

#### 3.4.7.2 Table of social indicators

				GROUP <sup>(1)</sup>			NORTH AMERICA		
		GRI	2019	2018	2017	2019	2018	2017	
WORKFORCE									
Total workforce ■■	1.A	LA1	171,103	160,301	155,128	3,559	6,010	3,770	
breakdown by geographic region	1.A	LA1							
France	1.A	LA1	77,151	74,961	72,589	0	0	0	
Belgium	1.A	LA1	16,835	16,910	16,658	0	0	0	
Other European countries	1.A	LA1	43,232	42,228	45,266	0	0	0	
Total Europe	1.A	LA1	137,218	134,099	134,513	0	0	0	
North America	1.A	LA1	6,318	7,380	4,903	3,559	6,010	3,770	
South America	1.A	LA1	14,310	7,033	6,147	0	0	0	
Asia - Middle East - Oceania	1.A	LA1	9,815	9,092	8,858	0	0	0	
Africa	1.A	LA1	3,442	2,697	707	0	0	0	
% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
breakdown by SPC	1.A	LA1							
Managers ■■	1.A	LA1	42,963	40,131	37,191	1,498	1,680	893	
Non-managers ■■	1.A	LA1	128,140	120,170	117,937	2,061	4,330	2,877	
% Managers	1.A		25.1%	25.0%	24.0%	42.1%	28.0%	23.7%	
% Non-managers	1.A		74.9%	75.0%	76.0%	57.9%	72.0%	76.3%	
% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
breakdown by type of contract	1.A	LA1							
Permanent ■■	1.A	LA1	90.3%	92.5%	93.3%	98.5%	99.4%	99.2%	
Fixed terms ■■	1.A	LA1	9.7%	7.5%	6.7%	1.5%	0.6%	0.8%	
% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Age pyramid of permanent employees	1.A	LA1							
under 25 yrs old	1.A	LA1	3.7%	3.4%	3.1%	4.4%	6.3%	5.6%	
25-29 yrs old	1.A	LA1	9.9%	9.5%	9.5%	10.0%	11.6%	13.4%	
30-34 yrs old	1.A	LA1	13.6%	13.5%	13.5%	12.4%	12.9%	14.6%	
35-39 yrs old	1.A	LA1	15.0%	15.1%	14.6%	12.3%	13.1%	14.7%	
40-44 yrs old	1.A	LA1	13.6%	13.6%	13.5%	12.0%	12.6%	12.5%	
45-49 yrs old	1.A	LA1	13.8%	14.3%	14.7%	13.5%	12.3%	11.9%	
50-54 yrs old	1.A	LA1	13.7%	14.1%	14.2%	13.2%	12.3%	10.8%	
55-59 yrs old	1.A	LA1	11.2%	11.2%	11.5%	11.1%	10.9%	9.2%	
60-64 yrs old	1.A	LA1	4.7%	4.5%	4.6%	7.8%	5.7%	5.2%	
65 and +	1.A	LA1	0.8%	0.8%	0.9%	3.3%	2.4%	2.1%	
% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Female workforce ■■	1.F	LA13	35,720	33,817	34,378	814	1,405	1,256	
% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

<sup>(1)</sup> Groupe covers the ENGIE 7 sectors

<sup>(2)</sup> New formula in 2019.

<sup>(3)</sup> Excluding contractual terminations

 <sup>(4)</sup> The evolution of severity rates does not include fatalities
 (5) 3.4 at 2018 scope (excluding companies integrated in 2019)

<sup>■■</sup> Reasonable assurance for fiscal year 2019.

	INFRASTRUCTURE	FRANCE	URE	UDING INFRASTRUCT	FRANCE EXCL	
2017	2018	2019	2017	2018	2019	
17,032	17,194	17,415	52,478	55,631	57,616	
16.000	16,970	17 100	49,685	FO 470	E4 100	
16,809	10,970	17,183	49,000	52,470	54,108 21	
223	224	232	530	913	1,046	
17,032	17,194	17,415	50,215	53,383	55,175	
(	0	0	0	21	46	
(	0	0	8	8	8	
	0	0	1,890	1,951	2,076	
	0	0	365	268	311	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
4,245	4,437	4,601	11,758	13,153	14,088	
12,787	12,757	12,814	40,720	42,478	43,528	
24.9%	25.8%	26.4%	22.4%	23.6%	24.5%	
75.1%	74.2%	73.6%	77.6%	76.4%	75.5%	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
94.3%	94.3%	94.3%	91.9%	91.6%	91.6%	
5.7%	5.7%	5.7%	8.1%	8.4%	8.4%	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
3.9%	3.3%	3.0%	3.0%	3.4%	3.9%	
11.4%	10.8%	10.2%	10.4%	10.0%	10.0%	
15.3%	15.1%	15.4%	14.5%	14.3%	14.0%	
14.8%	15.6%	15.4%	15.4%	15.7%	15.7%	
14.5%	14.4%	14.8%	13.4%	13.4%	13.4%	
14.0%	14.7%	15.0%	14.5%	14.3%	13.8%	
13.6%	13.0%	12.9%	14.5%	14.4%	14.1%	
10.6%	10.9%	10.7%	11.4%	11.5%	11.7%	
1.8%	2.1%	2.5%	2.8%	2.8%	3.1%	
0.1%	0.1%	0.1%	0.3%	0.3%	0.3%	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
4,406	4,553	4,766	8,551	9,190	9,519	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

