

Governance and results

Key financial figures
and sustainable
development indicators



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Governance

The directors' new terms of office began on November 23, 2009, when the first meeting of the new Board took place. Six directors representing employees were elected on May 19, 2009, six directors were chosen by the shareholders at the Shareholders' Meeting of November 5, 2009, and the appointment of six directors representing the French government (decision of November 18, 2009) was published in France's Official Gazette (*Journal Officiel*) on November 19, 2009. Upon the nomination proposed by the Board of Directors to the French President on November 23, 2009, Henri Proglio was appointed EDF Chairman and CEO by decree on November 25, 2009. The EDF Group has set up a new senior management team to support Henri Proglio.

Board of Directors

The Board of Directors determines the orientation of the company's activities and oversees their implementation. It defines all the major strategic, economic, financial or technological orientations concerning the company. It examines any other matters related to the company's activities, governing such affairs through its deliberations. In compliance with the Law of 26 July 1983 on the democratization of the public sector, as the French State holds less than 90% of the capital of EDF, the Board of Directors comprises eighteen members, including: one-third elected by employees, and two-thirds appointed by the Shareholders Meeting upon proposals by the Board of Directors. Six state representatives were appointed by Government decree. To carry out its duties, the Board of Directors has set up six specialized committees of selected Board members. The Board of Directors met 12 times

in 2009, and the committees held a total of 26 preparatory meetings. The attendance rate at meetings of the Board of Directors was 88.9% in 2009.

The Audit Committee

This committee examines and issues its opinion on the financial position of the Company, the medium-term plan and the budget, the draft financial statements prepared by the Finance Division (EDF corporate and consolidated financial statements and the Group's Management Report), risk monitoring, audit and internal control, the insurance coverage policy and the appointment of Statutory Auditors. This committee also examines the financial aspects of any particularly significant acquisition or disposal plans.

The Nuclear Commitment Monitoring Committee

This committee's tasks are to monitor changes in nuclear provisions, issue an opinion on questions of governance of dedicated assets, association of assets and liabilities and strategic allocation, and to examine the compliance of EDF's dedicated asset management with the Group's policy for developing and managing these assets.

The Strategy Committee

The Strategy Committee issues an opinion on EDF's major strategic orientations, in particular on the strategic development plan, industrial and commercial strategy, the public service agreement, strategic agreements, alliances and partnerships, research and development strategy, external and internal growth or divestment projects requiring the approval of the Board of Directors.



Picture 1: Médiathèque EDF; Stéphane LAVOUE - Other pictures: Magnum Photos; Richard KALVAR

The Ethics Committee

The Ethics Committee ensures that ethical considerations are taken into account in the work of the Board of Directors and in the management of EDF.

This committee reviews the draft annual report, excluding the financial statements (Activity and Sustainable Development Report), the management report by the Ethics and Compliance Officer, the annual report of the Mediator, as well as the reports from the Senior Vice President, Nuclear Safety and Radioprotection and the Head of Hydro Safety.

The Ethics Committee draws up an annual report on the organization of the Board of Directors and application of its internal regulations.

The Appointments and Remunerations Committee

This committee submits proposals to the Board for the appointment of board directors by the Shareholders' Meeting. It sends the Minister of Finance and Minister of Energy an opinion on the remuneration of the Chairman and CEO for approval. It sends this opinion to the Board of Directors for deliberation and determination of this remuneration level. The committee also sends the Board of Directors its opinion on the terms of remuneration of the key management personnel (fixed and variable portions, calculation method, indexation), and the amount and distribution of directors' fees. It ensures that succession tables exist for Executive Committee positions. ●

The Executive Committee

- Henri Proglia** (1)
Chairman and CEO
- Daniel Camus** (2)
Group Senior Executive Vice President, Strategy and International Activities
- Pierre Lederer** (3)
Group Senior Executive Vice President, Customers, Optimisation and Trading
- Hervé Machenaud** (4)
Group Senior Executive Vice President, Generation
- Jean-Louis Mathias** (5)
Group Senior Executive Vice President, Activities Coordination in France and Human Resources
- Thomas Piquemal** (6)
Group Senior Executive Vice President, Finance
- Bernard Sananès** (7)
Senior Executive Vice President, Corporate Communications and Public and European Affairs
- Alain Tchernonog** (8)
General Secretary

