

**TOP** Financial and non-financial key performance indicators and targets

Goal	Key performance indicator	2017	Target in 2020	
<b>Finance goal dimension</b>				
Secure profitability	Adjusted EBITDA in € billion	2.1	2.3–2.5	The operating result is to return to the average level achieved before the Energiewende. The total regulated business (Grids and Renewable Energies segments) together contributes around 70% to this result.
High level of financial discipline	Internal financing capability in %	111.9	≥ 100	The amount of net financial liabilities is controlled by limiting net investment to the level of retained cash flow II. The Group can thus finance its own restructuring internally.
Increasing Group value	ROCE in %	7.3	8.5–11	Return on capital employed (ROCE) is higher than the cost of capital. EnBW is creating value for its stakeholders.

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**Strategy goal dimension<sup>1</sup>**

Share of result from "Customer proximity"/Sales	Share of overall adjusted EBITDA in € billion/in %	0.3/15.6	0.4/15.0	The operating result for the Sales segment doubles from €0.2 billion (reference year: 2012) to €0.4 billion in 2020 and represents around 15% of the Group operating result. Innovations make this possible.
Share of result from Grids	Share of overall adjusted EBITDA in € billion/in %	1.0/49.5	1.0/40.0	The operating result for the Grids segment increases by 25% from €0.8 billion (reference year: 2012) to €1.0 billion in 2020 and represents around 40% of the Group operating result. The share accounted for by stable regulated business is expanding.
Share of result from Renewable Energies	Share of overall adjusted EBITDA in € billion/in %	0.3/15.7	0.7/30.0	The operating result for the Renewable Energies segment increases by 250% from €0.2 billion (reference year: 2012) to €0.7 billion in 2020 and represents around 30% of the Group operating result. EnBW becomes more sustainable.
Share of result from Generation and Trading	Share of overall adjusted EBITDA in € billion/in %	0.4/17.8	0.3/15.0	The operating result for the Generation and Trading segment falls by 80% from €1.2 billion (reference year: 2012) to €0.3 billion in 2020 due to changed framework conditions and only represents around 15% of the Group operating result.

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Goal	Key performance indicator	2017	Target in 2020	
<b>Customers and society goal dimension</b>				
Reputation	Reputation Index	52.1	55.4	In parallel with the restructuring of the business model, EnBW aims to continuously improve its reputation.
Customer proximity	EnBW/Yello Customer Satisfaction Index	143/ 161	> 136/ > 159	EnBW and Yello customers are satisfied customers with a high level of customer loyalty. EnBW and Yello are organisations strongly oriented towards customers and meet the needs and wishes of their customers through tailored solutions and products.
Supply reliability	SAIDI (electricity) in min./year	19	< 25	Maintaining supply quality for its customers is of central importance to EnBW in the further development of its grids. The high degree of supply reliability in the grid area operated by EnBW is based on comprehensive investment in grids and plants and our abundant system expertise.
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<b>Employees goal dimension</b>				
Employee commitment	Employee Commitment Index (ECI) <sup>2</sup>	60	65	The commitment of our employees to EnBW is very strong and there is faith in the future viability of the company.
Occupational safety	LTIF <sup>2</sup>	3.0	≤ previous year	The number of accidents at work and the resulting days of absence remains stable or is falling.
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<b>Environment goal dimension</b>				
Expand renewable energies (RE)	Installed output of RE in GW and the share of the generation capacity accounted for by RE in %	3.4/ 25.9	5.0/ > 40	The share of the generation capacity accounted for by renewable energies has doubled compared with 2012. Onshore and offshore wind power and hydropower are at the forefront of this development.
Climate protection	CO <sub>2</sub> intensity in g/kWh	556	-15% to -20%	EnBW actively contributes to climate protection by successively reducing the CO <sub>2</sub> intensity of its own generation of electricity (excluding nuclear power) by 15 to 20% by 2020 compared to 606 g/kWh in the reference year 2015.
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1 Other/Consolidation accounts for €0.03 billion/+1% of the overall adjusted EBITDA.

2 Variations in the group of consolidated companies; see also the definition of key performance indicators on page 30.