



ANNEX 2 – ADDITIONAL INFORMATION ON STANDARD DISCLOSURES

PEOPLE

Total employee, executive team and Supervisory Board gender diversity¹

	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total employees	68%	32%	86,955	69%	31%	74,416	70%	30%	70,134
Executive team	75%	25%	12	73%	27%	11	64%	36%	11
Supervisory Board	90%	10%	10	90%	10%	10	87%	13%	8

Total employee, executive team and Supervisory Board age diversity¹

	2021			2022			2023		
	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
Total employees	13%	62%	25%	12%	62%	26%	10%	62%	28%
Executive team	-	83%	17%	-	82%	18%	-	73%	27%
Supervisory Board	-	50%	50%	-	50%	50%	-	38%	62%

Total employee gender diversity by business area¹

	2021		2022		2023	
	Men	Women	Men	Women	Men	Women
Mining	72%	28%	73%	27%	72%	28%
Metallurgical	66%	34%	66%	34%	67%	33%
Sales	60%	40%	65%	35%	66%	34%
Administrative	39%	61%	39%	61%	37%	63%
Social sphere	54%	46%	54%	46%	56%	44%
Repair	79%	21%	80%	20%	80%	20%
Logistics	58%	42%	61%	39%	61%	39%

Total employees by gender and by region¹

	2021	2022	2023
Ukraine	84,606	72,252	68,299
Men	57,564	49,699	47,306
Women	27,042	22,533	20,993
Other Europe	1,177	1,139	1,169
Men	931	900	929
Women	246	239	240
US and other	1,172	1,025	666
Men	998	1,005	648
Women	174	20	18

¹As at year-end.

**Total employees by employment type and gender¹**

	2021	2022	2023
Full-time employees	86,077	72,477	69,262
Men	59,115	50,786	48,448
Women	26,962	21,691	20,814
Part-time employees	878	1,939	872
Men	378	818	445
Women	500	1,121	427

Total employees by employment contract type and gender¹

	2021	2022	2023
Employees with a permanent employment contract	85,135	72,787	68,971
Men	58,581	50,679	48,159
Women	26,554	22,108	20,812
Employees with a temporary employment contract	1,820	1,629	1,163
Men	912	925	734
Women	908	704	429

Total employees by employment contract type and region¹

	2021	2022	2023
Employees with a permanent employment contract	85,135	72,787	68,971
Ukraine	82,852	70,653	67,136
Other Europe	1,148	1,109	1,169
US and other	1,135	1,025	666
Employees with a temporary employment contract	1,820	1,629	1,163
Ukraine	1,754	1,599	1,163
Other Europe	29	30	-
US and other	37	-	-

New employee hires by age, gender and region²

	2021	2022	2023
Age group	9,936	6,817	5,577
Under 30 years	3,075	1,827	1,159
30-50 years	5,713	4,028	3,317
Over 50 years	1,148	962	1,101
Gender	9,936	6,817	5,577
Male	6,938	5,152	3,673
Female	2,998	1,665	1,904
Region	9,936	6,817	5,577
Ukraine	9,353	6,154	5,102
Other Europe	133	134	216
US and other	450	529	259

²Excluding effect of M&A, but including intragroup movements.

**Employee turnover and employees who left the Group**

	2021	2022	2023
Number of employees who left the Group ³	11,120	17,527 ⁴	10,073 ⁴
Employee turnover rate ⁵	7%	11%	10%
General staff turnover rate	14%	28%	24%

Comparison of average monthly salary for men and women, US\$

	2021	2022	2023
Men	1,140	935	1,198
Women	673	507	607
Average monthly salary in the Group	998	801	1,014

Average number of training hours by gender and employee category

	2021	2022	2023
By gender			
Men	77	39	56
Women	37	22	38
By employee category			
Production personnel	78	39	57
Administrative and managerial personnel	28	17	31