Group Steering Committee

The members of the Group Executive Committee

- **Michèle Bellon**
Chief Executive Officer, ERDF
- **Marianne Laigneau**
Senior Executive Vice President, Group Human Resources, reporting to the Group Senior Executive Vice President, Activities Coordination in France and Human Resources
- **Bruno Lescœur**
Senior Executive Vice President reporting to the Group Senior Executive Vice President, Strategy and International Activities
- **Anne Le Lorier**
Senior Executive Vice President reporting to the General Secretary
- **Umberto Quadrino**
Chief Executive Officer, Edison
- **Vincent De Rivaz**
Chief Executive Officer, EDF Energy
- **Hans-Peter Villis**
Chief Executive Officer, EnBW
- **Gérard Wolf**
Senior Executive Vice President reporting to the Group Senior Executive Vice President, Strategy and International Activities
- **Denis Lépée** is Secretary to the Group Steering Committee and **Alain Tchernonog** chairs the Committee when the Chairman and CEO is absent.



Shareholder relations

Within the context of the global financial crisis in 2009, the **Group forged closer ties with its shareholders**, providing them with additional information on the energy sector and its own development plans.



The Shareholders' Meeting, November 9, 2009. Today, the **Shareholders' Club** has 55,000 members.

(Médiathèque EDF – Bruno CONTY)

Dividend

On December 17, EDF SA paid an interim dividend of €0.55 in respect of 2009. For the first time, shareholders could choose to receive payment of the entire interim dividend in cash or new shares. More than 302,000 shareholders (93.6% of the voting rights), including the French government and the employee shareholder FCPE¹, chose this second option resulting in the issuance of 26.7 million new shares, representing 1.47% of the share capital.

1. Fonds Commun de Placement d'Entreprise – Company Mutual Fund.

Stepping up meetings with investors

EDF's management met with more than 400 investors and financial analysts during the numerous meetings with the international financial community. More than 150 investors benefited from one-on-one meetings with the company's senior executives.

EDF took part in ten conferences organized by the banks, bringing together investors and companies representing the largest capitalizations in their stock markets or figuring amongst the leading European and global public service providers.

For the first time, the Group participated in investor meetings organized by the banks based on key themes such as natural gas in Europe, the Champsaur Commission and reducing carbon emissions.

Over 15 roadshows, the Group's management met with the company's current institutional investors or prospective shareholders in France, the United Kingdom, Italy, Benelux, Scandinavia, Switzerland, Asia and the United States.

Meetings were also held with a growing number of bond investors in response to the increase of bond issues.

Listening to individual shareholders

EDF's shareholders gathered at two shareholders' meetings in Paris during 2009, held on May 20 and November 5. For the May Shareholders' Meeting, the 2,600 responses to an internet survey indicated the subjects shareholders wanted to see addressed. The November 5 Shareholders' Meeting elected six board directors, including the future Chairman of the company. As usual, these meetings were broadcast over the internet, and can still be seen at the www.actionnaires.edf.com website. EDF inaugurated an electronic meeting system which encouraged voting by internet (1,400 votes cast).

Nine information and discussion meetings with individual shareholders were held in the French regions and Geneva. The Shareholder Advisory Committee, comprising twelve members and partially renewed in early 2009, met three times and was on hand



How does EDF certify non-financial results?

The ratings of non-financial bodies enable us to benchmark ourselves against other companies in terms of corporate governance, social and corporate social responsibility, the environment, ethics, relations with customers and suppliers, and stakeholder dialogue. Since this involves a reputational aspect, it has an influence on investors. As of 2005, we also embarked on a process to ensure the reliability of the process for assembling and verifying environmental and social data. The Statutory Auditors issue a certification known as a “moderate assurance on the indicators” measuring this data across the Group. Each year, they visit the Group to verify the relevance of the referencing system established by EDF for the reporting of this information, to evaluate its deployment and application and to verify the reporting across a sample of representative entities.



For more information, go to <http://rapport-dd.edf.com>

at the *Salon Actionaria*, where the EDF stand welcomed more than a thousand visitors. The Shareholders' Club continued to grow and now has some 55,000 members. They were invited to attend more than 200 events, including visits to EDF sites, conferences on energy and climate issues, stock market teach-ins and cultural and sporting events.

