

KEY INDICATOR TABLES

The following tables present the indicators provided for by the G4 “*Sustainability Reporting Guidelines*”, together with additional indicators which Terna believes it is important to publish in order to show its Corporate Social Responsibility performance. Some data already presented in the body of the Report are also shown for completeness.

For each indicator, the tables show:

- the unit of measure;
- the figures for 2015, 2014 and 2013;
- if significant, the absolute change between 2015 and 2013;
- if significant, the percentage change between 2015 and 2014. It is possible that this change does not correspond to that calculable from the tabulated figures which are generally rounded to one decimal place.

Data are usually calculated as of 31 December and flow indicators regard the entire year.

To facilitate reading the indicators, the following table shows the units of measure in which they are expressed. See also the table of acronyms found after the indicators.

UNITS OF MEASURE KEY

#	Category
%	Percentage
€	Euro
€/000	Thousands of Euro
€/Mln	Millions of Euro
GJ	Gigajoule
GWh/year	Gigawatt hours per year
GWh	Gigawatt hours
H	Hours
Kg	Kilograms
Km	Kilometres
Min	Minutes
MW	Megawatt
no.	Number
Tonnes	Tonnes
Tonnes of CO ₂	Tonnes of carbon dioxide
y	Years

Terna Company Profile

Corporate governance

BOARD OF DIRECTORS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Total members of BoD	no.	9	9	9	0	-
Presence of independent Directors in the BoD	no.	6	6	6	0	-
Presence of Directors chosen by minority shareholders	no.	3	3	3	0	-
BoD meetings	no.	9	10	6	-1	-10
Remuneration Committee meetings	no.	4	4	3	0	-
Audit, Risk and Corporate Governance Committee Meetings ⁽¹⁾	no.	5	3	4	2	67
Related-Party Transactions Committee Meetings	no.	3	3	1	0	-
Appointments Committee Meetings ⁽²⁾	no.	5	1	0	4	400

COMPOSITION OF THE BOARD OF DIRECTORS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Men	%	77.78	77.78	100	0	-
Women	%	22.22	22.22	0	0	-
Under 30 years old	%	0	0	0	0	-
Between 30 and 50 years old	%	77.78	77.78	33.33	0	-
Over 50 years old	%	22.22	22.22	66.67	0	-

⁽¹⁾ On the 27 May 2014, the Board of Directors of Terna S.p.A. added responsibilities concerning the system of Corporate Governance to the previous responsibilities of the "Audit and Risk Committee". Therefore, the Committee took on the name of "Audit, Risk and Corporate Governance Committee".

⁽²⁾ The Appointments Committee was established by Terna S.p.A. with the resolution of 27 May 2014.

Relations with stakeholders

Reports and complaints

IMPLEMENTATION OF THE CODE OF ETHICS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Total reports received⁽¹⁾	no.	2	1	3	1	100
<i>Areas of reports received⁽²⁾</i>						
- Employee management	no.	1	1	2	0	0
- Supplier management	no.	0	0	1	0	-
Environment and Safety	no.	1	0	0	1	-
- Corruption/Corporate loyalty	no.	0	0	0	0	-
- Terna's/Other compliance	no.	0	0	0	0	-
<i>Outcome of reports</i>						
- Unfounded	no.	0	1	3	0	-
- Provision ⁽³⁾	no.	0	0	0	0	-
Under assessment	no.	2	1	0	1	100

ENVIRONMENTAL COMPLAINTS	Units	2015		2014		2013		Change 2015-14	Change % 2015-14
		Received	Processed	Received	Processed	Received	Processed	Received	Received
Total complaints received	no.	19	16	36	31	34	28	-17	-47
<i>Environmental aspect of complaints received</i>									
- Waste	no.	0	0	1	1	1	1	-1	-100
- Noise	no.	9	7	9	6	7	6	0	0
- Biodiversity	no.	0	0	0	0	0	0	0	-
- Landscape	no.	0	0	1	1	1	0	-1	-100
- Electrical and magnetic fields	no.	3	2	17	17	12	11	-14	-82
- Lighting	no.	0	0	0	0	0	0	0	-
- Vegetation control	no.	5	5	5	4	7	5	0	0
- Other	no.	2	2	3	2	6	5	-1	-33

⁽¹⁾ The 2015 complaints were submitted to the Code of Ethics; the complaint in 2014 was submitted to the Ethics Committee; out of the 3 complaints in 2013, 2 were submitted to the Ethics Committee and 1 to the Audit Committee.

⁽²⁾ Each report or violation may regard more than one management area.

⁽³⁾ The provision may consist in applying a sanction and/or in other action – such as reviewing procedures, internal monitoring, etc. – aimed at avoiding that the event that caused the report reoccurs.

Legal disputes

ENVIRONMENTAL LEGAL DISPUTES	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Pending litigation	no.	107	117	131	- 10	-9
Existing litigation	no.	5	8	16	- 3	-38
Settled litigation	no.	15	22	17	- 7	-32

SUPPLIER LITIGATION	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Pending litigation	no.	24	23	13	1	4
Existing litigation	no.	3	2	1	1	50
Settled litigation	no.	2	2	0	-	0

CUSTOMER LITIGATION	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Pending litigation	no.	16	14	14	2	14
Existing litigation	no.	2	0	0	2	-
Settled litigation	no.	0	0	0	-	-

LITIGATION WITH EMPLOYEES	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Pending litigation with employees	no.	3	6	10	-3	-50
Existing litigation with employees	no.	3	4	10	-1	-25
Settled litigation with employees	no.	6	8	16	-2	-25

