

# Managing occupational health and safety (continued)

## Strategic goal to 2025 2022 performance

|   |  |
|---|--|
| 50% reduction of lost time injury frequency rate, zero fatalities | LTIFR 0.5 <sup>1</sup><br>FAR 0.009 <sup>2</sup> |
|---|--|

## Minimising risks

**GRI 403-2**

To mitigate relevant risks, the Company delves into the causes of accidents and occupational health and safety violations identified in the monitoring process. Based on the analysis results, corrective measures are developed and implemented. To make sure that occupational health and safety requirements are complied with and employees understand their responsibilities and safe work principles, the Company runs annual comprehensive checks.

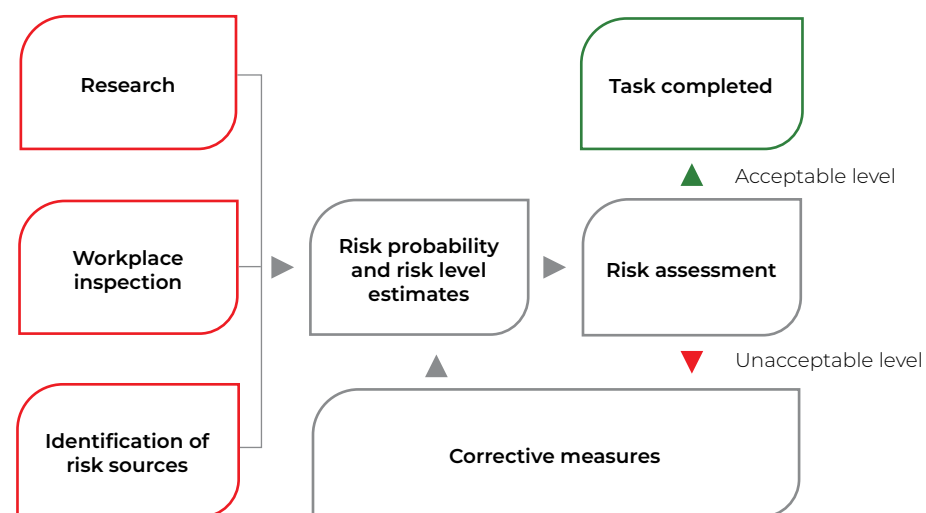
The Company's Safety Policy stresses the need for immediate action to eliminate occupational hazards or other circumstances causing damage to employees' life and health.

## Hazard factors by business area and Magnit's responsibility

| Retail facilities  | Warehouse logistics  | Transport logistics  | Own production   |
|--|--|--|--|
| <ul style="list-style-type: none"> <li>Falling from height</li> <li>Getting injured while moving around the territory and laying out merchandise</li> <li>Conflicts</li> </ul>   | <ul style="list-style-type: none"> <li>Industrial vehicle accidents, accidents related to handling equipment</li> <li>Falling items</li> <li>Falling from height while moving around the territory</li> <li>Road traffic accidents</li> </ul>  | <ul style="list-style-type: none"> <li>Getting injured while moving transport packaging</li> <li>Getting injured by falling items</li> <li>Road traffic accidents</li> </ul>                       | <ul style="list-style-type: none"> <li>Handling hazardous substances, unsafe employee behaviour</li> </ul> |
| Accident prevention measures   |  |  |  |
| <ul style="list-style-type: none"> <li>Employee safety training as regards their movement around the territory and handling of goods</li> <li>Special training for floor staff on safe behaviour in conflict situations</li> </ul> | <ul style="list-style-type: none"> <li>Special training on handling equipment and machinery</li> <li>Assessment of working conditions, identification and elimination of hazards</li> <li>Safe behaviour training</li> <li>Training sessions on safe driving for driver staff</li> </ul> | <ul style="list-style-type: none"> <li>Safe behaviour training</li> <li>Theoretical and practical training sessions on safe driving for driver staff</li> <li>Regular vehicle check-ups</li> </ul> | <ul style="list-style-type: none"> <li>Dedicated briefings on handling hazardous substances</li> </ul>     |

Hazardous situations are often caused by the behaviour of third parties. We take every effort to prevent accidents.

