



WORKPLACE SAFETY

REINFORCING RESILIENCE

In 2024, Metinvest advanced its workplace safety culture through targeted risk management and monitoring. These efforts delivered a notable reduction in workplace incidents, underscoring the Group's commitment to protecting employees and contractors.

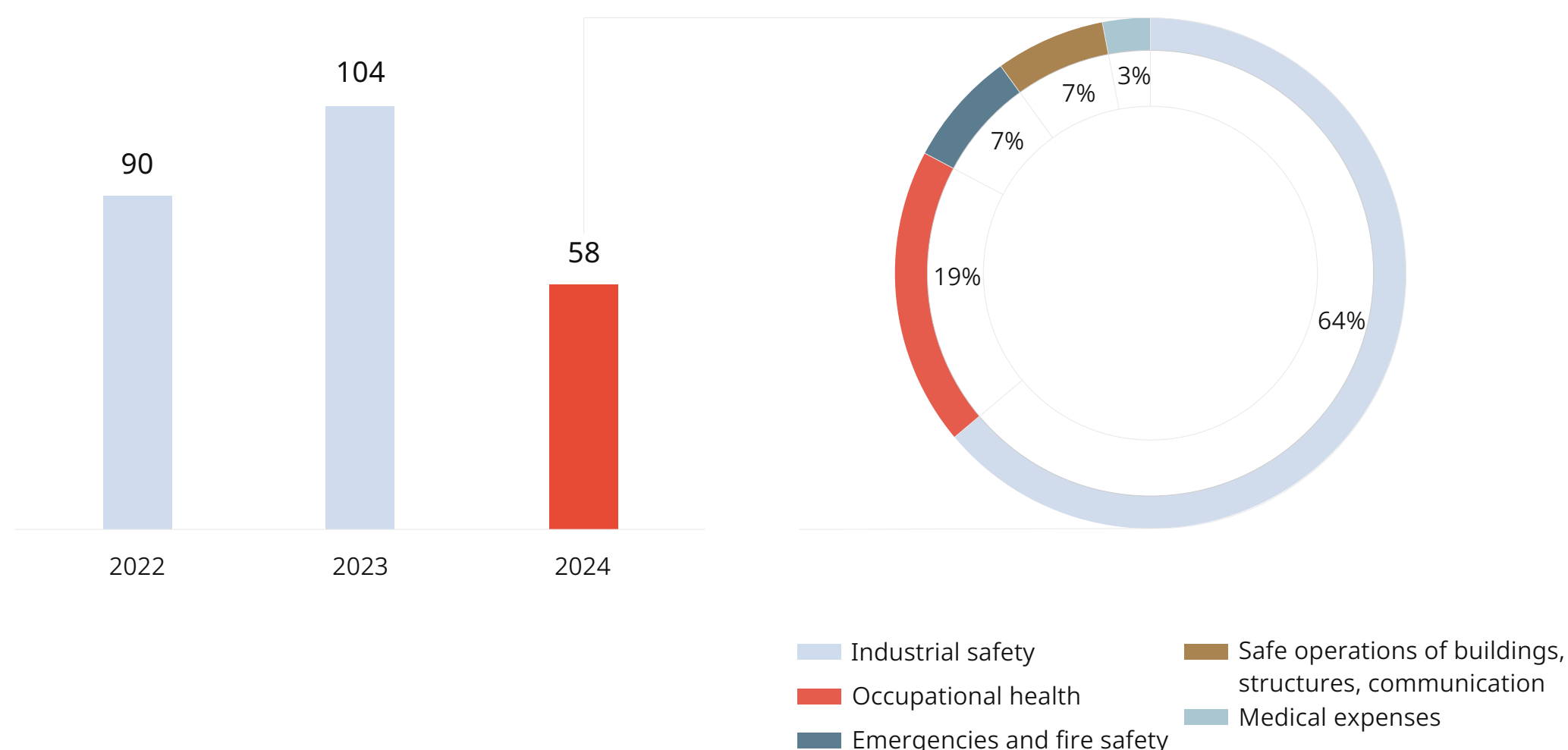
PRIORITISING SAFETY

In 2024, Metinvest strove to foster a robust workplace safety culture while progressing initiatives to minimise health and safety risks and prevent incidents among its employees and contractors¹. The Group enhanced its risk management systems and updated the Safe Workspace programme, contributing to a substantial reduction in workplace injuries and accidents compared with the previous year.