				GROUP <sup>(1)</sup>			NORTH AMERICA		
		GRI	2019	2018	2017	2019	2018	2017	
DIVERSITY AND EQUAL OPPORTUNITY									
Proportion of women in workforce ■■	1.F	LA13	20.9%	21.1%	22.2%	22.9%	23.4%	33.3%	
% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Proportion of women in management ■■	1.F	LA13	23.5%	23.3%	22.9%	22.3%	29.2%	30.8%	
% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Proportion of apprentices in workforce (2)	1.F	LA1	3.3%	3.0%	2.9%	0.0%	0.1%	0.0%	
% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Proportion of disabled employees	1.F		2.0%	2.1%	2.0%				
Employees under 25 as a% of permanent hires	1.F		14.8%	13.9%	15.7%	11.4%	9.8%	10.2%	
Employees over 50 as a% of permanent hires	1.F		12.2%	13.6%	14.3%	19.4%	21.7%	23.8%	
STAFF AND JOB MOVEMENT									
No. of permanent hires	1.A	LA2	20,388	18,011	14,339	726	1,246	886	
No. of fixed-term hires	1.A	LA2	16,794	11,743	9,499	133	74	31	
Hiring rate	1.A	LA2	21.8%	18.9%	15.6%	24.6%	30.3%	24.8%	
% reporting			100.00%	99.38%	99.07%	100.00%	81.68%	61.59%	
Permanent hiring rate	1.A	LA2	54.8%	60.5%	60.2%	84.5%	94.4%	96.6%	
% reporting			100.00%	99.38%	99.07%	100.00%	81.68%	61.59%	
Number of lay-offs (3)	1.A		5,691	4,101	4,204	216	706	572	
% reporting			100.00%	99.38%	99.07%	100.00%	81.68%	61.59%	
Turnover	1.A	LA2	11.3%	9.3%	8.4%	22.0%	27.9%	21.0%	
% reporting			100.00%	99.38%	99.07%	100.00%	81.68%	61.59%	
Voluntary turnover	1.A	LA2	7.1%	5.8%	5.8%	15.8%	11.5%	5.3%	
% reporting			100.00%	99.38%	99.07%	100.00%	81.68%	61.59%	
CAREER DEVELOPMENT									
Proportion of workforce trained ■■	1.E	LA10	69.2%	66.1%	67.7%	31.9%	67.3%	17.7%	
% reporting			97.42%	95.00%	97.57%	45.71%	13.47%	17.95%	
Proportion of women in trained workforce	1.E	LA10	18.5%	18.4%	17.6%	25.5%	16.4%	5.5%	
% reporting			97.42%	95.00%	97.57%	45.71%	13.47%	17.95%	
Proportion of managers and non-managers in trained workforce:	1.E	LA10							
Managers	1.E	LA10	24.0%	25.0%	24.6%	18.6%	13.0%	7.7%	
Non-managers	1.E	LA10	76.0%	75.0%	75.4%	81.4%	87.0%	92.3%	
% reporting			97.42%	95.00%	97.57%	45.71%	13.47%	17.95%	

<sup>(1)</sup> Groupe covers the ENGIE 7 sectors
(2) New formula in 2019.
(3) Excluding contractual terminations
(4) The evolution of severity rates does not include fatalities(1) New formula in 2019.
(5) 3.4 at 2018 scope (excluding companies integrated in 2019)
Reasonable assurance for fiscal year 2019.

	INFRASTRUCTURE	FRANCE	UKE	UDING INFRASTRUCT	FRANCE EXCL	
201	2018	2019	2017	2018	2019	
25.9%	26.5%	27.4%	16.3%	16.5%	16.5%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
31.4%	31.9%	32.5%	21.1%	21.6%	22.2%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
5.4%	5.5%	5.8%	4.8%	5.0%	6.2%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
3.4%	3.6%	3.6%	3.6%	3.8%	3.7%	
<b>29</b> .	28.2%	22.9%	18.8%	17.3%	16.6%	
4.4%	3.2%	2.8%	8.8%	8.4%	9.3%	
74	592	705	4,183	5,840	6,535	
58	651	654	4,423	5,476	4,756	
7.8%	7.3%	7.9%	16.5%	20.6%	19.8%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
55.9%	47.6%	51.9%	48.6%	51.6%	57.9%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
2	19	25	876	809	861	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
0.7%	1.1%	1.3%	6.5%	7.5%	7.5%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
0.5%	0.9%	1.1%	3.7%	4.9%	5.0%	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
75.2%	78.8%	67.8%	70.5%	63.3%	63.7%	
100.009	100.00%	100.00%	100.00%	99.97%	98.46%	
21.4%	26.0%	23.1%	12.6%	12.8%	12.4%	
100.009	100.00%	100.00%	100.00%	99.97%	98.46%	
		24.2%	22.8%	22.6%	00.40/	
20.49	21.8%	24.2%	22.0%	22.070	23.4%	
20.49	21.8% 78.2%	75.8%	77.2%	77.4%	76.6%	