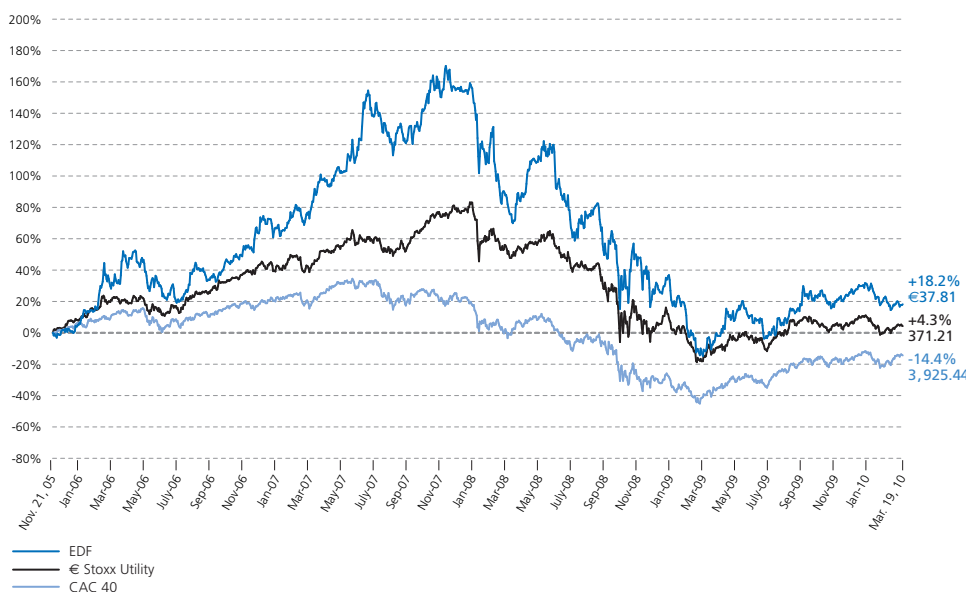
Relations with employee shareholders

In 2009, the percentage of EDF's share capital owned by employees and former employees increased by 0.42% due to the delivery of bonus shares from the 2005 employee offering and

the bonus shares coming from the share allocation plan known as the ACT 2007. Employee shareholders thus strengthened their position as the largest shareholder after the French government.

The Supervisory Board of the EDF Equity Fund met with the Chief Financial Officer to discuss the Group's strategic priorities and objectives. The Fund also submitted three resolutions to the Annual Shareholders' Meeting. The Board's six members were re-elected in December for the coming three years. ●

EDF share price since the IPO to March 19, 2010



The net rebound in markets from their March lows mainly benefited the cyclical and financial sectors in 2009. The utilities sector, to which EDF belongs, thus posted a slight decline over the year. The EDF share price remained stable over 2009. However, since its IPO four years ago, EDF has significantly outperformed its sector and the broader Paris market.



Financial statements 2009

Consolidated balance sheets

ASSETS (in millions of euros)	Notes	12.31.2009 ⁽²⁾	12.31.2008 ⁽¹⁾
Goodwill	21	13,526	6,807
Other intangible assets	22	5,455	3,099
Property, plant and equipment operated under French public electricity distribution concessions	23	42,451	41,213
Property, plant and equipment operated under concessions for other activities	24	28,251	26,959
Property, plant and equipment used in generation and other tangible assets owned by the Group	25	58,734	39,403
Investments in companies accounted for under the equity method	26	4,421	2,852
Non-current financial assets	27	24,498	18,103
Deferred tax assets	20	3,099	2,900
Non-current assets		180,435	141,336
Inventories, including work-in-process	28	12,662	9,290
Trade receivables	29	19,633	19,144
Current financial assets	27	12,450	15,329
Current tax assets	20	376	992
Other receivables	30	8,111	8,530
Cash and cash equivalents	31	6,982	5,869
Current assets		60,214	59,154
Assets classified as held for sale	32	1,265	2
TOTAL ASSETS		241,914	200,492

(1) 2008 figures have been adjusted for the impact of application of revised IAS 23, "Borrowing costs".

(2) Figures for 2009 include the effects of consolidation of:

- British Energy from January 5, 2009
- Constellation Energy Nuclear Group (CENG) from November 6, 2009
- SPE from November 26, 2009.



For more information,
go to <http://finance.edf.com/resultats-et-publications/documents-de-reference>



