

# 5 DATA AND INDICATORS



# PERFORMANCE DATA AND INDICATORS

## ECONOMIC AND FINANCIAL RESULTS

		2016	2015	2014 proforma
Revenues from ordinary operations	million EUR	1,025	944	1,021
EBITDA at replacement cost <sup>(1)</sup>	million EUR	455	350	343
EBIT at replacement cost <sup>(1)</sup>	million EUR	202	179	175
Net Profit	million EUR	125	24	(16)
of which Group Net Profit	million EUR	122	21	(19)
Group net profit (loss) at adjusted replacement cost <sup>(2)</sup>	million EUR	107	96	60
Cash flow from operations	million EUR	402	192	344
Total net financial indebtedness <sup>(3)</sup>	million EUR	1,557	1,448	409
Net invested capital	million EUR	3,286	3,124	2,049
Investments <sup>(4)</sup>	million EUR	60	106	53
Financial leverage		47%	46%	16%

<sup>(1)</sup> For the definition and reconciliation of results at adjusted replacement cost, please refer to the chapter "Alternative performance indicators" of our 2015 Financial Statements.

<sup>(2)</sup> Does not include profits (losses), non-recurring items and related applicable theoretical taxes.

<sup>(3)</sup> In 2014 it included, at adjusted level only, the contribution, to the extent attributable to ERG, of the net financial position of the LUKERG Renew joint venture.

<sup>(4)</sup> In investments in tangible and intangible fixed assets. Not including M&A investments for 306 million EUR in 2016.

Total revenues in 2016 include 166 EUR thousand in grants from Public Administration or the European Community for employee training.  
ERG Group does not donate to political parties.

## ERG SHARES

		2016	2015	2014
Year-end reference price	EUR	10.20	12.47	9.26
Maximum price	EUR	<sup>(1)</sup> 12.45	13.65	12.69
Minimum price	EUR	<sup>(1)</sup> 8.88	8.91	8.06
Average price	EUR	10.61	11.79	10.52
Average volume	no.	244,424	251,434	242,967

<sup>(1)</sup> Maximum price recorded on 4 January 2016, lowest price recorded on 9 November 2016.

## OPERATING DATA AND INDICATORS

		2016	2015	2014 proforma
Total electricity production	GWh	7,552	5,330	5,202
of which from renewable energy sources	GWh	4,859	2,698	2,580
Market share of power generation in Italy		2.7%	2.0%	1.7%
Sales of electricity	GWh	12,303	10,113	8,823
Market share of power sales in Italy		3.9%	3.2%	2.8%

## PERSONNEL, ORGANISATION OF WORK AND INDUSTRIAL RELATIONS

		2016	2015	2014
Employees at 31/12	no.	715	666	604
Managers	no.	40	39	46
at Genoa site		70%	74%	72%
Middle managers	no.	161	155	145
Administrative staff	no.	344	308	270
Workers	no.	170	164	143
Other external collaborators	no.	<sup>(4)</sup> 35	21	11
Sick leave rate		1.94%	<sup>(2)</sup> 2.2%	2.0%
Part time employees		3.8%	3.9%	4.5%
Percentage of overtime		4.95%	<sup>(2)</sup> 5.0%	5.1%
Unionisation rate		26.9%	30.6%	23.2%
Ongoing labour disputes	no.	<sup>(1)</sup> 4	2	6
Strike <sup>(3)</sup>	hours	272	<sup>(2)</sup> 48	70

[1] Two acquired by ERG Hydro. [2] The figure does not include ERG Hydro. [3] Hours of Italy-wide strikes. [4] The 2016 figure includes 24 men and 11 women.

## TRAINING

		2016	2015	2014
Total training	hours	31,787	27,584	26,456
Average training per employee	days/emp	5.6	5.7	4.8

  

	Men h/emp	Women h/emp	Men hours	Women hours	Total 2016
Managers	29.5	54.6	1,092	164	1,256
Middle managers	52.2	36.2	6,166	1,557	7,723
Administrative staff	47.5	41.8	11,438	4,310	15,748
Workers	41.6	37.0	7,023	37	7,060
<b>Total</b>			<b>25,719</b>	<b>6,068</b>	<b>31,787</b>

## DETAILED ANALYSIS OF PERSONNEL - 2016 (NO. OF EMPLOYEES)

NATIONAL COLLECTIVE LABOUR AGREEMENTS APPLIED	2016	2015	2014
Energy and Oil	378	379	399
Metalworking and Mechanical Engineering	147	144	136
Tertiary	-	8	23
Electric	105	90	-
Foreign contracts	45	6	-
Industrial managers	40	39	43
Tertiary managers	-	-	3
<b>Total</b>	<b>715</b>	<b>666</b>	<b>604</b>

LOCATION OF PERSONNEL	Men	Women	Totale
Genoa	139	99	238
Siracusa	135	9	144
Rome	15	9	24
Terni	91	15	106
Abroad	37	11	48
Other locations	148	7	155