Responsibility for the electricity service

The Grid

ELECTRICAL SUBSTATIONS ⁽¹⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
<i>380 kV</i>						
Substations	no.	159	157	152	2	1.3
Power transformed	MVA	109,508	108,098	105,698	1,410.00	1.3
<i>220 kV</i>						
Substations	no.	149	150	150	-1	-0.7
Power transformed	MVA	30,492	29,826	30,171	666	2.2
<i>Lower voltages (≤150 kV)</i>						
Substations	no.	192	184	173	8	4.3
Power transformed	MVA	3,319	3,152	2,992	167	5.3
<i>Total</i>						
Substations	no.	500	491	475	9	1.8
Power transformed	MVA	143,190	141,076	138,861	2,114	1.5
POWER LINES⁽¹⁾						
<i>380 kV</i>						
Length of three-phase power lines	km	12,118	12,099	11,824	19	0.2
Line length	km	11,105	11,086	10,908	19	0.2
<i>220 kV</i>						
Length of three-phase power lines	km	11,710	11,700	11,915	10	0.1
Line length	km	9,471	9,456	9,569	15	0.2
<i>Lower voltages (≤150 kV)</i>						
Length of three-phase power lines	km	40,090	40,094	39,855	-4	0.0
Line length	km	37,318	37,330	37,064	-12	0.0
<i>Total</i>						
Length of three-phase power lines	km	63,918	63,893	63,595	25	0.0
in underground cable	km	1,664	1,567	1,514	97	6.2
in undersea cable	km	1,348	1,348	1,348	0	-
in 200, 400 and 500 kV direct current	km	2,066	2,066	2,066	0	-
Line length	km	57,894	57,872	57,541	22	0.0
in underground cable	km	1,664	1,567	1,514	97	6.2
in undersea cable	km	1,348.00	1,348.00	1,348.00	0	-
in 200, 400 and 500 kV direct current	km	1,746.00	1,746.00	1,746.00	0	-
<i>Proportion of direct-current connections</i>						
- three-phase power lines	%	3.2	3.2	3.2	0.0	-
- lines	%	3.0	3.0	3.0	0.0	-
GRID EFFICIENCY						
Power supplied	GWh/year	315,234	309,006	318,475	6,228	2.0

⁽¹⁾ The data refer to the entire scope of the Group including, in addition to the plants belonging to Terna S.p.A. and Terna Rete Italia S.r.l., lower voltage installations (≤150 kV) belonging to Terna Plus.

⁽²⁾ The 2014 figure was recalculated with the final data from the same year, for this reason it is different from the one given in the 2014 Sustainability Report. The data on power supplied for 2015 should be considered as provisional.

Economic responsibility

Value Added

DETERMINATION AND REDISTRIBUTION OF VALUE ADDED ⁽¹⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
A – STAFF REMUNERATION	€	303,071,673	340,455,415	282,591,663	-37,383,742	-11
B – REMUNERATION OF PUBLIC AUTHORITIES	€	309,537,047	355,659,934	433,790,713	-46,122,887	-13
C – RETURN ON BORROWED CAPITAL	€	179,544,713	189,666,491	190,767,423	-10,121,778	-5
D – RETURN ON RISK CAPITAL ⁽²⁾	€	401,998,400	401,998,400	401,998,400	0	0
E – REMUNERATION OF THE COMPANY	€	193,314,279	142,535,590	111,606,710	50,778,689	36
TOTAL NET VALUE ADDED	€	1,387,466,112	1,430,315,830	1,420,754,909	-42,849,718	-3

⁽¹⁾ The amounts related to the creation and distribution of the Value Added are taken from the Consolidated Financial Statements, which were prepared according to the IFRS/IAS international accounting standards. Specifically, the Terna Group has used the IFRS/IAS international accounting standards since 2005.

⁽²⁾ Return on capital for 2015 refers to the advance distributed in November 2015 (€ 140.7 million) and to the balance proposed to the Meeting of the BoD in the session on 21 March 2016 (€ 261.3 million).

Shareholders

COMPOSITION OF SHAREHOLDER BASE	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
CDP Reti S.p.A. ⁽¹⁾	%	29.85	29.85	29.85	0	-
Other Institutional + Retail Investors	%	70.15	70.15	70.15	0	-
of which Main Institutional Investors ⁽²⁾	%	2.01	2.01	0	0	-

SOCIALLY RESPONSIBLE INVESTMENTS ⁽³⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
% of SRI of share capital held by the institutional investors identified.	%	10	10	10	0	0

SHARE PERFORMANCE	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Financial share performance	%	26.5	3.5	20.1	23.0	652.8
Dividend yield ⁽⁴⁾	%	4.2	5.3	5.7	-1.1	-20.3
<i>Terna in the stock exchange indices</i>						
FTSE MIB	%	2.1	2.1	2.2	0	-

SHAREHOLDER'S RETURN	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
EPS (<i>Earnings Per Share</i>)	€	0.296	0.271	0.256	0.03	9.2
DPS (<i>Dividend Per Share</i>)	€	0.200	0.200	0.200	0	-
<i>Total Shareholder Return (TSR)</i>						
- from IPO	%	453.3	317.7	283.5	135.6	42.7
- from the beginning of the year	%	32.5	8.92	27.59	23.58	264.3

COMMUNICATION WITH SHAREHOLDERS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Meetings/conference calls with investors (buy-side)	no.	258	100	138	158	158.0
Meetings/conference calls with investors (sell-side)	no.	230	233	235	-3	-1.3
Meetings with dedicated investors and/or with space for CSR issues	no.	16	20	15	-4	-20.0
Retail shareholders' requests for information ⁽⁵⁾	no.	7	11	20	-4	-36.4

ECONOMIC PERFORMANCE ⁽⁶⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Revenue	€/mln	2,082.1	1,996.4	1,896.4	85.7	4.3
EBITDA	€/mln	1,539.2	1,491.5	1,488.1	47.7	3.2
EBIT	€/mln	1,022.4	1,010.9	1,037.7	11.5	1.1
EBT	€/mln	881.3	883.0	937.5	-1.7	-0.2
Net profit	€/mln	595.5	544.5	513.6	51	9.4

⁽¹⁾ Subsidiary of Cassa Depositi e Prestiti S.p.A.

