

## ANNEX 1 – INDEX OF STANDARD DISCLOSURES

### GLOBAL REPORTING INITIATIVE (GRI) DISCLOSURE

Disclosure	Description	Where to find	Disclosure status and comments
<b>GRI 102: General disclosures 2016. Organizational profile</b>	102-1. Name of the organisation	Annex 3 – Parent Company and Principal Subsidiaries, p. 149	Full
	102-2. Activities, brands, products and services	Operational Review, pp. 15, 17, 18	Full
	102-3. Location of headquarters	Annex 3 – Parent Company and Principal Subsidiaries, p. 149	Full
	102-4. Location of operations	Operational Review, pp. 18, 20	Full
	102-5. Ownership and legal form	About the Report, p. 4	Full
	102-6. Markets served	Operational Review, p. 18 Financial Review, p. 22	Full
	102-7. Scale of the organisation	Highlights of 2021, p. 9 Operational Review, pp. 15, 17 Financial Review, p. 21 People, p. 40	Full
	102-8. Information on employees and other workers	People, p. 40 Annex 2 – Additional Information on Standard Disclosures, p. 144	Full
	102-9. Responsible supply chain management	Supply Chain Management, p. 66	Full
	102-10. Significant changes to the organisation and its supply chain	Supply Chain Management, p. 66	Full
	102-11. Precautionary principle or approach	Sustainable Development, p. 32	Full
	102-12. External initiatives	Sustainable Development, pp. 31, 33	Full

Disclosure	Description	Where to find	Disclosure status and comments
	102-13. Membership of associations	Annex 1 – Index of Standard Disclosures, p. 128	Full As of the end of 2021, Metinvest was a member of: Association of the Dutch Metallurgical Industry (Metaal Nederland), Centre for Corporate Social Responsibility in Ukraine, European Business Association, European Steel Association, International Chamber of Commerce in Ukraine, Ukrainian Business and Trade Association, Ukrainian Chamber of Commerce and Industry, Ukrainian Federation of Metallurgists, Ukrainian Coke Producers' Association, Ukrmetalurgprom Association of Enterprises, UN Global Compact and the World Steel Association.
<b>GRI 102: General disclosures 2016. Strategy</b>	102-14. Statement from senior decision maker	Chairperson's Statement, p. 7 CEO's Statement, p. 8	Full
	102-15. Key impacts, risks and opportunities	Sustainable Development, p. 32	Full
<b>GRI 102: General disclosures 2016. Ethics and integrity</b>	102-16. Values, principles, standards and norms of behaviour	Values and Strategy, p. 10 Business Ethics and Compliance, p. 63	Full
	102-17. Mechanisms for advice and concerns about ethics	People, p. 41 Business Ethics and Compliance, p. 64	Full
<b>GRI 102: General disclosures 2016. Governance</b>	102-18. Governance structure	Corporate Governance, p. 56	Full
	102-19. Delegating authority	Sustainable Development, p. 31 Corporate Governance, p. 57	Full
	102-20. Executive-level responsibility for economic, environmental and social topics	Sustainable Development, p. 31	Full
	102-22. Composition of the highest governance body and its committees	Corporate Governance, pp. 58, 60	Full
	102-24. Nominating and selecting the highest governance body	Corporate Governance, p. 57	Full
	102-25. Conflicts of interest	Business Ethics and Compliance, p. 64	Full
	102-26. Role of highest governance body in setting purpose, values and strategy	Corporate Governance, p. 57	Full
	102-27. Collective knowledge of highest governance body	Corporate Governance, p. 57	Full