person trained (in €)       % reporting     97.42%     95.00%     97.57%     45.71%     13.47%     17.95%					GROUP(1)			NORTH AMERICA		
Breakdown of training hours per person trained when the person training hours per porting  1.E LA10  Breakdown of training hours by topic  Business techniques  38.9% 40.8% 45.2% 77.4% 21.0% 50.1%  30.0% 30.0% 60.31,7% 4.5% 20.0% 30.0% 60.0%			GRI	2019	2018	2017	2019	2018	2017	
Breakdown of training   1.E LA10	Total no. of training hours	1.E	LA10	3,271,154	3,069,973	3,082,644	9,804	5,097	10,541	
Nours by topic   Subsiness techniques   Sub	% reporting			97.42%	95.00%	97.57%	45.71%	13.47%	17.95%	
Quality, safety and emitronment.   32.6%   32.0%   31.7%   4.5%   20.6%   39.0%   emitronment.		1.E	LA10							
environment.  Languages  2.0% 2.8% 2.9% 1.5% 2.5% 0.0%  Management and personnel development  15.0% 17.4% 13.0% 6.3% 2.6% 2.8%  Management and personnel development  11.4% 7.0% 7.1% 10.4% 53.4% 8.0%  % reporting  97.42% 95.00% 97.57% 45.71% 13.47% 17.95%  No. of training hours per person trained % reporting  No. of training hours per woman trained  97.42% 95.00% 97.57% 45.71% 13.47% 17.95%  No. of training person trained  97.42% 95.00% 97.57% 45.71% 13.47% 17.95%  No. of training person trained  97.42% 95.00% 97.57% 45.71% 13.47% 17.95%  No. of training person trained  97.42% 95.00% 97.57% 45.71% 13.47% 17.95%  Training expenses per hour of training in 0  97.42% 95.00% 97.57% 45.71% 13.47% 17.95%  Training expenses per hour of training in 0  97.42% 95.00% 97.57% 45.71% 13.47% 17.95%  Training expenses per person trained (in 0)  % reporting  97.42% 95.00% 97.57% 45.71% 13.47% 17.95%  Training expenses per person trained (in 0)  % reporting  97.42% 95.00% 97.57% 45.71% 13.47% 17.95%  WORKING CONDITIONS  Days of absence per person 1.B LA7 12 13 12 5 6 3  Noreting  99.13% 95.90% 98.32% 81.38% 29.65% 48.92%  Noreting  99.13% 96.90% 98.32% 81.38% 29.65% 48.92%  Noreting  1.B LA7 3.1% 3.0% 3.0% 5.0% 5.0%  % reporting  99.13% 96.39% 96.62% 81.38% 38.79% 61.69%  HEALTH AND SAFETY DATA  Number of fatal accidents (employees)  % reporting  100% 100% 100% 100% 100% 100% 100% 100	Business techniques			38.9%	40.8%	45.2%	77.4%	21.0%	50.1%	
Management and personnel   15.0%   17.4%   13.0%   6.3%   2.6%   2.8%   development   1.4%   7.0%   7.1%   10.4%   53.4%   8.0%   7.5%   7.1%   10.4%   53.4%   8.0%   7.5%   7.5%   45.71%   13.47%   17.95%   7.	3.			32.6%	32.0%	31.7%	4.5%	20.6%	39.0%	
Incompane	Languages			2.0%	2.8%	2.9%	1.5%	2.5%	0.0%	
% reporting   97.42%   95.00%   97.57%   45.71%   13.47%   17.95%				15.0%	17.4%	13.0%	6.3%	2.6%	2.8%	
No. of training hours per person trained   1.E   LA10   28   31   30   19   11   16   16   16   16   16   16	Others			11.4%	7.0%	7.1%	10.4%	53.4%	8.0%	
Person trained	% reporting			97.42%	95.00%	97.57%	45.71%	13.47%	17.95%	
No. of training hours per woman trained  **No. of training hours per woman trained  **No reporting   97.42%   95.00%   97.57%   45.71%   13.47%   17.95%    **Training expenses per hour of training (in c)  **No reporting   97.42%   95.00%   97.57%   45.71%   13.47%   17.95%    **Training expenses per hour of training (in c)  **No reporting   97.42%   95.00%   97.57%   45.71%   13.47%   17.95%    **Training expenses per person trained (in c)  **No reporting   97.42%   95.00%   97.57%   45.71%   13.47%   17.95%    **Training expenses per person trained (in c)  **No reporting   97.42%   95.00%   97.57%   45.71%   13.47%   17.95%    **MORKING CONDITIONS***  **Days of absence per person   1.B. LA7   12   13   12   5   6   3    **Person   99.13%   95.90%   98.32%   81.38%   29.65%   48.92%    **Overtine   1.B. LA7   3.1%   3.0%   3.0%   5.0%   3.8%   4.4%    **Reporting   99.13%   96.39%   98.62%   81.38%   38.79%   61.59%    **HEALTH AND SAFETY DATA**  **Number of fatal accidents   2   4   1   0   0   0    **(employees)   100%   100%   100%   100%   100%   100%    **(frequency rate (in)   100%   98%   99.08%   100%   100%   65%    **Severity rate (in)   0.21   0.14   0.13   0.13   0.09   0.03   0.01    **(inc) framework)   100%   98%   99.08%   100%   100%   65%    **Severity rate (in)   0.14   0.13   0.13   0.09   0.03   0.01    **(inc) framework)   100%   98%   99.08%   100%   100%   65%    **Severity rate (in)   0.14   0.13   0.13   0.09   0.03   0.01    **(inc) framework)   100%   98%   99.08%   100%   100%   65%    **Severity rate (in)   0.14   0.13   0.13   0.09   0.03   0.01    **(inc) framework)   100%   98%   99.08%   100%   100%   65%    **Number of new cases of   100   98%   99.08%   100%   100%   65%    **Number of new cases of   100%   98%   99.08%   100%   100%   65%    **Number of new cases of   100%	•	1.E	LA10	28	31	30	19	11	16	
Woman trained	% reporting			97.42%	95.00%	97.57%	45.71%	13.47%	17.95%	
Training expenses per hour of training (in c)   31   29   34   11   10   12		1.F	LA10	25	27	27	5	9	29	
of training (in €) % reporting 97.42% 95.00% 97.57% 45.71% 13.47% 17.95% 17.95% 17.95% 17.95% 19.90% 97.67% 95.00% 97.57% 45.71% 13.47% 17.95% 19.90% 10.90%	% reporting			97.42%	95.00%	97.57%	45.71%	13.47%	17.95%	
