



## LEADERSHIP

# PRINCIPLED STEWARDSHIP

Metinvest's corporate governance bodies have deep industry experience coupled with broad sectoral exposure covering the full range of the needs of the business. Throughout 2023, they applied their knowledge and expertise to guide the Group.

## SUPERVISORY BOARD

|  | CURRENT POSITION AT METINVEST  | EXPERIENCE   | EDUCATION  |
|--|--|--|--|
| <p><b>OLEG POPOV</b><br/> <b>Chairperson and Class A Member</b><br/> <b>Tenure: nine years</b></p>           | <p>Oleg Popov was appointed as a Class A Member of the Supervisory Board on 14 July 2014 and became Chairperson on 11 August 2018. He chairs the Appointments and Compensations Committee and is a member of the Strategy and Investments Committee.</p>   | <p>Oleg has been the Director and CEO of SCM Holdings Limited (Cyprus) since November 2018. He is also a member of the supervisory boards of several companies of System Capital Management group in Ukraine and holding companies of DTEK Group in the Netherlands. Oleg served as Chief Operating Officer of System Capital Management (Ukraine) from 2001 to 2006 and its General Director and CEO from 2006 to February 2022.</p>  | <p>Oleg graduated from Donetsk Polytechnic Institute (Ukraine) in 1991 and Donetsk State University (Ukraine) in 1996.</p>   |
| <p><b>ALEXEY PERTIN</b><br/> <b>Deputy Chairperson and Class B Member</b><br/> <b>Tenure: nine years</b></p> | <p>Alexey Pertin was appointed as a Class B Member of the Supervisory Board on 14 July 2014. He is Chairperson of the Strategy and Investments Committee and a member of the Appointments and Compensations Committee. He is responsible for the following areas: strategic development, production efficiency, sales and management of investment projects.</p> | <p>Since November 2014, Alexey has been a member of the Board of Directors of Smart Holding (Cyprus). He is also a member of the Board of Directors of Ewell Energy (the United Kingdom) since April 2011. From August 2021 to June 2023, he held the position of Chairperson of the Supervisory Board of Smart Holding (Ukraine). Before that, he served as its CEO from 2008 to 2014 and from 2015 to 2021 and was Chairperson of its Supervisory Board from 2014 to 2015. Alexey's career started in 1995 at Cherepovets Iron and Steel Works. He later continued working at Severstal Group in various positions, including CEO of Izhora Pipe Plant and Deputy CEO for Business Development at Severstal Group.</p> | <p>Alexey graduated from the faculty of General Technology at Cherepovets State University in 1994 and from St Petersburg State Technical University with a major in financial management in 2001. Later, he received a degree in Financial Management from the Institute of Professional Managers and an ACCA Diploma in Accounting and Finance and studied for an MBA at the Newcastle Business School of Northumbria University (UK).</p> |



|   | CURRENT POSITION AT METINVEST  | EXPERIENCE   | EDUCATION  |
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| <p><b>YAROSLAV SIMONOV</b><br/> <b>Class A Member</b><br/> <b>Tenure: nine years</b></p>  | <p>Yaroslav Simonov was appointed as a Class A Member of the Supervisory Board on 14 July 2014. He is a member of the Audit and Finance Committee and the Appointments and Compensations Committee. He oversees legal matters, compliance and corporate governance.</p>  | <p>From August 2017 to January 2022, Yaroslav held the position of Director, Legal Affairs at System Capital Management (Ukraine). From 2008 to 2017, he was Deputy Director of Voropaev and Partners Law Firm. Yaroslav also previously worked at The Silecky Firm (affiliated with Squire Sanders and Dempsey) and Renaissance Capital Ukraine.</p>  | <p>Yaroslav graduated from the Law Department of Kyiv National Taras Shevchenko University (Ukraine) and holds an LLM in International Business Law from the Central European University in Budapest (Hungary).</p>  |
| <p><b>CHRISTIAAN NORVAL</b><br/> <b>Class A Member</b><br/> <b>Tenure: nine years</b></p> | <p>Christiaan Norval was appointed as a Class A Member of the Supervisory Board on 14 July 2014. He is Chairperson of the Audit and Finance Committee, a member of the Strategy and Investments Committee and a member of the Health, Safety and Environmental Committee. He oversees issues relating to his industrial expertise, the implementation of best practices in management and production, and international affairs.</p>   | <p>Christiaan spent a significant part of his career building what is today known as BHP as head of corporate finance. He oversaw most of the transactions to create BHP Billiton, including the IPO of Billiton Plc in 1997. He also served as CEO and President of Sual International Group, a leading aluminium and alumina producer.</p>   | <p>Christiaan holds a BCom (Hons) from the Rand Afrikaans University in Johannesburg (South Africa) and is a Chartered Accountant. He is a member of the South African Institute of Chartered Accountants, as well as the Institute of Chartered Accountants in England and Wales.</p> |
| <p><b>GREGORY MASON</b><br/> <b>Class B Member</b><br/> <b>Tenure: nine years</b></p>     | <p>Gregory Mason was appointed as a Class B Member of the Supervisory Board on 14 July 2014. He is a member of the Strategy and Investments and the Audit and Finance Committees. Gregory also serves as a Chairperson of the Health, Safety and Environmental Committee, and Technology Sub-committee. He contributes his expertise in strategic and operations management, safety and environmental compliance and is responsible for technological innovation and the implementation of continuous improvement practices.</p> | <p>Gregory was a member of the Supervisory Board of Smart Holding (Ukraine) from 2014 to 2015. He previously served as CEO of Severstal International, managing North American and European operations. Prior to that, he held various positions in steel companies and consulting firms, from engineering and operations management to senior executive roles.</p>  | <p>Gregory is a registered professional engineer in the US. He received his master's degree in Electrical Engineering from the Naval University of St Petersburg in 1975.</p>  |
| <p><b>MARGARYTA POVAZHNA</b><br/> <b>Class A Member</b><br/> <b>Tenure: one year</b></p>  | <p>Margaryta Povazhna was appointed as a Class A Member of the Supervisory Board on 25 April 2022. She is a member of the Health, Safety and Environmental Committee and the Audit and Finance Committee. She oversees the areas of finance, investment strategy and corporate development.</p>  | <p>Margaryta is a member of the supervisory boards of numerous companies of SCM. Since September 2015, Margaryta has been the Chief Financial Executive Officer of SCM (System Capital Management) Limited (Cyprus). In March 2003, she was appointed Chief Accountant of System Capital Management (Ukraine) and its Chief Financial Officer from September 2009 to January 2022. Margaryta's professional experience also includes working at large Ukrainian enterprises Scandik Yug and Artemivsk Champagne Wines Factory (1996-2003).</p> | <p>Margaryta graduated from the Donetsk State Commercial Institute with a degree in Industrial Management in 1995. She holds a PhD in Public Administration and an ACCA Diploma in International Financial Reporting.</p>  |



