



WORKPLACE SAFETY

A SUSTAINED COMMITMENT

In 2023, Metinvest reaffirmed workplace safety as its overriding priority. The Group implemented key measures to tackle the root causes of incidents and enhance its long-term safety initiatives.

A CORE FOCUS

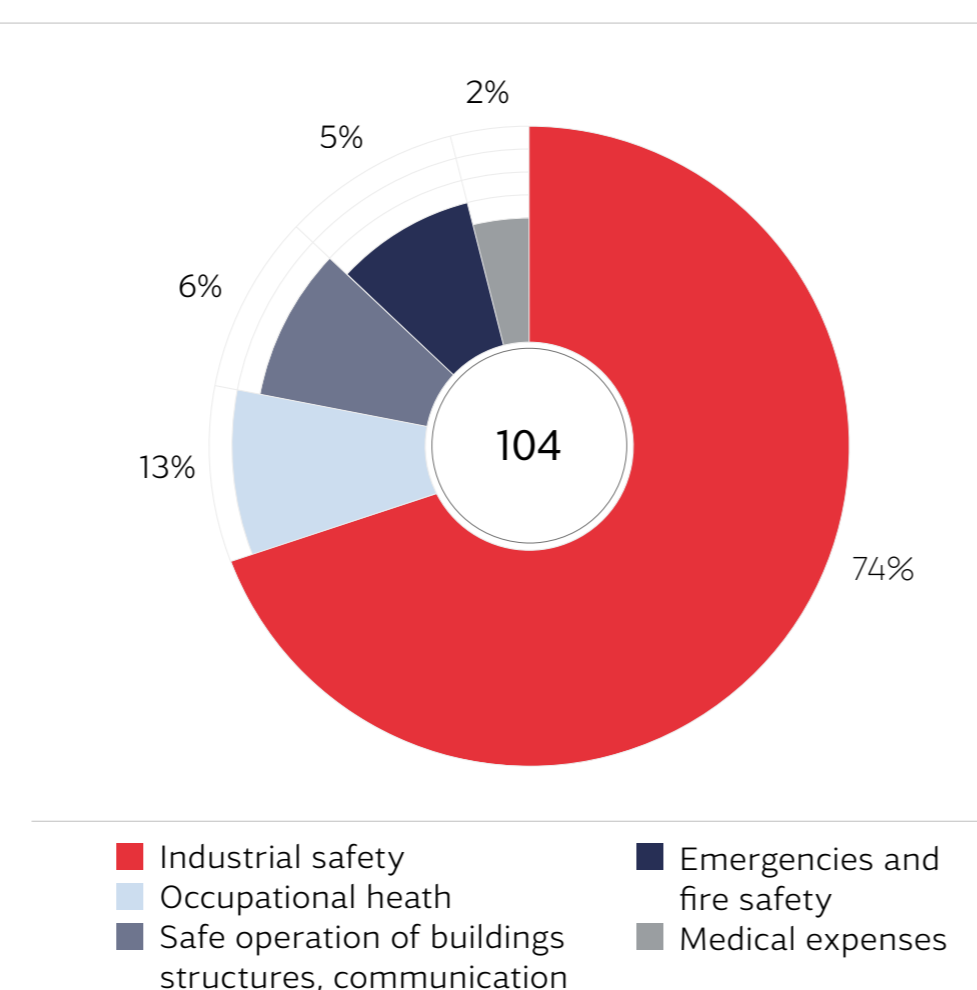
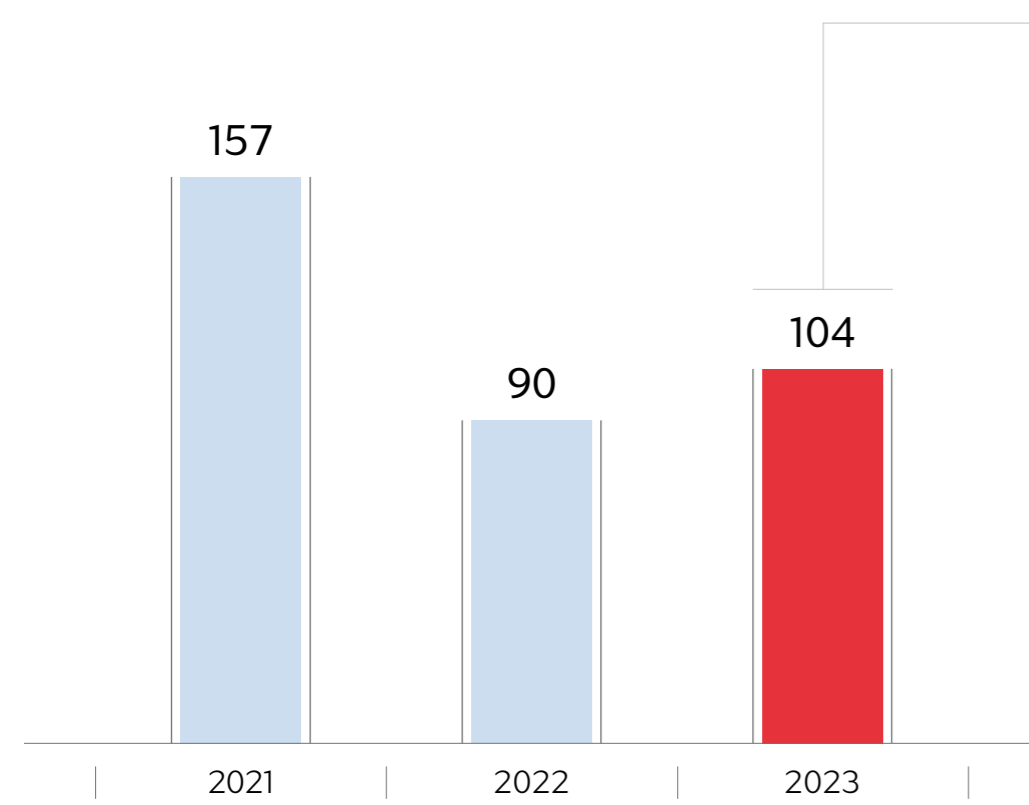
In 2023, Metinvest remained focused on safeguarding the lives of its employees and contractors¹. The management deemed the workplace safety performance as not satisfactory this year because of the increased number of fatalities. The Group conducted a thorough investigation of each incident to identify the root causes and introduced specific measures to address them.