Disclosure	Description	Where to find	Disclosure status and comments
	102-28. Evaluating the highest governance body's performance	Corporate Governance, p. 59	Partial
	102-29. Role of highest governance body in identifying and managing economic, environmental and social impacts	Corporate Governance, p. 57	Full
	102-30. Effectiveness of risk management processes	Risk Management, p. 68	Full
	102-31. Review of economic, environmental and social topics	About the Report, p. 4	Full
	102-32. Highest governance body's role in sustainability reporting	About the Report, p. 4	Full
	102-33. Highest governance body's procedure for communicating critical concerns	Business Ethics and Compliance, p. 65	Full
	102-35. Remuneration policies	Corporate Governance, p. 59	Partial
<b>GRI 102: General disclosures 2016. Stakeholder engagement</b>	102-40. List of stakeholder groups	Stakeholder Engagement, p. 34	Full
	102-41. Collective bargaining agreements	People, p. 41	Full
	102-42. Identifying and selecting stakeholders	Stakeholder Engagement, p. 34	Full
	102-43. Approach to stakeholder engagement	Stakeholder Engagement, p. 34	Full
	102-44. Key topics and concerns raised	About the Report, p. 5 Stakeholder Engagement, p. 34	Full
<b>GRI 102: General disclosures 2016. Reporting practice</b>	102-45. Entities included in the consolidated financial statements	About the Report, p. 4	Full
	102-46. Defining report content and topic boundaries	About the Report, p. 5	Full
	102-47. List of material topics	About the Report, p. 5	Full
	102-48. Restatements of information	Annex 1 – Index of Standard Disclosures, p. 129	Full The following information is restated: - number of reports submitted through Trust Line in 2020 - age and gender diversity for executive team in 2019-2020 - average salary of men and women in 2020 - direct CO <sub>2</sub> emissions intensity in 2019-2020 - air emissions in 2019-2020

Disclosure	Description	Where to find	Disclosure status and comments
	102-49. Changes in reporting	Annex 1 – Index of Standard Disclosures, p. 130	Full There were no changes in the list of material topics and topic boundaries compared with the previous sustainability report.
	102-50. Reporting period	About the Report, p. 4	Full
	102-51. Date of most recent report	About the Report, p. 4	Full
	102-52. Reporting cycle	About the Report, p. 4	Full
	102-53. Contact point for questions regarding the report	Annex 1 – Index of Standard Disclosures, p. 130	Full <a href="mailto:ir@metinvestholding.com">ir@metinvestholding.com</a> <a href="mailto:csr@metinvestholding.com">csr@metinvestholding.com</a>
	102-54. Claims of reporting in accordance with the GRI Standards	About the Report, p. 4	Full
	102-55. GRI content index	Annex 1 – Index of Standard Disclosures, pp. 127-137	Full
	102-56. External assurance	About the Report, p. 4 Internal and External Audit, p. 70	Full
<b>GRI 103: Management approach 2016</b>	103-1. Explanation of the material topic and its boundary	About the Report, p. 5	Full
	103-2. The management approach and its components	Relevant sections of this report Annex 1 – Index of Standard Disclosures, p. 130	Full Information about how Metinvest manages each of the material topics and evaluates the management approach is presented in the relevant sections of the report.
	103-3. Evaluation of the management approach	Relevant sections of this report Annex 1 – Index of Standard Disclosures, p. 130	Full Information about how Metinvest manages each of the material topics and evaluates the management approach is presented in relevant sections of the report.
<b>GRI 201: Economic performance 2016</b>	201-4. Financial assistance received from government	Annex 1 – Index of Standard Disclosures, p. 130	Full Entities of the Group did not receive financial assistance from any government in the reporting period.



Disclosure	Description	Where to find	Disclosure status and comments
<b>GRI 202: Market presence 2016</b>	202-1. Ratios of standard entry level wage by gender compared with local minimum wage	Annex 2 – Additional Information on Standard Disclosures, p. 145	Partial Figures are reported for Ukraine, which is the location of significant operations of Metinvest.
<b>GRI 203: Indirect economic impacts 2016</b>	203-1. Infrastructure investments and services supported	Communities, p. 51	Full
	203-2. Significant indirect economic impacts	Environment, p. 49 Communities, pp. 51, 52 Annex 1 – Index of Standard Disclosures, p. 131	Full Metinvest acknowledges the risks associated with its activities' impact on the environment and well-being of the local population.
<b>GRI 204: Procurement practices 2016</b>	204-1. Proportion of spending on local suppliers	Supply Chain Management, p. 66	Full
<b>GRI 205: Anti-corruption 2016</b>	205-1. Operations assessed for risks related to corruption	Business Ethics and Compliance, p. 65	Full
	205-2. Communication and training about anti-corruption policies and procedures	Business Ethics and Compliance, p. 65 Supply Chain Management, p. 66	Partial
	205-3. Confirmed incidents of corruption and actions taken	Business Ethics and Compliance, p. 65	Full
<b>GRI 206: Anti-competitive behaviour 2016</b>	206-1. Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Business Ethics and Compliance, p. 65 Annex 1 – Index of Standard Disclosures, p. 131	Full Metinvest was not a participant in legal actions pending or completed during the reporting period pertaining to anti-competitive behaviour or violations of antitrust and monopoly legislation.
<b>GRI 207: Tax 2019</b>	207-1. Approach to tax	Business Ethics and Compliance, p. 64	Full
	207-2. Tax governance, control and risk management	Business Ethics and Compliance, p. 64	Full
<b>GRI 302: Energy 2016</b>	302-1. Energy consumption within the organisation	Environment, p. 48 Annex 2 – Additional Information on Standard Disclosures, p. 146	Full
	302-3. Energy intensity	Annex 2 – Additional Information on Standard Disclosures, p. 146	Full
	302-4. Reduction of energy consumption	Environment, p. 48 Annex 2 – Additional Information on Standard Disclosures, p. 146	Full