⁽²⁾ Shareholders who – on the basis of the available information and on the communications received from Consob – have a stake in Terna S.p.A. share capital above the thresholds indicated in Consob Resolution No 11971/99.

⁽³⁾ Investments made on the basis of ethical/ESG (Environmental, Social and Governance) criteria, as well as on the basis of traditional criteria. Further details on socially responsible investors are given on page 29 in the "Profile" chapter of this Report.

⁽⁴⁾ The value was calculated as the ratio between the dividend relative to the financial year and the end-of-year price.

⁽⁵⁾ The figure includes the requests received via e-mail.

⁽⁶⁾ The data refers to the Group's 2015 Reclassified Income Statement.

Lenders

DEBT	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Financial debt	€/mln	8,003	6,966*	6,698	1,037	13
Equity	€/mln	3,346	3,093	2,941	253	8
Debt to Equity	%	239	225	225	14	6

EUROPEAN INVESTMENT BANK (EIB) LOANS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Residual debt relative to EIB loans	€/mln	1,725	1,707	1,216	18	1

(*) We must specify that some equity balances of the financial statements at 31 December 2014, provided for comparison, have been restated, without, however, altering the equity figures at 31 December 2014.

Suppliers

NUMBER AND QUALIFICATION OF SUPPLIERS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
<i>Number of suppliers</i>						
- Number of contracted suppliers	no.	1,857	2,003	2,026	-146.0	-7.3
<i>Procurement of materials and services</i>						
- Supplies	€/mln	600.23	260.01	406.21	340.2	130.8
- Works	€/mln	168.05	235.06	233.64	-67.0	-28.5
- Services	€/mln	125.76	136.06	117	-10.3	-7.6
<i>Provenance of suppliers (% of total procurement)</i>						
- Italian suppliers	%	78.5	91.92	76.79	-13.4	-14.6
- Foreign suppliers	%	21.5	8.07	23.21	13.4	166.4
<i>Awarding procedures adopted⁽¹⁾</i>						
- European tenders	%	75.3	62.3	45.6	13.0	21
- Non-European tenders	%	13.0	16.7	40.4	-3.7	-22
- Fixed ⁽²⁾	%	10.0	19.2	13.4	-9.2	-48
Atypical contracts ⁽³⁾	%	1.7	1.8	0.6	-0.1	-7
<i>Qualification</i>						
- Companies qualified for entry in supplier register	no.	403	360	369	43.0	11.9
- Qualified categories	no.	44	44	44	0.0	-
- Instances of monitoring	no.	768	703	715	65.0	9.2

⁽¹⁾ This is the percentage on the amounts awarded.

⁽²⁾ The 2014 and 2013 data concerning fixed contracts has been revised following on from the introduction of the atypical contracts category.

⁽³⁾ The atypical contracts category includes: sponsoring and donations, payments to public bodies and subcontracting.

Regulated-market customers

CUSTOMER PORTFOLIO	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Interruptible users	no.	275	290	322	-15	-5.2
Distributors directly connected to the NTG	no.	25	25	24	0	-
Input dispatching users (Producers and Traders)	no.	120	107	102	13	12.1
Withdrawal dispatching users (Traders and end customers, including the Single Buyer)	no.	185	164	140	21	12.8

Environmental responsibility

Quantities and emissions

SF ₆ ⁽¹⁾ QUANTITY AND EMISSIONS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Amount of SF ₆	kg	567,563.0	536,094.2	508,463.6	31,468.8	5.9
- in operating equipment	kg	518,474.4	492,064.1	466,438.3	26,410.4	5.4
- in cylinders	kg	49,088.6	44,030.1	42,025.3	5,058.4	11.5
Percentage of SF ₆ leakage out of total	%	0.44	0.55	0.49	-0.12	-20.9
SF ₆ greenhouse gas emissions	kg	2,488.4	2,971.6	2,507.7	-483.1	-16.3

TOTAL DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS ⁽²⁾	Units	2015	2014 ⁽³⁾	2013	Change 2015-14	Change % 2015-14
<i>Direct emissions</i>						
SF ₆ leaks	tonnes of CO ₂	58,478.3	69,831.4	58,930.5	-11,353.1	-16.3
Refrigerant gas leaks (R22, R407C, R410A)	tonnes of CO ₂	488.3	0	87.1	488.3	-
Petrol for vehicles	tonnes of CO ₂	31.5	6.3	22.0	25.2	402.4
Diesel for vehicles	tonnes of CO ₂	5,958.8	6,308.4	5,973.9	-349.6	-5.5
Jet fuel for helicopters ⁽³⁾	tonnes of CO ₂	506.9	0.0	0.0	506.9	-
Natural gas for heating	tonnes of CO ₂	561.9	485.4	528.4	76.4	15.7
Oil for heating and generators	tonnes of CO ₂	773.7	729.0	953.5	44.8	6.1
Total direct emissions	tonnes of CO₂	66,799.4	77,360.5	66,495.5	-10,561.1	-13.7
<i>Indirect CO₂ emissions (tonnes)</i>						
Electricity	tonnes of CO ₂	70,325.6	66,323.5	73,170.3	4,002.2	6.0

CARBON INTENSITY – EQUIVALENT TONNES OF CO ₂ / REVENUE (MILLION OF EURO)	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Total emissions (direct and indirect) compared to revenues	tonnes of CO ₂ / (million euro)	65.9	72.0	73.6	-6.1	-8

⁽¹⁾ In 2014, the impact from leakage included an event that occurred in a substation which resulted in the loss of 784.1 kg of SF₆, equivalent to 26% of the total losses recorded.

