

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 ¹ FAR 0.009 ²
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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.

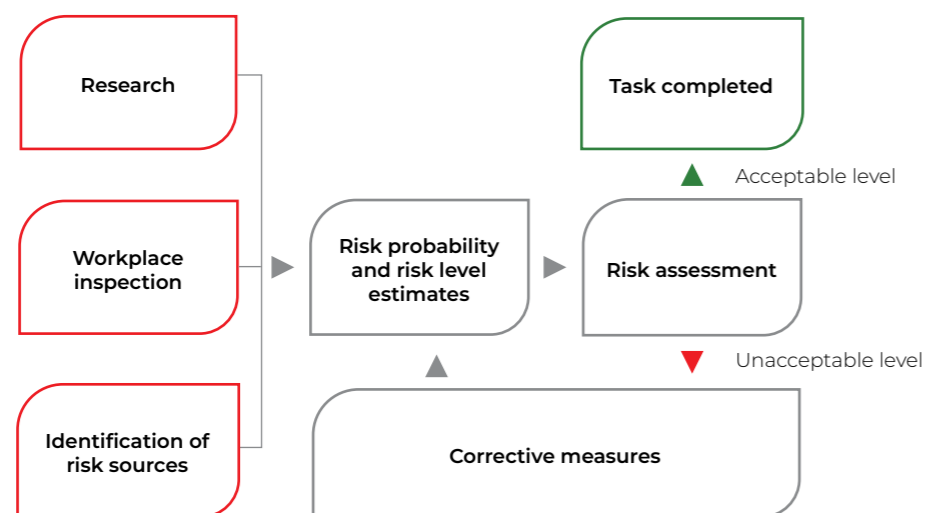
The Company's Safety Policy stresses the need for immediate action to eliminate occupational hazards or other circumstances causing damage to employees' life and health.

Hazard factors by business area and Magnit's responsibility

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

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

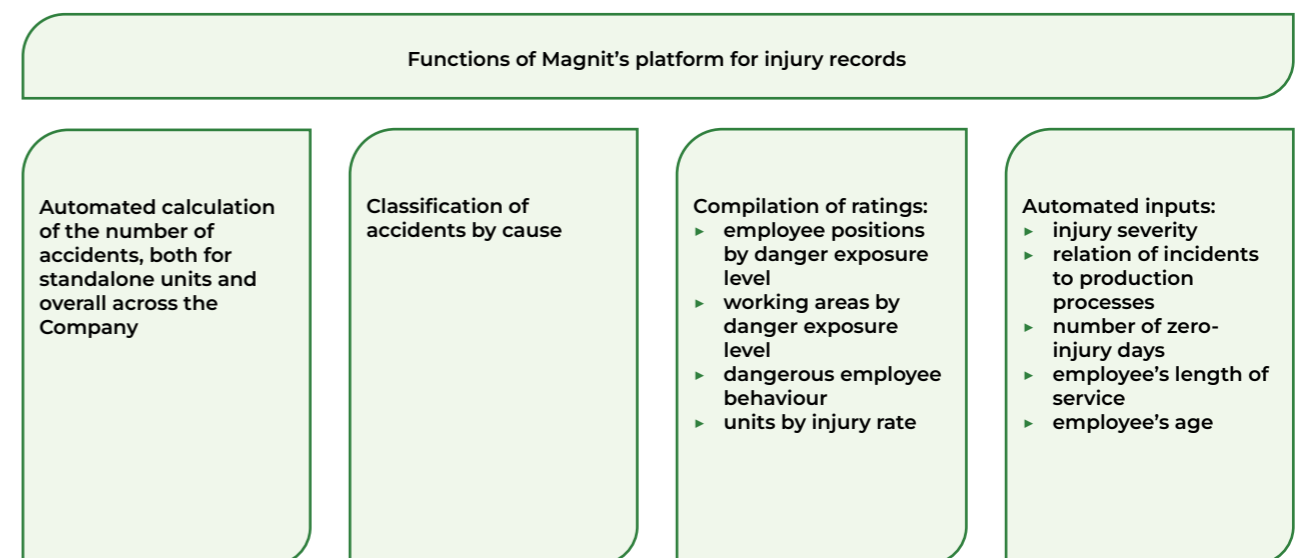
Magnit Group's risk assessment system



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.



¹ Lost Time Injury Frequency Rate.
² Fatal Accident Rate.