Disclosure	Description	Where to find	Disclosure status and comments
<b>GRI 303: Water and effluents 2018</b>	303-1. Interactions with water as a shared resource	Environment, p. 50 Annex 1 – Index of Standard Disclosures, p. 132 Annex 2 – Additional Information on Standard Disclosures, p. 148	Partial The report does not provide information about Metinvest’s interactions with suppliers or consumers that have a significant impact on water resources or about the process of setting water-use targets.
	303-2. Management of water discharge-related impacts	Environment, p. 50 Annex 1 – Index of Standard Disclosures, p. 132	Full Metinvest conducts laboratory studies of consumed water and wastewater quality to comply with statutory regulations and environmental standards.
	303-3. Water withdrawal	Environment, p. 50 Annex 2 – Additional Information on Standard Disclosures, p. 147	Full
	303-4. Water discharge	Environment, p. 50 Annex 1 – Index of Standard Disclosures, p. 132 Annex 2 – Additional Information on Standard Disclosures, p. 147	Partial Metinvest does not publish data on water discharge by category.
	303-5. Water consumption	Environment, p. 50 Annex 2 – Additional Information on Standard Disclosures, p. 147	Full
<b>GRI 304: Biodiversity 2016</b>	304-1. Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment, p. 50	Full
	304-2. Significant impacts of activities, products and services on biodiversity	Environment, p. 50 Annex 1 – Index of Standard Disclosures, p. 132	Partial The report does not provide information about significant direct and indirect impacts on biodiversity with reference to species affected, extent of areas impacted, duration of impacts and reversibility or irreversibility of impacts.
	304-3. Habitats protected or restored	Environment, p. 50 Annex 1 – Index of Standard Disclosures, p. 132	Partial Land restoration activities are carried out in accordance with the terms of approved projects, as well as government standards and methodologies.
	304-4. IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environment, p. 50	Full

Disclosure	Description	Where to find	Disclosure status and comments
<b>GRI 305: Emissions 2016</b>	305-1. Direct (Scope 1) GHG emissions	Environment, p. 47 Annex 2 – Additional Information on Standard Disclosures, p. 145	Full
	305-2. Energy indirect (Scope 2) GHG emissions	Environment, p. 47	Full
	305-4. GHG emissions intensity	Environment, p. 47	Full
	305-6. Emissions of ozone-depleting substances (ODS)	Annex 1 – Index of Standard Disclosures, p. 133	Full The Group did not generate emissions of ozone-depleting substances in 2019-2021.
	305-7. Nitrogen oxides (NO <sub>x</sub> ), sulphur oxides (SO <sub>x</sub> ) and other significant air emissions	Environment, p. 48 Annex 2 – Additional Information on Standard Disclosures, p. 147	Full
<b>GRI 306: Waste 2020</b>	306-1. Waste generation and significant waste-related impacts	Environment, p. 49	Partial
	306-2. Management of significant waste-related impacts	Environment, p. 49 Annex 1 – Index of Standard Disclosures, p. 133	Partial Waste-related data is retrieved from statistical and internal reporting forms maintained in accordance with respective legislation on waste management.
	306-3. Waste generated	Environment, p. 49 Annex 2 – Additional Information on Standard Disclosures, p. 148	Full
	306-4. Waste diverted from disposal	Environment, p. 49 Annex 2 – Additional Information on Standard Disclosures, p. 148	Partial
	306-5. Waste directed to disposal	Annex 2 – Additional Information on Standard Disclosures, p. 148	Partial
<b>GRI 307: Environmental compliance 2016</b>	307-1. Non-compliance with environmental laws and regulations	Annex 1 – Index of Standard Disclosures, p. 134	Full During the reporting period, the Group was not subject to significant fines or penalties for non-compliance with environmental laws and regulations.