⁽²⁾ The conversion of direct energy consumption and SF₆ (sulphur hexafluoride) and refrigerant gas leaks to equivalent CO₂ emissions is calculated this year using the parameters indicated in the IPCC Fifth Assessment Report (AR5) and Greenhouse Gas Protocol (GHG) Initiative. This led to a change in the equivalent tonnes of SF₆ and refrigerant gas and total direct emissions compared to that which was previously published. Until 2014, data on refrigerant gas leaks was only collected for R22. Data collection for R407C and R410A began in 2015 (it is estimated that the percentage of coverage for the total data is equal to 85%). In 2015 there were no R22 leaks.

Indirect consumption of electricity is converted taking into account the proportion of thermoelectric production in the total Italian electricity production for 2015. The reference for the division of the production mix is the "Monthly Report on the Electricity System" with the results for December 2015, available on the website <http://www.terna.it/en-gb/homepage.aspx>.

⁽³⁾ The Terna helicopter fleet has been operational since 2015.

Quantities and emissions

COOLANT GAS - QUANTITY AND EMISSIONS ⁽¹⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
R22 quantity	kg	250.3	539.2	1761.9	-288.9	-53.6
R22 leaks	kg	0.0	0.0	82.5	0.0	-
R407C quantity	kg	2677.2	3133.2	1292.6	-456.0	-14.6
R407C leaks	kg	186.6	0.0	0.0	186.6	-
R410A quantity	kg	7484.1	5866.6	4828.4	1617.4	27.6
R410A leaks	kg	96.3	0.0	0.0	96.3	-
Other coolant gases quantity	kg	895.7	1206.0	937.5	-310.4	-25.7

INDIRECT EMISSIONS OF CO ₂ RELATED TO STAFF AIR MILES ⁽²⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
<i>Type of flight</i>						
- domestic	tonnes of CO ₂	853.2	898.9	1071.6	-45.7	-5.1
- international	tonnes of CO ₂	250.0	248.7	381.7	1.3	0.5
- intercontinental	tonnes of CO ₂	193.9	119.9	205.9	74.0	61.7
Total emissions	tonnes of CO₂	1297.2	1267.5	1659.2	29.7	2.3

QUANTITIES AND EMISSIONS OF MOTOR VEHICLES ⁽³⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
HYBRIDS	no.	10	10	9	0	0
EURO 5	no.	1,243.00	1,246	1,226	-3	-0.2
EURO 4	no.	11	13	14	-2	-15.4
EURO 3 or lower	no.	87	157	146	-70	-44.6
Total vehicles	no.	1351	1,426	1,395	-75	-5.3
Nitrogen oxide emissions (NOx) ⁽⁴⁾	kg	8,980	9,100	5,130	-120	-1.3

⁽¹⁾ Until 2014, data on refrigerant gas leaks was only collected for R22. Data collection for R407C and R410A began in 2015 (it is estimated that the percentage of coverage for the total data is equal to 85%).

⁽²⁾ In order to evaluate CO₂ deriving from the air travel of employees, the conversion factors indicated by the Greenhouse Gas Protocol Initiative have been used.

⁽³⁾ The table shows the vehicles in the Terna fleet which, in the period in question, filled up at least once as recorded on the fuel card. Only operating vehicles are considered. For information on the consumption of the company fleet, see the following fuel consumption tables.

⁽⁴⁾ The figure is calculated on the basis of the values provided by car manufacturers in logbooks and on the mileage estimates of said vehicles. The value expressed in the table represents **68.2% of the company fleet for 2015** (in 2014, it referred to 66.2 % of the fleet and, in 2013, 62.7%).

Consumption

DIRECT AND INDIRECT ENERGY CONSUMPTION BROKEN DOWN BY PRIMARY SOURCE	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
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Direct consumption

Petrol for vehicles ⁽¹⁾ ⁽²⁾	tonnes	10.2	2.0	7.1	8.1	402.4
Diesel for vehicles ⁽¹⁾	tonnes	1858.2	1967.2	1862.9	-109.0	-5.5
Jet fuel for helicopters ⁽³⁾	tonnes	160.0	0.0	0.0	160.0	-
Natural gas for heating	thousands of cubic metres	257.0	222.0	241.7	35.0	15.7
Oil for generators and heating	tonnes	241.3	227.3	297.3	14.0	6.1

Indirect consumption

Electricity	GWh	191.1	185.8	194.1	5.3	2.9
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DIRECT AND INDIRECT ENERGY CONSUMPTION BROKEN DOWN BY PRIMARY SOURCE – GIGAJOULES	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
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Direct consumption

Petrol for vehicles ⁽¹⁾	GJ	455.0	90.6	317.8	364.4	402.4
Diesel for vehicles ⁽¹⁾	GJ	80,513.6	85,237.6	80,717.6	-4,724.0	-5.5
Jet fuel for helicopters ⁽³⁾	GJ	7,134.4	0.0	0.0	7,134.4	-
Natural gas for heating	GJ	10,022.3	8,659.3	9,426.0	1,363.1	15.7
Oil for generators and heating	GJ	10,454.5	9,849.6	12,883.6	605.0	6.1
Total direct consumption	GJ	108,579.8	103,837.0	103,345.0	4,742.8	4.6

Indirect consumption

Electricity for powering substations and offices ⁽⁴⁾	GJ	687,968.2	668,808.0	698,708.5	19,160.2	2.9
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WATER CONSUMPTION	Units	2015	2014	2013	Change 2014-15	Change % 2015-14
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Water consumption per source	m ³	171,263.5	173,692.2	198,190.5	-2,428.7	-1.40
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PAPER CONSUMPTION	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
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Certified paper (100% recycled)	tonnes	62.8	57.6	46.2	5.2	9.0
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MAIN MATERIALS IN SUPPLIES	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
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Porcelain	tonnes	336	327	699	9	2.8
Polymeric	tonnes	102	114	225	-12	-10.5
Copper	tonnes	1,380	1,019	5,234	361	35.4
Aluminium	tonnes	5,077	2,946	12,909	2131	72.3
Steel	tonnes	13,275	29,675	6,204	-16400	-55.3
Glass	tonnes	1,474	3,525	2,014	-2051	-58.2
Dielectric oil	tonnes	682	408	924	274	67.2
SF ₆	tonnes	31	28	42	3	10.7

PCB CONCENTRATION	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
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PCB > 500ppm ⁽⁵⁾	tonnes	0	0.7	0.218	-0.7	-100.0
50ppm < PCB < 500ppm	tonnes	0.46	0.35	3.785	0.11	31.4

⁽¹⁾ Only the consumption of operating vehicles is considered.