Employee training sessions and spending on employee training

	2021	2022	2023
Employee training sessions	112,682	57,986	65,048
Spending on employee training, US\$ mn	5	1	1

The war's impact on personnel and families, as at 31 December 2023

Group people, total fatalities	681
of which, family members	231
JV people, total fatalities	82
of which, family members	11
Group people, total wounded	951
of which, family members	129
JV people, total wounded	209
of which, family members	11

³Excluding intragroup movements.⁴The indicator does not include employees from Mariupol and Avdiivka with which the Group has suspended labour relations.⁵Calculated under a methodology based on guidelines from the Ukrainian Ministry of Justice (no. 286 of 28 September 2005).**HEALTH AND SAFETY****Lost-time injury incidents**

	2021	2022	2023
Metinvest	99	75	57
Contractors	10	3	3

Fatal incidents

	2021	2022	2023
Metinvest	8	2	11
Contractors	6	2	1

**ENVIRONMENT****Direct GHG emissions, mt of CO₂e⁶**

	2021	2022	2023
Carbon dioxide (CO ₂), including:	24.8	6.7	5.4
stationary emissions ⁷	24.3	6.4	5.2
mobile emissions ⁸	0.5	0.3	0.3
Methane (CH ₄) ⁹	1.8	2.1	1.7
Total	26.6	8.8	7.1

Energy intensity ratio

Iron ore concentrate output (electricity), GJ per tonne

	2021	2022	2023
Northern Iron Ore	0.363	0.476	0.548
Central Iron Ore	0.373	0.418	0.469
Inhulets Iron Ore	0.543	0.770	0.808

Pellet output (electricity and natural gas), GJ per tonne

	2021	2022	2023
Northern Iron Ore	0.751	0.787	0.636
Central Iron Ore	0.373	0.363	0.352

Steel production (electricity, natural gas, coal, pulverised coal and coke), GJ per tonne

	2021	2022	2023
Kamet Steel	n/a	26.110	22.830

Total energy saved as a result of energy efficiency measures, TJ

	2021	2022	2023
Fuel	4,319	228	835
Electric power	803	303	163
Heat energy	57	2	1
Total	5,179	533	999

⁶Emissions of nitrous oxide (N₂O) are less than 0.005 mt of CO₂e for 2023, less than 0.003 mt of CO₂e for 2022, and less than 0.04 mt of CO₂e for 2021 and are excluded from the presentation. They are presented as part of the total line. Note on calculation methodology and conversion factors: CO₂ equivalent = VGHG x KGWP, where VGHG = volume of greenhouse gases, tonnes; KGWP = the global warming potential (GWP) rate. KGWP of greenhouse gases: Carbon dioxide (CO₂) – 1; Methane (CH₄) – 21; Nitrous oxide (N₂O) – 310.

⁷Scope 1 stationary CO₂ emissions for the Group's assets are calculated based on the applicable national methodologies. The indicator for 2022 includes data from the Group's steelmaking assets in Mariupol only for January 2022.

⁸Scope 1 mobile CO₂ emissions are calculated in accordance with the Greenhouse Gas Protocol. The indicators for 2022 and 2023 exclude data from the Group's assets in Mariupol. The indicator for 2022 was restated due to the correction of the calculation of Scope 1 mobile CO₂ emissions of United Coal.

⁹The indicators for 2022 and 2023 exclude the Group's assets in Mariupol.

