

Managing occupational health and safety (continued)

Training on occupational health and safety

GRI 403-5

As an employer, Magnit is responsible for fostering safety culture and ensuring strict compliance with occupational health and safety requirements. That is why we have a special OHS training system for all employee categories in place.

Those in charge of safety management are trained and have their knowledge checked at the dedicated department of Magnit's Corporate Academy, and then train their subordinates.

All of Magnit's blue collar employees undergo occupational health and safety training annually, while white collars do the same once in every three years. Upon completion of a course, employees are assessed, with an occupational health and safety certificate awarded as a result. In 2022, over 131,000 Magnit employees completed a number of occupational health and safety programmes¹.

In order to increase employee engagement in safety matters and build a safety culture, Magnit has set up dedicated safety committees, which meet once

a month in the logistics unit and on a regular basis in retail units and distribution centres.

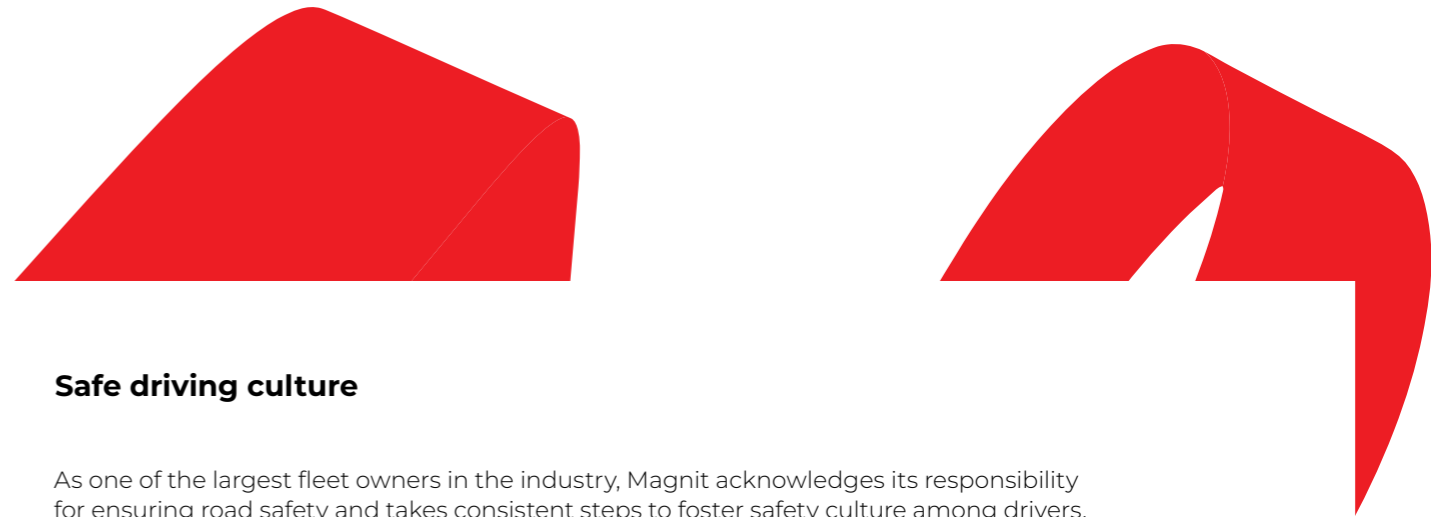
We promote a safety culture using a variety of communication tools, including memos, information boards on occupational health and safety, as well as the corporate portal.

In Magnit's stores, we collect online submissions regarding potential safety threats, which are automatically forwarded to assigned OHS service employees for further investigation.

Magnit's six safety rules

- 1 I am always responsible for my safety and the safety of my colleagues
- 2 I always hold colleagues back in dangerous situations
- 3 I always keep my workplace clean and tidy
- 4 I always use individual protection gear
- 5 I always follow traffic rules while driving
- 6 I always report accidents and risks that may lead to accidents

Magnit conducts mandatory labor protection trainings for all categories of employees: annually for employees and once every three years for managers and specialists



Safe driving culture

As one of the largest fleet owners in the industry, Magnit acknowledges its responsibility for ensuring road safety and takes consistent steps to foster safety culture among drivers.

Number of road traffic accidents across Magnit Group

Accident cause	2020	2021	2022	Change 2022/2021, %
Caused by employees	797	1,003	1,262	25.8
Caused by third parties	866	913	902	-1.2

According to the Company's data, the majority road traffic accidents involving our vehicles were caused by lack of practice training for new drivers. In 2021, we developed an additional

training concept for this employee category and expect the newly launched programme to help gradually reduce the accident rate.

Tools to improve driving culture

Preliminary and regular medical examinations

Mandatory psychiatric observations

Safe road behaviour courses for drivers in accordance with their duties

Annual assessment of drivers' occupational health and safety qualification

Personal protective equipment (PPE)

Balanced work and rest schedule

Assessment of drivers' workplace conditions with further improvements to be introduced

¹ Information on managers, experts, and other office employees who took pre-certification training in occupational health and safety, etc. is shown. The number of employees trained is specified in individual training cycles (if one person was trained twice, they are counted twice).