



## FOSTERING GENDER DIVERSITY

Metinvest fosters female representation across its operations. Metinvest Polytechnic supports these aspirations. As of the end of 2024, female students comprised 20% of the enrolment, reflecting increased interest among women in engineering and applied sciences.

Following legislative changes in Ukraine enabling women to work underground during wartime, Metinvest formed its first female mining crew at the Pokrovske Coal mine in the first quarter of 2024.

The Group's assets in Ukraine also provided opportunities for women to hold positions as crane operators, electricians and other production roles.

At its non-Ukrainian assets, Metinvest also aims to attract, train and retain women in technical roles, thereby enhancing diversity and equality.

In 2024, Metinvest Trammetal launched the 'Women in Steel' programme to boost female participation in production, finishing and shipping.

After completing a three-month course on operational safety and equipment handling, 12 women joined the workforce.

Metinvest's US subsidiary, United Coal, also recruits women for production roles, implementing targeted training programmes for those interested in coal mining operations.

In addition, it focuses on improving workplace amenities and offering flexible schedules to support employees with family responsibilities.



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