

## Metinvest adopts a Code of Ethics

Metinvest Group adopted a Code of Ethics that sets uniform ethical standards for doing business at all of its enterprises. As a socially responsible company, Metinvest adheres to the highest ethical standards of conduct.

### The Code of Ethics

is a body of norms and principles to be followed daily by the Group's employees. The document summarizes the rules of conduct for employees at all levels of the Group in their interaction with colleagues, customers, partners, investors, and other stakeholders.

Among the core principles of Metinvest's business ethics are respect for others, non-discrimination, anti-corruption, integrity and fair competition, environmental protection, and health & safety. The Code is mandatory for all Metinvest employees.

Igor Syry, CEO of Metinvest Group:

"The Code of Ethics reflects the principles that we consider fundamental for business success. If we follow these principles, we will surely achieve the best results."

<https://metinvestholding.com/bg/media/news/2521>