⁽²⁾ The increase in petrol consumption is attributable to the increased utilisation of hybrid vehicles.

⁽³⁾ The Terna helicopter fleet has been operational since 2015.

⁽⁴⁾ The reference for the division of the production mix is the "Monthly Report on the Electricity System" with the results for December 2015, available on the website <http://www.terna.it/en-gb/homepage.aspx>.

⁽⁵⁾ The 2013 and 2014 values are relative to the PCB concentration > 500ppm, which refer to appliances analysed during decommissioning.

Waste

WASTE MANAGEMENT ⁽¹⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Waste produced	tonnes	5,112.10	4,489.90	5,263.60	622.22	13.90
Waste recovered	%	92	81	87	11	13.58
<i>Non-hazardous special waste</i>						
Machines, equipment, pylons, conductors, cables						
- quantity produced	tonnes	1,338.84	1,042.21	1,283.31	296.63	28.50
- quantity delivered for recycling	tonnes	1,348.58	1,044.23	1,315.68	304.35	29.10
Packing						
- quantity produced	tonnes	248.21	322.81	208.31	-74.6	-23.10
- quantity delivered for recycling	tonnes	239.6	318.81	206.69	-79.21	-24.80
<i>Other</i>						
- quantity produced	tonnes	618.34	473.86	294.31	144.48	30.50
- quantity delivered for recycling	tonnes	448.96	153.52	147.69	295.44	192.40
Total non-hazardous special waste						
- quantity produced	tonnes	2,205.39	1,838.90	1,795.90	366.51	19.90
- quantity delivered for recycling	tonnes	2,037.10	1,516.60	1,680.10	520.58	34.30
<i>Hazardous special waste</i>						
Machines, equipment, pylons, conductors, cables						
- quantity produced	tonnes	1,956.89	1,427.14	2,386.43	529.75	37.10
- quantity delivered for recycling	tonnes	1,932.83	1,416.09	2,159.51	516.74	36.50
<i>Oils</i>						
- quantity produced	tonnes	716.61	936.9	698.43	-220.29	-23.50
- quantity delivered for recycling	tonnes	617.02	524.67	611.11	92.35	17.60
Lead batteries						
- quantity produced	tonnes	47.29	110.67	64.43	-63.38	-57.30
- quantity delivered for recycling	tonnes	47.28	110.78	64.6	-63.49	-57.30
Waste deriving from materials containing asbestos						
- quantity produced	tonnes	0	0	0	0	-
<i>Other</i>						
- quantity produced	tonnes	183.67	176.3	318.35	7.36	4.20
- quantity delivered for recycling	tonnes	45.94	84.64	39.6	-38.7	-45.70
<i>Total hazardous special waste</i>						
- quantity produced	tonnes	2,906.71	2,651.01	3,467.64	255.71	9.60
- quantity delivered for recycling	tonnes	2,643.08	2,136.18	2,874.82	506.9	23.70

⁽¹⁾ This includes only the special waste from the production process, not that produced by service activities (urban waste). Sewage and waste from septic tanks from substations not connected to the sewage system are not included; the figure for sewage and septic tanks was 680 tonnes in 2015, 383 tonnes in 2014 and 842 tonnes in 2013. In 2014, waste identified as "Other emulsions" produced during an accident that occurred in an operating area was also excluded, the quantity of which was 857 tonnes. The quantity of waste sent for disposal may differ from the simple difference between waste produced and waste recovered, owing to the temporary storage of waste.

Biodiversity

DISSUADERS FOR BIRDLIFE PRESENT ON THE NTG	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Lines affected	km	205	193	186	12	0.06
Total number of dissuaders	no.	13,866	13,397	12,005	469	0.04

LINES IN PROTECTED AREAS ⁽¹⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Lines interfering with protected areas	km	5,541	5,625	5,570	84	-1.5
Lines interfering as a total of lines managed by Terna	%	10	10	10	-	0.0

⁽¹⁾ The percentage of lines located in protected areas is calculated using the "ATLARETE" database, which may present non-significant misalignments with the data in the indicator tables showing the number of plants.

Costs for the environment

COSTS FOR THE ENVIRONMENT - INVESTMENT AND OPERATING COSTS ⁽¹⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Environmental offsets	€/mln	1	13	8	-12	-1200
Environmental-impact studies	€/mln	5	2	4	3	60
Environmental activities – new plants	€/mln	6	4	5	2	33
Environmental activities – existing plants	€/mln	7	10	8	-3	-43
Demolitions	€/mln	1	5	1	-4	-400
Total investments	€/mln	20	34	26	-14	-70
<i>Costs</i>						
Costs for environmental activities	€/mln	19	19	18	0	0
Total operating costs	€/mln	19	19	18	0	0

⁽¹⁾ For details on the accounting method, see pages 118-119.