Training expenses per person trained (in €)         1.E LA10         879         885         1,036         212         109         199           % reporting         97.42%         95.00%         97.57%         45.71%         13.47%         17.95%           WORKING CONDITIONS         Days of absence per 1.B LA7         12         13         12         5         6         3           person         99.13%         95.90%         98.32%         81.38%         29.65%         48.92%           Overtime         1.B LA7         3.1%         3.0%         3.0%         5.0%         3.8%         4.4%           % reporting         99.13%         96.39%         98.62%         81.38%         29.65%         48.92%           Overtime         1.B LA7         3.1%         3.0%         3.0%         5.0%         3.87%         4.4%           % reporting         99.13%         96.39%         98.62%         81.38%         38.79%         61.59%           HEALTH AND SAFETY DATA           Number of fatal accidents (employees)         2         4         1         0         0         0         0           % reporting         100%         100%         100%         100%		1.E	LA10	31	29	34	11	10	12	
Person trained (in É)   97.42%   95.00%   97.57%   45.71%   13.47%   17.95%	% reporting			97.42%	95.00%	97.57%	45.71%	13.47%	17.95%	
Days of absence per person   1.B LA7   12   13   12   5   6   3	Training expenses per person trained (in €)	1.E	LA10	879	885	1,036	212	109	199	
Days of absence per person   1.B LA7   12   13   12   5   6   3	% reporting			97.42%	95.00%	97.57%	45.71%	13.47%	17.95%	
Person   99.13%   95.90%   98.32%   81.38%   29.65%   48.92%	WORKING CONDITIONS									
Overtime         1.B         LA7         3.1%         3.0%         3.0%         5.0%         3.8%         4.4%           % reporting         99.13%         96.39%         98.62%         81.38%         38.79%         61.59%           HEALTH AND SAFETY DATA           Number of fatal accidents (employees)         2         4         1         0         0         0           6 reporting         100%         100%         100%         100%         100%         100%         100%           Frequency rate (employees)         3,7 (employees)         3.4         3,3 (employees)         1.73         1.00         0.69           (employees)         100%         98%         99.08%         100%         100%         65%           Severity rate (employees)         0.21         0.19         0.20         0.11         0.03         0.08           (French framework)         0.14         0.13         0.13         0.09         0.03         0.01           (ILO framework)         0.14         0.13         0.13         0.09         0.03         0.01           (ILO framework)         100%         98%         99.08%         100%         100%         65%	•	1.B	LA7	12	13	12	5	6	3	
% reporting 99.13% 96.39% 98.62% 81.38% 38.79% 61.59%  HEALTH AND SAFETY DATA  Number of fatal accidents (employees)  % reporting 100% 100% 100% 100% 100% 100% 100%  Frequency rate (9) 0.21 0.19 0.20 0.11 0.03 0.08 (French framework)  % reporting 100% 98% 99.08% 100% 100% 65%  Severity rate (9) 0.21 0.19 0.20 0.11 0.03 0.08 (French framework)  % reporting 100% 98% 99.08% 100% 100% 65%  Severity rate (9) 0.14 0.13 0.13 0.09 0.03 0.01 (ILO framework)  % reporting 100% 98% 99.08% 100% 100% 65%  Severity rate (9) 0.14 0.13 0.13 0.09 0.03 0.01 (ILO framework)  % reporting 100% 98% 99.08% 100% 100% 65%  Number of new cases of 120 91 76 0 0 0 2 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% reporting			99.13%	95.90%	98.32%	81.38%	29.65%	48.92%	
HEALTH AND SAFETY DATA   Number of fatal accidents (employees)   2	Overtime	1.B	LA7	3.1%	3.0%	3.0%	5.0%	3.8%	4.4%	
Number of fatal accidents (employees)   2				99.13%	96.39%	98.62%	81.38%	38.79%	61.59%	
(employees)     100%     100%     100%     100%     100%     100%     100%     100%       Frequency rate (employees)     3,7 (s)     3.4     3,3 (s)     1.73     1.00     0.69       % reporting     100%     98%     99.08%     100%     100%     65%       Severity rate (4)     0.21     0.19     0.20     0.11     0.03     0.08       (French framework)     99.08%     100%     100%     65%       Severity rate (4)     0.14     0.13     0.13     0.09     0.03     0.01       (ILO framework)     100%     98%     99.08%     100%     100%     65%       Number of new cases of occupational illness     120     91     76     0     0     0     2										
Frequency rate (employees)   3,7 (a)   3.4   3,3 (a)   1.73   1.00   0.69 (employees)   3,7 (a)   3.4   3,3 (a)   3.4   3.4   3,3 (a)   3.4   3.4   3,3 (a)   3.4				2	4	1	0	0	0	
(employees)       % reporting     100%     98%     99.08%     100%     100%     65%       Severity rate (4)     0.21     0.19     0.20     0.11     0.03     0.08       (French framework)     0.10     98%     99.08%     100%     100%     65%       Severity rate (4)     0.14     0.13     0.13     0.09     0.03     0.01       (ILO framework)     0.00     98%     99.08%     100%     100%     65%       Number of new cases of occupational illness     120     91     76     0     0     0     2	% reporting			100%	100%	100%	100%	100%	100%	
Severity rate (4)   0.21   0.19   0.20   0.11   0.03   0.08				3,7 <sup>(5)</sup>	3.4	3,3 <sup>(5)</sup>	1.73	1.00	0.69	
(French framework)     % reporting     100%     98%     99.08%     100%     100%     65%       Severity rate (4) (ILO framework)     0.14     0.13     0.13     0.09     0.03     0.01       % reporting     100%     98%     99.08%     100%     100%     65%       Number of new cases of occupational illness     120     91     76     0     0     2	% reporting			100%	98%	99.08%	100%	100%	65%	
Severity rate (4)   0.14   0.13   0.13   0.09   0.03   0.01				0.21	0.19	0.20	0.11	0.03	0.08	
(ILO framework)       % reporting     100%     98%     99.08%     100%     100%     65%       Number of new cases of occupational illness     120     91     76     0     0     2				100%	98%	99.08%	100%	100%	65%	
Number of new cases of 120 91 76 0 0 2 occupational illness				0.14	0.13	0.13	0.09	0.03	0.01	
occupational illness	% reporting			100%	98%	99.08%	100%	100%	65%	
% reporting 100% 86% 89% 100% 100% 100%				120	91	76	0	0	2	
	% reporting			100%	86%	89%	100%	100%	100%	