Consolidated balance sheets

EQUITY AND LIABILITIES <i>(in millions of euros)</i>	Notes	12.31.2009 ⁽²⁾	12.31.2008 ⁽¹⁾
Capital	33	924	911
EDF net income and consolidated reserves		27,028	22,286
Equity (EDF share)		27,952	23,197
Minority interests		4,773	1,801
Total Equity	33	32,725	24,998
Provisions for back-end nuclear cycle	35.1.1	17,531	14,686
Provisions for decommissioning and last cores	35.1.2	20,003	13,886
Provisions for employee benefits	36.1	13,412	12,890
Other provisions	37	1,188	1,953
Non-current provisions		52,134	43,415
Grantors' rights in existing assets operated under French public electricity distribution concessions	38	19,667	19,025
Grantors' rights in assets to be replaced operated under French public electricity distribution concessions	38	20,217	19,491
Non-current financial liabilities	39	44,755	25,584
Other liabilities	44	5,725	5,628
Deferred tax liabilities	20	7,652	4,134
Non-current liabilities		150,150	117,277
Provisions	34	5,858	4,722
Trade payables	43	13,348	13,957
Current financial liabilities	39	16,560	18,958
Current tax liabilities		564	383
Other liabilities	44	22,298	20,197
Current liabilities		58,628	58,217
Liabilities related to assets classified as held for sale	32	411	-
TOTAL EQUITY AND LIABILITIES		241,914	200,492

(1) 2008 figures have been adjusted for the impact of application of revised IAS 23, "Borrowing costs".

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- British Energy from January 5, 2009
- Constellation Energy Nuclear Group (CENG) from November 6, 2009
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Financial statements 2009

Consolidated income statements

<i>(in millions of euros)</i>	Notes	2009 ⁽²⁾	2008 ⁽¹⁾
Sales	9	66,336	63,847
Fuel and energy purchases	10	(26,558)	(26,590)
Other external expenses	11	(11,231)	(10,258)
Personnel expenses	13	(11,452)	(10,476)
Taxes other than income taxes	14	(2,917)	(3,171)
Other operating income and expenses	15	3,288	2,083
Prolongation of the transition tariff system (TaRTAM) – Law of August 4, 2008	16	-	(1,195)
Operating profit before depreciation and amortization		17,466	14,240
Net depreciation and amortization		(6,976)	(5,714)
Net increases in provisions for renewal of property, plant and equipment operated under concession		(490)	(526)
(Impairment) / reversals	17	(66)	(115)
Other income and expenses	18	173	25
Operating profit		10,107	7,910
Cost of gross financial indebtedness	19.1	(2,709)	(1,657)
Discount expense	19.2	(3,229)	(2,797)
Other financial income and expenses	19.3	1,413	1,404
Financial result	19	(4,525)	(3,050)
Income before taxes of consolidated companies		5,582	4,860
Income taxes	20	(1,614)	(1,599)
Share in income of companies accounted for under the equity method	26	120	367
Group net income		4,088	3,628
Minority interests		183	144
EDF NET INCOME		3,905	3,484
Earnings per share in euros:			
Net earnings per share in euros	33.4	2.14	1.91
Diluted earnings per share in euros	33.4	2.14	1.91

(1) 2008 figures have been adjusted for the impact of application of revised IAS 23, "Borrowing costs" and changes in presentation of Edison trading revenues.

(2) Figures for 2009 include the effects of consolidation of:

- British Energy from January 5, 2009
- Constellation Energy Nuclear Group (CENG) from November 6, 2009
- SPE from November 26, 2009.



For more information,
go to <http://finance.edf.com/resultats-et-publications/documents-de-reference>



Sustainable development indicators

Statutory Auditors' Report on a selection of environmental and social indicators published in the EDF Group's Sustainable Development Report for 2009

As requested and in our capacity as Statutory Auditors of the EDF Group, we performed a review with the aim of providing a limited level of assurance on certain environmental and social performance indicators for 2009 ('the Data') selected by the EDF group and identified by the symbol * in the tables presented on pages 98 to 102 in the performance indicators section of the Sustainable Development Report for fiscal year 2009. The conclusions expressed below relate solely to this Data and not to all the indicators presented.

The Data which is the responsibility of the Sustainable Development department in conjunction with the Human Resources department, was prepared in accordance with the internal performance reporting procedure, hereinafter referred to as the "the Protocol" which is available for consultation at the Sustainable Development and HR Control departments. The summary of the reporting methodology available on the EDF Group's online Sustainable Development Report (<http://rapport-dd.edf.com/>) specifies the data collection or calculation methodologies used to calculate the published performance indicators. It is our responsibility, based on the work performed, to express a conclusion on the selected Data.

Nature and scope of our work

We conducted our procedures in accordance with the applicable professional guidelines.

We conducted the following procedures in order to provide limited assurance that the selected Data did not contain any material anomalies. A higher level of assurance would have required more extensive work.

