



ANNEX 2 – ADDITIONAL INFORMATION ON STANDARD DISCLOSURES

PEOPLE

War impact on personnel and families
(accumulated data)

	as at 31 December 2022	as at 31 December 2023	as at 31 December 2024
Group people, fatalities	313	450	594
Family members, fatalities	191	232	268
JV people, fatalities	29	71	100
Family members, fatalities	7	11	23
Group people, wounded	488	822	1,148
Family members, wounded	100	129	158
JV people, wounded	82	198	279
Family members, wounded	2	11	15

Employee, executive team and Supervisory
Board gender diversity¹

	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total employees	69%	31%	74,416	70%	30%	70,134	70%	30%	63,421
Adjusted headcount ²	70%	30%	50,162	71%	29%	46,642	70%	30%	40,535
Executive team	73%	27%	11	64%	36%	11	75%	25%	12
Supervisory Board	90%	10%	10	87%	13%	8	78%	22%	9

Employee, executive team and Supervisory
Board age diversity¹

	2022			2023			2024		
	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
Total employees	12%	62%	26%	10%	62%	28%	9%	60%	31%
Adjusted headcount ²	13%	64%	23%	11%	64%	25%	10%	63%	27%
Executive team	-	82%	18%	-	73%	27%	-	75%	25%
Supervisory Board	-	50%	50%	-	38%	62%	-	44%	56%

Adjusted headcount by gender
and by region¹

	2022	2023	2024
Ukraine	47,998	44,807	38,702
Men	33,281	31,344	26,972
Women	14,717	13,463	11,730
Other Europe	1,139	1,169	1,169
Men	900	929	904
Women	239	240	265
US and other	1,025	666	664
Men	1,005	648	647
Women	20	18	17

¹ As at year-end.
² Excluding employees with whom labour relations were suspended due to the impact of the war.



Adjusted headcount by employment type and gender¹

	2022	2023	2024
Full-time employees	48,352	45,877	39,680
Men	34,423	32,521	27,996
Women	13,929	13,356	11,684
Part-time employees	1,810	765	855
Men	763	400	527
Women	1,047	365	328

Adjusted headcount by employment contract type and gender¹

	2022	2023	2024
Employees with a permanent employment contract	48,949	45,559	39,455
Men	34,415	32,206	27,758
Women	14,534	13,353	11,697
Employees with a temporary employment contract	1,213	1,083	1,080
Men	771	715	765
Women	442	368	315

Adjusted headcount by employment contract type and region¹

	2022	2023	2024
Employees with a permanent employment contract	48,949	45,559	39,455
Ukraine	46,815	43,748	37,685
Other Europe	1,109	1,145	1,106
US and other	1,025	666	664
Employees with a temporary employment contract	1,213	1,083	1,080
Ukraine	1,183	1,059	1,017
Other Europe	30	24	63

New employee hires by age, gender and region³

	2022	2023	2024
Age group	6,817	5,577	4,590
Under 30 years	1,827	1,159	1,278
30-50 years	4,028	3,317	2,401
Over 50 years	962	1,101	911
Gender	6,817	5,577	4,590
Men	5,152	3,673	2,675
Women	1,665	1,904	1,915
Region	6,817	5,577	4,590
Ukraine	6,154	5,102	4,271
Other Europe	134	216	148
US and other	529	259	171

³ Excluding effect of M&A, but including intragroup movements.



Employee turnover and employees who left the Group

	2022	2023	2024
Number of employees who left the Group ⁴	17,527	10,073	10,833
Employee turnover rate ⁵	11%	10%	12%
General staff turnover rate	28%	24%	30%

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

	2022	2023	2024
Men	935	1,198	1,297
Women	507	607	726
Average monthly salary in the Group	801	1,014	1,111

Average number of training hours by gender

	2022	2023	2024
Men	57	83	76
Women	34	59	73

Employee training sessions and spending on employee training

	2022	2023	2024
Employee training sessions	57,986	65,048	59,299
Spending on employee training, US\$ mn	1	1	1

⁴ Excluding intragroup movements and employees from Mariupol and Avdiivka with which the Group has suspended labour relations.

