

ENVIRONMENTAL INDICATORS	2020	2021 ^(*)	2022 ^(*)
Total GHG Emissions – Scope 1 (Mt CO ₂ eq) ■■	38.6	35.8	29.8
of which emissions from energy production (controlled assets)	36.4	33.7	27.9
of which CH ₄ emissions	1.5	1.6	1.3
Total GHG Emissions – Scope 2 (Mt CO ₂ eq) ■■	0.6	0.5	0.7
Total GHG emissions – Scope 3 (Mt CO ₂ eq)	124.2	122.4	143.7
of which use of products sold	61.4	65.6	61.3
of which emissions from energy production (equity-accounted assets)	31.1	31.4	31.6
CO ₂ emission ratio – Energy production – Scope 1 (kg CO ₂ eq/MWh eq) ■■	212.5	178	151.8
CO ₂ emission ratio – Energy production – Scope 3 (kg CO ₂ eq/MWh eq) ■■	377.2	368.7	342.9
CO ₂ emission ratio – Energy production – Scopes 1&3 (kg CO ₂ eq / MWh eq) ■■	262.3	237.8	215.7
NOx emissions (kt) ■	49.0	48.8	33.5
SO ₂ emissions (kt) ■	119.6	105.9	7.4
Fine particle emissions (kt) ■	6.3	5.7	3.4
Mercury emissions (kg)	305	194	49
Total primary energy consumption (excluding own consumption) (TWh) ■■	285	314	278
Total freshwater and non-freshwater consumption (Mm ³) ■	77	97	79
Total fresh water use (Mm ³)	49	66	55
Rate of fresh water consumption per energy produced (Scope 1)(%)	0.278	0.342	0.300
Environmental risk prevention plan (% of relevant revenues)	81.9	93.8	96
Environmental expenditure (€ m)	553	529	903
Environment-related complaints (no.)	6	13	20
Environment-related convictions (no.)	2	2	1
Amount of compensation (€ k)	14	697	9
Non-hazardous waste recovery rate (%) ■	86	85	80
Hazardous waste recovery rate (%) ■■	30	16	21
Certified environmental management system (% of relevant revenues)	74.9	73.2	75.6

SOCIAL INDICATORS	2020	2021 ^(*)	2022 ^(*)
Number of employees ■■	172,703	101,504	96,454
Managerial staff in the workforce (%) ■■	26.2	30.2	30.4
Employees on permanent contracts (%) ■■	90.4	91.5	91.5
No. of permanent contract and fixed-term hires ■	29,481	15522	16974
Voluntary turnover (%)	5.4	5.2	6.5
Internal lost-time occupational accident frequency rate for employees ■■	3.0	2.8	2.3
Lost time injury frequency rate for employees and subcontractors on sites with controlled access ■■	2.7	2.5	2.0
Accident seriousness rate (employees) ■	0.11	0.1	0.06
Number of fatal accidents (employees) ■	3	2	0
Number of fatal accidents (subcontractors)	3	11	4
Women in the workforce (%) ■■	21.5	25.1	26.1
Women in management positions (%) ■■	24.1	28.9	29.9
Gender pay gap (%)	-	-	1.73
Trained workforce (%) ■■	70.1	82	83.8
Hours of training (no.) ■	2,963,242	2,254,023	2,126,584
Percentage of apprentices in France (%) ■	6.7	7.2	7.7
Overall employment rate of employees with disabilities in France (%)	3.7	3.4	3.4
Employee engagement (%) ■	83	83	86
Employee shareholding (% of share capital held)	3.2	3.2	3.9