- In accordance with the professional guidelines, we have assessed the Protocol with respect to its relevance, reliability, objectivity, clarity and completeness;
- Interviews were carried out with the persons responsible for the application of the Protocol in the following departments: Sustainable Development department, Control department, Human Resources department, Generation-Engineering department, Research & Development department, International and Gas department and in a selection of Divisions¹;
- Interviews and surveys were carried out on the implementation of the Protocol at the following entities: some EDF S.A. sites², some affiliates³ for social Data and, for those affiliates, some sites⁴ for environmental Data ("the Entities"). We conducted consistency tests on the Data consolidation.

The contribution of the selected Entities to the Group's Data represents on average 37% of the environmental Data and 43% of the social Data. To assist us in conducting our work, we referred to the environmental and sustainable development experts of our firms.

Comments on procedures

We identified the following areas for improvements, which should be taken into account as part of an ongoing progress policy:

- the internal control system set up has been improved, in particular for group's data consolidation, but it should still be reinforced at data collection level;
- the indicator related to very low level waste from decommissioning includes on the one hand a directly observable data (very low level waste from decommissioning directly sent to the very low level waste storage center, or CSTFA), and on the other hand an estimated data (waste from decommissioning sent to the CSTFA after having being treated at the CENTRACO, processing and packaging center for low level waste). The maximal error risk on this indicator is estimated at 5%;
- the control of the collection process of the data enabling the calculation of the frequency and severity of work-related accidents, should be improved by the implementation of a reconciliation of the data monitored by the persons in charge of Health and Safety with the data monitored by the payroll administrators;
- the calculation of the volumes of cooling water drawn and returned by the electrical production activities in UK should be made compliant with the Group's Protocol. The current calculation is based on an estimation increased compared to reality;
- the monitoring of headcount variations should be reinforced at UK affiliates level, following in particular the acquisition of British Energy in 2009;
- wood and concrete electricity poles have been excluded from the reporting, due to the difficulties of the associated information collection.

Conclusion

We found that the non-hazardous conventional waste indicators, relating in particular to the distribution activities in France, were underestimated. The data did not include all types of conventional waste.

Based on our work and taking into account the above-mentioned comments, we did not identify any material anomalies likely to call into question the fact that the Data selected was prepared, in all material respects, in accordance with the above-mentioned Protocol.

Paris La Défense and Neuilly-sur-Seine, April, 1, 2010

The Statutory Auditors

KPMG Audit
Department of KPMG S.A

Deloitte & Associés

Michel Piette
Partner

Jean-Louis Caulier
Partner

Alain Pons
Partner

Tristan Guerlain
Partner

1. Nuclear Generation, Nuclear Fuel, Fossil-fired Generation and Engineering, Nuclear Engineering (CIDEN), Health and Safety Group's Department, Operational Technical Unit, Statistical Observatory of the EDF Group (OSGE).

2. Fossil-fired power plant at Cordemais (F), Fossil-fired power plant at Martigues (F), Fossil-fired power plant at Le Port Ouest (F), Nuclear power plant at Paluel (F), Nuclear power plant at Blayais (F), Nuclear power plant at Belleville (F), Nuclear power plant in deconstruction at Chinon A (F), HR Regional Agency Rhône-Alpes (F), HR Regional Agency Méditerranée (F), HR Regional Agency Ile-de-France (F), Research field: Enterprises and Services (F), Research field: Residential and Professional (F), Research field: Hydraulics (F). Works performed on these sites concern the selected social and environmental Data.

3. EDF Energy (UK), EnBW (D), TIRU (F), ERDF (F), EDF EN (F), RTE (F), BE ZRt (H), ERS (PL), Figlec (CN).

4. Isseane/TSI (F), Power plant at Rybnik (PL), Figlec (CN), Systeme Infrastruktur Support GmbH (D), Power plant at West Burton (UK), Power plant at Sizewell B (UK), Power plant at Hickley Point B (UK), URE Pays-de-Loire (F), URE Normandie (F), Plaque TERA (F). Works on EDF EN have been performed at central office level and have only concerned the indicator related to the renewable energies.