During the reporting period, Metinvest's spending on workplace health and safety totalled US\$58 million and it prioritised areas including working in gas-hazardous places, working at height, using special medical equipment, using railway transport, and lifting mechanisms. This level of funding was down 44% year-on-year, mostly due to lower production at Pokrovske Coal.

SPENDING ON WORKPLACE SAFETY

US\$58 mn ↓ 44%



GOVERNANCE

Metinvest is dedicated to safeguarding the lives of its employees and contractors, seeking to achieve the ultimate goal of zero incidents. Its Policy in the Field of Health, Safety and the Environment underpins this commitment, alongside 15 corporate standards based on international best practices. In 2024, an addendum to the Procedure on the Health and Safety Risk Assessment and Mitigation System was developed and approved. It outlines requirements for conducting risk assessments in non-standard operating conditions, such as during maintenance or repair work. It helps to identify hazards that are not visible or do not relate to the operation of the production equipment. In addition, a workspace identification and hazard visualisation procedure was developed and approved.

The Health, Safety and Environmental Committee of the Supervisory Board monitors adherence to internal procedures and applicable local regulations. It evaluates findings from incident investigations to identify areas for potential improvements. The Committee also guides the executive team in embedding occupational health and safety principles throughout the Group's business processes.

Within the executive team, health and safety functions in the Operations Directorate for metallurgical and iron ore assets, and the Coal Directorate for coking coal assets, managed the

implementation of the respective initiatives in the reporting period. Each production facility also maintains a dedicated department responsible for meeting both internal and external standards and regulations.

Metinvest Business Services houses an industrial safety centre of expertise that provides consultations, conducts safety audits, coordinates internal incident investigation records and offers training support. Throughout 2024, the centre contributed to several key initiatives. These included developing and rolling out risk mitigation efforts targeting the top three hazards identified, details about which can be found on page 44. The centre also introduced a protocol for employees encountering explosive ordnance and developed a system to enhance workplace safety skills.

By year-end, 16 key operating assets² held ISO 45001 certification, covering almost all of the Group's production sites. The sole exception is United Coal, whose facilities are already governed by similarly stringent US occupational health and safety rules.

¹ The term "contractors" refers to both contractors and subcontractors.

² Central Iron Ore, Ferriera Valsider, Inhulets Iron Ore, Kamet Steel, Kryvyi Rih Machining and Repair Plant, Metinvest-Promservice, Metinvest Tramet, Northern Iron Ore, Pokrovske Colliery, Promet Steel, Spartan UK, Sviato-Varvyrnska Beneficiation Factory, Unisteel, Zaporizhia Casting and Mechanical Works, Zaporizhia Coke and Zaporizhia Refractories.