Metinvest also continued to implement its critical programmes in this area to eliminate the most common types of incidents.

In 2023, the Group spent a total of US\$104 million on workplace health and safety, up 16% year-on-year². This included: working in gas-hazardous places, safety in coal mines, work at height, and using railway transport and lifting mechanisms.

SPENDING ON WORKPLACE SAFETY

US\$104 mn | ^ 16%



GENERAL APPROACH

Metinvest strives towards an occupational health and safety culture that can achieve the ultimate goal of zero incidents involving employees and contractors at its assets.

Metinvest's Policy in the Field of Health, Safety and the Environment guides its health and safety efforts. It also has 15 corporate standards in place based on international best practices. During the reporting period, the Group introduced and launched all applicable policies and regulations at Zaporizhia Casting and Mechanical Works, which was consolidated in 2023.

At the level of Metinvest's Supervisory Board, the Health, Safety and Environmental Committee oversees compliance with internal procedures and local regulations. It reviews outcomes of incident investigations, seeking opportunities to enhance governance through risk management initiatives. The Committee also works with the executive team to integrate established occupational health and safety approaches in all business processes.

At the executive team level, the health and safety functions within the Operations Directorate for metallurgical and iron ore assets, and the Coal Directorate for coking coal assets, managed the implementation of programmes in the reporting period. In addition, each Group production facility has a dedicated department tasked with ensuring

compliance with both internal and external standards and regulations.