Disclosure	Description	Where to find	Disclosure status and comments
<b>GRI 308: Supplier environmental assessment 2016</b>	308-1. New suppliers that were screened using environmental criteria	Supply Chain Management, p. 67	Full
	308-2. Negative environmental impacts in the supply chain and actions taken	Supply Chain Management, p. 67	Partial
<b>GRI 401: Employment 2016</b>	401-1. New employee hires and employee turnover	Annex 2 – Additional Information on Standard Disclosures, pp. 144, 145	Full
	401-2. Benefits provided to full-time employees that are not provided to temporary or part-time employees	People, p. 42	Partial
	401-3. Parental leave	Annex 1 – Index of Standard Disclosures, p. 134	Partial In 2021, 16 men and 722 women took childcare leave.
<b>GRI 402: Labour/management relations 2016</b>	402-1. Minimum notice periods regarding operational changes	Annex 1 – Index of Standard Disclosures, p. 134	Full In the event of significant changes in working conditions, in 2021, Metinvest provided employees of its Ukrainian entities with two months' notice before changes became effective, which was consistent with the requirements of the Labour Code of Ukraine. For entities in Bulgaria, Italy and the UK, employees were notified of significant changes from seven days to four months in advance, depending on their length of work and professional level. For the entity in the US, this must take place at least 60 days in advance.
<b>GRI 403: Occupational health and safety 2018</b>	403-1. Occupational health and safety management system	Health and Safety, p. 36	Full
	403-2. Hazard identification, risk assessment and incident investigation	Health and Safety, pp. 36, 38 Business Ethics and Compliance, p. 65	Partial
	403-3. Occupational health services	Health and Safety, p. 39	Full
	403-4. Worker participation, consultation and communication on occupational health and safety	Health and Safety, p. 37	Full
	403-5. Worker training on occupational health and safety	Health and Safety, p. 39	Full
	403-6. Promotion of worker health	Health and Safety, p. 39	Full



Disclosure	Description	Where to find	Disclosure status and comments
	403-7. Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, p. 37	Full
	403-8. Workers covered by an occupational health and safety management system	Annex 1 – Index of Standard Disclosures, p. 135	Partial Metinvest acknowledges its responsibility for the safety of contractor staff when they perform work for the Group as set out in contractual obligations. Contractor staff are subject to the same occupational health and safety rules as Metinvest employees.
	403-9. Work-related injuries	Health and Safety, p. 38 Annex 1 – Index of Standard Disclosures, p. 135 Annex 2 – Additional Information on Standard Disclosures, p. 143	Partial Number of hours worked by employees in 2021: 134,820,351; and by contractors: 35,865,975 (this excludes information on the man-hours worked by contractors for Pokrovske Colliery, as the Group was unable to collect this data due to the war; they were considered as 0).
	403-10. Work-related ill health	Health and Safety, p. 39 Annex 1 – Index of Standard Disclosures, p. 135	Partial Metinvest does not calculate occupational illness figures for contractor staff, as this falls under the responsibility of contractor organisations.
<b>GRI 404: Training and education 2016</b>	404-1. Average hours of training per year per employee	People, p. 43 Annex 2 – Additional Information on Standard Disclosures, p. 145	Full
	404-2. Programmes for upgrading employee skills and transition assistance programmes	People, pp. 43, 44, 45	Partial
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1. Diversity of governance bodies and employees	People, p. 41 Annex 2 – Additional Information on Standard Disclosures, p. 143	Full
	405-2. Ratio of basic salary and remuneration of women to men	Annex 2 – Additional Information on Standard Disclosures, p. 145	Partial
<b>GRI 406: Non-discrimination 2016</b>	406-1. Incidents of discrimination and corrective actions taken	Annex 1 – Index of Standard Disclosures, p. 135	Full Metinvest did not identify any incidents of discrimination during the reporting period.