Sustainable development indicators

Performance indicators	Unit	2009	2008	2007	Périmètre			GRI Ref.
					2009	2008	2007	
Finance								
Provisions for decommissioning and last core	€ millions	20,352	14,142	13,654	2	2	2	
Provisions for nuclear fuel end-cycle	€ millions	18,573	15,538	17,455	2	2	2	
Compensation paid or to be paid following legal decisions on environmental matters	€ thousands	810	84.5	NC	1	1	NC	
Environment¹								
CONSUMABLES AND RAW MATERIALS								
Total fuel input								
Nuclear reactor fuel	t	1,141	1,282	1,151	1	1	1	EN 1
* Coal ²	kt	24,261	25,300	5,970,970	2	2	1	EN 1
Heavy fuel oil ²	kt	1,798	1,950	1,457,050	2	2	1	EN 1
Domestic fuel ²	kt	447	306	259,659	2	2	1	EN 1
Non-industrial gas ^{2,3}	10 ⁹ m ³	6,563	9,259	23,718	2	2	1	EN 1
Industrial gas ²	10 ⁶ m ³	2,809	5,716	1,292,403	2	2	1	EN 1
Total input of raw materials from sources outside the company								
WATER								
* Cooling water drawn	10 ⁹ m ³	52.2	45.9	41.2	2	2	1	EN 8
* Cooling water returned	10 ⁹ m ³	51.6	45.7	40.7	2	2	1	EN 21
AIR								
Gas emissions								
* Total CO ₂ emissions (including facilities not subject to quotas) ⁴	Mt	80.2	91.6	78.3	2	2	2	EN 16
* SO ₂ emissions	kt	203.5	192.4	209.7	2	2	2	EN 20
NO _x emissions	kt	160.4	168.2	194.5	2	2	2	EN 20
Dust	t	8,506	7,644	5,071	2	2	1	EN 20
Methane emissions	kt eq. CO ₂	35.8	5.3	4.8	2	1	1	EN 16
N ₂ O emissions	kt eq. CO ₂	310.8	NC	NC	2	NC	NC	EN 16
Conventional waste (EDF SA + ERDF)								
* Hazardous waste	t	37,695	20,090	18,087	1	1	1	EN 22
* Non-hazardous waste	t	150,212	114,899	124,621	1	1	1	EN 22
* Conventional industrial waste recycled or transported for recycling	t	131,465	98,399	112,203	1	1	1	EN 22
Ash produced ⁵	kt	3,761.5	581,694	NC	2	1	1	EN 22
ENERGY								
* Renewable energy: electricity and heat generated from renewable sources (excluding hydro)	GWh	8,600	6,186	4,356	2	2	2	EN 6
Energy consumption, by primary source								
Internal consumption, pumping electricity	TWh	6.8	6.5	7.7	1	1	1	EN 3
Internal consumption, electricity	TWh	22.4	23.3	23.1	1	1	1	EN 3
MANAGEMENT								
* Expenditure on environmental protection ⁶ of which provisions	€ million	2,477 1,691	2,496 1,775	2,733 1,478	1	1	2	EN 30
Environmental management (ISO 14001)		Group-wide Environmental Management System (ISO 14001)			2	2	2	

* Data verified by the Statutory Auditors.

1. The Group figures for 2009 and 2008 include Edison.
2. Units are in Kt for 2009 and 2008, but tonnes for 2007; 10⁹m³ for 2009 and 2008, but 10³m³ for 2007.
3. The 2009 and 2008 data include Dalkia Investissement.

4. For 2009 and 2008, the data include Dalkia International and Dalkia Investment.
5. Units are in kt for 2009 and tonnes for 2008.
6. In 2008 and 2009, the expenditure scope is limited to EDF SA.

GRI: Global Reporting Initiative.
Scope 1: EDF SA (activities affiliated in 2008: ERDF).
Scope 2: EDF Group.
NC: Not communicated.
NA: Not applicable.


Nuclear indicators, EDF SA

	Unit	2009	2008	2007	GRI Ref.
Water emissions					
Tritium	TBq/unit	16.4	17.4	16.9	EN 21
Carbon 14	GBq/unit	12.1	13.0	13.0	EN 21
Gas emissions					
Carbon 14	TBq/unit	0.16	0.17	0.17	EN 20
Tritium	TBq/unit	0.49	0.42	0.47	EN 20
Nuclear waste					
* Very low level radioactive waste from decommissioning	t	1,614	2,782	1,703	EN 24
* Solid low- and intermediate-level short-lived radioactive waste	m ³ /TWh	12.8	11.7	10.8	EN 24
* Solid intermediate- and high-level long-lived radioactive waste	m ³ /TWh	0.88	0.87	0.88	EN 24
Evacuated spent nuclear fuel	t	1,102	1,179	1,202	EN 24

**Nuclear indicators, EDF Energy
(Existing Nuclear, nuclear branch integrated in 2009)**

	Unit	2009	2008	2007	GRI Ref.
Water emissions					
Tritium	TBq/unit	122	NA	NA	EN 21
Air emissions					
Carbon 14	TBq/unit	0.55	NA	NA	EN 20
Tritium	TBq/unit	1.5	NA	NA	EN 20
Waste					
* Evacuated uranium	t	147	NA	NA	EN 24
* Evacuated low-level radioactive waste	m ³	607	NA	NA	EN 24
* Intermediate-level radioactive waste generated	m ³	170	NA	NA	EN 24

* Data verified by the Statutory Auditors.