PERFORMANCE IN 2024

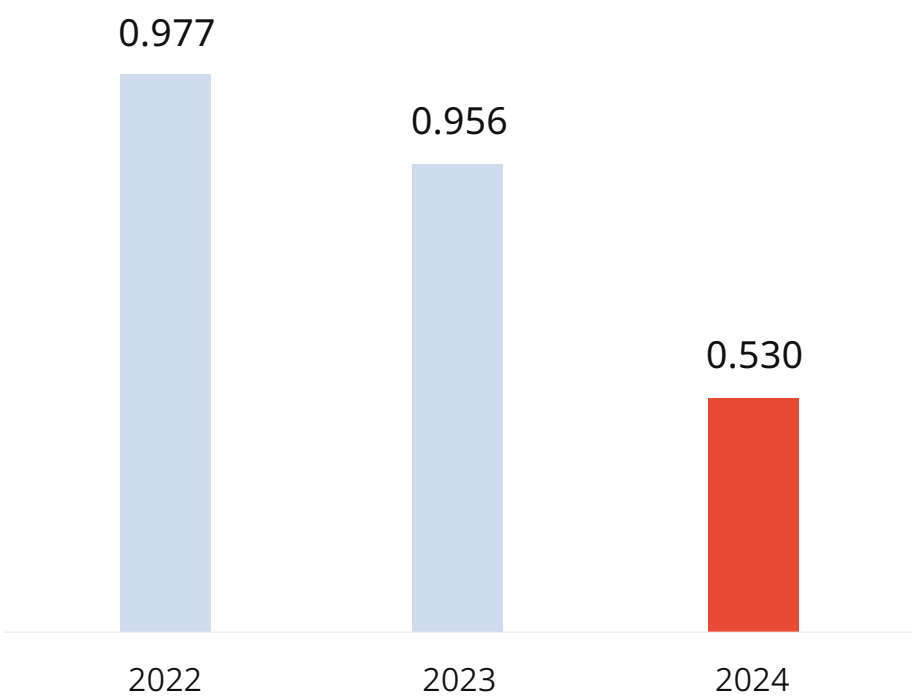
In 2024, Metinvest recorded 32 injuries and two fatalities, down from 57 injuries and 11 fatalities in 2023. While this represents a significant step in the right direction, every incident is intolerable. The Group is committed to further developing a safety culture that does not tolerate workplace injuries and fatalities.

Consistent with internal procedures, Metinvest performed a thorough root cause analysis of each accident. The primary underlying causes of injuries identified were load handling using lifting mechanisms, falling during movement, contact with moving or rotating machinery, rock caving and fires caused by increased oxygen content.

Metinvest evaluates its workplace safety performance in accordance with WSA recommendations, ISO 45001 requirements and other recognised international standards. The Group also tracks composite indicators, including the lost-time injury frequency rate (LTIFR) and fatality frequency rate (FFR), both calculated as the number of incidents per million man-hours worked.

LOST-TIME INJURY FREQUENCY RATE

0.530 ↓ 45%



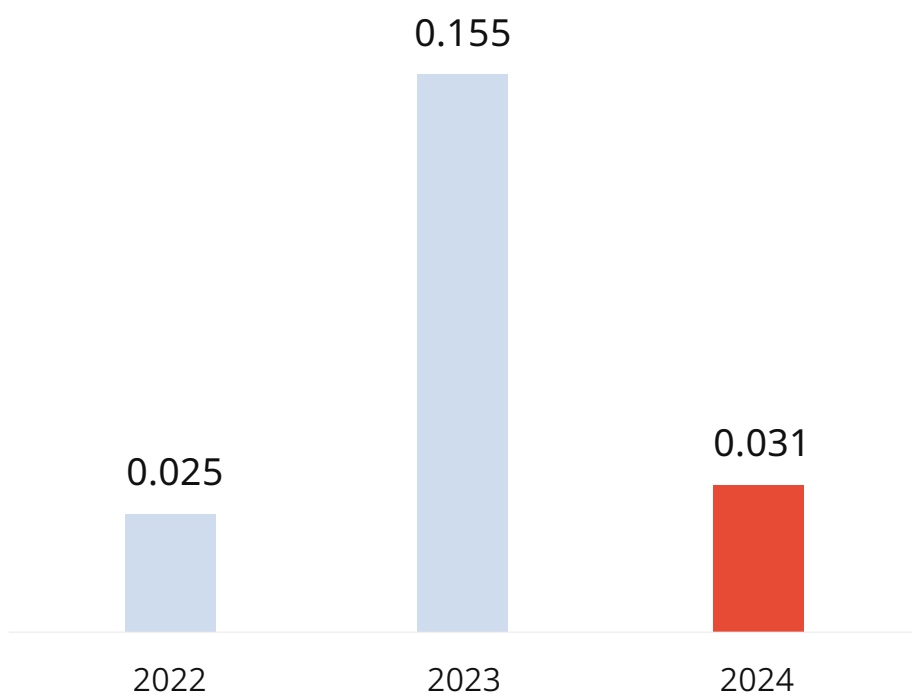
In 2024, Metinvest’s LTIFR was 0.530, while its FFR stood at 0.031. Both results represented material reductions from the LTIFR of 0.956 and FFR of 0.155 in 2023. For comparison, the WSA’s 2024 global benchmarks for LTIFR and FFR among employees stood at 1.01 and 0.01, respectively.

