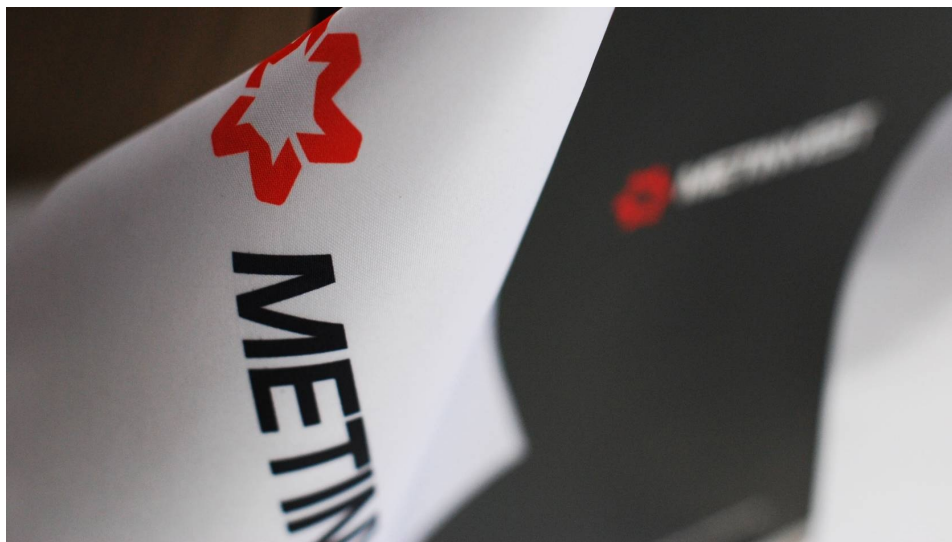


## Metinvest raises pay by 15%

Metinvest Group will raise salaries for employees of its Ukrainian businesses by 15% on average from 1 April 2019.



Repair crews, engineers, and line managers will see the highest pay rise. The increase in salaries will not apply to senior management of businesses and employees of the managing company.

In addition, the Group will shift to a single salary system from April: a particular salary is assigned to every blue-collar job. Specialists of working professions can earn a bonus in addition to their salary, based on their individual performance evaluation.

Last year, Metinvest updated the salaries twice: the pay grew 20% on average in April and another 10% in October. In 2018, the average salary in Ukrainian group companies was about UAH 18,000.

### **Metinvest Group CEO Yuriy Ryzhenkov:**

*"We raise salaries for the most in-demand employees at our enterprises to remain competitive in the labour market and increase internal efficiency. Our goal is to gradually reduce the income gap between the Ukrainian steelmakers and their European peers. We seek to create conditions for Ukrainians not to look for income opportunities abroad but to earn money here, in their home country."*