

## Key social data

| COMPOSITION OF THE WORKFORCE AT 31 DECEMBER | 2018       | 2017       |
|---|------------|------------|
| <b>Total</b>                                | <b>355</b> | <b>368</b> |
| Senior managers                             | 9          | 10         |
| Middle managers                             | 16         | 17         |
| Office staff                                | 121        | 129        |
| Blue-collar workers                         | 209        | 212        |

| WORKFORCE TRENDS                    | 2018       | 2017       |
|-------------------------------------|------------|------------|
| <b>Total employees</b>              | <b>355</b> | <b>368</b> |
| Employees recruited during the year | 14         | 5          |
| Employees leaving during the year   | 26         | 33         |
| Turnover rate (%) <sup>(1)</sup>    | 7          | 8          |

<sup>(1)</sup> The turnover rate shows the ratio of employees leaving the Company to the number of employees at 31 December of the previous year.

| PERSONNEL DEVELOPMENT                                    | 2018  | 2017  |
|--|-------|-------|
| Hours of training provided                               | 4,051 | 4,452 |
| Percentage of employees undergoing performance appraisal | 62    | 71    |

| OCCUPATION INJURIES SUFFERED BY EMPLOYEES - GRI-ILO DEFINITIONS | UNIT | 2018 | 2017  |
|---|------|------|-------|
| Injury rate <sup>(1)</sup>                                      |      | 3.8  | 4.8   |
| Lost day rate <sup>(2)</sup>                                    |      | 71.7 | 101.5 |
| Injuries  | no.  | 12   | 16    |
| - of which fatal  | no.  | 0    | 0     |

<sup>(1)</sup> The number of injuries resulting in the loss of at least one day divided by the number of hours worked during the year, multiplied by 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees). To aid comparison with other sources, this indicator has also been calculated using a multiplication factor of 1,000,000 instead of 200,000 (thereby resulting in an injury rate 5 times the ILO injury rate). Based on this method of calculation, the injury rate is **19.0 in 2018 and 24.0 in 2017**.

<sup>(2)</sup> The ratio of days lost due to injury to the number of hours worked during the year, multiplied by 200,000. The days lost are calendar days and are counted from the day on which the injury occurs. To aid comparison with other sources, this indicator has also been calculated using a multiplication factor of 1,000. Based on this method of calculation, the lost day rate is **0.36 in 2018 and 0.51 in 2017**.

## Key environmental data

| CONSUMPTION | UNIT                    | 2018   | 2017   |
|-------------|-------------------------|--------|--------|
| Electricity | GWh                     | 4.6    | 4.4    |
| Natural gas | 000's of m <sup>3</sup> | 1,047  | 970    |
| Water       | cubic metres            | 15,573 | 19,903 |

| DIRECT AND INDIRECT ENERGY CONSUMPTION - GIGAJOULES (*) | 2018   | 2017   |
|---|--------|--------|
| <i>Direct consumption in GJ</i>                         |        |        |
| Natural gas for heating                                 | 419    | 388    |
| <i>Indirect consumption in GJ</i>                       |        |        |
| Electricity   | 16.619 | 15.735 |

| TOTAL DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS - TONNES OF CO <sub>2</sub> EQUIVALENT (*) | 2018         | 2017         |
|---|--------------|--------------|
| <i>Direct emissions</i>   |              |              |
| Natural gas for heating   | 23           | 22           |
| <i>Indirect emissions</i>   |              |              |
| <b>Electricity (**)</b>   | <b>1,556</b> | <b>1,621</b> |

(\*) To convert consumption into CO<sub>2</sub> equivalent emissions, the parameters set out in the IPCC Fifth Assessment Report (AR5) and Greenhouse Gas Protocol (GHG) Initiative were used.

(\*\*) The conversion of indirect electricity consumption is carried out taking into account the share of total Italian electricity production represented by thermoelectric production in 2018. Allocation for the purposes of the production mix was based on the December 2018 issue of the "Monthly Report on the Electricity System", available on the website at [www.terna.it](http://www.terna.it).

| WASTE BY TYPE (IN TONNES)      | 2018           | 2017           |
|--------------------------------|----------------|----------------|
| <b>Waste produced (*)</b>      | <b>1,027.7</b> | <b>1,151.4</b> |
| of which hazardous             | 145.8          | 278.4          |
| of which non-hazardous         | 881.9          | 873.1          |
| <b>Waste sent for recovery</b> | <b>1,046.2</b> | <b>773.6</b>   |
| of which hazardous             | 164.3          | -              |
| of which non-hazardous         | 881.9          | 773.6          |
| <b>Waste sent for disposal</b> | <b>2</b>       | <b>377.8</b>   |
| of which hazardous             | 2              | 278.4          |
| of which non-hazardous         | -              | 99.4           |

(\*) Only special waste produced during production processes is included, not waste produced by services (urban waste). The data for waste is based on the figures in the Environmental Declaration forms for 2018 and 2017. As a result, the waste shown in the table was produced during the two-year period 2017-2016.