

## SOCIAL INDICATORS

	2020	2019	2018	2017	2016	2015	2014
Employees (no.)	3,249	3,025	3,016	2,919	2,883	3,005	2,948
Executives (no.)	131	111	107	93	87	99	99
Managers (no.)	549	493	480	456	421	449	447
Office workers (no.)	1,764	1,683	1,682	1,655	1,651	1,736	1,689
Manual workers (no.)	805	738	747	715	724	721	713
Men (no.)	2,742	2,584	2,597	2,526	2,514	2,578	2,537
Women (no.)	507	441	419	393	369	427	411
Gender pay gap on a cash basis (executive category)*	1.07	0.96	0.99	0.97	/	/	/
Gender pay gap on a cash basi (manager category)*	0.94	0.94	0.92	0.95	/	/	/
Gender pay gap on a cash basi (off. worker category)*	0.92	0.93	0.92	0.93	/	/	/
Employee average age (years)	44.5	44.4	44.9	45.7	46.1	46.6	46.8
Lenght of service (years)	17.18	18.6	19.5	21.0	21.1	21.7	21.5
Totla incoming employees (no.)	376	172	195	148	141	162	152
of which other incoming employees (from non-consolidated companies, acquisitions, etc.) (no.)	150	59	126	36	36	4	6
Percentage of university graduates hired (%)	67	53	55	67	52	46	49
Departures during the year (no.)	152	198	189	69	53	68	223
Employee accident frequency index	0.59	0.41	0.84	1.24	0.81	0.82	1.84
Employee accident severity index	0.01	0.03	0.02	0.05	0.04	1.55	0.11
Contractor accident frequency index	0.25	0.71	0.41	0.54	0.71	1.07	2.13
Contractor accident severity index	0.93	0.07	0.03	0.83	0.05	0.07	0.10
Hours of training/ no. of employees	20.4	37.7	35.7	29.2	28.5	29.2	28.0
Hours of training on health safety and environmental matters	9,679	28,123	28,345	9,641	19,288	24,305	20,064
Total HSEQ audits performed (no.)	248	227	237	163	212	203	217
Environmental investigations (no.)	212	243	247	279	172	203	386
Doctor's visits (no.)	2,109	1,984	1,350	1,914	1,561	1,27	1,21
Diagnostic exams (no.)	3,688	3,261	2,020	3,508	2,252	1,828	1,231

(\*) Gender pay gap on a cash basis (available since 2017) is calculated on the total amount of salaries paid in the year