<sup>(1)</sup> Groupe covers the ENGIE 7 sectors

<sup>(2)</sup> New formula in 2019.(3) Excluding contractual terminations

Constituting contactions terminations:
 The evolution of severity rates does not include fatalities
 3.4 at 2018 scope (excluding companies integrated in 2019)
 Reasonable assurance for fiscal year 2019

	INFRASTRUCTURE	FRANC	TURE	JDING INFRASTRUC	FRANCE EXCLU	
2017	2018	2019	2017	2018	2019	
531,107	582,986	586,894	1,018,716	950,527	897,165	
100.00%	100.00%	100.00%	100.00%	99.97%	98.46%	
51.5%	45.5%	41.2%	36.2%	34.0%	34.0%	
18.6%	17.3%	17.4%	43.3%	45.5%	42.5%	
1.5%	1.6%	0.7%	1.8%	1.6%	1.4%	
23.1%	31.3%	22.3%	11.9%	12.4%	13.3%	
5.3%	4.2%	18.4%	6.8%	6.5%	8.8%	
100.00%	100.00%	100.00%	100.00%	99.97%	98.46%	
42	43	50	28	27	25	
100.00%	100.00%	100.00%	100.00%	99.97%	98.46%	
38	38	46	25	24	24	
100.00%	100.00%	100.00%	100.00%	99.97%	98.46%	
57	49	41	31	27	38	
	40	71	01	۷.	00	
100.00%	100.00%	100.00%	100.00%	99.97%	98.46%	
2,366	2,113	2,044	857	735	946	
100.00%	100.00%	100.00%	100.00%	99.97%	98.46%	
16	16	15	13	13	13	
100.00%	100.00%	100.00%	100.00%	99.97%	99.22%	
2.5%	2.4%	2.8%	1.6%	1.8%	1.5%	
100.00%	100.00%	100.00%	100.00%	99.97%	99.22%	
0	1	0	1	1	0	
100%	100%	100%	100.0%	100%	100%	
2.20	2.47	2.13	5.38	5.22	5.25	
100%	100%	100%	100.0%	100%	100%	
0.11	0.12	0.10	0.38	0.34	0.36	
4000/	4000/	4000/	1000/	4000/	1000/	
100%	100%	100%	100%	100%	100%	
0.09	0.07	80.0	0.22	0.20	0.21	
100%	100%	100%	100%	100%	100%	
1	1	0	68	82	108	
100%	81%	100%	100%	100%	100%	
				/-	, .	

			1	REST OF EUROPE			LATIN AMERICA		
		GRI	2019	2018	2017	2019	2018	2017	
WORKFORCE									
Total workforce ■■	1.A	LA1	54,276	54,020	56,209	14,867	7,407	6,446	
Breakdown by geographic	1.A	LA1							
region									
France	1.A	LA1	174	306	263	0	0	0	
Belgium	1.A	LA1	14,101	14,241	13,872	0	0	0	
Other European countries	1.A	LA1	40,001	39,408	41,842	0	0	0	
Total Europe	1.A	LA1	54,276	53,955	55,977	0	0	0	
North America	1.A	LA1	0	65	232	1,123	979	844	
South America	1.A	LA1	0	0	0	13,744	6,428	5,602	
Asia - Middle East - Oceania	1.A	LA1	0	0	0	0	0	0	
Africa	1.A	LA1	0	0	0	0	0	0	
% reporting	1.A	LA1	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Breakdown by SPC	1.A	LA1							
Managers ■■	1.A	LA1	10,220	9,866	9,442	1,811	1,556	1,016	
Non-managers ■■	1.A	LA1	44,056	44,154	46,767	13,056	5,851	5,430	
% Managers	1.A	LA1	18.8%	18.3%	16.8%	12.2%	21.0%	15.8%	
% Non-managers	1.A		81.2%	81.7%	83.2%	87.8%	79.0%	84.2%	
% reporting	1.A		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Breakdown by type of contract	1.A	LA1							
Permanent ■■	1.A	LA1	93.6%	93.6%	94.1%	70.2%	91.8%	92.6%	
Fixed terms ■■	1.A	LA1	6.4%	6.4%	5.9%	29.8%	8.2%	7.4%	
% reporting	1.A	LA1	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Age pyramid of permanent employees	1.A	LA1							
under 25 yrs old	1.A	LA1	3.3%	3.2%	3.1%	6.5%	4.6%	4.4%	
25-29 yrs old	1.A	LA1	12.6%	13.0%	12.6%	17.8%	19.2%	18.3%	
30-34 yrs old	1.A	LA1	9.9%	10.3%	10.4%	19.5%	18.8%	18.3%	
35-39 yrs old	1.A	LA1	12.6%	13.0%	12.6%	17.8%	19.2%	18.3%	
40-44 yrs old	1.A	LA1	13.0%	13.0%	12.7%	13.8%	14.3%	14.2%	
45-49 yrs old	1.A	LA1	14.5%	15.1%	15.9%	10.7%	10.3%	11.0%	
50-54 yrs old	1.A	LA1	16.3%	16.2%	15.7%	7.3%	9.0%	9.5%	
55-59 yrs old	1.A	LA1	13.4%	13.1%	13.3%	5.2%	5.8%	5.7%	
60-64 yrs old	1.A	LA1	7.9%	7.4%	7.3%	2.5%	2.7%	3.3%	
65 and +	1.A	LA1	1.5%	1.4%	1.7%	0.8%	0.7%	0.8%	
% reporting	1.A	LA1	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Female workforce ■■	1.F	LA13	11,579	11,816	13,581	2,253	1,256	1,118	
% reporting	1.F	LA13	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

<sup>(1)</sup> Groupe covers the ENGIE 7 sectors

<sup>(2)</sup> New formula in 2019.