Disclosure	Description	Where to find	Disclosure status and comments
<b>GRI 407: Freedom of association and collective bargaining 2016</b>	407-1. Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	People, p. 41 Annex 1 – Index of Standard Disclosures, p. 136	Partial There were no cases recorded in the reporting period in which the right of employees or suppliers to exercise freedom of association or collective bargaining was violated or at risk.
<b>GRI 408: Child labour 2016</b>	408-1. Operations and suppliers at significant risk for incidents of child labour	Annex 1 – Index of Standard Disclosures, p. 136	Partial Metinvest did not identify any operations or suppliers at significant risk for incidents of child labour in the reporting period.
<b>GRI 409: Forced or compulsory labour 2016</b>	409-1. Operations and suppliers at significant risk for incidents of forced or compulsory labour	Annex 1 – Index of Standard Disclosures, p. 136	Partial Metinvest did not identify any operations or suppliers at significant risk for incidents of forced or compulsory labour in the reporting period.
<b>GRI 410: Security practices 2016</b>	410-1. Security personnel trained in human rights policies or procedures	People, p. 41	Partial
<b>GRI 412: Human rights assessment 2016</b>	412-1. Operations that have been subject to human rights reviews or impact assessments	People, p. 41 Annex 1 – Index of Standard Disclosures, p. 136	Full The Group's approach to ensuring the protection of human rights applies to all of its entities.
	412-2. Employee training on human rights policies or procedures	People, p. 41	Full
<b>GRI 413: Local communities 2016</b>	413-1. Operations with local community engagement, impact assessments and development programmes	Communities, p. 51	Full
	413-2. Operations with significant actual and potential negative impacts on local communities	Annex 1 – Index of Standard Disclosures, p. 136	Full Metinvest acknowledges the risks of its operations regarding the environment and local community well-being.
<b>GRI 414: Supplier social assessment 2016</b>	414-1. New suppliers that were screened using social criteria	Supply Chain Management, p. 67	Full
	414-2. Negative social impacts in the supply chain and actions taken	Supply Chain Management, p. 67	Partial

Disclosure	Description	Where to find	Disclosure status and comments
<b>GRI 416: Customer health and safety 2016</b>	416-1. Assessment of the health and safety impacts of product and service categories	Operational Review, p. 16 Annex 1 – Index of Standard Disclosures, p. 137	Full In 2021, there were no incidents reported of Metinvest’s products having negative health and safety impacts that can affect customers.
	416-2. Incidents of non-compliance concerning the health and safety impacts of products and services	Annex 1 – Index of Standard Disclosures, p. 137	Full In the reporting period, Metinvest did not receive any complaints or claims regarding any negative impacts of its products on consumers’ health and safety, nor was the Group fined for non-compliance with legal provisions concerning product safety for customers.
<b>GRI 417: Marketing and labelling 2016</b>	417-1. Requirements for product and service information and labelling	Operational Review, p. 16	Full
	417-2. Incidents of non-compliance concerning product and service information and labelling	Annex 1 – Index of Standard Disclosures, p. 137	Full In 2021, Metinvest did not identify incidents of non-compliance with regulations concerning product information and labelling.
	417-3. Incidents of non-compliance concerning marketing communications	Annex 1 – Index of Standard Disclosures, p. 137	Full In 2021, Metinvest did not identify incidents of non-compliance with regulations concerning marketing communications.
<b>GRI 418: Customer privacy 2018</b>	418-1. Substantiated complaints concerning breaches of customer privacy and losses of customer data	Annex 1 – Index of Standard Disclosures, p. 137	Full Metinvest did not identify any substantiated complaints concerning breaches of customer privacy in the reporting period.
<b>GRI 419: Socioeconomic compliance</b>	419-1. Non-compliance with laws and regulations in the social and economic area	Annex 1 – Index of Standard Disclosures, p. 137	Full No significant fines or non-financial sanctions for violation of social legislation were imposed on the Group in the reporting period.