**Energy saved as a result of energy efficiency measures (fuel only), TJ**

	2021	2022	2023
Natural gas	1,794	205	804
Metallurgical coal	1,468	-	-
Coke	1,057	23	31
Total	4,319	228	835

Direct energy use, TJ¹⁰

	2021	2022	2023
Coke	110,794	41,291	28,258
Metallurgical coal	43,650	10,558	2,568
Natural gas	43,098	12,503	11,865
Electricity	33,093	14,314	13,298
Diesel fuel	6,207	3,454	3,064
Petrol	67	48	45
Total (fuel)	203,817	67,854	45,801
Total	236,910	82,168	59,099

Air emissions (excluding GHG emissions), kt¹¹

	2021	2022	2023
Carbon monoxide (CO)	317	56	60
Dust	29	13	14
Sulphur oxides (SO ₂)	21	6	7
Nitrogen oxides (NO ₂)	16	4	4
Other	5	0	0
Total	388	80	86

Water intake by source, mcm¹²

	2021	2022	2023
Surface water	580	76	85
Ground water	4	1	1
Utilities	43	10	10
Other sources	28	28	25
Total	655	115	121

¹⁰The indicators of diesel fuel and petrol consumption of the Mariupol assets were excluded from the total energy use because of unavailability. The indicators for 2021-2022 were restated because of United Coal's correction of petrol consumption data. The coefficient used for conversion from TOE to TJ is 1 TOE = 0.0293076 TJ. Metinvest does not use higher heating values (HHV), also known as gross calorific values (GCV), in its calculations of energy consumption from fuel.

¹¹The air emissions indicators for 2022 exclude data from the Group's assets in Mariupol.

¹²The indicators for 2022 exclude data from the Group's assets in Mariupol and Avdiivka Coke.

**Water consumption by source, mcm¹²**

	2021	2022	2023
Surface water	578	76	84
Ground water	3	1	1
Utilities	43	10	10
Other sources	15	14	13
Total	639	101	108

Water discharge by area, mcm¹²

	2021	2022	2023
Surface water	528	69	77
Ground water	-	-	-
Third-party water	4	8	6
Total	532	77	82

Freshwater utilisation, %¹²

	2021	2022	2023
Share of freshwater intake	25%	100%	100%
Share of freshwater consumption	24%	100%	100%

Waste generated by type, mt¹³

	2021	2022	2023
Non-hazardous	266	111	104
Hazardous	4	0	0
Total	270	111	104

Waste by disposal method, mt^{13,14}

	2021	2022	2023
Landfill waste	194	78	83
Waste transferred to third parties	12	1	1
Recycled waste	69	32	20
Total	275	111	104

¹²The indicators for 2022 exclude data from the Group's assets in Mariupol and Avdiivka Coke.

¹⁴This may include waste generated in previous periods. These data cannot be used for the purposes of taxation or other withholdings.

**Water sources used in Ukraine**

	Mining segment	Metallurgical segment
Surface water sources	Karachunivske Reservoir	Dnipro River
Underground water sources	Wells	Wells
Public utilities and other entities	Public Utility "Kryvbasvodokanal"	JSC "Ukrainian Railways" of the City of Zaporizhzhia
	Public Utility "Petrivske"	JSC Ukrainian Railways Concern "Municipal heat networks"
	Public Utility "Pokrovskovodokanal"	Public Utility of the Dnipropetrovsk Regional Council "Aulsky vodovid"
		JSC "Smoly"
		LLC Company "Energomax"
		Public Utility "Kryvbasvodokanal"
Other sources	Open-pit mine, mine, pond and other wastewater	Own and communal wastewater
	Drainage water	Drainage water

Tailings storage facilities (TSFs) management as of 31 December 2023

Indicators	TSF 1	TSF 2	TSF 3
Asset name	Central Iron Ore	Northern Iron Ore	Inhulets Iron Ore
Location	Kryvyi Rih, Dnipropetrovsk Region, Ukraine		
Operational status	In operation		
Type	Upstream		
Maximum permitted storage	430 mcm	638 mcm	716 mcm
Current amount of tailings stored	377 mcm	613 mcm	605 mcm
Classification	According to Ukrainian state construction regulation B.1.2-14-2009 "General principles of ensuring the reliability and safety of buildings and building structures", the TSFs are classified as CC3 (significant impact)		
Site-specific Emergency Preparedness and Response Plan (EPRP)	The EPRPs are in place and approved by the State Emergency Service of Ukraine		