<sup>(3)</sup> Excluding contractual terminations

 <sup>(4)</sup> The evolution of severity rates does not include fatalities
 (5) 3.4 at 2018 scope (excluding companies integrated in 2019)
 Reasonable assurance for fiscal year 2019

**OTHER** 

	UTHEN			EAST/ASIA/AFRIGA	MIDDEL	
2017	2018	2019	2017	2018	2019	
12,683	11,082	13,346	6,510	8,957	10,024	
5,818	5,181	5,641	14	34	45	
2,786	2,669	2,713	0	0	0	
2,671	1,683	1,953	0	0	0	
11,275	9,533	10,307	14	34	45	
57	64	1,556	0	241	34	
537	597	558	0	0	0	
781	880	917	6,187	6,261	6,822	
33	8	8	309	2,421	3,123	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
8,502	7,727	8,695	1,335	1,712	2,050	
4,181	3,355	4,651	5,175	7,245	7,974	
67.0%	69.7%	65.2%	20.5%	19.1%	20.5%	
33.0%	30.3%	34.8%	79.5%	80.9%	79.5%	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
95.5%	94.0%	91.9%	87.2%	82.5%	82.9%	
4.5%	6.0%	8.1%	12.8%	17.5%	17.1%	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
0.9%	1.3%	2.9%	3.5%	3.5%	4.0%	
7.0%	7.8%	10.1%	14.6%	13.8%	14.0%	
15.5%	15.6%	15.1%	18.5%	19.2%	20.1%	
17.3%	18.5%	17.8%	16.2%	17.4%	18.3%	
15.5%	15.9%	15.2%	14.6%	14.2%	14.2%	
13.9%	13.6%	13.4%	13.3%	13.5%	11.9%	
12.4%	12.1%	11.2%	8.9%	8.8%	8.0%	
11.1%	9.1%	9.0%	6.8%	6.3%	6.2%	
5.4%	4.8%	4.2%	3.0%	2.6%	2.6%	
1.0%	1.3%	1.0%	0.6%	0.8%	0.6%	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
4,456	4,033	5,146	1,010	1,564	1,643	
100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

