

STAKEHOLDER OVERVIEW

A COMMUNITY OF SHARED INTERESTS

Metinvest recognises that it co-exists with its stakeholders in the global community. Its long-term goals focus on creating value for them, in both financial and non-financial ways. When making strategic decisions, the Group strives to take into account the needs, interests and expectations of all.

KEY NEEDS AND INTERESTS

Metinvest has undertaken a major exercise for the identification and assessment of the material issues of greatest importance to its stakeholder groups. Along with direct communication and engagement with its stakeholders, the Group also works with them indirectly via many other members of society, such as non-governmental organisations and trade associations around the world.

ESG RATINGS

The Group's environmental, social and governance (ESG) agenda is inextricable from its work with its stakeholders. Metinvest has always considered ESG factors in its business decisions. In order to obtain an external assessment of the Group's ESG performance, as well as provide transparency for stakeholders, Metinvest decided to engage independent, outside agencies to assess its strengths and weaknesses on this front from an objective perspective, as well as its ability to mitigate related risks. The findings have provided the Group with vital feedback about its standing in key areas, allowing it to refine its strategies in line with global best practices.

As of 2019, Metinvest received an MSCI ESG Rating of 'B'. MSCI ESG Research provides MSCI ESG Ratings on global public and a few private companies on a scale ranging from 'AAA' ('leader') to 'CCC' ('laggard'), according to exposure to industry-specific ESG risks and the ability to manage those risks relative to peers.

In June 2020, after the reporting date, Metinvest received an overall ESG Risk Ratings score of 32.0 from Sustainalytics, a leading global provider of ESG research, ratings and data. The ESG Risk Ratings score is a measure of unmanaged risk on an absolute scale of 0-100, with a lower score signalling less unmanaged ESG Risk. While the risk of experiencing material financial impacts driven by ESG factors was assessed as 'high' due to the steel industry's significant exposure, Sustainalytics assessed the Group's management of material ESG issues as strong. Compared with other companies in the steel industry analysed by Sustainalytics, Metinvest was ranked in ninth place out of the 140 steel companies worldwide.

ESG ratings

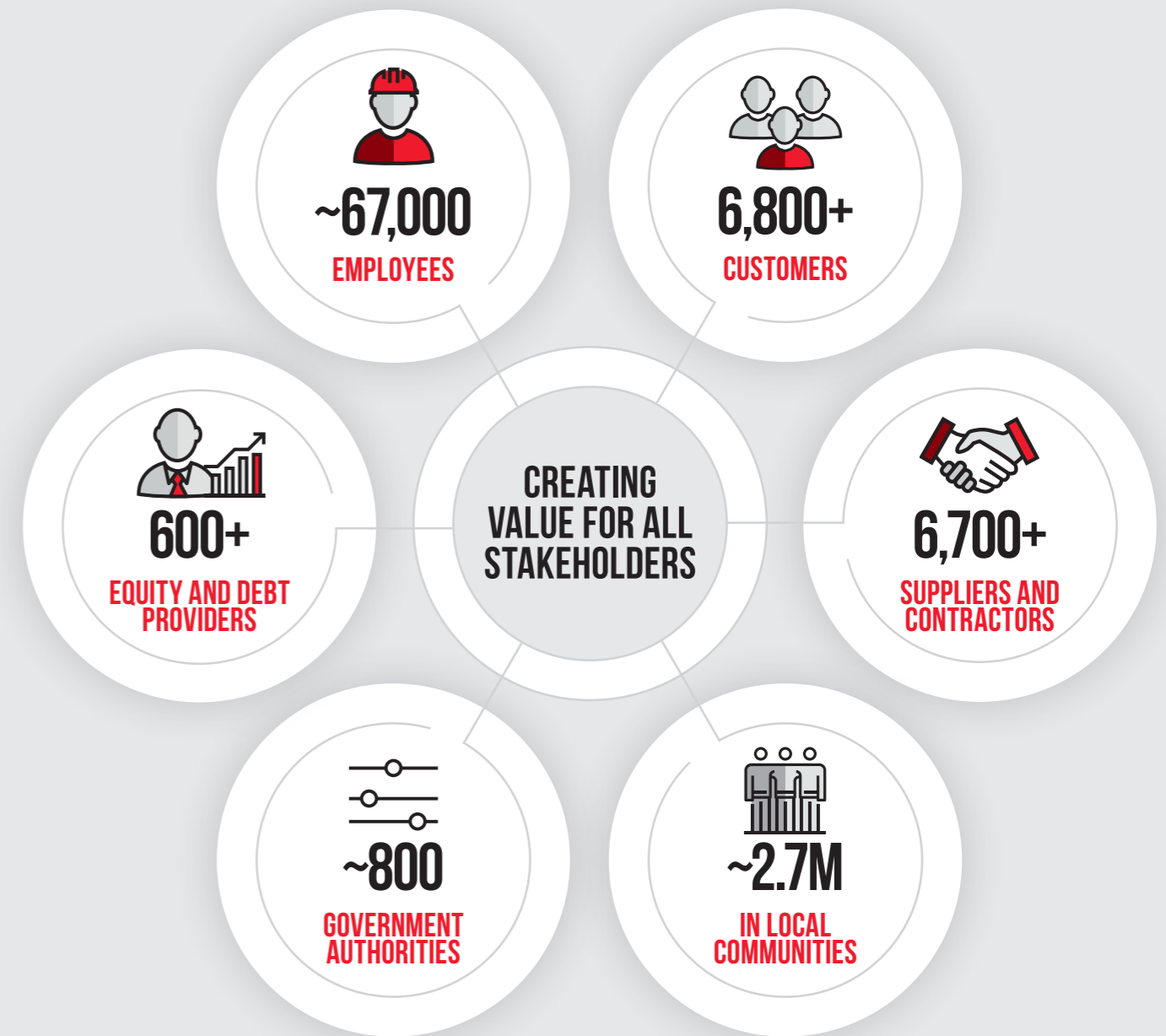
MSCI

B

SUSTAINALYTICS

32.0/HIGH

METINVEST KEY STAKEHOLDER GROUPS



EMPLOYEES

People working for Metinvest around the world, including at production assets, sales offices, service and engineering units, and headquarters.

CUSTOMERS

The global base of buyers of Metinvest's products and services, including many long-term business partners of the Group over many years.

SUPPLIERS AND CONTRACTORS

Companies providing goods and services for the Group on a long-term or project basis.

LOCAL COMMUNITIES

Residents of cities, towns and other localities where the Group has operations, including international, national and local non-government organisations advocating on behalf of communities.

EQUITY AND DEBT PROVIDERS

Metinvest's equity holders, bondholders, bank lenders and other institutions providing financing to the Group.

GOVERNMENT AUTHORITIES

International, national, regional and local authorities, as well as certain multilateral organisations, in jurisdictions where Metinvest carries out production, sales or other activity.