorrect, GICS is incorrect, or both are incorrect. Both Morningstar and GICS are incorrect in a small percentage of cases. An attempt has been made to correct all of these, but there are probably still a small number of companies that may misclassified.
4	TTM = trailing twelve months = last four fiscal quarters.
5	Weighted Average Cost of Capital (WACC) = represents a company's average cost of raising funds from both debt and equity, weighted by their portion of the firm's capital structure. It's essentially the company's hurdle rate for new investments. WACC for each industry and each year is as reported by Aswath Damodaran, NYU Stern Business School. This is reported annually in January using data from the previous year. For a given year, this analysis uses the values reported in January for that year and uses the data set for US companies, only. Global WACC numbers for each industry will be slightly higher.
6	Tax Rates used in any financial calculations (for example NOPAT) are global industry averages for the money-making companies in each industry, as reported each year by Aswath Damodaran, NYU Stern Business School. This is reported annually in January using data from the previous year. For a given year, this analysis uses the values reported in January for that year.
7	Gross Profit = Revenue minus Cost of Goods Sold (COGS)
8	Gross Margin = Gross profit divided by Revenue
9	Operating Income = Gross profit minus operating costs, which typically include sales and marketing, general and administrative, and research and development costs.
10	EBIT = earnings before interest and taxes
11	EBITDA = earnings before interest, taxes, and amortization. EBITDA is calculated as operating income plus depreciation and amortization.
12	Adjusted EBITDA = EBITDA plus stock compensation.
13	Net Operating Profit After Taxes (NOPAT) = Operating Income times (1 minus Tax Rate). NOPAT is used in some ROI equations to focus on the operating aspects of a company, while also recognizing the reality of taxes.
14	Free Cash Flow = operating cash flow minus CAPEX.
15	Cash = cash, cash equivalents, and marketable securities.
16	Non-Operating Cash and Cash Equivalents is calculated as Cash and Cash Equivalents minus 3.5% times Revenue. The assumption here is that 3.5% of revenue is the amount of cash needed to fund operations. The amount of operating cash for each company and industry may be different, but this rule of thumb is used for scalability across a large number of companies. In those cases where the Non-Operating Cash and Cash Equivalents results in a negative number, it is set to zero.

Notes and Definitions (2 of 4)

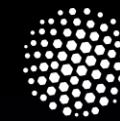
17	Total Debt = short-term debt, the current portion of long-term debt, long-term debt, borrowings under credit facility, capital lease obligations, convertible notes, and deferred rent.
18	Operating Assets = total receivables + inventories + deferred tax assets + Net PP&E + goodwill and intangibles. Operating assets are the assets needed to drive operations in a manufacturing, distribution, retail, transportation or other company engaged in supply chains. Deferred Tax Assets are considered part of operating assets since they were created by operating activities and represent a future tax savings. Receivables are included because they are a direct result of operations. Goodwill and Intangibles are included because they are presumably used in the producing, selling, and distributing goods and services.
19	Capital Employed = Total Assets minus Current Liabilities, or alternatively, Shareholders Equity plus Non-Current Liabilities. This is intended to capture all the long-term capital invested in the business.
20	Invested Capital = Total Debt + Total Equity minus Non-Operating Cash and Cash Equivalents. In those cases where equity is negative, equity is set to zero. Invested capital is intended to represent the amount of capital invested in a business by shareholders and debtholders. Non-operating cash is subtracted in order to arrive at the net debt invested in the business.
21	Return on Assets (ROA) = Net Income divided by Total Assets.
22	Return on Invested Capital (ROIC) = NOPAT (defined above) divided by Invested Capital (defined above). If a company's Invested Capital is negative, ROIC is meaningless and not calculated for that company.
23	Return on Capital Employed (ROCE) = EBIT (defined above) divided by capital employed (defined above). If a company's Capital Employed is negative, ROCE is meaningless and not calculated for that company.
24	Economic Profit (EP) = Net Operating Profit after Taxes (NOPAT) minus Weighted Average Cost of Capital (WACC) times Invested Capital. WAAC, NOPAT, and invested Capital are defined above. EP is also known as Economic Value Added (EVA). EVA is a trademark of Stern Value Management. A company is deemed to be creating value if its EP is greater than zero. The idea is that the cost of capital represents a hurdle rate for investors and debtholders and must be exceeded by NOPAT in order for value to be created.
25	Return on Operating Assets (ROOA) = NOPAT / Operating Assets. ROOA is a measure of operational efficiency and can be used to compare the supply chain operational efficiency of different companies.
26	Return on Fixed Assets (ROFA) = Operating Profit divided by Property, Plant, and Equipment (PP&E, net of depreciation). ROFA is sometimes used as supply chain metric to show how much operating profit is being generated by a company's fixed assets.
27	Return on Physical Assets (ROPA) = Operating Profit divided by (PP&E (net) plus Inventory). ROPA is sometimes used as a supply chain metric to show how much operating profit is being generated by a company's physical assets.
28	Inventory Turns = COGS (end of period) divided by Inventory (end of period). A more precise definition is the average COGS over a period divided by average Inventory over that period. In this analysis, the end of period (typically the end of the most recent fiscal year, or trailing twelve months (TTM)) is used for ease of calculation and scalability.