The industrial safety centre of expertise at Metinvest Business Services provides consultations, industrial safety audits, centralised control and recording of internal incident investigations, and training support. In 2023, the centre launched a single electronic database accessible to senior management and staff involved in workplace safety issues at production and service assets. The database includes information about hazards, audit results, and risk mitigation measures, enhancing monitoring and implementation of safety protocols in accordance with the ISO 45001 standard. As of the year-end, the Group had 16 key operating assets³ certified under the ISO 45001 standard. Metinvest's goal is to eventually obtain this certification for all production assets apart from the facilities of United Coal, which are already subject to similarly stringent US occupational health and safety regulations.

¹ The term "contractors" refers to both contractors and subcontractors.
² Spending on workplace safety for 2022 was restated to align the methodology of Pokrovske Coal's treatment of expenditures on roof control measures with the established practices of the Group. Those expenses are reflected in industrial safety spending and account for US\$45 million in 2022 (with an adjusted amount of US\$28 million) and US\$59 million in 2023 in total for both coal mining assets.
³ Central Iron Ore, Ferriera Valsider, Inhulets Iron Ore, Kamet Steel, Kryvyi Rih Machining and Repair Plant, Metinvest-Promservice, Metinvest Trammetal, Northern Iron Ore, Pokrovske Colliery, Promet Steel, Spartan UK, Sviato-Varvaynska Beneficiation Factory, Unisteel, Zaporizhia Casting and Mechanical Works, Zaporizhia Coke and Zaporizhia Refractories.



PERFORMANCE IN 2023

In 2023, Metinvest experienced 57 injuries and 11 fatalities among employees. While this represented a decrease in injuries from 2022, when there were 75, it was an increase from the two fatalities in the previous year. Every fatality is a tragedy, deeply felt across the Group, which is already grieving from the losses of war.

The governance bodies of the Group view these results as a call to action to redouble efforts towards ensuring the safety of employees. The increase in fatalities reinforced the Group's collective resolve to further strengthen safety initiatives.

In accordance with internal procedures, Metinvest conducted a thorough root cause investigation of each incident. Notably, the injuries and fatalities were spread across Metinvest's assets and no broadly applicable common factors could be identified, beyond the general fatigue and stress of a workforce living and operating through a second year of war.

The primary causes of injuries at the Group's facilities in 2023 were movement of loads with the help of lifting mechanisms, low-visibility obstacles, contact with moving or rotating machinery, and objects falling from height. Metinvest used the findings of these investigations to enhance the respective programmes of the safety roadmap.

The Group assesses its workplace safety performance in line with the recommendations of the WSA, the ISO 45001 standard and other international best practices. It also measures composite performance metrics, such as the lost-time injury frequency rate (LTIFR) and fatality frequency rate (FFR), both of which are calculated in terms of incidents per million man-hours worked.

In 2023, Metinvest's LTIFR stood at 0.956 and its FFR was 0.155. For comparison, the LTIFR was 0.977 and the FFR was 0.025 in 2022. These figures compare with the World Steel Association's respective 2023 global LTIFR and FFR benchmarks for employees of 1.04 and 0.01.

Metinvest engaged external oversight and certification audits at its operational facilities during the year in alignment with the established frequency, which helped to identify strengths and areas for improvement. The industrial safety centre of expertise also conducted quarterly Safe Workspace and safety roadmap audits at the Group's assets.

For more details relating to the Health and Safety disclosures, please see Annex 2.

SAFETY ROADMAP

In 2023, Metinvest reviewed the previous year's risk assessments and injury statistics for its assets in Ukraine. As a result, a number of critical risk areas were identified, including work at height, moving and rotating machinery, operations involving lifting mechanisms, and coal mining activities such as drilling, blasting and personnel lifting.

For work at height, the roadmap's activities in 2023 included inspecting and restoring fences, stairs and platforms, installing safety ropes in frequently used areas and conducting dedicated practical training sessions in these areas.

