






TOP

Definition of the key performance indicators

We monitor the implementation of our strategy by means of a holistic goal and performance management system. This system strengthens integrated thinking in our company. At the same time, it underpins our comprehensive and transparent focus on performance and stakeholders. Our goal system comprises the five dimensions of finance, strategy, customers and society, environment and employees. A number of specific targets have been defined in each goal dimension and their achievement is continuously measured using key performance indicators. Linked with this goal system and the centerpiece of our corporate management is the performance management system (PMS). Quantitative target values are currently set for the key performance indicators for the 2025 strategy horizon. The key performance indicators for the 2022 financial year were unchanged in comparison with the previous year with one exception: The ROCE ^② was replaced by value spread ^② as planned.

TOP Financial and non-financial key performance indicators and targets

Goal dimension	Goal	Key performance indicator	2022	Target for 2025
 Finance	Securing profitability	Adjusted EBITDA in € billion	3.3	3.2
	Managing the financial profile	Debt repayment potential in %	23.4	≥ 12 ¹
	Increasing Group value	Value spread in %	1.1	0.5 – 1.5
	The EnBW Group, p. 76 ff. [↗] Forecast, p. 128 f. [↗] Report on opportunities and risks, p. 132 ff. [↗] Multi-year overview, p. 304 [↗]			
 Strategy ²	Share of result accounted for by "Smart Infrastructure for Customers"	Share of overall adjusted EBITDA in € billion / in %	0.5/15.5	0.6/20.0
	Share of result accounted for by "System Critical Infrastructure"	Share of overall adjusted EBITDA in € billion / in %	1.0/31.8	1.3/40.0
	Share of result accounted for by "Sustainable Generation Infrastructure"	Share of overall adjusted EBITDA in € billion / in %	1.9/58.9	1.3/40.0
	The EnBW Group, p. 76 [↗] Forecast, p. 128 [↗] Report on opportunities and risks, p. 132 ff. [↗] Multi-year overview, p. 304 [↗]			
 Customers and society	Reputation	Reputation Index	58	58 – 62
	Customer proximity	EnBW/Yello Customer Satisfaction Index	139/166	125 – 136/148 – 159
	Supply reliability	SAIDI Electricity in min./year	16.6	< 20
	The EnBW Group, p. 91 ff. [↗] Forecast, p. 129 [↗] Report on opportunities and risks, p. 137 [↗] Multi-year overview, p. 305 [↗]			
 Environment	Expand renewable energies (RE)	Installed output of RE in GW and the share of the generation capacity accounted for by RE in %	5.4/41.7	6.5 – 7.5/> 50
	Climate protection	CO ₂ intensity in g/kWh ³	491	-15% – 30% ⁴ (reference year 2018)
	The EnBW Group, p. 97 ff. [↗] Forecast, p. 130 [↗] Report on opportunities and risks, p. 137 f. [↗] Multi-year overview, p. 305 [↗]			
 Employees	Employee engagement	People Engagement Index (PEI) ⁵	81	77 – 83 ⁶
	Occupational safety	LTIF for companies controlled by the Group ^{7,8}	2.6	2.1
		LTIF overall ⁷	4.1	3.5
	The EnBW Group, p. 104 ff. [↗] Forecast, p. 131 f. [↗] Report on opportunities and risks, p. 138 [↗] Multi-year overview, p. 306 [↗]			

1 To achieve the unchanged goal of maintaining solid investment-grade ratings, EnBW regularly checks the target value for the debt repayment potential for managing its financial profile.

2 The sum of the three segments does not correspond to the adjusted EBITDA for the EnBW Group, €-205.3 million (+9.6%) is attributable to Other/Consolidation in the 2022 financial year (p. 76 f.[↗]).

3 The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW. If the share of positive redispatch that cannot be controlled by EnBW is taken into account, CO₂ intensity would be 508 g/kWh for the reporting year (previous year: 492 g/kWh). The CO₂ intensity including nuclear generation for the reporting year was 401 g/kWh (previous year: 386 g/kWh).

4 The reference year is 2018 because the 2020 reporting year cannot be considered representative for the coming years (due to, among other things, market effects and the coronavirus pandemic).

5 Variations in the group of consolidated companies (all companies with more than 100 employees are generally considered [except ITOs]). Companies that were fully consolidated for the first time in the fourth quarter of 2022 were not included in the employee surveys for the PEI.

6 Due to the extraordinary effects relating to the coronavirus pandemic in the year this key performance indicator was introduced, we may need to adjust this target value during the strategy period.

7 Variations in the group of consolidated companies (all companies with more than 100 employees, excluding external agency workers and contractors, are considered).

8 Companies that were fully consolidated for the first time during the 2022 financial year were not included in the calculations for the LTIF performance indicators. Excluding companies in the area of waste management.