GRI: Global Reporting Initiative.

Scope 1: EDF SA (activities affiliated in 2008: ERDF).
Scope 2: EDF Group.

NC: Not communicated.
NA: Not applicable.

Sustainable development indicators

Performance indicators	Unit	2009	2008	2007	Scope 2009-2007	GRI Ref.
Social						
STAFF BREAKDOWN (as at 12/31)¹						
EDF SA + ERDF + RTE	no.	105,129	104,929	105,322	1	LA 1
* TOTAL EDF Group	no.	169,139	160,913	158,640	2	LA 1
* Total executives	no.	36,469	33,543	31,770	2	LA 1
* Women at managerial level	%	22.0	21.2	20.5	2	LA 13
Staff who are not executives	no.	132,670	127,370	126,870	2	LA 13
Gender equality						
- Male staff	no.	129,288	122,762	121,730	2	LA 13
- Female staff	no.	39,851	38,151	36,910	2	LA 13
- Male executives	no.	28,444	26,436	25,254	2	LA 13
- Female executives	no.	8,025	7,108	6,516	2	LA 13
HIRES/DEPARTURES						
* Recruitment	no.	12,362	12,533	11,294	2	LA 2
Other hires ¹	no.	10,232	2,092	2,682	2	LA 2
* Retirement/inactivity	no.	4,389	4,578	4,320	2	LA 2
* Resignation ²	no.	2,529	3,760	3,486	2	LA 2
* Redundancies, dismissals, termination of post	no.	1,512	1,901	1,642	2	LA 2
* Other departures	no.	5,983	3,083	4,572	2	LA 2
WORKING HOURS						
Part-time staff	no.	20,145	21,971	23,964	2	LA 1
HEALTH AND SAFETY						
* Fatal injuries	no.	12	13	15	2	LA 7
* Injury frequency rate ³		4.9	6.2	6.3	2	LA 7
* Work-related injuries (with 24 hours leave or more)	no.	1,268	1,504	1,495	2	LA 7
MANAGEMENT/EMPLOYEE RELATIONS						
Staff covered by collective bargaining agreements ⁴	%	94	95	95	2	LA 4
TRAINING						
* Staff benefiting from training ⁵	no.	104,565	102,629	104,393	2	LA 10
EMPLOYMENT AND INSERTION OF EMPLOYEES WITH DISABILITIES						
Staff with disabilities ⁶	no.	3,343	3,364	3,260	2	LA 13

* Data verified by the Statutory Auditors.

1. Inclusions and exclusions from the scope are, respectively, accounted for under: 'Other hires' and 'Other departures'.

In 2009, the integration of British Energy within EDF Energy was reflected in 6,016 'Other hires'.

2. Departures during the period are accounted under 'Other departures'. In 2008 and 2007, respectively, 248 and 254 departures during trial periods were classified under 'Resignations'.

3. In 2007, excluding EDF Trading and Synergie.

4. In 2007, excluding EDF Trading, Dalkia International, Synergie.

4. In 2009 and 2008, excluding Dalkia International.

5. In 2007, excluding EDF Energy, EDF Trading, Dalkia International and Synergie.

5. In 2008, excluding EDF Energy, EDF Trading, Dalkia International.

5. In 2009, excluding EDF Energy, Dalkia International.

6. In 2009, 2008 and 2007 excluding EDF Energy and EDF Trading.

6. In 2009, the value indicated by Edison does not include its Abu Qir subsidiary which was integrated during the year.

GRI: Global Reporting Initiative.

Scope 1: EDF SA + ERDF + RTE.

Scope 2: EDF Group.