Notes and Definitions (3 of 4)

29	Gross Margin ROI = GMROI = Gross Profit divided by Inventory. GMROI is typically used in the retail industry to understand how much gross profit is generated by a certain amount of inventory. Different product lines and products will have different GMROI values. In this analysis we use Gross Profit and Inventory at the end of a reporting period. A more precise calculation would use the average inventory over the reporting period.
30	Turn and Earn = Inventory Turnover times Gross Margin %. Turn and Earn is a metric that shows the tradeoff between inventory turns and gross margin. High gross margin targets with low inventory turns can result in the same results as low gross margin targets with high inventory turns. In the automotive retail business, "Earn" has a double meaning - it also means that the faster you turn inventory, the more product allocation you will "earn" from the manufacturer.
31	Cash-to-Cash (C2C) = Days in Receivables plus Days in Inventory minus Days in Payables. This is also called the Cash Conversion Cycle (CCC).
32	Capital Expenditures (CAPEX) = gross CAPEX, in other words it does not net out the sale of assets.
33	Enterprise Value (EV) = Market Capitalization plus Total Debt minus Cash.
34	Mergers and Acquisitions - In the case of companies formed from mergers, the oldest company is used to designate the resultant company founding year.
35	Depreciation is the systematic allocation of a fixed asset over its useful lifetime. The useful life of production and other machinery for accounting purposes is typically somewhere between 7 and 20 years. Enterprise software, can be a significant part of the fixed asset base of companies, typically has a useful life for depreciation purposes of 3-10 years. This does not apply to Software as a Service (SaaS) or subscription software, which are treated as an expense, not an asset that has to be depreciated.
36	Amortization is the expensing of the cost of an intangible asset over time. Intangible assets include goodwill, intellectual property, patents, and software. Amortization is a non-cash charge that shows up in various elements of a company's income statement. The costs of obtaining a contract - typically sales commissions - are also amortized under accounting standards ASC 606 and IFRS 15.
37	Allocation of Depreciation and Amortization - Most companies allocate depreciation and amortization costs to individual cost buckets, including COGS, SG&A, and R&D. This is done based on where the depreciated or amortized asset is used. For example, depreciation of manufacturing equipment, which is used in production, would be allocated to COGS, while the amortization of intellectual property used in sales and marketing would be allocated to that cost bucket. Some subset of companies explicitly show depreciation and amortization costs on the income statement after the other cost buckets. No attempt was made to reallocate these costs for this subset of companies. This has the effect of understating COGS, SG&A, and R&D for those companies.
38	3-Year Compound Annual Growth Rate (CAGR) is based on the past four years of annual financial data.
39	Market Capitalization is based on the stock prices as of the date on the cover of this report for each company. Market Cap to Revenue Ratios or Enterprise Value to Revenue ratios are market capitalization divided by trailing twelve months (TTM) revenue through the most recently reported fiscal quarter as of the date on the cover of this report.

Notes and Definitions (4 of 4)

40	Mergers and Acquisitions - Individual company YOY numbers may be distorted due to mergers and acquisitions. No attempt has been made to normalize for mergers, acquisitions, and divestitures.
41	All Financial Data is based on what has been reported as of the date on the cover of this report. Data is captured for Trailing Twelve Months (last four quarters) and for the last fiscal year that occurred on or before the calendar year end (12/31) for each year.
42	Historical data is the past eleven fiscal years for all companies. The number of companies grows for each year in the historical analysis, as more companies became public across the decade.
43	Aggregate Inventory Turns is calculated as follows: sum of all COGS for all companies in an industry divided by sum of all inventories for all companies in an industry at the end of the calendar year or for the most recent trailing twelve months (TTM). The aggregate COGS number that is used for aggregate inventory calculations is the sum of COGS for those companies that have non-zero inventory. This has been found to be more accurate due to missing inventory data for certain companies in out years (several years beyond the present).
44	Research and Development - A good percentage of companies in various industries do not report research and development separately on their income statements. In these companies, R&D is included in COGS. This has the effect of overstating COGS for those companies, which by extension understates their gross margins and overstates their inventory turns. Aerospace & Defense, Automotive, Industrials, and Hitech Electronics are the industries in which a significant number of companies do not report R&D separately, and in which R&D represents a significant percentage of revenue. R&D as a percentage of revenue in these industries can average 4%-8% of revenue. This can result in understating aggregate and average gross margins for an industry and overstating aggregate and average inventory turns. No attempt has been made to normalize for this effect (it will be studied in later reports). Other industries that have significant R&D such as Hitech Semiconductors, Pharmaceuticals, and Medical Equipment have this problem, but only for a small percentage of companies that do not report R&D.



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