## SASB IRON AND STEEL 2018, SASB METALS AND MINING 2021

Disclosure	Code and accounting metric	Where to find	Disclosure status and comments
<b>Greenhouse gas emissions</b>	EM-IS-110a.1, EM-MM-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations. Metric tonnes (t) CO <sub>2</sub> -e, Percentage (%)	Environment, p. 47 Annex 1 – Index of Standard Disclosures, p. 138	Partial Metinvest does not report the percentage of emissions that are covered under emissions-limiting regulations.
	EM-IS-110a.2, EM-MM-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Environment, p. 48 Annex 1 – Index of Standard Disclosures, p. 138	Partial In 2021, Metinvest was developing a long-term decarbonisation roadmap, backed by systematic action to support its relevant goals.
<b>Air quality</b>	EM-IS-120a.1, EM-MM-120a.1 Air emissions of the following pollutants: CO, NO <sub>x</sub> (excluding N <sub>2</sub> O), SO <sub>x</sub> , particulate matter (PM <sub>10</sub> ), mercury (Hg), manganese (Mn), lead (Pb), volatile organic compounds (VOCs) and polycyclic aromatic hydrocarbons (PAHs). Metric tonnes (t)	Environment, p. 48 Annex 1 – Index of Standard Disclosures, p. 138 Annex 2 – Additional Information on Standard Disclosures, p. 147	Full Metinvest monitors emissions of pollutants and regularly submits the appropriate reports to state authorities. In 2021, the Group's air emissions of pollutants were as follows: - lead – 11.5 tonnes - mercury – 0.5 tonnes - manganese – 29.8 tonnes - polycyclic aromatic hydrocarbons – 0.4 tonnes - volatile organic compounds – 13,077 tonnes
<b>Energy management</b>	EM-IS-130a.1, EM-MM-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable. Terajoules (TJ), Percentage (%)	Environment, p. 48 Annex 1 – Index of Standard Disclosures, p. 138	Full Percentage of electricity in total energy consumed in 2021 was 14%.
	EM-IS-130a.2 (1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable. Terajoules (TJ), Percentage (%)	Environment, p. 48 Annex 1 – Index of Standard Disclosures, p. 138	Full Percentage of metallurgical coal in total fuel consumed in 2021 was 21%. Percentage of natural gas in total fuel consumed in 2021 was 21%.



Disclosure	Code and accounting metric	Where to find	Disclosure status and comments
<b>Water management</b>	EM-IS-140a.1, EM-MM-140a.1 1) Total fresh water withdrawn, (2) total fresh water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress. Million cubic metres (mcm), Percentage (%)	Annex 1 – Index of Standard Disclosures, p. 139 Annex 2 – Additional Information on Standard Disclosures, p. 147	Full Total fresh water withdrawn in 2021 was 166 mcm, which is 25% of the total water withdrawn. Total fresh water consumed in 2021 was 151 mcm, which is 24% of the total water consumed. Metinvest does not operate in regions with High or Extremely High Baseline Water Stress.
	EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards and regulations	Annex 1 – Index of Standard Disclosures, p. 139	Full In 2021, Metinvest did not have incidents of non-compliance associated with water quality permits, standards and regulations.
<b>Waste and hazardous materials management</b>	EM-IS-150a.1 Amount of waste generated, percentage hazardous, percentage recycled. Metric tonnes (t), Percentage (%)	Environment, p. 49 Annex 2 – Additional Information on Standard Disclosures, p. 148	Full
	EM-MM-150a.4 Total weight of non-mineral waste generated. Metric tonnes (t)	Annex 1 – Index of Standard Disclosures, p. 139	Full Total weight of non-mineral waste generated in 2021 was 20 million tonnes.
	EM-MM-150a.5 Total weight of tailings produced. Metric tonnes (t)	Annex 1 – Index of Standard Disclosures, p. 139	Full Total weight of tailings produced in 2021 was 44 million tonnes.
	EM-MM-150a.6 Total weight of waste rock generated. Metric tonnes (t)	Annex 1 – Index of Standard Disclosures, p. 139	Full Total weight of waste rock generated in 2021 was 206 million tonnes.
	EM-MM-150a.7 Total weight of hazardous waste generated. Metric tonnes (t)	Environment, p. 49 Annex 1 – Index of Standard Disclosures, p. 139 Annex 2 – Additional Information on Standard Disclosures, p. 148	Full Total weight of hazardous waste generated in 2021 was 4 million tonnes.
	EM-MM-150a.8 Total weight of hazardous waste recycled. Metric tonnes (t)	Annex 1 – Index of Standard Disclosures, p. 139	Full Total weight of hazardous waste recycled in 2021 was 1.4 million tonnes.
	EM-MM-150a.9 Number of significant incidents associated with hazardous materials and waste management	Annex 1 – Index of Standard Disclosures, p. 139	Full In 2021, there were no incidents at the Group's assets associated with hazardous materials and waste management.

