

OCCUPATIONAL HEALTH AND SAFETY	2021					2022					2023					2024					2025					Context	SASB										
<b>SYSTEM COVERAGE</b>																										Note: as of 2025 we are no longer able to track training hours	EM-EP-320a.1										
% workers covered by OHS management 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																
<b>TRIFR, STAFF &amp; INDEPENDENT CONTRACTORS/VENDORS</b>																																					
Total recordable injury frequency per 200,000 hours	1.11					0.73					0.52					0.88					0.83																
Total recordable injury frequency per 1,000,000 hours	5.54					3.65					2.58					4.39					4.14																
<b>INJURY RATES, STAFF (PERMANENT &amp; FIXED TERM)</b>	<b>2021</b>					<b>2022</b>					<b>2023</b>					<b>2024</b>					<b>2025</b>					<b>F Fatality</b>		<b>LT Lost time</b>		<b>RW Restricted Work</b>		<b>MA Medical Aid</b>					
<b>Types of injury – all staff (permanent and fixed term)</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>							
Canada	0	0	1	1	2	0	0	1	1	2	0	0	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
France	0	2	0	0	2	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	0	0	0		
Netherlands	0	0	0	0	0	0	0	1	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	1	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	0	0	0	0	0	0	0	0		
Germany	0	0	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	0	0	0	0	0	0	0	0		
Ireland	0	1	0	0	1	0	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
LTIFR - all staff, per 1 million hours worked	1.93					0.73					0.00					0.71					0.78																
TRIFR - all staff, per 1 million hours worked	4.51					2.92					1.45					1.43					1.56					2020 data change - formula correction											
Total Workforce Hours, all staff	1,553,092					1,369,691					1,378,567					1,401,779					1,285,973																
Absentee rate – all staff	0.014					0.019					0.023					0.026					177,160,000					Excludes paid time off e.g. vacation, parental leave											
<b>INJURY RATES, INDEPENDENT CONTRACTORS/VENDORS</b>																																					
<b>Types of injury - independent contractors</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>	<b>F</b>	<b>LT</b>	<b>RW</b>	<b>MA</b>	<b>Total</b>							
Canada	0	2	4	3	9	0	0	8	1	9	0	2	3	2	7	0	0	8	1	9	0	1	2	2	5	0	0	0	0	0	0	0	0	0	0		
France	0	3	2	0	5	0	1	0	2	3	0	2	0	0	2	0	2	0	0	2	0	3	2	1	6	0	0	0	0	0	0	0	0	0	0		
Netherlands	0	0	0	1	1	0	1	0	0	1	0	0	1	1	2	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Australia	0	0	0	1	1	0	0	2	0	2	0	0	0	0	0	0	0	0	1	1	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0		
United States	0	0	2	0	2	0	0	1	1	2	0	0	1	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Germany	0	0	1	0	1	0	1	0	0	1	0	2	0	0	2	0	3	3	1	7	0	2	1	0	3	0	0	0	0	0	0	0	0	0	0		
Central and Eastern Europe	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Ireland	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
LTIFR - independent contractors: per 1 million hours worked	1.50					0.64					1.07					1.16					1.58																
TRIFR - independent contractors: per 1 million hours worked	6.02					3.86					2.85					5.36					4.23																
Contractors Hours Worked	3,323,443					4,659,720					5,609,834					4,293,459					3,785,913																
Absentee rate – independent contractors	N/T					N/T					N/T					N/T					N/T					Current system does not track contractor absentee days											