Social responsibility

Number and composition of employees

PERSONNEL CHANGES	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Total employees	no.	3,333	3,437	3,442	-104	-3.0
Employees recruited during the year	no.	369	68	70	301	442.6
Employees who left during the year	no.	473	73	61	400	547.9
- men	no.	441	64	56	377	589.1
- women	no.	32	9	5	23	255.6
- under 30 years old	no.	4	0	3	4	-
- between 30 and 50 years old	no.	18	9	7	9	100.0
- over 50 years old	no.	451	64	51	387	604.7
<i>Turnover rate on termination⁽¹⁾</i>						
Total	%	13.8	2.1	1.8	11.6	548.9
- men	%	12.8	1.9	1.6	11.0	590.1
- women	%	0.9	0.3	0.2	0.7	256.1
- under 30 years old	%	0.1	0.0	0.1	0.1	-
- between 30 and 50 years old	%	0.5	0.3	0.2	0.3	100.3
- over 50 years old	%	13.1	1.9	1.5	11.3	605.7
PERSONNEL COMPOSITION	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Total employees	no.	3,333	3,437	3,442	-104	-3.0
<i>By contract type</i>						
- permanent	no.	3,331	3,382	3,412	-51	-1.5
- temporary	no.	2	55	30	-53	-96.4
<i>By employment type</i>						
- full-time	no.	3,303	3,404	3,412	-101	-3.0
- part-time	no.	30	33	30	-3	-9.1
<i>By gender</i>						
- men	no.	2,942	3,042	3,048	-100	-3.3
- women	no.	391	395	394	-4	-1.0
<i>By age</i>						
- under 30 years old	no.	586	375	415	211	56.3
- between 30 and 50 years old	no.	1,412	1,506	1,412	-94	-6.2
- over 50 years old	no.	1,335	1,556	1,615	-221	-14.2
<i>Average age of personnel (years)</i>						
Average age	y	43.46	46.58	46.18	-3.12	-6.7
Average corporate age ⁽²⁾	y	17.6	21.2	20.75	-3.6	-17.0
PERSONNEL COMPOSITION BY CATEGORY	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Total	no.	3,333	3,437	3,442	-104	-3.0
Senior executives	no.	63	61	62	2	3.3
Junior executives	no.	498	541	501	-43	-7.9
White-collar workers	no.	1,813	1,887	1,922	-74	-3.9
Blue-collar workers	no.	959	948	957	11	1.2
PERSONNEL COMPOSITION BY SCHOOLING	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
University degree	%	25.9	23.1	22.5	2.9	12.4
High school diploma	%	53.4	47.6	47.2	5.7	12.0
Vocational school diploma	%	12.0	15.4	15.6	-3.4	-22.0
Elementary/Middle school	%	8.7	13.9	14.7	-5.2	-37.3
FLEXIBLE EMPLOYMENT CONTRACTS AND TERMS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Diffusion of temporary contracts	no.	0.1	1.6	0.9	-1.5	-96.3
Expiring trial contracts converted to permanent contracts during the financial year	no.	0.0	2.0	46.0	-2.0	-100.0
Trainees and interns working at Terna	no.	16	32	52	-16	-50.0
Diffusion of part-time employment	%	0.0	1.0	0.9	-1.0	-100.0
Incidence of overtime	%	8.0	8.0	8.3	0.0	0
CONTRACTORS AND SUBCONTRACTORS' EMPLOYEES ⁽³⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Days worked	no.	550,661.5	547,660.5	500,884.3	3,001.0	0.5
Full-time equivalent	no.	2,503.0	2,489.0	2,277.0	13.6	0.5

⁽¹⁾ The turnover rates report the termination flows with respect to the number of employees as at 31 December of the previous year.

⁽²⁾ The average corporate age takes into account previous employment in the case of employees joining Terna following acquisitions of business units.

⁽³⁾ The data take into account the term of construction contracts and the variations in the workforce required, and relate to various types of Terna work contracts, from large construction sites to cutting vegetation under power lines. The days worked and the FTE units are estimated on the basis of the average daily presences at the largest construction sites and the amounts paid for contracted work on smaller sites. No further information is available on the types of contracts used by contractors.

Personnel development

TRAINING	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
<i>Hours of training</i>						
- per employee ⁽¹⁾	h	56	43	35	13	30.2
<i>Per category ⁽²⁾</i>						
- executives	h	20	16	38	4	25.0
- junior executives	h	3	29	34	-26	-89.7
- office staff	h	49	34	34	15	44.1
- blue-collar workers	h	87	70	37	17	24.3
<i>By gender ⁽³⁾</i>						
- men	h	53	45	36	8	17.8
- women	h	26	19	25	7	36.8
Coverage of employees ⁽¹⁾	%	97	91	89	6	6.6
Hours provided						
Total	h	190,807	148,955	120,115	41,852	28.1
- hours of internal teaching	h	133,042	98,212	79,876	34,830	35.5
<i>Hours of training by type of course</i>						
- education	h	3,429	3,283	12,782	146	4.4
- context and Business Model	h	47,055	8,602	13,851	38,453	447.0
- training	h	140,323	137,070	93,482	3,253	2.4
Participants in Model 231 courses	no.	128	103	489	25	24.3
Participants in sustainability courses	no.	748	333	76	415	124.6

⁽¹⁾ Ratio between total training hours and average number of employees.

⁽²⁾ Ratio between total training hours per category and average number of employees per category.

⁽³⁾ Ratio between total training hours by gender and the total number of employees throughout the year (including those employed by the company for a period of less than a year) by gender.

COMPENSATION	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Average cost per employee ⁽²⁾	€	80,116	79,848	78,124	268.1	0.3
Executive employees with Long-Term Incentives (LTI)	no.	44	46	45	-2	-4.3
Variable remuneration as % of fixed pay ⁽³⁾	%	10.0	9.5	9.3	0.6	5.8
MBO	no.	184	199	187	-15	-7.5

CORPORATE CLIMATE	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Total spontaneous resignations	no.	12	11	9	1	9.1
Absences per employee ⁽⁴⁾	h	55.0	53.8	56.9	1.2	2.2
Absentee Rate ⁽⁵⁾	%	7,186.1	7,092.3	7,432.2	93.8	1.3

AVERAGE YEARS OF EMPLOYMENT FOR EMPLOYEES LEAVING THE COMPANY ⁽⁶⁾	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Total terminations	y	36.6	32.8	32.4	3.8	11.6
- men	y	36.9	33.1	32.6	3.8	11.5
- women	y	31.9	30.8	29.4	1.1	3.7
- under 30 years old	y	2.0	0.0	3.3	2.0	-
- between 30 and 50 years old	y	8.7	6.8	6.4	1.9	27.9
- over 50 years old	y	38.0	36.5	37.6	1.5	4.1

⁽¹⁾ Percentage of employees who took at least one training course during the year.