MIDDLE EAST/ASIA/AFRICA

Diversity And Equation   Series   Ser				F	REST OF EUROPE			LATIN AMERICA		
Poportion of women   1.F   LA13   100.00%			GRI	2019	2018	2017	2019	2018	2017	
in workforce ■■										
Proportion of women   1.F   LA13   17.3%   17.1%   16.6%   20.6%   19.2%   17.3%   17.3%   10.00%   100	•	1.F	LA13	21.3%	21.9%	24.2%	15.2%	17.0%	17.3%	
Imagement ■	% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Proportion of apprentices in workforce   Northforce   N	•	1.F	LA13	17.3%	17.1%	16.6%	20.6%	19.2%	17.3%	
No. of fixed-term hires   1.0   1.	% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Proportion of disabled employees         1.F         0.7%         0.7%         0.7%         0.6%         1.1%         0.5%           Employees under 25 as 4% of permanent hires         1.F         13.9%         11.9%         14.4%         14.8%         12.2%         13.9%           Employees over 50 as a% of permanent hires         1.F         18.8%         21.1%         21.1%         8.3%         6.5%         5.1%           STAFF AND JOB MOVEMENT         No. of permanent hires         1.A         LA2         6,204         6,594         5,862         3,131         1,773         1,199           No. of fixed-term hires         1.A         LA2         16.0%         16.7%         15.0%         65.8%         53.7%         41.3%           Wreporting         1.A         LA2         11.00.0%         100.00% <td></td> <td>1.F</td> <td>LA1</td> <td>1.2%</td> <td>1.1%</td> <td>0.9%</td> <td>0.3%</td> <td>0.6%</td> <td>2.1%</td> <td></td>		1.F	LA1	1.2%	1.1%	0.9%	0.3%	0.6%	2.1%	
Employees	% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Second Column	•	1.F		0.7%	0.7%	0.7%	0.6%	1.1%	0.5%	
as a% of permanent hires STAF AND JOB MOVEMENT  No. of permanent hires 1.A LA2 6,04 6,594 5,862 3,131 1,773 1,199 No. of fixed-term hires 1.A LA2 2,435 2,516 2,310 7,169 2,010 1,464 Hiring rate 1.A LA2 16,0% 16,7% 15,0% 65,8% 53,7% 41,3% % reporting 1.A LA2 17,18% 72,4% 71,7% 30,4% 46,9% 45,0% % reporting 1.A LA2 71,8% 72,4% 71,7% 30,4% 46,9% 45,0% % reporting 1.A LA2 11,019 1,574 1,243 3,016 667 869 % reporting 1.A LA2 9,8% 11,5% 9,9% 39,3% 16,8% 21,7% % reporting 1.A LA2 9,8% 11,5% 9,9% 39,3% 16,8% 21,7% % reporting 1.A LA2 7,3% 7,7% 6,7% 17,7% 6,4% 7,5% % reporting 1.A LA2 7,3% 7,7% 6,7% 17,7% 6,4% % reporting 1.A LA2 7,3% 7,7% 6,7% 17,7% 6,4% % reporting 1.A LA2 7,3% 7,7% 6,7% 17,7% 6,4% % reporting 1.A LA2 9,8% 1.		1.F		13.9%	11.9%	14.4%	14.8%	12.2%	13.9%	
MOVEMENT   No. of permanent hires   1.A   LA2   6,204   6,594   5,862   3,131   1,773   1,199   1,00   1,		1.F		18.8%	21.1%	21.1%	8.3%	6.5%	5.1%	
No. of fixed-term hires   1.A   LA2   2,435   2,516   2,310   7,169   2,010   1,464     Hiring rate   1.A   LA2   16.0%   16.7%   15.0%   65.8%   53.7%   41.3%     We reporting   100.00%   100.00%   100.00%   100.00%   100.00%     We reporting   1.A   LA2   71.8%   72.4%   71.7%   30.4%   46.9%   45.0%     We reporting   100.00%   100.00%   100.00%   100.00%   100.00%     Number of lay-offs   1.A   1,019   1,574   1,243   3,016   667   869     We reporting   100.00%   100.00%   100.00%   100.00%   100.00%     We reporting   100.00%   100.00%   100.00%   100.00%   100.00%     We reporting   100.00%   100.00%   100.00%   100.00%   100.00%     Woluntary turnover   1.A   LA2   9.8%   11.5%   9.9%   39.3%   16.8%   21.7%     We reporting   100.00%   100.00%   100.00%   100.00%   100.00%     Woluntary turnover   1.A   LA2   7.3%   7.7%   6.7%   17.7%   6.4%   7.5%     We reporting   100.00%   100.00%   100.00%   100.00%   100.00%     Woluntary turnover   1.E   LA10   73.3%   63.8%   61.7%   89.8%   72.5%   72.7%     We reporting   99.39%   100.00%   100.00%   100.00%   100.00%     We reporting   99.39%   100.										
Hiring rate 1.A LA2 16.0% 16.7% 15.0% 65.8% 53.7% 41.3%  % reporting 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%  Permanent hiring rate 1.A LA2 71.8% 72.4% 71.7% 30.4% 46.9% 45.0%  % reporting 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%  % reporting 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%  % reporting 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%  Turnover 1.A LA2 9.8% 11.5% 9.9% 39.3% 16.8% 21.7%  % reporting 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%  % reporting 1.E LA10 73.3% 63.8% 61.7% 89.8% 72.5% 72.7%  reporting 99.39% 100.00% 100.00% 100.00% 100.00% 100.00%  % reporting 99.39% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%  % reporting 99.39% 100.00% 100.0	No. of permanent hires	1.A	LA2	6,204	6,594	5,862	3,131	1,773	1,199	
Month   Mont	No. of fixed-term hires	1.A	LA2	2,435	2,516	2,310	7,169	2,010	1,464	
Permanent hiring rate   1.A   LA2   71.8%   72.4%   71.7%   30.4%   46.9%   45.0%	Hiring rate	1.A	LA2	16.0%	16.7%	15.0%	65.8%	53.7%	41.3%	
Mumber of lay-offs   1.A   1,019   1,574   1,243   3,016   667   869	% reporting			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Number of lay-offs (a)         1.A         1,019         1,574         1,243         3,016         667         869           % reporting         100.00%         100.	Permanent hiring rate	1.A	LA2	71.8%				46.9%		
% reporting         100.00%				100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Turnover         1.A         LA2         9.8%         11.5%         9.9%         39.3%         16.8%         21.7%           % reporting         100.00%	Number of lay-offs (3)	1.A		1,019	1,574	1,243	3,016	667	869	
% reporting         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%           Voluntary turnover         1.A         LA2         7.3%         7.7%         6.7%         17.7%         6.4%         7.5%           % reporting         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%           CAREER DEVELOPMENT           Proportion of workforce trained         1.E         LA10         73.3%         63.8%         61.7%         89.8%         72.5%         72.7%           Proportion of workforce         1.E         LA10         19.5%         17.4%         100.00%	% reporting									
Voluntary turnover         1.A         LA2         7.3%         7.7%         6.7%         17.7%         6.4%         7.5%           % reporting         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%         72.7%	Turnover	1.A	LA2							
% reporting         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%           CAREER DEVELOPMENT           Proportion of workforce trained         1.E LA10         73.3%         63.8%         61.7%         89.8%         72.5%         72.7%           % reporting         99.39%         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%         18.8%           by reporting         99.39%         100.00%         10										
Proportion of workforce   1.E   LA10   73.3%   63.8%   61.7%   89.8%   72.5%   72.7%		1.A	LA2							
Proportion of workforce trained         1.E LA10         73.3%         63.8%         61.7%         89.8%         72.5%         72.7%           % reporting         99.39%         100.00%         100.00%         100.00%         100.00%         100.00%           Proportion of women in trained workforce         1.E LA10         19.5%         17.4%         17.1%         15.9%         18.4%         18.8%           Proporting         99.39%         100.00%         1				100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
trained         % reporting         99.39%         100.00%         100.00%         100.00%         100.00%         100.00%           Proportion of women in trained workforce         1.E LA10         19.5%         17.4%         17.1%         15.9%         18.4%         18.8%           Proporting         99.39%         100.00%         100.00%         100.00%         100.00%         100.00%         100.00%           Proportion of managers and non-managers in trained workforce:         LA10         21.5%         21.6%         20.4%         11.2%         24.2%         19.0%           Non-managers         1.E LA10         78.5%         78.4%         79.6%         88.8%         75.8%         81.0%										
Proportion of women in trained workforce         1.E LA10         19.5%         17.4%         17.1%         15.9%         18.4%         18.8%           % reporting         99.39%         100.00%         100.	•	1.E	LA10				89.8%			
trained workforce           % reporting         99.39%         100.00%         100.				99.39%		100.00%	100.00%	100.00%	100.00%	
Proportion of managers and non-managers in trained workforce:         1.E LA10         21.5%         21.6%         20.4%         11.2%         24.2%         19.0%           Non-managers         1.E LA10         78.5%         78.4%         79.6%         88.8%         75.8%         81.0%	•	1.E	LA10	19.5%	17.4%	17.1%	15.9%	18.4%	18.8%	
and non-managers in trained workforce:           Managers         1.E         LA10         21.5%         21.6%         20.4%         11.2%         24.2%         19.0%           Non-managers         1.E         LA10         78.5%         78.4%         79.6%         88.8%         75.8%         81.0%	% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	
Non-managers 1.E LA10 78.5% 78.4% 79.6% 88.8% 75.8% 81.0%	and non-managers in	1.E	LA10							
	Managers	1.E	LA10	21.5%	21.6%	20.4%	11.2%	24.2%	19.0%	
% reporting 99.39% 100.00% 100.00% 100.00% 100.00% 100.00%	Non-managers	1.E	LA10	78.5%	78.4%	79.6%	88.8%	75.8%	81.0%	
	% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	

<sup>(1)</sup> Groupe covers the ENGIE 7 sectors
(2) New formula in 2019.
(3) Excluding contractual terminations
(4) The evolution of severity rates does not include fatalities
(5) 3.4 at 2018 scope (excluding companies integrated in 2019)