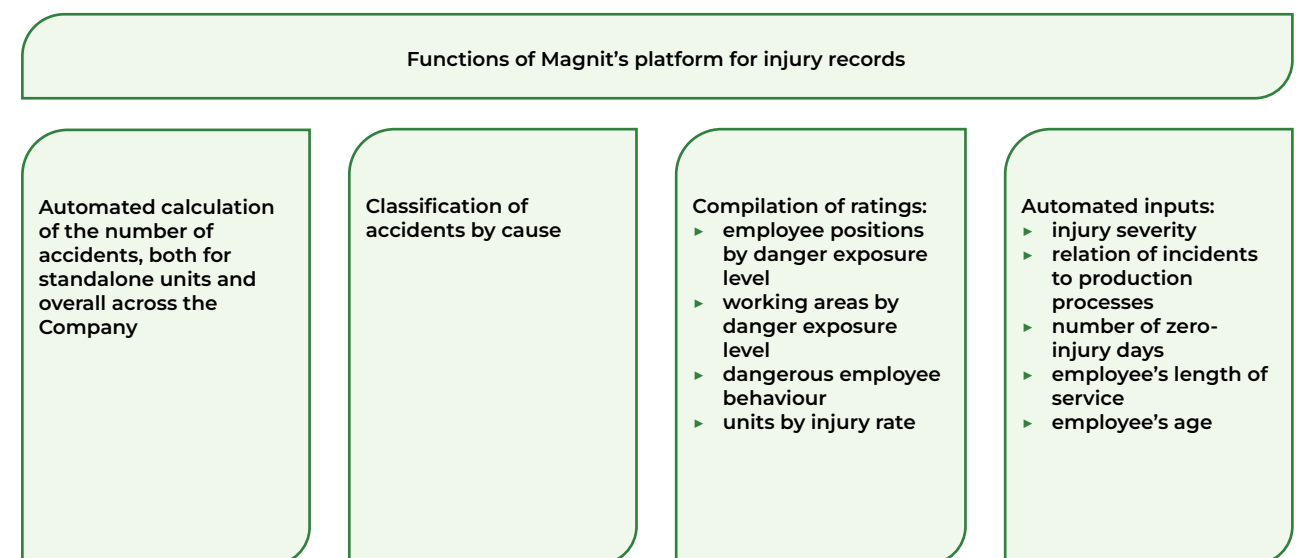
## Magnit Group's risk assessment system



## Reducing injury rates

Magnit has developed and implemented an automated platform, which enables it to rapidly accumulate, process and analyse data

on injuries and build visualised statistics. All information on injuries is uploaded to the platform and displayed in chronological order.



<sup>1</sup> Lost Time Injury Frequency Rate.  
<sup>2</sup> Fatal Accident Rate.

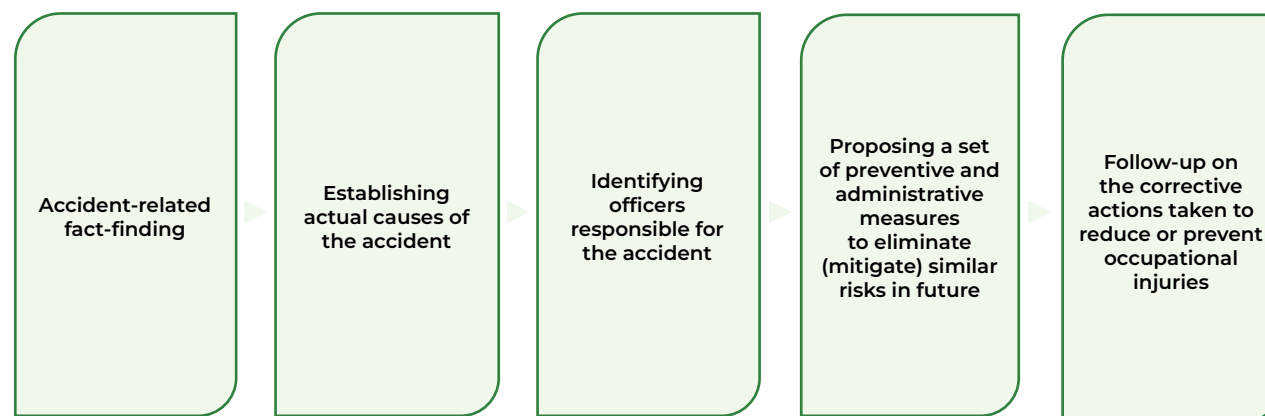
# Managing occupational health and safety (continued)

Statistics from the automated platform are used for analysis and development of corrective measures and information materials about injury risks and causes.

commission to identify the injury causes and those responsible for violations of safety rules. Following an investigation, we develop and implement measures to prevent similar incidents in the future.