TYPE OF CONTRACT	Men	Women	Total
Fixed-term contract - Full time	4	2	6
Fixed-term contract - Part-time	-	-	-
Permanent contract - Full time	561	121	682
Permanent contract - Part-time	-	27	27
<b>Group Total</b>	<b>565</b>	<b>150</b>	<b>715</b>

JOB CLASSIFICATION	Employee	Protected category	Total
Managers	40	-	40
Middle managers	157	4	161
Administrative staff	324	20	344
Workers	169	1	170
<b>Group Total</b>	<b>690</b>	<b>25</b>	<b>715</b>

PARENTAL LEAVE	Men	Women	Total
Employees that used parental leaves	2	24	26
Persons returning from parental leave	2	24	26
Personnel still employed after 12 months	2	24	26
Personnel resigning due to maternity	-	-	-

RETIREMENT	Employee	% of total employees
Employees that will retire within 5 years <sup>(1)</sup>	1	0.1%
Employees that will retire within 10 years <sup>(1)</sup>	26	3.6%

<sup>(1)</sup> Employees (male or female) are considered pensionable at age 70 regardless of the date of their first employment (a simplified application of the Fornero - old-age pension insurance reform).

## SAFETY

INJURIES (NO.)	Men	Women	Total 2016	Total 2015	Total 2014
Genoa	1	–	1	–	–
Siracusa	–	–	–	–	1
Rome	–	–	–	–	–
Terni	–	–	–	–	–
Abroad	–	–	–	–	–
Other locations	1	–	1	3	3
<b>Total</b>	<b>2</b>	<b>–</b>	<b>2</b>	<b>3</b>	<b>4</b>

			2016	2015	2014
Frequency index <i>no. of accidents per million hours worked</i>			1.74	2.90	4.21
Severity index <i>total days lost per thousand hours worked</i>			0.03	0.12	0.04
Working days lost		no.	40	121	35
Work-related deaths		no.	–	–	–
Third-party company injuries		no.	1	3	1
Frequency index – third party companies			2.14	6.56	1.21
Severity index – third party companies			0.06	0.3	0.11
Man days worked by third-party companies		no.	58,524	57,168	103,558

## SUPPLIERS

		2016	2015	2014
Active suppliers (at least one order)	no.	1,553	1,454	1,683
with registered offices or a billing address in Italy		86%	89%	90%
with registered offices or a billing address in the areas where our plants are located		33%	32%	34%
Qualified suppliers	no.	2,055	1,813	1,672
of which: number of qualified suppliers based on HSE parameters	no.	442	308	555
Average qualification time	days	110	114	58
% of tenders (of total value of purchases)		52%	45%	42%
% of tenders (of total number of purchases)		29%	24%	39%

## CUSTOMERS

		2016	2015	2014
Industrial customers	no.	(1) 34	16	15

(1) 20 of which being supplies to the Group.

## WIND – ENVIRONMENT AND COMMUNITY

		2016	2015	2014
Production	GWh	3,501	2,614	2,580
Indirect energy consumption	GWh	10.9	10.0	9.3
CO <sub>2</sub> avoided	kt	2,217	947	1,021
Indirect CO <sub>2</sub> emissions <sup>(1)</sup>	kt	5.5	4.1	3.8
SF <sub>6</sub> contained in switchboards	kg	896	896	893
F-GAS present in air conditioning systems	kg	90	n.d.	n.d.
Waste produced	t	80	89	97
of which hazardous waste	t	20	37	27
of which non-hazardous	t	29	21	6
of which sent for recycling		38%	35%	70%

<sup>(1)</sup> The 2016 figure includes the green energy supply for Italian plants (not generating emissions): it is calculated keeping into account the new conversion factor (used since 2016) with reference to the thermoelectric power generation in each Country.  
 Calculated according to 2015 parameters, this figure would be 3.4 kt (of which 1.7 kt referred to Italy, -3 kt in 2015).  
 The increase recorded abroad in 2016 is linked to the increase of active plants.

## HYDROELECTRIC POWER – ENVIRONMENT AND COMMUNITY

		2016	2015	2014
Production	GWh	1,358	84	n/a
Energy consumption from primary sources - Diesel fuel <sup>(1)</sup>	litres	28,700	18,033	n/a
Indirect energy consumption	GWh	7.7	n.d.	n/a
CO <sub>2</sub> avoided	kt	775	31	n/a
Indirect CO <sub>2</sub> emissions <sup>(2)</sup>	kt	0	n/a	n/a
SF <sub>6</sub> contained in switchboards	kg	894	894	n/a
SF <sub>6</sub> in extra tanks	kg	326	326	n/a
F-GAS present in air conditioning systems	kg	174	173	n/a
Waste produced	t	2,747	n/a	n/a
of which hazardous waste	t	3	n/a	n/a
of which non-hazardous	t	2,744	n/a	n/a
of which sent for recycling		74%	n/a	n/a
of which waste removed from rivers and water basins (wood and grate cleaning residues) <sup>(3)</sup>	t	2,610	n/a	n/a
of which sent for recycling <sup>(4)</sup>		77%	n/a	n/a
Waste produced by third-party companies	t	71	n/a	n/a
of which hazardous waste	t	1	n/a	n/a
of which non-hazardous	t	70	n/a	n/a
of which sent for recycling		99%	n/a	n/a

<sup>(1)</sup> The diesel fuel is used to fuel power supply continuity systems and for office heating, emissions are not calculated for this consumption, as no final balance is drawn up.