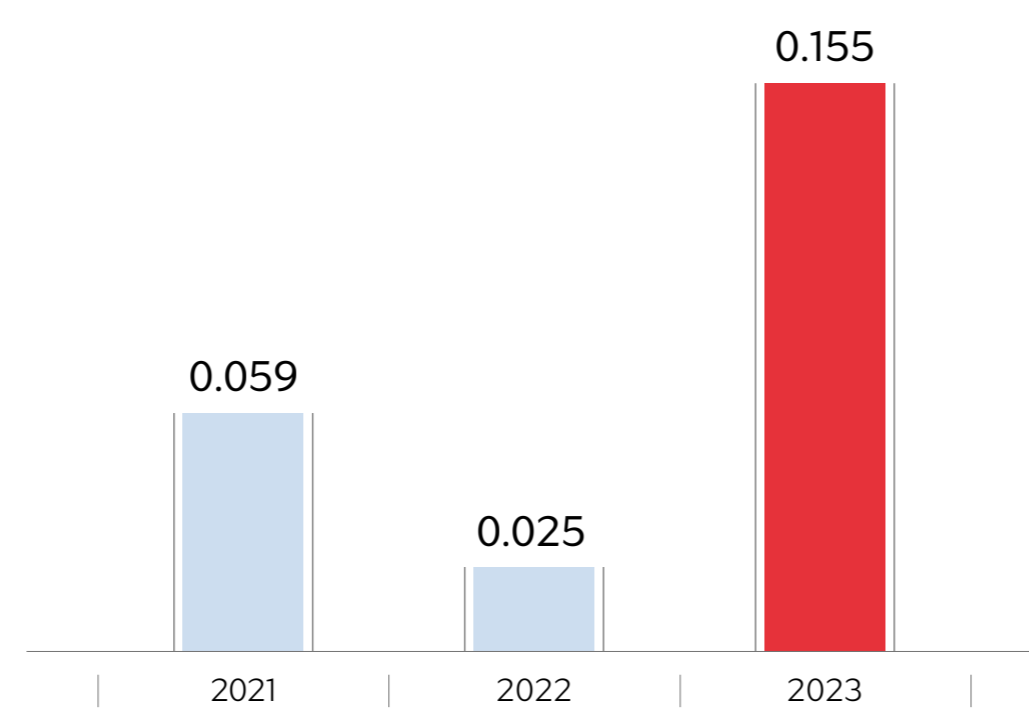
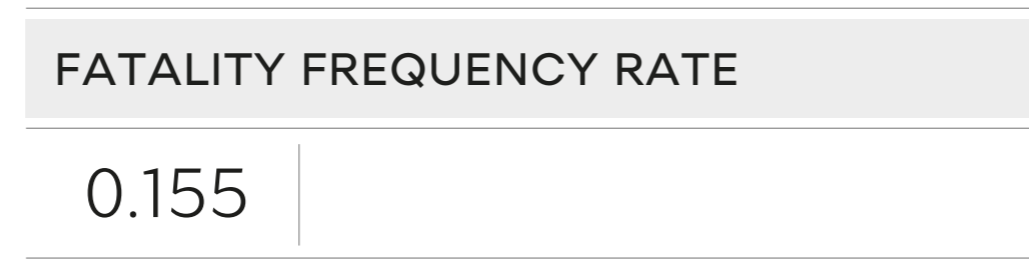
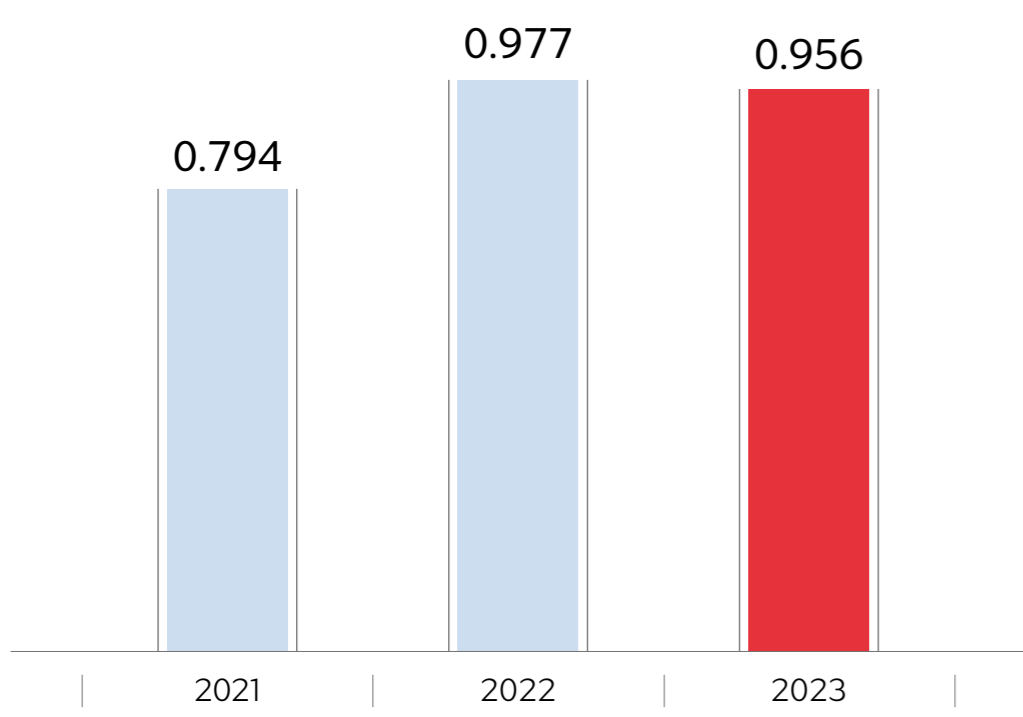
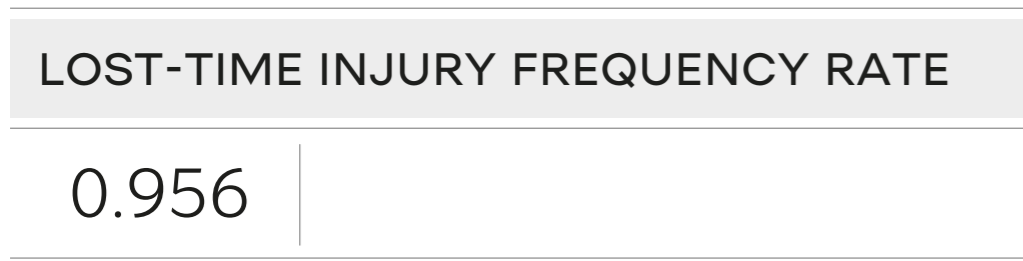
The focus for safe operations of moving and rotating machinery involved adding protective covers and barriers; installing additional safety devices on conveyors (to block unauthorised starts, shut down in case of a belt slipping, activate emergency stops, and catch a belt in case of a breakage); and fitting extra light and sound alarms.