Disclosure	Code and accounting metric	Where to find	Disclosure status and comments
	EM-MM-150a.10 Description of waste and hazardous materials management policies and procedures for active and inactive operations	Environment, p. 49	Partial
<b>Biodiversity impacts</b>	EM-MM-160a.1 Description of environmental management policies and practices for active sites	Environment, p. 50	Partial
	EM-MM-160a.2 Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Annex 1 – Index of Standard Disclosures, p. 140	Full In 2021, Metinvest did not have any identified cases of acid rock drainage.
	EM-MM-160a.3 Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat. Percentage (%)	Annex 1 – Index of Standard Disclosures, p. 140	Full Metinvest does not operate in any protected natural areas or in areas of very high biodiversity value. The Group's activities do not affect the habitats of species on the International Union for Conservation of Nature (IUCN) Red List or national conservation list.
<b>Security, human rights and rights of indigenous peoples</b>	EM-MM-210a.2 Percentage of (1) proved and (2) probable reserves in or near indigenous land. Percentage (%)	Annex 1 – Index of Standard Disclosures, p. 140	Full Metinvest does not have production operations or proved or probable reserves in or near indigenous lands.
	EM-MM-210a.3 Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights and operation in areas of conflict	People, p. 41 Annex 1 – Index of Standard Disclosures, p. 140	Partial Metinvest does not have production operations or proved or probable reserves in or near indigenous lands.
<b>Community relations</b>	EM-MM-210b.1 Discussion of process to manage risks and opportunities associated with community rights and interests	People, pp. 40-45 Environment, pp. 46-50 Communities, pp. 51-54	Full
	EM-MM-210b.2 Number and duration of non-technical delays	Annex 1 – Index of Standard Disclosures, p. 140	Full There were no non-technical delays in the reporting period.

Disclosure	Code and accounting metric	Where to find	Disclosure status and comments
<b>Labour relations</b>	EM-MM-310a.1 Percentage of active workforce covered under collective bargaining agreements. Percentage (%)	People, p. 41	Full
	EM-MM-310a.2 Number and duration of strikes and lockouts.	Annex 1 – Index of Standard Disclosures, p. 141	Full There were no strikes and lockouts in the reporting period.
<b>Workforce health and safety</b>	EM-IS-320a.1, EM-MM-320a.1 (1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety and emergency response training for (a) full-time employees and (b) contract employees.	Health and Safety, pp. 38, 39	Partial
<b>Business ethics and transparency</b>	EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain	Business Ethics and Compliance, pp. 63, 64, 65	Full
	EM-MM-510a.2 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.	Annex 1 – Index of Standard Disclosures, p. 141	Full Metinvest does not have production operations in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.
<b>Tailings storage facilities management</b>	EM-MM-540a.1 Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP.	Environment, p. 49 Annex 2 – Additional Information on Standard Disclosures, p. 148	Partial
<b>Supply chain management</b>	EM-IS-430a.1 Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues.	Supply Chain Management, pp. 66, 67	Partial

Disclosure	Code and accounting metric	Where to find	Disclosure status and comments
<b>Activity metrics</b>	EM-IS-000.A Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes. Metric tonnes (t), Percentage (%)	Annex 1 – Index of Standard Disclosures, p. 142	Full In 2021, Metinvest produced 100% of its steel products through the BOF processes.
	EM-IS-000.B Total iron ore production. Metric tonnes (t)	Operational Review, pp. 15, 16	Full
	EM-IS-000.C Total coking coal production. Metric tonnes (t)	Operational Review, p. 16	Full
	EM-MM-000.A Production of (1) metal ores and (2) finished metal products. Metric tonnes (t) saleable	Operational Review, pp. 17-19	Full
	EM-MM-000.B Total number of employees, percentage contractors. Percentage (%)	People, p. 40 Annex 2 – Additional Information on Standard Disclosures, pp. 143-145	Partial