<sup>(2)</sup> The 2016 figure is zero, as all the electric power used was produced from renewable sources, which do not generate any emission.

<sup>(3)</sup> Wood and grate cleaning residues removed from the rivers represent a portion of the total waste produced. They are reported separately to point out the contribution given by the activities for the territory and the hydro-geological safety of river beds.

<sup>(4)</sup> Transfer activities to the recycling facility started in May 2016.

## THERMOELECTRIC POWER – ENVIRONMENT AND COMMUNITY

		2016	2015	2014
Production	GWh	2,693	2,632	2,623
Energy consumption (primary sources)	TJ	21,258	21,499	22,072
of which natural gas	TJ	21,258	20,689	21,271
of which other primary sources	TJ	–	810	801
Indirect energy consumption <sup>(1)</sup>	TJ	5.7	6.2	8.0
ERG Power performance index <sup>(2)</sup>		62.4%	61.8%	60.3%
Direct CO <sub>2</sub> emissions	kt	1,216	1,230	1,259
Indirect CO <sub>2</sub> emissions <sup>(1)</sup>	kt	0.8	0.6	0.9
NO <sub>x</sub> emissions <sup>(3)</sup>	t	394	386	399
SO <sub>2</sub> emissions <sup>(3)</sup>	t	48	46	42
Particulate emissions	t	5	5	4
SF <sub>6</sub> contained in switchboards	t	13.1	13.1	12.9
F-GAS present in air conditioning systems	kg	9.6	n.d.	n.d.
Thermoelectric CO <sub>2</sub> index	kt/GWheq	0.414	<sup>(1)</sup> 0.418	<sup>(1)</sup> 0.432
Thermoelectric NO <sub>x</sub> index	t/GWheq	0.13	0.11	0.12
Thermoelectric SO <sub>2</sub> index	t/GWheq	0.016	0.015	0.014
Thermoelectric particulate index	t/GWheq	0.002	0.002	0.001
Seawater withdrawals for plant cooling systems	million m <sup>3</sup>	217	226	238
Well water withdrawals	million m <sup>3</sup>	6	8	9
Water returned to the natural cycle	% of withdrawals	97.1%	96.8%	96.7%
Waste produced	kt	3.7	1.8	4.0
of which hazardous waste	kt	0.4	0.1	0.5
of which non-hazardous	kt	3.3	1.7	3.5
of which sent for recycling		32%	39%	22%

[1] Updated figure with respect to the 2015 Sustainability Report

[2] Index of "1st principle overall performance" calculated in accordance with the procedures laid down by Ministerial Decree of 5 September 2011 (CAR).

[3] The atmospheric emissions data for NO<sub>x</sub> and SO<sub>2</sub> are consistent with the annual data reported for the E-PRTR Register. Only fully operational plants are considered, therefore the SA1N/1 group was not included in the report as it was in a transitional start-up phase for part of 2014 as the result of its adaptation according to Best Available Techniques.

**WIND – HSE ECONOMIC AND ADMINISTRATIVE RESOURCES**

		2016	2015	2014
Total HSE expenditure	thousands of Euro	1,100	1,222	838
Level of ISO 14001 and OHSAS 18001 certification		100%	100%	100%
On-site safety checks	no.	271	366	230
HSE Audit	no.	71	35	n/a

**HYDROELECTRIC POWER – HSE ECONOMIC AND ADMINISTRATIVE RESOURCES**

		2016	2015	2014
Total HSE expenditure	thousands of Euro	892	n/a	n/a
of which investments	thousands of Euro	444	n/a	n/a
of which current expenses	thousands of Euro	448	n/a	n/a
Level of ISO 14001 and OHSAS 18001 certification of organisations operating on industrial sites		100%	n/a	n/a
Safety checks and HSE audits in the field	no.	28	n/a	n/a

**THERMOELECTRIC POWER – HSE ECONOMIC AND ADMINISTRATIVE RESOURCES**

		2016	2015	2014
Total HSE expenditure	million EUR	13	11	13
of which investments	million EUR	3	3	3
of which current expenses	million EUR	10	8	10
Level of ISO 14001 and OHSAS 18001 certification of organisations operating on industrial sites		100%	100%	100%
Safety checks and HSE audits in the field	no.	125	142	<sup>(1)</sup> 487

<sup>(1)</sup> Includes checks carried out at ISAB Energy (plant sold in 2014).