

| GOAL | PERFORMANCE INDICATORS | BASELINE 2016 | 2017 | 2020 TARGET |
|-------------|---|--------------------------|--------------------|------------------------|
| C.1 | Number of working hours donated in 4 year of voluntary activity | 0 | 40 | 30,000 hours |
| C.2 | Number of sustainable projects supported via the donation of cables | 1 project per year | 1 project per year | Maintain |
| C.3 | Percentage of key managerial positions covered during the year by internal promotions | 85% | Above 80% | Maintain |
| C.4 | Percentage of satisfied workers (with Engagement index greater than 5 out of 7) | 60% | 52% | 70% |
| C.5 | Percentage of women executives | 6% | 6.4% | 12% |
| C.6 | Frequency rate (IF) Accident severity index (IG) | IF: 2.6 IG: 53.6 | IF: 2.35 IG: 58.04 | IF: 2.2 IG: 45 |