For operations involving lifting mechanisms, safety measures for 2023 comprised the purchase and installation of stands for removable load-handling devices, revising and updating slinging schemes, and introducing electronic safety systems on lifting mechanisms.

To ensure the safety of drilling and blasting in coal mining operations, Metinvest introduced enhanced qualification requirements for contractors, control over communications between the mining dispatcher and the blasting manager, and quarterly training sessions for employees supervising blasting operations.

In addition, Metinvest bolstered safety activities with supplemental inspections and training to ensure workforce evacuation during power outages at Pokrovske Colliery.

This also included installing and commissioning generators to power hoisting equipment for personnel lifting. These measures help to eliminate the risk of a long stay underground for around 1,000 people and ensures their prompt evacuation in case of an emergency.





CONTRACTOR SAFETY

Metinvest acknowledges its responsibility for the safety of contractor staff when they perform work for the Group as set out in its contractual obligations. For Metinvest, there is no difference between employee and contractor safety: all relevant regulations apply equally to employees and contractors.

In 2023, contractors at the Group's assets primarily provided maintenance and repair, as well as certain production and administrative services.

All of Metinvest's contractors should follow the established safety protocols and guidelines, as outlined in the Group's Safety Standard for Contractor Organisations.

Metinvest applies a comprehensive approach to ensure that contractors adhere to this Standard, including conducting pre-qualification processes, knowledge assessments, health and safety briefings, verifying equipment and protective gear, reviewing repair records and maintaining ongoing supervision throughout the performance of work.

In 2023, there were three injuries and one fatality among contractors working at the Group's facilities, compared with three injuries and two fatalities in 2022.

For contractors, the LTIFR was 0.357 and the FFR was 0.089 in the reporting period, compared with the LTIFR of 0.476 and the FFR of 0.446 the previous year. These figures compare with the WSA's respective 2023 global LTIFR and FFR benchmarks for contractors of 0.5 and 0.023.

To enhance integration into Metinvest's health and safety management system, the Group conducted training sessions for contractors during the year. They were led by the heads of health and safety departments at its production assets.

Metinvest also employs a methodology for evaluating and rating contractor safety at its operational facilities in Ukraine, with an emphasis on those engaged in hazardous work.

This includes analysing incident reports and statistics, results of workplace audits and inspections, qualifications of personnel and compliance of equipment with safety standards. These evaluations are also taken into consideration for future tender processes.

SAFE WORKSPACE PROGRAMME

One of the Group's key workplace safety initiatives in 2023 was the further enhancement of the Safe Workspace programme. This included the implementation of the relevant training. The programme also introduced weekly safety audits across the management from foreman to director level, significantly enhancing monitoring and control of health and safety risks.

Achievements included the implementation of over 50,000 risk minimisation measures through risk assessments and 56,000 measures through Safe Workspace audits during the reporting period.

To ensure that effective mitigation actions are taken, the Group also introduced weekly and monthly monitoring, as well as random quality checks of the activities implemented.

Also, an incident investigation process focusing on different aspects of the Safe Workspace Programme was developed and implemented as part of the root cause analysis procedure.

SAFETY INCENTIVES

Metinvest has a health and safety goal-setting and incentive system in place at its assets for employees at different levels.

The Group maintained its Safe Work Award programme, which encourages personnel to detect or prevent unsafe actions or conditions. In 2023, it was in place at nine⁴ operating production assets in Ukraine.

Since 2019, Metinvest has implemented a Health and Safety Trigger as an incentive for general directors and senior managers at its production assets to strengthen their focus on safety performance. The mechanism ties their bonuses to key health and safety performance metrics at their facilities.

⁴ Central Iron Ore, Inhulets Iron Ore, Kamet Steel, Kryvyi Rih Machining and Repair Plant, Metinvest-Promservice, Northern Iron Ore, Zaporizhia Casting and Mechanical Works, Zaporizhia Coke and Zaporizhia Refractories.



EMPLOYEE HEALTHCARE

Metinvest’s employee healthcare approach is guided by the recommendations of the ILO, the World Health Organization and the ISO 45001 standard, which are also used to evaluate its performance in this area.

Under the conditions of Ukraine’s martial law in 2023, the Group’s primary healthcare focus was on providing humanitarian medical assistance to hospitals in its regions. It distributed emergency medical supplies to military hospitals and medical institutions in Zaporizhzhia, Kryvyi Rih, Kamianske, Pokrovsk and Dnipro. In addition, Metinvest arranged medical and mental health care for employees and their families affected by the war.

The Group also launched mental well-being and disability employment initiatives to enhance the assessment and reintegration of veterans and employees with disabilities. Inhulets Iron Ore and the Zaporizhstal JV piloted these programmes during the reporting period. For more details, please see page 37.

