



GOAL	PERFORMANCE INDICATORS	BASELINE 2016	2017 PERFORMANCE	2018 PERFORMANCE	2020 TARGET
C.1	Number of working hours donated in 4 year of voluntary activity	0	40	1,160 ³	30.000 hours
C.2	Number of sustainable projects supported via the donation of cables	1 project in the year	1 project	several projects in 2018	Maintain
C.3	Percentage of key managerial positions covered during the year by internal promotions	85%	Above 80%	90%	Maintain
C.4	Percentage of satisfied workers (with Engagement index greater than 5 out of 7)	60%	52%	80% ⁴	70%
C.5	Percentage of women executives	6%	6.4%	10.8% ⁵	12%
C.6	Frequency rate (IF) Lost day rate (IG)	IF: 2.6 IG: 53.6	IF: 2.35 IG: 58.4	IF: 2.04 IG: 62.30	IF: 2.2 IG: 45