⁽²⁾ "Per employee" includes all company employees, including executives.

⁽³⁾ The figures regard the incentives paid to all employees, including executives. Fringe benefits are excluded.

⁽⁴⁾ This figure regards the number of non-contractual absences during the year (illness, accident, leave of absence, strike, unpaid absence).

⁽⁵⁾ This is the number of days of absence owing to illness, strikes and injuries out of the number of days worked in the same period, multiplied by 200,000. To facilitate comparison with other sources, this indicator was also calculated as a percentage of days worked. With this calculation method, the absentee rate came out at 3.6 in 2015, 3.6 in 2014, and 3.7 in 2013. The reasons for absence considered do not include maternity leave, marriage leave, study leave, leave for trade union activities, other cases of paid leave, and suspensions.

⁽⁶⁾ The duration of employment takes into account previous employment, in the case of employees joining Terna following acquisitions of business units.

Equal opportunities

EQUAL OPPORTUNITIES FOR MEN AND WOMEN	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
<i>Women out of total employees</i>						
- women out of total	%	11.7	11.5	11.5	0.2	2.1
- women out of total net of blue-collar workers	%	16.5	15.9	15.9	0.6	3.8
- female senior executives out of total senior executives	%	15.9	16.4	16.1	-0.5	-3.2
- female senior and junior executives out of total senior and junior executives	%	18.2	17.6	17.9	0.6	3.2
<i>Employment growth</i>						
- annual change: women	%	-1.0	0.3	0.5	-1.3	-499.0
- annual change: men	%	-3.3	-0.2	0.2	-3.1	-1570.0
<i>Outflows⁽¹⁾</i>						
- outflows: women	%	8.1	2.3	1.3	5.8	254.7
- outflows: men	%	14.5	2.1	1.8	12.4	590.4
<i>Inflows⁽¹⁾</i>						
- inflows: women	%	7.1	2.5	1.8	4.6	179.3
- inflows: men	%	11.2	1.9	2.1	9.3	489.1
<i>Managerial positions</i>						
- female senior executives out of total women	%	2.6	2.5	2.5	0.0	1.0
- male senior executives as % of male employees (excluding production workers)	%	2.7	2.4	2.5	0.2	9.7
<i>Grade promotions⁽²⁾</i>						
- promotions to junior executive as % of previous grade: women	%	0.0	2.1	0.3	-2.1	-100.0
- promotions to junior executive as % of previous grade: men	%	0.0	2.7	0.4	-2.7	-100.0
<i>Gender pay gap⁽³⁾</i>						
- executives	%	73.5	72.5	81.3	1.0	1.4
- junior executives	%	96.9	97.1	96.3	-0.2	-0.2
- office staff	%	97.0	95.3	95.1	1.6	1.7
<i>Gender remuneration gap⁽⁴⁾</i>						
- executives	%	67.5	71.2	78.5	-3.7	-5.2
- junior executives	%	100.1	100.9	98.2	-0.8	-0.8
- office staff	%	93.9	91.9	91.3	1.9	2.1

⁽¹⁾ The outflows (inflows) for women and men show the ratio of employees divided by gender who left (joined) in the year to total employees divided by gender at 31 December of the previous year.

⁽²⁾ The figure is obtained from the ratio between promotions to junior executive that occurred during the year and employees categorised as white-collar workers in the previous year, calculated by gender. Promotions from blue-collar worker to white-collar worker and from junior executive to senior executive were not considered, because the number was not significant on an annual basis.

⁽³⁾ The figure is the result of the ratio between the annual basic pay for women for the different grades and the annual basic pay for men for the same grades. The figure was not calculated for blue-collar workers because there are no women in that category.

⁽⁴⁾ The figure is the result of the percentage ratio between the total annual remuneration for women for the different grades and the total annual remuneration for men for the same grades. The total remuneration includes, besides basic pay, production bonuses, the different types of incentives and the value of the benefits received over the year.

Health and safety

OCCUPATIONAL INJURIES - TERNA EMPLOYEES, GRI-ILO DEFINITIONS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Injury rate ⁽¹⁾	%	0.84	1.27	1.42	-0.42	-33.3
Lost-Day Rate ⁽²⁾	%	36.13	44.16	52.94	-8.03	-18.2
Occupational Disease Rate ⁽³⁾	%	0	0	0	-	-
Number of injuries	no.	24	36	41	-12	-33.3
- of which serious	no.	0	0	0	0	-
- of which fatal	no.	0	0	2	0	-

OCCUPATIONAL INJURIES, EMPLOYEES – BROKEN DOWN BY GENDER	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Number of injuries	no.	24	36	41	-12	-33.3
- of whom men	no.	24	35	39	-11	-31.4
- of whom women	no.	0	1	2	-1	-100.0
Injury rate – male employees	%	0.94	1.37	1.5	-0.43	-31.4
Injury rate – female employees	%	0	0.35	0.07	-0.35	-100.0
Lost-Day Rate – male employees	%	40.23	49.08	51.88	-8.85	-18.0
Lost-Day Rate – female employees	%	0	0.69	0.97	-0.69	-100.0

INSPECTIONS AND INVESTIGATIONS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Periodic health inspections	no.	2,692	2,744	2,624	-52	-1.9
Examinations by assigned doctor	no.	278	374	301	-96	-25.7
Inspections and checks ⁽⁴⁾	no.	104	111	130	-7	-6.3

