Social indicators: Composition and quality of the team

Nota bene: 2010-2011 data go from September 2010 included to August 2011. They are added to the 2009-2010 data to give an overview of the company's current situation.

Composition and age of the team

	Engineers		Total	
	2009-10	2010-11	2009-10	2010-11
Manpower	9	10	11	12
Average age	27,9 years	28,5 years	28,0 years	28,5 years

Education/training of the engineers

	Engineers	
	2009-10	2010-11
SUPELEC	33%	30%
CENTRALE PARIS	22%	20%
ENSTA	22%	20%
ESSTIN Nancy	11%	10%
Other	11%	20%

Women's place in the company

	2009-10		2010-11	
	Men	Women	Men	Women
Management	100%	0%	100%	0%
Engineers	78%	22%	80%	20%
Total	64%	36%	66%	33%

Geographical origin

	Engineers		Total	
	2009-10	2010-11	2009-10	2010-11
France	89%	80%	73%	66%
Other	11%	20%	27%	33%

Intern recruitment – graduate engineers

	Recruited interns after graduation
	2008-11
SUPELEC	29%
CENTRALE PARIS	14%
ENSTA	29%
Other	29%
Total recruited interns after graduation	64%

Environmental indicators

Nota bene: 2010-2011 go from September 2010 included to August 2011. They are not cumulated with 2009-2010 data (with an exception for daily transportation data) and are averaged on the basis of the number of employees to allow comparison between the two periods.

Electricity consumption – Office

Electricity consumption (kWh)	2009-10	2010-11	1 year evolution
Annual	5 981	8 309	
Monthly average	498	692	
Per employee and per month	45	58	+28%
(Number of employees)	(10)	(12)	

Paper consumption – Office

Paper consumption		2009-10	2010-11	1 year evolution
Annual	Pages	21 500	25 000	
	Kg	111	130	
Recycled paper		93%	97%	+4%
Per month	Pages	1 792	2 146	
	Kg	9,3	10,9	
Per employee and per month	Pages	179	179	
	Kg	0,93	0,91	Similar
(number of employees)		(10)	(12)	

Daily transportation

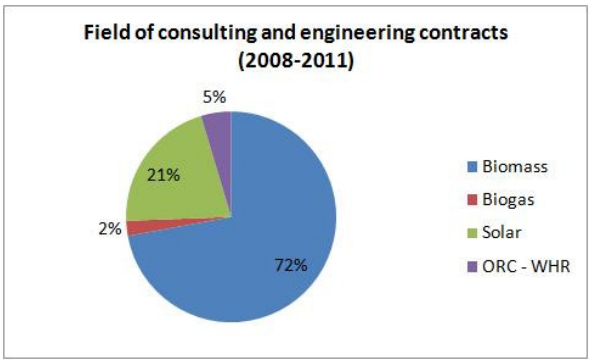
	2009-10	2010-11	1 year evolution
Public transportation or equivalent (subway, bus, bike, walk, …)	82%	83%	+1%
Motor vehicles	18%	17%	-1%

Mission transportation – Emissions of carbon dioxyde

	Km traveled			Kg CO_2 eq emitted		
	2009-10	2010-11	Evolution	2009-10	2010-11	Evolution
Train	169 141	148 336	-12,3%	224	197	-12,3%
Car	14 162	14 408	+1,7%	1 784	1 815	1,7%
Plane	156 560	118 240	-24,5%	18 800	14 198	-24,5%
Total	339 863	280 984	-17,3%	20 809	16 211	-22,1%

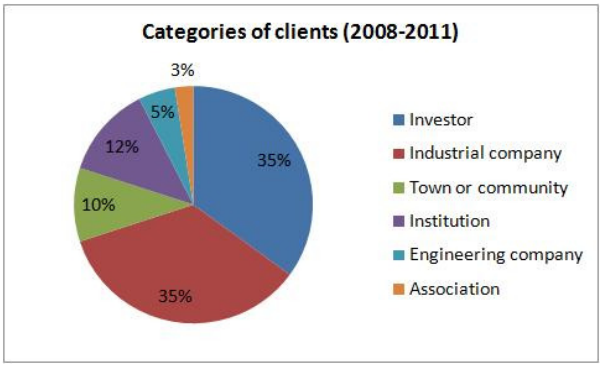
Clients & projects (from 2008)