⁵ Calculated 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

	2022	2023	2024
Metinvest	75	57	32
Contractors	3	3	4

Fatal incidents

	2022	2023	2024
Metinvest	2	11	2
Contractors	2	1	-

ENVIRONMENT

Direct GHG emissions, mt of CO₂e⁶

	2022	2023	2024
Carbon dioxide (CO ₂), including:	6.7	5.4	5.6
stationary emissions ⁷	6.4	5.2	5.3
mobile emissions ⁸	0.3	0.3	0.3
Methane (CH ₄) ⁹	2.1	1.7	2.0
Total	8.8	7.1	7.6

Energy intensity ratio

Iron ore concentrate output (electricity),
GJ per tonne

	2022	2023	2024
Northern Iron Ore	0.476	0.548	0.487
Central Iron Ore	0.418	0.469	0.380
Inhulets Iron Ore	0.770	0.808	0.704

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

	2022	2023	2024
Northern Iron Ore	0.787	0.636	0.460
Central Iron Ore	0.363	0.352	0.323

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

	2022	2023	2024
Kamet Steel	26.110	22.830	21.150

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

	2022	2023	2024
Natural gas	205	804	650
Coke	23	31	-
Electric power	303	163	302
Heat energy	2	1	3
Total (fuel)	228	835	650
Total	533	999	955

⁶ Emissions of nitrous oxide (N₂O) are less than 0.007 mt of CO₂e for 2024, less than 0.005 mt of CO₂e for 2023, and less than 0.003 mt of CO₂e for 2022 and 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; and KGWP = the global warming potential (GWP) rate. KGWP of greenhouse gases: Carbon dioxide (CO₂) – 1; Methane (CH₄) – 21; Nitrous oxide (N₂O) – 310.

⁷ Scope 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.

⁸ Scope 1 mobile CO₂ emissions are calculated in accordance with the Greenhouse Gas Protocol. The indicators exclude data from the Group's assets in Mariupol.

⁹ The indicators exclude the Group's assets in Mariupol. The 2024 full-year data of Pokrovske Coal has been estimated and adjusted to account for production volumes and performance in previous periods of 2024, due to the suspension of its operations.



Direct energy use, TJ

	2022	2023	2024
Coke	41,291	28,258	27,679
Metallurgical coal	10,558	2,568	3,976
Natural gas	12,143	11,641	10,123
Electricity	14,323	13,306	14,471
Diesel fuel	3,458	3,070	3,336
Petrol	50	47	43
Total (fuel)	67,500	45,584	45,157
Total	81,823	58,890	59,627

Air emissions (excluding GHG emissions), kt¹⁰

	2022	2023	2024
Carbon monoxide (CO)	56	60	65
Dust	13	14	14
Sulphur oxides (SO _x)	6	7	7
Nitrogen oxides (NO _x)	4	4	4
Other	0	0	0
Total	80	86	90

Water intake by source, mcm¹¹

	2022	2023	2024
Surface water	76	85	95
Ground water	1	1	1
Utilities	10	10	10
Other sources	28	25	22
Total	115	121	129

¹⁰ The air emissions indicators exclude data from the Group's assets in Mariupol. The 2024 full-year data of Pokrovske Coal for air emissions are estimated and adjusted to account for production volumes and performance in previous periods in 2024 due to the suspension of its operations.

¹¹ The water indicators exclude data from the Group's assets in Mariupol and Avdiivka Coke. The 2024 full-year data of Pokrovske Coal are estimated and adjusted to account for production volumes and performance in previous periods of 2024 due to the suspension of its operations.



Water consumption by source, mcm¹¹

	2022	2023	2024
Surface water	76	84	95
Ground water	1	1	1
Utilities	10	10	10
Other sources	14	13	10
Total	101	108	116

Water discharge by area, mcm¹¹

	2022	2023	2024
Surface water	69	77	80
Ground water	-	-	-
Third-party water	8	6	6
Total	77	82	86

Waste generated by type, mt¹²

	2022	2023	2024
Non-hazardous	111	104	115
Hazardous	0	0	0
Total	111	104	115

Waste by disposal method, mt^{12,13}

	2022	2023	2024
Landfill waste	78	83	98
Waste transferred to third parties	1	1	1
Recycled waste	32	20	16
Total	111	104	115

¹² The waste indicators exclude data from the Group's assets in Mariupol and Avdiivka Coke. The 2024 full-year data of Pokrovske Coal for waste are estimated and adjusted to account for production volumes and performance in previous periods of 2024, due to the suspension of its operations.

¹³ May include waste generated in previous periods. This 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”	Public Utility Vodokanal of the City of Zaporizhzhia
	Public Utility “Petrivske”	JSC “Ukrainian Railways”
	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 2024

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	380 mcm	618 mcm	686 mcm ¹⁴
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		

¹⁴ The indicator for 2024 reflects adjustments related to previous periods.