We thoroughly investigate every accident involving Magnit's employees and other persons participating in the Company's business operations in line with the Russian laws and our internal regulations. To that end, we create an incident investigation

## Investigation goals



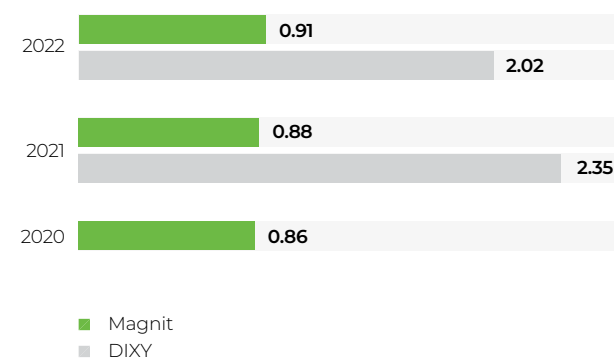
In 2022, Magnit recorded a total of six fatal accidents and 332 lost time injuries. Injury frequency rate at Magnit and DIXY is directly proportionate to the average headcount.

Fatality causes:

- ▶ road traffic accidents caused by a third-party driver
- ▶ illegal activity by third parties.

### GRI 403-9

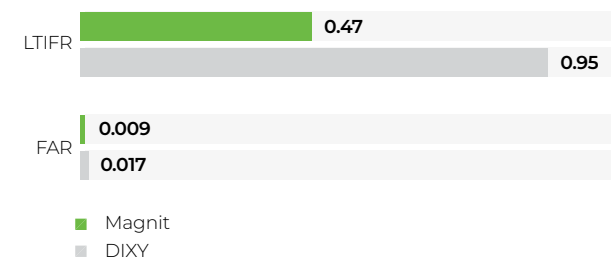
#### Injury frequency rate<sup>1</sup>



<sup>1</sup> For 1,000 employees.

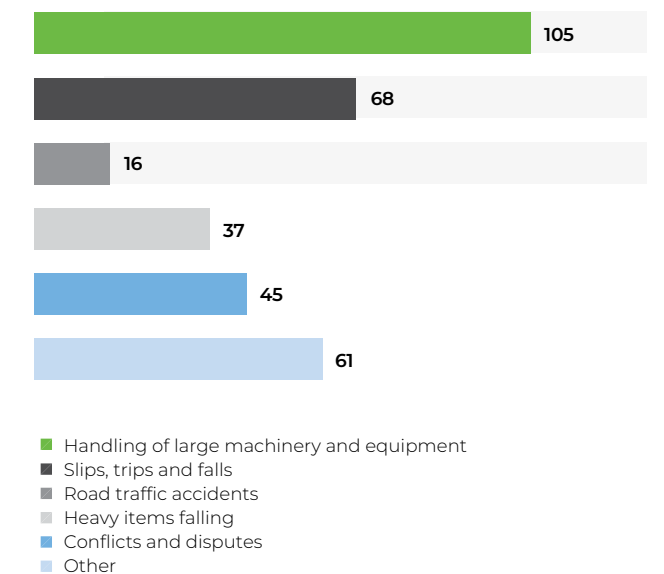
\* Data for 2022 are provided for Magnit only as DIXY was an independent company until 2021.

## Injury rates in 2022



In 2022, injury frequency rate at Magnit Group was 1.07, while LTIFR and FAR amounted to 0.5 and 0.015 respectively.

## Magnit Group 2022 injuries by type, total



## Number of injuries and fatalities across Magnit Group, by gender, people

| Metric                 | 2020 |       | 2021 |       | 2022 |       |
|------------------------|------|-------|------|-------|------|-------|
|                        | men  | women | men  | women | men  | women |
| injuries               | 154  | 136   | 170  | 158   | 177  | 155   |
| ▶ including fatalities | 4    | 2     | 6    | 1     | 6    | 0     |

We adhere to occupational health and safety rules when interacting with suppliers and contractors. To that end, we hold health and safety briefings prescribed by laws and regulations for various types of production operations and ensure that we have all the documents required for the performance of works.