During the year, Metinvest arranged external oversight and certification audits at its operational facilities as scheduled, helping to pinpoint strengths and areas for improvement. In addition, the industrial safety centre of expertise conducted quarterly Safe Workspace and safety roadmap audits at the Group’s assets.

For additional health and safety disclosures, please see Annex 2.

FATALITY FREQUENCY RATE

0.031 ↓ 80%



SAFETY ROADMAP

As part of its ongoing responsibilities, the health and safety function regularly reviews workplace incidents and injury statistics across Metinvest’s facilities.

During the reporting period, the top three hazards identified within the safety roadmap were:

- electric voltage
- railway transport
- objects falling from height.

For each of these risks, site-specific action plans were developed and approved across the Group’s production facilities, comprising around 7,800 improvement initiatives.

For work exposed to electric voltage, the roadmap focused on replacing equipment in distribution substations and panels, upgrading lighting, conducting electrical equipment inspections, installing differential circuit breakers, and checking and upgrading power supply circuits.

Operations involving railway transport included enhanced inspections and repairs of track superstructure facilities, upgrading lighting at stations and crossings, reviewing and updating safe work regulations, and introducing additional automation systems.

Actions to manage the risk of objects falling from height included the renovation of roofs and windows in production facilities, as well as additional inspections of buildings and structures.

All items in the safety roadmap are recorded in a centralised electronic database. Implementation is monitored against established weekly deadlines and subject to random quality checks.

ENHANCING SAFETY WITH AI TOOLS

In 2024, Metinvest introduced AI-driven computer vision technology to enhance workplace safety at selected Group assets. This automated solution helps to identify violations of safety rules, including unauthorised entry into hazardous zones and improper use of personal protective equipment.

Additional system functions are being developed, including the ability to detect and alert for the presence of fire.

Already deployed at several of the Group’s facilities, the technology is proving effective in strengthening safety compliance. Metinvest is now working to scale these innovations to further enhance its health and safety management practices.



CONTRACTOR SAFETY

Metinvest recognises its responsibility for the well-being of contractors when they are working at its facilities. In practice, there is no distinction between the safety of employees and contractors; all relevant regulations apply equally to both.

In 2024, contractors at the Group's sites largely handled maintenance and repair services, as well as certain production and administrative tasks.

Metinvest requires all of them to follow the safety policies and guidelines detailed in the Safety Standard for Contractor Organisations. To support compliance, the Group employs a comprehensive process that includes pre-qualification assessments, knowledge checks, health and safety briefings, verification of equipment and personal protective gear, review of maintenance records, and ongoing supervision during work.

In 2024, there were four injuries and zero fatalities among contractors working at Metinvest sites, compared with three injuries and one fatality in 2023.

For contractors, the LTIFR stood at 0.373³ and the FFR was zero during the reporting period, compared with the LTIFR of 0.357 and the FFR of 0.089 the year before. For comparison, the WSA's 2024 global benchmarks for LTIFR and FFR among contractors stood at 0.43 and 0.02, respectively.

