

OCCUPATIONAL HEALTH AND SAFETY	2020					2021					2022					2023					2024					Context					SASB					
SYSTEM COVERAGE																										F Fatality   LT Lost time   RW Restricted Work MA Medical Aid	EM-EP-320a.1									
% workers covered by OHS mangaement system				100					100					100					100					100	Our HSE management system covers all workers											
% of workers represented by HSE committees				100					100					100					100					100	Every worker is represented by HSE											
Workers with high risk of occupation-related disease				0					0					0					0					0												
Hours of training: health, safety & emergency response				5839					9415					10,215					7,437					4,872	Permanent and fixed term staff											
Average hours of training / staff & fixed term contractors				6.1					9.9					10.5					7.7					5.1	2020 and 2021 updated in 2024 for formula correction											
TRIFR, STAFF & INDEPENDENT CONTRACTORS/VENDORS																																				
Total recordable injury frequency per 200,000 hours				1.15					1.11					0.73					0.52					0.88												
Total recordable injury frequency per 1,000,000 hours				5.75					5.54					3.65					2.58					4.39												
INJURY RATES, STAFF (PERMANENT & FIXED TERM)	2020					2021					2022					2023					2024															
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											
Canada	0	0	0	3	3	0	0	1	1	2	0	0	1	1	2	0	0	0	0	0	0	0	1	1	0	2										
France	0	1	0	0	1	0	2	0	0	2	0	0	0	0	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	1	0	1	0	0	0	1	1	0	0	0	0	0	0										
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										
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										
Germany	0	0	0	0	0	0	0	1	1	2	0	0	0	0	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										
Ireland	0	0	0	0	0	0	1	0	0	1	0	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0										
LTIFR - all staff, per 1 million hours worked						0.69						1.93						0.73						0.00						0.71						
TRIFR - all staff, per 1 million hours worked						2.75						4.51						2.92						1.45						1.43	2020 data change - formula correction					
Total Workforce Hours, all staff						1,454,292						1,553,092						1,369,691						1,378,567						1,401,779						
Absentee rate – all staff						0.013						0.014						0.019						0.023						0.026	2020+: excludes paid time off e.g. vacation, parental leave					
INJURY RATES, INDEPENDENT CONTRACTORS/VENDORS	2020					2021					2022					2023					2024															
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											
Canada	0	0	0	8	8	0	2	4	3	9	0	0	8	1	9	0	2	3	2	7	0	0	8	1	9											
France	0	3	1	1	5	0	3	2	0	5	0	1	0	2	3	0	2	0	0	2	0	2	0	0	2											
Netherlands	0	0	0	0	0	0	0	0	1	1	0	1	0	0	1	0	0	1	1	2	0	0	0	1	1											
Australia	0	0	2	0	2	0	0	0	1	1	0	0	2	0	2	0	0	0	0	0	0	0	0	0	1											
United States	0	0	0	1	1	0	0	2	0	2	0	0	1	1	2	0	0	1	0	1	0	0	1	0	1											
Germany	0	5	1	0	6	0	0	1	0	1	0	1	0	0	1	0	2	0	0	2	0	3	3	1	7											
Central and Eastern Europe	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1											
Ireland	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	1	1											
LTIFR - independent contractors: per 1 million hours worked						2.47						1.50						0.64						1.07						1.16						
TRIFR - independent contractors: per 1 million hours worked						7.09						6.02						3.86						2.85						5.36						
Contractors Hours Worked						3,242,477						3,323,443						4,659,720						5,609,834						4,293,459						
Absentee rate – independent contractors						N/T						N/T						N/T						N/T						N/T	Current system does not track contractor absentee days					