**Performance indicators, EDF SA
(excluding distributors)**

	Unit	2009	GRI Ref.
Social			
STAFF BREAKDOWN (as at 12/31)			
EDF SA staff covered by collective bargaining agreements	no.	60,595	LA 1
Permanent EDF SA staff not covered by collective bargaining agreements	no.	445	LA 1
Temporary EDF SA staff not covered by collective bargaining agreements	no.	399	LA 1
Total EDF SA staff not covered by collective bargaining agreements	no.	844	LA 1
TOTAL EDF SA	no.	61,439	LA 1
Executives	no.	23,241	LA 1
Women at managerial level	%	23,5	LA 13
Employees who are not executives	no.	38,198	LA 13
Technicians and supervisory staff	no.	32,214	LA 13
Operatives	no.	5,984	LA 13
Gender equality			
- Male staff	no.	43,534	LA 13
- Female staff	no.	17,905	LA 13
- Male executives	no.	17,790	LA 13
- Female executives	no.	5,451	LA 13
HIRING/DEPARTURES			
Recruitment	no.	2,488	LA 2
Integration and rehire	no.	348	LA 2
Other hires ¹	no.	631	LA 2
Retirement/inactivity	no.	1,860	LA 2
Resignation	no.	80	LA 2
Redundancy, dismissal, termination of post	no.	10	LA 2
Death	no.	84	LA 2
Other departures ¹	no.	1,082	LA 2
OVERTIME			
Hours worked overtime	thousands	2,696	
OUTSIDE CONTRACTORS			
Average number of outside contractors employed monthly ²	no.	(2009) NA (2008) 1,882	LA 1
Staff employed by external companies and working at EDF premises for less than a year	no.	6,756	LA 1
WORKING HOURS			
Full-time staff	no.	51,083	LA 1
Part-time staff	no.	10,356	LA 1
Staff on overtime which admit overtime	no.	7,140	LA 1
ABSENTEEISM			
* Absenteeism	%	3.9	LA 7
Hours of maternity or paternity leave/hours worked	%	0.8	LA 7
HEALTH AND SAFETY			
Fatal injuries	no.	8	LA 7
Injury frequency rate		3.2	LA 7
* Degree of seriousness		0.16	LA 7
Work-related injuries (with 24 hours leave or more)	no.	282	LA 7

* Data verified by the Statutory Auditors.

1. Excluding arrivals and departures on seasonal short-term contracts.

2. The 2009 figure was not available at the reporting date.

GRI: Global Reporting Initiative.

NA: Not available.



Sustainable development indicators

**Performance indicators, EDF SA
(excluding distributors)**

	Unit	2009	GRI Ref.
Social			
COMPENSATION/ SOCIAL SECURITY CONTRIBUTIONS/PROFIT SHARING			
Trends in main salary categories: average per month:			
– Executives	€	4,148	EC 1
– Technicians and supervisory staff	€	2,506	EC 1
– Operatives	€	1,850	EC 1
Personnel costs	€ million	5,241	EC 1
Average profit share earnings per staff ³	€	1,771	EC 1
MANAGEMENT - EMPLOYEE RELATIONS			
Collective bargaining agreements signed, France	no.	23	HR 5
Staff covered by collective bargaining agreements ⁴	%	99	LA 4
TRAINING			
Staff benefiting from training	no.	51,063	LA 10
EMPLOYMENT AND INSERTION OF STAFF WITH DISABILITIES			
Staff with disabilities	no.	1,488	LA 13
* Staff with disabilities hired	no.	107	LA 13
CHARITABLE WORKS			
Committee budgets (fulfilling 1% requirement)	€ million	179	

* Data verified by the Statutory Auditors.

3. Of which €350 of additional profit-sharing.

4. EDF SA employees are not covered by a collective agreement in the legal sense but by the Electricity and Gas Industries (Industries Electriques et Gazières – IEG) statute.

GRI: Global Reporting Initiative.

METHODOLOGY

EDF has published information on sustainable development since 2001.

All the published accountability indicators follow the recommendations of the Global Reporting Initiative (GRI G3), the international reference framework for sustainable development indicators.

A table illustrating this commitment to compliance with GRI methodology can be found in the summary tables of the performance indicators.

In addition to the reporting of the sustainable development indicators defined by the Group, the reporting process includes the quantification of expenditure on environmental protection. This is included in this report and enables the Group's response to the mandatory annual survey by the INSEE¹ statistical survey bureau relating to corporate expenditure on environmental protection.

Since 2005, the Group has engaged in the progressive verification of its environmental and social data and has submitted a sample of this environmental and social data for external assessment. The Group aims to bolster the reliability of the annual reporting of its consolidated sustainable development accountability indicators by further ensuring quality control at every level of data compilation and consolidation, and better understanding and application of the reporting procedures defined in the Group guidelines (*Référentiel du Groupe*).

For further information on the methodology and reporting scope, please consult the 2009 sustainable development indicators at edf.com.

1. The National Institute of Statistics and Economic Studies (Institut national de la statistique et des études économique – INSEE) is a Directorate General of the Ministry of the Economy, Finance and Employment.