

|   | Target  | Dec-21 | Jan-22 | Feb-22 | Mar-22 | Apr-22 | May-22 | Jun-22 | Jul-22 | Aug-22 | Sep-22 | Oct-22 | Nov-22 | Dec-22 | Jan-23 | Feb-23 | Mar-23 |
|---|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Sickness Absence Rate (in-Month)            | 6.00%   | 7.44%  | 7.40%  | 7.04%  | 7.46%  | 7.08%  | 6.27%  | 6.80%  | 7.51%  | 6.72%  | 6.66%  | 7.36%  | 7.13%  | 8.56%  | 7.17%  | 6.13%  | 5.40%  |
| Sickness Absence Rate (12-Month Cumulative) | 6.00%   | 6.58%  | 6.68%  | 6.75%  | 6.92%  | 7.06%  | 7.14%  | 7.16%  | 7.24%  | 7.14%  | 7.12%  | 6.96%  | 7.03%  | 7.12%  | 7.10%  | 7.04%  | 6.90%  |
| Values-Based Appraisal Compliance           | 85.00%  | 32.56% | 31.39% | 31.53% | 30.86% | 30.23% | 29.91% | 29.91% | 32.02% | 35.33% | 41.81% | 45.38% | 47.58% | 49.25% | 51.44% | 53.64% | 56.40% |
| Medical Appraisal Compliance                | 85.00%  | 70.49% | 71.27% | 71.68% | 71.58% | 67.46% | 74.08% | 74.70% | 76.35% | 78.29% | 77.99% | 78.08% | 76.74% | 78.63% | 80.34% | 79.81% | 79.87% |
| Turnover Rate                               | 7% - 9% | 12.44% | 12.58% | 12.57% | 13.00% | 13.24% | 13.65% | 13.58% | 13.60% | 13.48% | 13.37% | 13.42% | 13.66% | 13.40% | 13.33% | 13.29% | 12.87% |
| Mandatory Training Compliance               | 85.00%  | 72.40% | 72.43% | 72.80% | 73.07% | 72.67% | 72.24% | 72.43% | 72.66% | 73.15% | 73.51% | 73.83% | 75.36% | 75.30% | 76.06% | 76.98% | 78.26% |
| Fire Training Compliance                    | 85.00%  | 61.84% | 62.18% | 63.03% | 63.94% | 64.94% | 64.91% | 65.02% | 64.82% | 66.41% | 61.88% | 61.52% | 66.28% | 67.15% | 68.38% | 69.99% | 71.53% |