To deepen their integration into Metinvest's health and safety management system, the Group organised various training sessions over the year, delivered by the heads of health and safety departments at its production facilities.

The Group also uses a structured approach to evaluate and rate contractor safety at its operational sites in Ukraine, with a particular focus on those engaged in high-risk activities. This involves reviewing incident data and statistics, examining workplace audit and inspection findings, assessing personnel qualifications, and checking equipment compliance with safety requirements. These evaluations also inform decision-making in future tender processes.

Additionally, a project to integrate contractors more comprehensively into the Safe Workspace programme is scheduled for implementation in 2025.

SAFE WORKSPACE PROGRAMME

In 2024, Metinvest continued to enhance its health and safety risk management through the Safe Workspace programme.

During the reporting period, the programme's scope was extended to include non-routine activities, such as emergencies, repairs and maintenance. The aim of this change was to identify hazards or risks not typically encountered during standard equipment operation. As part of this initiative, the Group conducted more than 3,600 risk assessments, which resulted in the application of around 4,300 immediate (short-term) actions at worksites and over 2,200 systemic (long-term) improvements.

An additional focus of the Safe Workspace system in 2024 was organising audits and implementing the resulting risk mitigation efforts. By year-end, over 85,000 measures were implemented through Safe Workspace audits.

To help ensure that mitigations remain effective, the Group conducts weekly and monthly monitoring, along with unannounced quality checks of completed activities.

To further develop the Safe Workplace programme, in 2024 Metinvest also introduced numbered workplace identification and colour-coded hazard visualisation to strengthen occupational safety.

SAFETY INCENTIVES

Metinvest has established a health and safety goal-setting and incentive framework across its assets, covering employees at various levels.

The Group's Safe Work Award programme encourages personnel to spot or prevent unsafe acts or conditions. In 2024, it was in place at eight operating production assets in Ukraine.

Since 2019, Metinvest has implemented the Health and Safety Trigger, an incentive tool that has proved to be an effective part of its approach to reducing workplace incidents. It applies to general directors and senior managers at the Group's production assets. The mechanism links bonuses to key health and safety performance metrics at the respective facilities.

By rewarding the achievement of a zero-fatality record and imposing financial penalties for incidents and non-compliance, the Health and Safety Trigger strengthens leadership accountability.

³ The indicator is calculated based on the available man-hour data.



EMPLOYEE HEALTHCARE

Metinvest grounds its approach to employee healthcare in the guidelines from the International Labour Organization, the World Health Organization and the ISO 45001 standard. These frameworks also underpin the assessment of the Group's performance in this area.

With the ongoing full-scale war in Ukraine, Metinvest prioritised healthcare efforts on delivering humanitarian medical assistance throughout 2024. It provided emergency medical supplies to local military hospitals and healthcare facilities. Additionally, the Group facilitated medical and psychological support for employees and their families affected by the war.

The most frequent workplace illnesses recorded at the Group's assets during the year were radiculopathy (45% of total diseases), chronic obstructive pulmonary disease (16%) and vibration disease (14%). The number of workplace illnesses decreased by 31% year-on-year, mainly due to staff outflow in Ukraine. Meanwhile, the workplace illness frequency rate⁴ stood at 0.53, compared with 0.70 in 2023.

In 2024, the health index⁵ for Metinvest's employees stood at 36% compared with 37% in 2023. The Group maintained its support for employees facing frequent or prolonged illnesses by developing tailored health plans for those at heightened risk of specific diseases. These plans entail quarterly medical check-ups, preventive measures, immune-boosting treatments and recreational activities to promote overall well-being.

In addition, Metinvest introduced dedicated procedures for assessing the physical and psychological condition of employees returning from military service. Before resuming work, veterans undergo comprehensive medical examinations and psychological screenings to ensure they are fit for duty and to provide any necessary support. These efforts reflect the Group's broader commitment to the long-term health and reintegration of those who have served.

