

## OCCUPATIONAL ACCIDENTS INCLUDING COVID-19 CASES

Employees	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Rate of occupational Accidents recordable*</b>	<b>63.26</b>	<b>62.51</b>	<b>62.87</b>	<b>136.70</b>	<b>164.12</b>	<b>150.96</b>	<b>27.85</b>	<b>25.52</b>	<b>26.63</b>
<b>Rate of occupational accidents with severe consequences**</b>	10.48	11.48	<b>11.01</b>	7.27	6.98	<b>7.12</b>	6.54	6.96	<b>6.76</b>
<b>Rate of deaths resulting from accidents at work</b>	0.07	0.02	<b>0.04</b>	0.07	0.01	<b>0.04</b>	0.01	0.01	<b>0.01</b>
<b>Average mobile injuries at work***</b>			<b>8,109</b>			<b>14,663</b>			<b>14,013</b>
<b>Injuries</b>	<b>5,759</b>	<b>6,453</b>	<b>12,212</b>	<b>11,841</b>	<b>15,461</b>	<b>27,302</b>	<b>2,829</b>	<b>2,986</b>	<b>5,815</b>
of which:									
at work	5,346	5,868	<b>11,214</b>	11,410	14,850	<b>26,260</b>	2,349	2,337	<b>4,686</b>
whilst travelling****	413	585	<b>998</b>	431	611	<b>1,042</b>	480	649	<b>1,129</b>
<b>Fatalities</b>	<b>6</b>	<b>4</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>5</b>
of which:									
at work	6	2	<b>8</b>	6	1	<b>7</b>	1	1	<b>2</b>
whilst travelling****	0	2	<b>2</b>	1	0	<b>1</b>	2	1	<b>3</b>
<b>Occupational accidents with severe consequences</b>	1,032	1,257	<b>2,289</b>	742	828	<b>1,570</b>	715	821	<b>1,536</b>
of which:									
at work	886	1,078	<b>1,964</b>	607	632	<b>1,239</b>	552	637	<b>1,189</b>
whilst travelling****	146	179	<b>325</b>	135	196	<b>331</b>	163	184	<b>347</b>
<b>Total number of worked hours</b>	<b>84,510,522</b>	<b>93,871,311</b>	<b>178,381,833</b>	<b>83,468,272</b>	<b>90,480,504</b>	<b>173,948,776</b>	<b>84,358,494</b>	<b>91,575,804</b>	<b>175,934,298</b>

\* No. of workplace injuries divided by the number of hours worked multiplied by 1,000,000. The rate is calculated for permanent and flexible personnel.

\*\* A work-related accident that involves absence from work greater than or equal to 40 days and leads to an injury from which the worker cannot recover, does not recover or cannot realistically be expected to recover fully and return to the pre-accident state of health. It excludes deaths.

\*\*\* The trend in the number of occupational accidents of the Parent Company was also observed through the application of a three-year moving average, using accident data, gross Covid, from 2019 to 2023. This metric makes it possible to determine the trend of the accident phenomenon by mitigating the distorting effects of exceptional events (pandemic), as well as to observe the effectiveness of management actions with a medium to long term time horizon and aimed at containing the risk factors controllable by the company (e.g. progressive adoption of the Lean methodology in sorting centres). Specifically, the calculation was made considering a total period of five years (2019 – 2023) and the average of three consecutive three-year periods (19-20-21/20-21-22, 21-22-23), comparing quarterly data and the cumulative since the beginning of the year. FY 2021, 2022 and 2023 are thus to be understood correspondingly as FY 19-20-21, FY 20-21-22 and FY 21-22-23.

\*\*\*\* Accident occurring during the normal journey between home and place of work or during the worker's normal journey to the place where meals are usually taken, if there is no company canteen. Moreover, even during the normal journey that the employee has to make to go from one place of work to another, in the case of relations with several employers.