In 2023, the most common workplace illnesses at Metinvest’s assets were radiculopathy (56% of all diseases), chronic obstructive pulmonary disease (12%) and vibration disease (11%). There was a 41% year-on-year increase in the number of workplace illnesses⁵, while the workplace illness frequency rate was 0.70, compared with 0.45 in 2022. An increase in registered workplace illness metrics primarily reflected historical cases from former employees of Pokrovske Coal, as Ukrainian legislation permits claims to be filed for occupational diseases after employment has ceased.

The health index for the Group’s employees was 37%⁶ in 2023 (compared with 38% in 2022). Metinvest continued to assist employees with frequent or prolonged illnesses by creating personalised health plans for those at increased risk of specific diseases. These plans included quarterly medical examinations, preventative measures, immune-boosting medications and recreational activities.

During the reporting period, the Group also developed and implemented a comprehensive action plan focused on preventing occupational illnesses by enhancing workplace conditions, conducting rigorous health monitoring and addressing risks associated with harmful occupational factors.

HEALTH AND SAFETY TRAINING

In 2023, Metinvest provided around 40,000 occupational health and safety training sessions to more than 17,000 employees. On average, each employee of the Group received seven hours of health and safety training during the year.

Together with Metinvest Polytechnic, the Group continued to develop and implement courses as part of the HSE Top Risks programme. In particular, trainers provided instruction for foremen engaged in high-risk operations identified in the safety roadmap. Through this initiative, in 2023, courses were conducted for more than 1,700 employees on risk-based approaches to safety when engaged in work at height, performing operations involving lifting mechanisms, and using moving and rotating machinery.

To enhance first aid proficiency, the Group approved a standard curriculum and conducted specialised educational sessions for more than 8,400 employees. In addition, over 600 employees successfully completed courses in tactical first aid medicine.

SUPPORTING MENTAL WELL-BEING

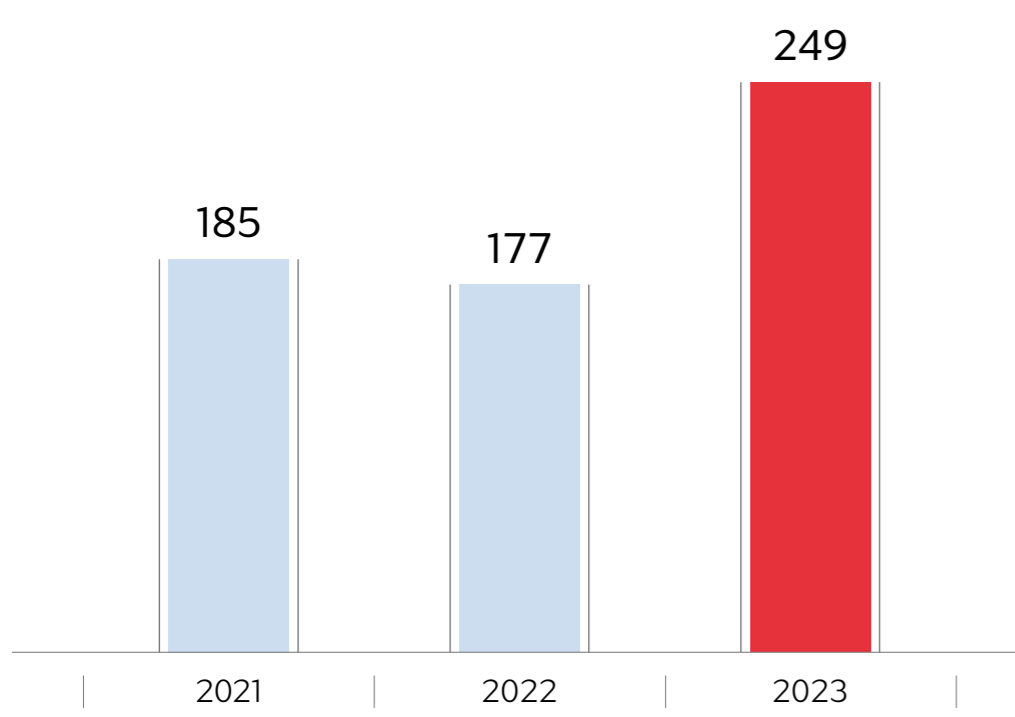
The full-scale invasion has deeply affected the mental health of those living through the second year of the war. As a response, Metinvest has introduced multiple initiatives offering complimentary psychological support to its employees and their families.

