



## CHAIRPERSON'S STATEMENT

# UNFLINCHING PURPOSE

In 2024, Metinvest stood firm in its commitments and remained dedicated to supporting Ukraine amid persistent challenges, serving as an economic and social pillar for the country. While tragedy continued to weigh on the nation and its people, the Group grounded itself in principles of integrity, sustainability and prudent governance.

**OLEG POPOV**

Chairperson of the  
Supervisory Board

**STEADY IN A TIME OF CHANGE**

Ukraine has now endured more than three years of full-scale war, marked by rising humanitarian and economic strains. Our people, communities and businesses all bear the ongoing burden of these hardships.

We deeply mourn the loss of 694 employees of the Group and its joint ventures who have perished. This includes those tragically killed by shelling at the administrative building of Northern Iron Ore in July 2024. We are committed to supporting the bereaved families, whether their loved ones died defending Ukraine on the front line or performing essential duties at home. The collective memory of these individuals strengthens the Group's resolve to protect our people and homeland.

Despite the volatility of the operating environment, we are unswerving in our dedication to Ukraine.

From the members of the Supervisory Board down to every employee, our unity rests on a shared conviction that Metinvest will play a crucial role in Ukraine's eventual recovery. This is a journey that we wholeheartedly undertake together, guided by a responsibility that extends well beyond our corporate duties.

**VITAL COMMUNITY SUPPORT**

Reflecting on the theme of our annual report, we first honour Ukraine's defence forces, whose courage safeguards every aspect of our operations.

We also recognise the resilience of our logistics chain, which has kept vital goods flowing and helped us to underpin the nation's economic pulse.

Working with local authorities and partners, we have helped to restore hospitals, develop new frontline healthcare facilities and drive initiatives that support immediate needs. In 2022-2024, Metinvest has spent around US\$258 million to help Ukraine and Ukrainians.

**SUSTAINABILITY AND RESPONSIBLE GOVERNANCE**

Even amid wartime conditions, Metinvest has not lost sight of its sustainability commitments.

The Group's sustainability agenda is fully aligned with the UN Sustainable Development Goals and the UN Global Compact's Ten Principles. In our operations, we focus on integrating objectives for decent work, resilient infrastructure, sustainable communities, responsible consumption and climate action.

In early 2024, we approved our Human Rights Policy, striving to ensure that our stakeholders uphold the highest standards of integrity, safety and responsibility.

In 2025, we adopted our Climate Change Policy. It embeds climate considerations into strategic planning, risk management and daily decisions. The policy also enshrines energy efficiency, emissions reduction and transparent monitoring as fundamental priorities across all operations.

We have also taken initial steps to enhance disclosure practices in line with CSRD reporting requirements for non-financial information.

**LOOKING AHEAD**

Profound challenges have shown the strength of our shared purpose. We remain steadfast in our commitment to Ukraine, determined to see its people and economy emerge stronger. Through our combined effort, we are working towards a future in which the resilience of our business supports the broader reconstruction and renewal that the country will surely need.

Looking ahead, the EU-Ukraine bridge-building project Adria reflects our commitment to a sustainable future. It aims to reinforce our position at the forefront of green innovation in the steel industry and underscore the strategic trajectory of the Group's development.

On behalf of the Supervisory Board, I thank our partners for standing with Metinvest. Through unity and staunch resolve, we will help Ukraine to chart a brighter and more secure course, together.