HEALTH AND SAFETY TRAINING

During the reporting period, Metinvest sought to strengthen its health and safety training framework. The Group conducted a wide range of mandatory and special sessions, courses for managers, internships and coaching sessions. In 2024, Metinvest conducted over 28,000 occupational health and safety training sessions, reaching more than 13,000 employees, with each Group employee receiving, on average, ten hours on the topic of health and safety throughout the year.

Taking into account the risks associated with the workforce shortage and skill gaps, in 2024 Metinvest introduced a health and safety training system that included differentiated preparation based on length of employee service and experience, dedicated programmes for new hires and competency enhancement initiatives for line managers.

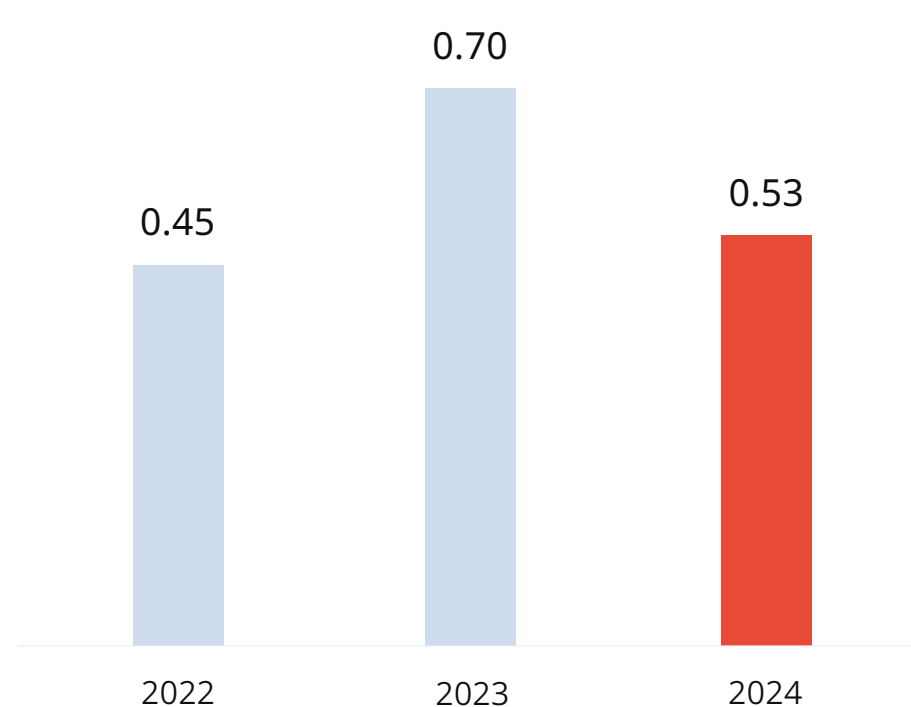
In addition, the Group partnered with Metinvest Polytechnic to provide specialised courses on the top hazards identified for 2024 and other critical safety risks.

In the reporting period, Metinvest expanded its focus on managing war-related risks. One new initiative was the establishment of medical and fire-fighting brigades, for which it prepared more than 3,300 employees. The Group also rolled out a response protocol for handling explosive objects and conducted over 1,500 practical exercises for employees. Moreover, a power outage response system was introduced, supported by more than 1,000 dedicated sessions. At the end of the year, Metinvest delivered eight comprehensive courses across its operations, focusing on risk management strategies for potential shelling, infrastructure damage and employee injuries.

Additionally, Metinvest launched a comprehensive first aid educational programme for its workforce, including senior managers, in partnership with the Ukrainian Red Cross's First Aid Centre. The initiative provided internationally recognised certification, reinforced swift response measures and strengthened practical readiness for military-related incidents.

