

**EMPLOYEE INJURIES - GRI STANDARD 403-2**

|                               | Measurement unit | <b>2019</b> | <b>2018</b> | <b>2017</b> |
|-------------------------------|------------------|-------------|-------------|-------------|
| Total non-commuting accidents | no.              | 6           | 8           | 13          |
| Total commuting accidents     | no.              | 11          | 9           | 11          |
| Total accidents               | no.              | 17          | 17          | 24          |
|                               |                  |             |             |             |
| <b>Frequency index*</b>       | no.              | <b>2.79</b> | <b>2.89</b> | <b>4.10</b> |
| <b>Severity index**</b>       | no.              | <b>0.24</b> | <b>0.13</b> | <b>0.21</b> |
|                               |                  |             |             |             |
| <b>Near Miss</b>              | no.              | <b>44</b>   | <b>30</b>   | <b>7</b>    |
|                               |                  |             |             |             |
| <b>Absenteeism Rate***</b>    | %                | 6.1         | 6.7         | 6.9         |

\*Days of absence due to accident / thousands of hours worked

\*\*Accidents recorded / millions of hours worked

\*\*\*Total number of days lost in the period / total number of working days in the period

**CONTRACTORS' INJURIES - GRI STANDARD 403-2**

|                               | Measurement unit | <b>2019</b> | <b>2018</b> | <b>2017</b> |
|-------------------------------|------------------|-------------|-------------|-------------|
| Total non-commuting accidents | no.              | 8           | 4           | 7           |
| Total commuting accidents     | no.              | 0           | 0           | 2           |
| Total accidents               | no.              | 8           | 4           | 9           |
|                               |                  |             |             |             |
| <b>Frequency index</b>        | <b>no.</b>       | <b>1.85</b> | <b>1.44</b> | <b>4.29</b> |
| <b>Severity index</b>         | <b>no.</b>       | <b>0.11</b> | <b>0.11</b> | <b>0.22</b> |

**SAFETY-RELATED COSTS**

|                               | Measurement unit | <b>2019</b> | <b>2018</b> | <b>2017</b> |
|-------------------------------|------------------|-------------|-------------|-------------|
| Training                      | €K               | 320         | 122         | 380         |
| Insurance                     | €K               | 2,067       | 1,445       | 1,445       |
| Safety management             | €K               | 3,743       | 3,338       | 3,347       |
| Personal protection equipment | €K               | 1,194       | 232         | 251         |
| Plants and equipment          | €K               | 3,816       | 2,402       | 1,529       |

**INVESTMENTS IN SAFETY**

|                      | Measurement unit | <b>2019</b> | <b>2018</b> | <b>2017</b> |
|----------------------|------------------|-------------|-------------|-------------|
| Safety management    | €K               | 6,727       | 9,842       | 8,106       |
| Plants and equipment | €K               | 5,998       | 3,891       | 3,946       |