

	2018	2019	2020	Target	References	
<b>HR: Attracting and retaining talent</b>						
Employee turnover rate: voluntary departure rate (excluding employees who retire or leave upon contract expiry)	23.70%	12%	8%	≤15% by 2023	GRI 401-1	
Internal mobility rate (percentage of positions filled through internal mobility)	Not available	25%	30%	≥30% by 2023	Company	ODD 4.4
<b>HR: Training and skills management</b>						
Number of training hours/employee	22	21	13	28	GRI 404-1	ODD 4.4
Proportion of employees who have received at least one training session	74%	81%	51%	80%	Company	
Proportion of employees who have received an annual appraisal	97%	78%	79%	98%	GRI 404-3	
<b>Health and safety:</b>						
Frequency rate of occupational accidents:	15.59	9.85	12.06	<10 by 2024	GRI 403-2	ODD 8.8
Severity rate of occupational accidents:	0.29	0.26	0.41	<0.20 by 2024		
<b>Energy consumption and energy efficiency (O&amp;M):</b>						
ISO 50 001 certification for waste-to-energy plants in France	100%	100%	100%	100%	Company	ODD 7.3
ISO 50001 certification for waste-to-energy plants outside France	0%	0%	0%	100% by 2025		
Plant availability rate	90%	87.5%	89.5%	90%		
<b>Processing of waste of delivered projects (EPC):</b>						
Gross electrical efficiency	Not available		31.70%	≥25%	GRI 302-3 GRI 306-2	ODD 7.3
Ratio of unburned tonnage/tonnage of incinerated waste			0.13%	≤3%		
Ration of tonnage of final waste/tonnage of incinerated waste			25.8 kg/tonne	≤30 kg/tonne		
<b>Prevention and reduction of atmospheric emissions (LAB):</b>						
Pollutant emission reduction capacity of our completed projects	70,000 tonnes	94,800 tonnes	177,782 tonnes	Aggregate tonnage (depending on facilities)	GRI 305-5	ODD 12.4
<b>Ethics and anti-corruption measures:</b>						
Proportion of the most exposed employees that have been trained or made aware	0%	67%	78%	100% by 2021	GRI 205-2	ODD 16.5
Proportion of due diligence carried on "high-risk" third parties (Countries with a CPI score < 40 or Estimated Vulnerability to Slavery Index >50)	Not available			all new third parties in 2021 all third parties by 2023	GRI 205-1 GRI 414-1	ODD 8.7 ODD 16.5