Launched in 2022, the Metinvest Together! programme employs psychologists and trainers to conduct individual online sessions designed to assist employees in managing stress and anxiety. Regularly scheduled online group sessions also addressed a broad spectrum of issues.

Additionally, Metinvest offers psychological support through its rehabilitation centres, dealing with war-related trauma and post-traumatic stress. It also provides adaptation programmes for displaced members of its workforce and psychological recovery for both employees and their children.

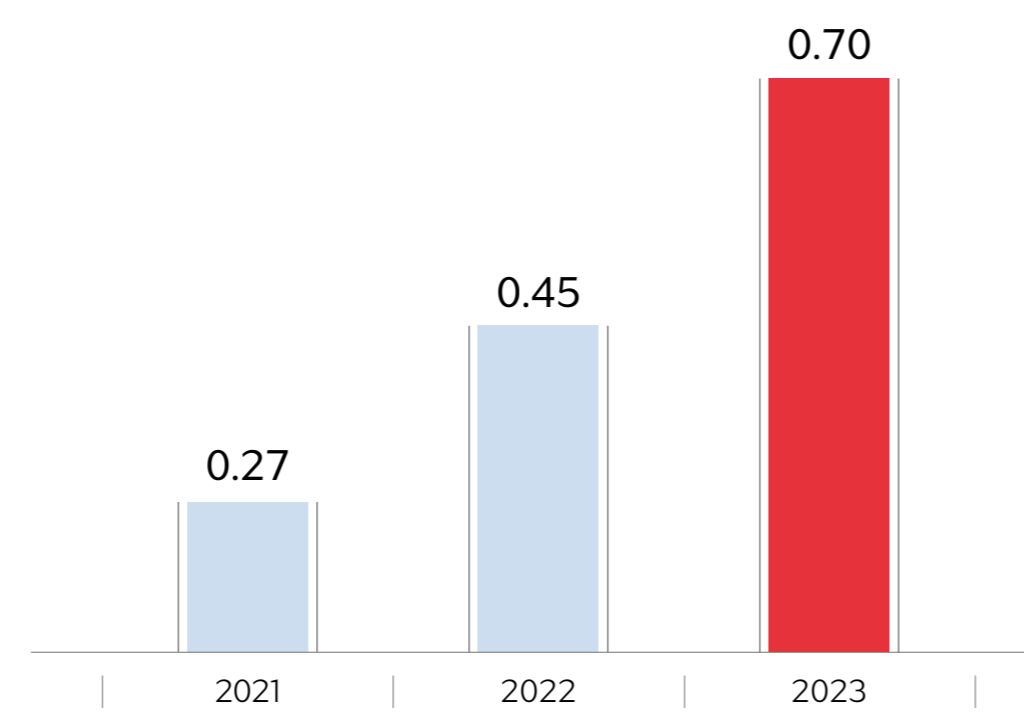
CASES OF WORKPLACE ILLNESS

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WORKPLACE ILLNESS FREQUENCY RATE

0.70



⁵ The workplace illness frequency rate is calculated as follows: total number of work-related ill health cases multiplied by 200,000 and divided by the total number of hours worked per year. It covers statistics relevant to existing and former employees of the Group. ⁶ The health index is an indicator that displays the absolute number of employees who did not suffer from a workplace illness resulting in a temporary loss of working ability during a year, presented as a percentage of the total number of an enterprise’s employees.