|   | CURRENT POSITION AT METINVEST  | EXPERIENCE  | EDUCATION  |
|---|--|---|--|
| <b>DAMIR AKHMETOV</b><br><b>Class A Member</b><br><b>Tenure: nine years</b> | <p>Damir Akhmetov was appointed as a Class A Member of the Supervisory Board on 14 July 2014. He is a member of the Strategy and Investments Committee. He oversees the areas of strategy, corporate development, governance and production efficiency.</p>  | <p>From 2013 to October 2020, he worked at SCM Advisors (UK) Limited, a company leading SCM's venture capital efforts, most recently as its Chairperson. He has also been a member of the supervisory boards of several holding companies of DTEK Group.</p>  | <p>Damir has degrees as a Bachelor of Science in Business Studies (2009) and Master of Science in Finance (2010) from City University London, Bayes Business School (UK). He is also a CFA® charterholder, CFA Institute (2017).</p> |
| <b>SERGII ZUZAK</b><br><b>Class A Member</b><br><b>Tenure: one year</b>     | <p>Sergii Zuzak was appointed as a Class A Member of the Supervisory Board on 18 July 2022. He is a member of the Strategy and Investments Committee and the Health, Safety and Environmental Committee. He oversees strategic development and advises management on evaluating investment projects.</p> | <p>Sergii currently serves on the supervisory boards of numerous companies of SCM. He joined System Capital Management (Ukraine) in 2010, where he was Investment Director from 2018 to February 2022, before which he held the positions of Director for Agribusiness Development and Business Development Director. Prior to that, Sergii worked at Creditanstalt Investment Bank, the Western NIS Enterprise Fund and Horizon Capital.</p> | <p>Sergii graduated from the National University of Kyiv-Mohyla Academy (Ukraine) with a degree in Economics and Entrepreneurship.</p>   |

## MANAGEMENT BOARD

|  | CURRENT POSITION AT METINVEST  | EXPERIENCE   | EDUCATION   |
|--|--|--|---|
| <b>YURIY RYZHENKOV</b><br><b>Chief Executive Officer, Director A of the Management Board</b><br><b>Tenure: ten years</b> | <p>Yuriy Ryzhenkov was appointed as Chief Executive Officer of Metinvest Holding in December 2013.</p> | <p>Previously, Yuriy held senior positions at DTEK: namely, Chief Operating Officer and as a member of the executive team from 2010 to 2013 and Chief Financial Officer from 2007 to 2010. Prior to DTEK, he worked as Deputy Chief Financial Officer and Chief Financial Officer of ISTIL Group (Donetsk and London), in the finance business units of Mini Steel Mill ISTIL (Ukraine) and at Donetsk Iron and Steel Works.</p> | <p>Yuriy has degrees in International Economics from Donetsk State Technical University (Ukraine) and in Business Management from King's College (UK). He also holds an MBA from London Business School (UK).</p> |
| <b>ELIZA DEN AANTREKKER</b><br><b>Director B of the Management Board</b><br><b>Tenure: three years</b>                   | <p>Eliza den Aantrekker was appointed as Director B of Metinvest B.V. on 18 May 2021.</p>              | <p>Eliza has served as Managing Director of SCM Management B.V. since 2016. Previously, she worked as tax lawyer and account manager for an international tax planning and structuring service provider based in the Netherlands.</p>  | <p>Eliza has a master's degree in Tax Law from the State University of Leiden (Netherlands) and graduated from the Dutch Association of Tax Advisers' Post Academic Education Programme for Tax Lawyers.</p>      |

Note: tenure in full years as of 30 June 2024.