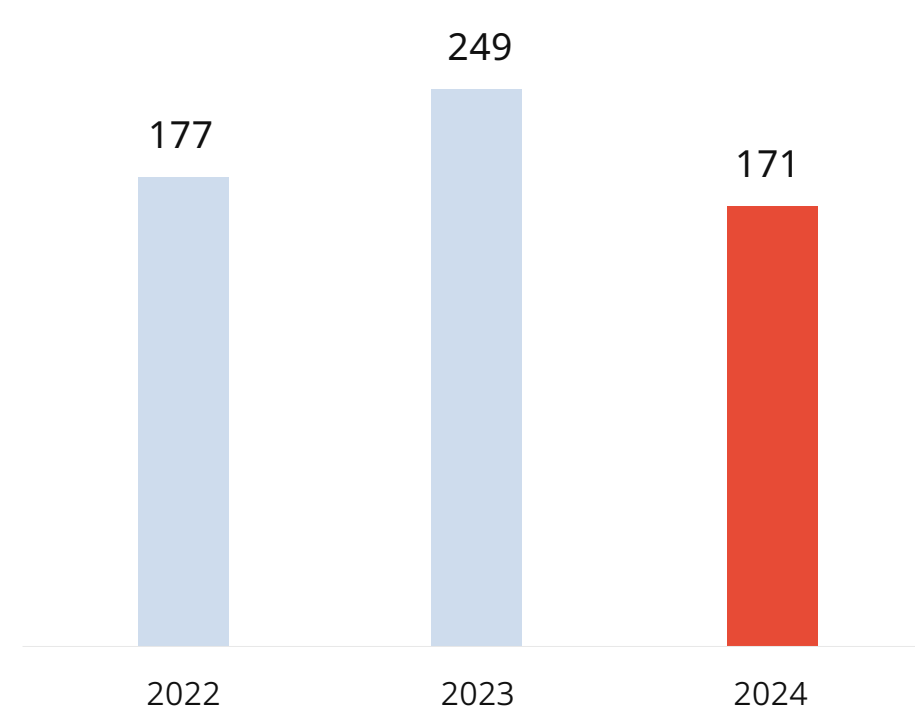
WORKPLACE ILLNESS FREQUENCY RATE

0.53 ↓ 24%



CASES OF WORKPLACE ILLNESS

171 ↓ 31%



⁴ The workplace illness frequency rate is calculated as follows: total number of work-related ill health cases multiplied by 200,000 and divided by the total number of hours worked per year. It covers statistics relevant to existing and former employees of the Group.

⁵ The health index is an indicator that displays the absolute number of employees who did not suffer from a workplace illness resulting in a temporary loss of working ability during a year, presented as a percentage of the total number of an enterprise's employees.



FIRST STEEL UNDERGROUND HOSPITAL

As part of Rinat Akhmetov's Steel Front initiative, Metinvest has engineered and delivered Ukraine's first underground medical stabilisation centre for the Ministry of Defence.

Conceived and built in close coordination with the medical forces group "East", the facility brings NATO Role 2 capabilities to the front line, where rapid intervention is critical to survival.

The hospital is formed from six enlarged steel bunkers – each 7.6 metres long and 2.5 metres in diameter – redesigned by Metinvest's engineers to perform as a cohesive, hardened medical unit. The project covered fabrication, installation and full fit-out.

Positioned below ground to minimise the risk of damage from shelling, the complex is protected by reinforced steel walls, electronic-warfare jamming and alternative power supplies. Inside, it matches civilian intensive-care standards, enabling surgeons to stabilise and treat the wounded before evacuation.

Essential utilities – ventilation, water, drainage and power – are integrated within the structure, ensuring continuous operation even under attack. During construction, strict camouflage and security protocols were used to safeguard both personnel and the project timeline.

By transforming its own "hideout" bunker technology into a purpose-built medical hub, Metinvest has demonstrated how industrial expertise can address urgent defence and humanitarian needs. The underground hospital is already saving lives daily and exemplifies the Group's commitment to protecting Ukraine's defenders while strengthening community resilience.



Inside the first steel underground hospital.