

OCCUPATIONAL HEALTH AND SAFETY	2019					2020					2021					2022					2023					Context	GRI/SASB	
SYSTEM COVERAGE																										F Fatality LT Lost time MA Medical Aid	RW Restricted Work	EM-EP-320a.1
% workers covered by OHS management system	100					100					100					100					100					Our HSE management system covers all workers	403-1	
% of workers represented by HSE committees	100					100					100					100					100					Every worker is represented by HSE	403-1	
Workers with high risk of occupation-related disease	0					0					0					0					0						403-3	
Hours of training: health, safety & emergency response	NT					5839					9,415					10,215					7,437					Permanent and fixed term staff	403-5	
Average hours of training / staff & fixed term contractors	NT					6.1					9.9					10.5					7.7					2020 and 2021 updated in 2024 due to formula error	403-5	
TRIFR, STAFF & INDEPENDENT CONTRACTORS/VENDORS	2019					2020					2021					2022					2023							
Total recordable injury frequency per 200,000 hours	1.15					1.15					1.11					0.73					0.52						403-9	
Total recordable injury frequency per 1,000,000 hours	5.77					5.75					5.54					3.65					2.58						403-9	
INJURY RATES, STAFF (PERMANENT & FIXED TERM)	2019					2020					2021					2022					2023							
Types of injury – all staff (permanent and fixed term)	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total		403-9	
Canada	0	0	1	0	1	0	0	0	3	3	0	0	1	1	2	0	0	1	1	2	0	0	0	0	0	0	0	
France	0	2	0	1	3	0	1	0	0	1	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	1	
Australia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
United States	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Germany	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	
Central and Eastern Europe	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Ireland	0	0	0	1	1	0	0	0	0	0	0	1	0	0	1	0	1	0	0	1	0	0	0	0	1	1		
LTIFR - all staff, per 1 million hours worked	1.39					0.69					1.93					0.73					0.00						403-9	
TRIFR - all staff, per 1 million hours worked	3.48					2.75					4.51					2.92					1.45					2020 data change - formula correction		
Total Workforce Hours, all staff	1,435,976					1,454,292					1,553,092					1,369,691					1,378,567						403-9	
Absentee rate – all staff	0.015					0.013					0.014					0.019					0.023					2016: absentee days for S<D & sick leave / total days available for all permanent staff; 2020+: days refined to exclude paid time off e.g. vacation, parental leave	403-9	
INJURY RATES, INDEPENDENT CONTRACTORS/VENDORS	2019					2020					2021					2022					2023							
Types of injury - independent contractors	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total		403-9	
Canada	0	3	3	10	16	0	0	0	8	8	0	2	4	3	9	0	0	8	1	9	0	2	3	2	7	7		
France	0	1	0	3	4	0	3	1	1	5	0	3	2	0	5	0	1	0	2	3	0	2	0	0	2	2		
Netherlands	0	0	1	0	1	1	0	0	0	1	0	0	0	1	1	0	1	0	0	1	0	0	1	1	2	2		
Australia	0	0	0	0	0	0	0	0	2	2	0	0	0	1	1	0	0	2	0	2	0	0	0	0	0	0		
United States	0	2	0	0	2	0	0	0	1	1	0	0	2	0	2	0	0	1	1	2	0	0	1	0	1	1		
Germany	0	2	0	0	2	0	5	1	0	6	0	0	1	0	1	0	1	0	0	1	0	2	0	0	2	2		
Central and Eastern Europe	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0		
Ireland	0	0	1	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2		
LTIFR - independent contractors: per 1 million hours worked	2.19					2.47					1.50					0.64					1.07							
TRIFR - independent contractors: per 1 million hours worked	6.57					7.09					6.02					3.86					2.85						403-9	
Contractors Hours Worked	4,110,146					3,242,477					3,323,443					4,659,720					5,609,834							
Absentee rate – independent contractors	N/T					N/T					N/T					N/T					N/T					Current system does not track contractor absentee days	403-9	