Reasonable assurance for fiscal year 2019

	OTHER			EAST/ASIA/AFRICA	MIDDLE	
201	2018	2019	2017	2018	2019	
35.1%	36.4%	38.6%	15.5%	17.5%	16.4%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
28.3%	28.8%	29.9%	20.4%	22.7%	20.4%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
2.1%	2.5%	2.9%	1.4%	1.4%	1.4%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
1.3%	1.1%	1.0%	0.2%	0.3%	0.2%	
7.5%	8.0%	11.6%	13.3%	12.1%	12.3%	
10.6%	9.4%	9.5%	9.5%	6.4%	10.0%	
79	1,126	1,985	677	840	1,102	
37	467	944	311	549	703	
9.1%	14.6%	22.7%	15.2%	16.0%	18.0%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
67.9%	70.7%	67.8%	68.5%	60.5%	61.1%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
24	227	383	372	99	171	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
6.7%	7.9%	10.9%	13.6%	9.0%	11.8%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
3.8%	4.7%	7.0%	7.5%	7.6%	9.1%	
100.009	100.00%	100.00%	100.00%	100.00%	100.00%	
63.0%	55.0%	59.8%	73.1%	56.3%	65.6%	
97.099	96.84%	96.14%	95.06%	65.88%	92.17%	
37.9%	41.5%	42.6%	16.2%	16.0%	15.2%	
97.099	96.84%	96.14%	95.07%	65.88%	92.17%	
63.29	69.5%	64.3%	22.0%	22.2%	23.8%	
	30.5%	35.7%	78.0%	77.8%	76.2%	
36.89	30.370		1 010 70			

			R	EST OF EUROPE			LATIN AMERICA		
		GRI	2019	2018	2017	2019	2018	2017	
Total no. of training hours	1.E	LA10	1,091,096	988,462	981,190	392,190	217,719	147,670	
% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	
Breakdown of training hours by topic	1.E	LA10							
Business techniques			44.3%	45.4%	50.2%	32.9%	38.8%	41.1%	
Quality, safety and environment.			30.2%	30.3%	31.4%	47.3%	34.0%	26.7%	
Languages			2.3%	2.3%	3.0%	2.8%	10.3%	7.8%	
Management and personnel development			14.1%	15.3%	8.9%	9.2%	9.2%	13.2%	
Others			9.1%	6.8%	6.5%	7.7%	7.6%	11.2%	
% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	
No. of training hours per person trained	1.E	LA10	28	28	29	28	43	31	
% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	
No. of training hours per woman trained	1.F	LA10	21	22	24	20	38	31	
% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	
Training expenses per hour of training (in €)	1.E	LA10	23	24	29	7	12	14	
% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	
Training expenses per person trained (in €)	1.E	LA10	632	671	847	208	490	449	
% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	
WORKING CONDITIONS									
Days of absence per	1.B	LA7	12	12	12	10	7	9	
person									
% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	
Overtime	1.B	LA7	3.5%	3.8%	4.0%	5.1%	4.4%	3.9%	
% reporting			99.39%	100.00%	100.00%	100.00%	100.00%	100.00%	
HEALTH AND SAFETY DATA			4	•	•	•		•	
Number of fatal accidents (employees)			1	0	0	0	1	0	
% reporting			100%	100%	100%	100%	100%	100%	
Frequency rate (employees)			3.6	3.72	3.10	5.38	1.84	1.44	
% reporting			100%	100%	100%	100%	100%	100%	
Severity rate (4)			0.23	0.12	0.16	0.12	0.10	0.02	
(French framework)									
% reporting			100%	100%	100%	100%	100%	100%	
Severity rate <sup>(4)</sup> (ILO framework)			0.17	0.11	0.11	0.09	0.10	0.02	
% reporting			100%	100%	100%	100%	100%	100%	
Number of new cases of occupational illness			5	0	0	6	1	3	
% reporting			100%	54%	50%	100%	100%	100%	

<sup>(1)</sup> Groupe covers the ENGIE 7 sectors

<sup>(2)</sup> New formula in 2019.

<sup>(3)</sup> Excluding contractual terminations

<sup>(4)</sup> The evolution of severity rates does not include fatalities
(5) 3.4 at 2018 scope (excluding companies integrated in 2019)
Reasonable assurance for fiscal year 2019

0047	OTHER	0010	0017	0010	0040
2017	2018	2019	2017	2018	2019
173,206	153,537	169,671	220,215	171,645	124,336
97.09%	96.84%	96.14%	95.06%	65.88%	92.17%
36.8%	36.6%	39.2%	59.3%	43.4%	31.6%
15.8%	12.2%	10.1%	25.6%	32.1%	41.3%
10.9%	7.3%	7.2%	1.5%	2.1%	1.2%
20.2%	31.2%	20.7%	7.2%	9.1%	12.1%
16.3%	12.8%	22.8%	6.4%	13.3%	13.8%
97.09%	61.92%	96.14%	95.06%	65.88%	92.17%
21	26	23	49	35	92.1776
21	20	23	45	33	21
97.09%	96.84%	96.14%	95.06%	65.88%	92.17%
22	25	23	29	28	18
97.09%	96.84%	96.14%	95.07%	65.88%	92.17%
54	40	77	14	11	18
97.09%	96.84%	96.14%	95.06%	65.88%	92.17%
1,152	1,033	1,752	676	385	375
97.09%	96.84%	96.14%	95.06%	65.88%	92.17%
07.0070	00.0470	30.1470	30.0070	00.0070	OZ.1170
12	13	12	8	5	10
97.09%	96.84%	100.00%	95.06%	68.51%	99.44%
0.4%	0.2%	0.3%	9.0%	8.7%	7.5%
97.09%	96.84%	100.00%	95.06%	71.86%	99.44%
0	0	0	0	0	1
100%	100%	100%	100%	100%	100%
1.87	1.09	1.64	0.80	0.48	1.09
1000/	070/	4.000/	4.000/	000/	1000/
100%	97%	100%	100%	80%	100%
0.07	0.03	0.03	0.04	0.01	0.02
100%	97%	100%	100%	80%	100%
0.06	0.03	0.03	0.01	0.01	0.01
100%	97%	100%	100%	80%	100%
10070	0	100%	0	4	0
		•		<b>-</b>	J
100%	97%	100%	100%	80%	100%