

ESG KPIs

S Social KPIs	2019	2020	2021
Employment			
Direct employees	2,436	2,455	2,889
Indirect employees	1,226	1,401	1,934
Employee turnover ¹	5.2%	6.0%	6.1%
Percentage of full-time employees covered by business collective bargaining agreements	53%	52%	44%
Retention rate of full-time employees	93%	91.5%	90.6%
Percentage of women (direct employees)	18%	19%	18.7%
Percentage of women in management positions ²	17.8%	19.4%	21.1%
Percentage of employees <30 years old (direct employees)	12.0%	10.4%	12.6%
Percentage of employees 30-50 years old (direct employees)	69.6%	68.9%	65.8%
Percentage of employees >50 years old (direct employees)	18.3%	20.7%	21.7%
New job positions ³	281	34	489
Employment Practices			
Number of employees who received formal performance evaluation review ⁴	55.9%	51.9%	50.2%
Average training man-hours (Executives)	24.5	14.6	29.0
Average training man-hours (Management)	16.7	12.8	12.8
Average training man-hours (Workers and technical staff)	29.1	18.2	13.7
Training man-hours (direct employees)	59,794	38,476	41,879
Average training man-hours per employee	24.6	15.7	14.5
Total training cost (€)	406,322	247,859	414,741
Training cost per employee (€)	166.7	101.0	143.6
Human Rights			
Human Rights Policy	No	Yes	Yes
Human Rights violation incidents ⁵	0	0	0
Discrimination incidents	0	0	0

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Occupational Health & Safety			
Percentage of industrial plants & RES units with ISO 45001:2018 certification	83.3%	83.3%	89.3%
Number of fatalities (direct & indirect employees)	0	1	1
Lost-Time Injury incidents (direct employees)	1	5	10
Lost-Time Injury incidents (indirect employees)	7	4	11
Total number of recordable accidents ⁶ (direct employees)	n/a	14	23
Total number of recordable accidents ⁶ (indirect employees)	n/a	11	14
Total Recordable Injury Rate per 200,000 working hours (direct employees)	n/a	0.53	0.85
Total Recordable Injury Rate per 200,000 working hours (indirect employees)	n/a	0.38	0.29
Lost-Time Injury Rate per 200,000 work hours (direct employees)	0.04	0.19	0.37
Lost-Time Injury Rate per 200,000 work hours (indirect employees)	0.17	0.14	0.22
Training man-hours on Occupational Health & Safety (direct & indirect employees)	47,017	23,547	34,619
Sustainability of local communities			
Percentage of employees from local communities (direct & indirect employees)	93.6%	90.5%	92.1%
Social investments (mio €)	3.5	3.3	9.2
Incidents of non-compliance with laws and regulations on labor and social issues	0	0	0

- Number of voluntary departures to the average number of direct employees of the Company in the specific year. (Terminations of fixed-term contracts are not considered as voluntary departures for the purposes of calculating this index).
- Percentage of the total number of Company Executives.
- The difference between the total number of new hires and the total number of departures in the specific year.
- Percentage of the total number of direct employees. The corresponding percentage on the total number of eligible employees is nearly 80%. The term "eligible" includes employees who meet the requirements for inclusion in the annual performance evaluation process. In particular, employees working in the Company for less than 6 months, as well as special categories of employees based on their role / scope of work, are not included.
- Includes issues such as: forced and child labor, health and safety, working hours, staff salaries and leaves, fair treatment, freedom of association, restriction of the rights of local community populations etc.
- According to the GRI 403-9 (2018) standard. Includes all accidents resulting in death, days away from work, limited work or transfer to another job, medical treatment in addition to first aid or loss of consciousness or significant injury or ill health diagnosed by a doctor or other authorized health care professional. Includes all fatalities