Field of consulting and engineering contracts



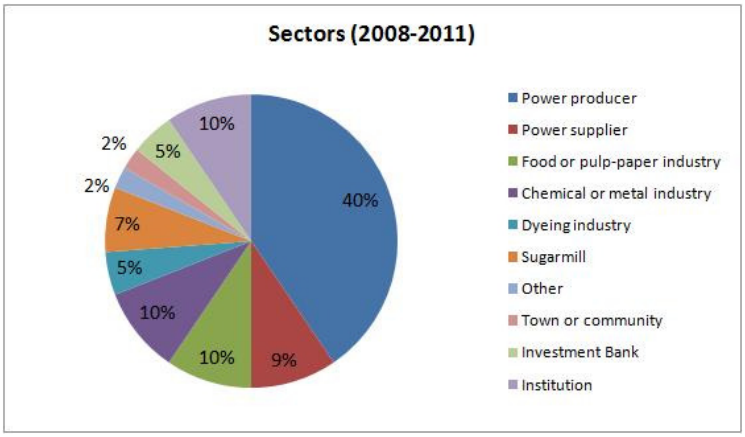
Since its creation, Enertime consulting teams have essentially been working on biomass and solar (PV & CSP) studies and projects. The part of contracts dedicated to Waste heat recovery (WHR) with or without ORC is expected to grow in the coming years.

Categories of clients



All projects considered, Enertime has been working first for industrial sites and private investors. These two categories represent more than two thirds of total number of contracts.

Sectors



Enertime clients are mostly in the field of energy generation and distribution for 49% together and other industrial fields (33%).

Social indicators

Enertime employees come from major and well renowned engineering schools. 10 out of 12 current employees have an engineer diploma or equivalent.

Engineers currently working for the company have a background in electricity and power (SUPELEC) as well as thermodynamic, energetic and applied technics (Centrale Paris, ENSTA ParisTech).

Since 2008, 16 students have performed an internship at Enertime, of which 11 as an end of course internship. 64% of these graduating students have been offered a job as full time engineer.

As of today, 4 employees out of 12 are women, of which 2 are full time engineers, representing 20% of total engineers.

The company favors diversity through employing 33% of its full time employees from outside France, and 20% of its engineers have a foreign nationality.

Environmental indicators

An employee at Enertime consumes an average 58 kWh of electricity per month (i.e. an increase of 28% compared to 2009-10). This increase can be explained partly from the opening on January 2011 of a second floor of offices in the headquarters of the company. The evolution in 2012 shall confirm more accurately the efforts of individual decrease in electricity consumption.

Individual paper consumption is stable with an average 0.9 kg per employee per month. The part of recycled paper has increased from 93% to 97% this year.

83% of all employees use public transportation (subway, bus) or clean transportation means (walk or cycle) to get to the office on a daily basis.

For trips on the field to find or follow-up on a project, the teams use different transportation means depending on the destination. In terms of distance, train is the first mean used and is systematically chosen when a car or plane ride is not necessary.

Plane is used for trips to French overseas territories and abroad (with the exception of adjoining countries – Germany, Italy, Belgium, etc.).

Carbon dioxide emissions are estimated to 16 tons/year, all means included (i.e. a decrease of 22%, mainly coming from the decrease in airplane trips).

The main source of carbon dioxide emissions remains the air transportation (87,5%) before road transportation (11,2%). Even being the main mean used in terms of distance and trips, the train still represents around 1% of all emissions. This can be explained by the electrical power used to move the train, based on a very low carbon intensive national energy mix, and the distribution of responsibility between a wide range of passengers during a same trip (an average of 400 persons per trip) considered in the methodology.