HOURS OF TRAINING ON WORKERS' HEALTH AND SAFETY	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Total	h	73,613	66,627	37,940	6,986	10.5
Senior executives	h	202	80	648	122	152.5
Junior executives	h	3,623	4,889	4,343	-1,266	-25.9
White-collar workers	h	25,100	26,315	14,191	-1,215	-4.6
Blue-collar workers	h	44,688	35,343	18,757	9,345	26.4

OCCUPATIONAL INJURIES – CONTRACTORS AND SUBCONTRACTORS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Occupational injuries – contractors' employees	no.	9	16	11	-7	-43.8
- of which serious	no.	1	3	4	-2	-66.7
- of which fatal	no.	0	2	2	-2	-100.0
Injury rate ⁽⁵⁾	%	0.43	0.77	0.58	-0.34	-44.1

⁽¹⁾ This is the number of injuries with at least one day's abstinence from work divided by the number of hours worked during the year and multiplied by 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees). To facilitate comparison with other sources, this indicator was also calculated using a multiplication factor of 1,000,000 instead of 200,000 (consequently obtaining an injury rate five times that of the ILO). With this calculation method, the injury rate came out at **4.2 in 2015, 6.3 in 2014, and 7.1 in 2013**.

⁽²⁾ This is the ratio between the days not worked owing to injury and hours worked in the year, multiplied by 200,000. Days not worked are calendar days, counted from when the injury occurred. To facilitate comparison with other sources, this indicator was also calculated using a multiplication factor of 1,000. With this calculation method, the lost-day rate came out at **0.2 in 2015, 0.2 in 2014, and 0.3 in 2013**. To calculate the lost-day rate, the days not worked related to injuries occurring in 2015 were considered together with any continued absence related to injuries occurring during the previous years, following the criterion of annual accrual of days of absence.

⁽³⁾ This is the total number of cases of occupational disease divided by the hours worked in the year, multiplied by 200,000. In 2015, as in previous years, no cases of work-related illness for Terna employees was ascertained. The type of activities carried out by Terna does not entail any work associated – on the basis of the official legal tables – with the possible onset of occupational diseases. Terna's occupational disease rate must therefore be considered to be always zero.

⁽⁴⁾ Inspections performed by the SPPM (Safety, Prevention and Protection Managers) and the Operational Transmission Area Managers.

⁽⁵⁾ This is the number of injuries with at least one day's abstinence from work divided by the number of hours worked during the year and multiplied by 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees). To facilitate comparison with other sources, this indicator was also calculated using a multiplication factor of 1,000,000 instead of 200,000 (consequently obtaining an injury rate five times that of the ILO). With this calculation method, the injury rate came out at **2.2 in 2015, 3.8 in 2014, and 2.9 in 2013**.

Relations with trade unions

Employee trade union membership	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Trade union membership rate	%	49.6	55.3	62.7	-5.7	-10.3

TRADE UNION AGREEMENTS	Units	2015	2014	2013	Change 2015-14	Change % 2015-14
Trade union agreements signed during the year	no.	11	20	14	-9	-45.0

Tamini Group

Data concerning the Tamini Group, which was acquired on 20 May 2014 by the subsidiary Terna Plus, has been published in this Report for the first time, divided by plant.

The merger agreement between the Tamini Group and TES Transformer Electro Service S.r.l. was concluded on the 30 October 2015.

Environmental data

CONSUMPTION

	Units	Melegnano	Legnano	Novara	Valdagno*	TES **	TOTAL
Electricity	kWh	1,350,948	2,040,683	1,066,075	334,993	1,042,415	5,835,114
Methane gas	cubic metres	163,500	373,828	214,952	68,688	327,494	1,148,462
Water	cubic metres	12,639	12,808	11,530	1,433	641	39,051

(*) The Valdagno plant is related to V.T.D. Trasformatori S.r.l., a subsidiary of Tamini.

(**) Data concerning TES refers to the Ospitaletto and Rodengo plants.

WASTE

	Units	Melegnano	Legnano	Novara	Valdagno*	TES **	TOTAL
Total special waste produced	kg	668,031	320,549	182,589	103,204	74,870	1,349,243
- of which special hazardous waste produced	kg	10,177	42,979	18,986	19,644	60,440	152,226
- of which non-hazardous special waste produced	kg	657,854	277,570	163,603	83,560	14,430	1,197,017

(*) The Valdagno plant is related to V.T.D. Trasformatori S.r.l., a subsidiary of Tamini.

(**) Data concerning TES refers to the Ospitaletto and Rodengo plants.

Social data

PERSONNEL COMPOSITION AT 31.12.2015

	TAMINI GROUP
Senior executives	13
Junior executives	16
White-collar workers	155
Blue-collar workers	247
Total	431

OCCUPATIONAL INJURIES - TERNA EMPLOYEES, GRI-ILO DEFINITIONS

	Units	Tamini	V.T.D.	TES	Tamini Group Total
Injury rate ⁽¹⁾	%	5.90	2.11	1.31	4.50
Lost-Day Rate ⁽²⁾	%	161.96	29.60	19.67	116.68
Injuries	no.	15	1	1	17
- of which fatal	no.	0	0	0	0

(1) This is the number of injuries with at least one day's abstention from work divided by the number of hours worked during the year and multiplied by 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees). To facilitate comparison with other sources, this indicator was also calculated using a multiplication factor of 1,000,000 instead of 200,000 (consequently obtaining an injury rate five times that of the ILO). With this calculation method, the injury rate came out at **29.48 for Tamini; 10.57 for V.T.D.; 6.56 for TES and 22.49 for the Tamini Group.**

(2) This is the ratio between the days not worked owing to injury and hours worked in the year, multiplied by 200,000. Days not worked are calendar days, counted from when the injury occurred. To facilitate comparison with other sources, this indicator was also calculated using a multiplication factor of 1,000. With this calculation method, the lost-day rate came out at **0.81 for Tamini; 0.15 for V.T.D.; 0.10 for TES and 0.58 for the Tamini Group.**