ANNEX 2 – ADDITIONAL INFORMATION ON STANDARD DISCLOSURES

HEALTH AND SAFETY

Lost-time injury incidents
GRI 403-9

	2019	2020	2021
Metinvest	83	54	99
Contractors	12	10	10

Fatal incidents
GRI 403-9

	2019	2020	2021
Metinvest	6	5	8
Contractors	3	4	6

PEOPLE

Employee, executive team and Supervisory Board gender diversity[1]
GRI 405-1

	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	68%	32%	66,565	69%	31%	69,383	68%	32%	86,955
Executive team	73%	27%	11	75%	25%	12	75%	25%	12
Supervisory Board	90%	10%	10	90%	10%	10	90%	10%	10

Employee, executive team, and Supervisory Board age diversity[1]
GRI 405-1

	2019			2020			2021		
	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
Employees	16%	62%	22%	14%	62%	24%	13%	62%	25%
Executive team	-	82%	18%	-	83%	17%	-	83%	17%
Supervisory Board	-	50%	50%	-	50%	50%	-	50%	50%

Employee gender diversity by business area[1, 2]
GRI 405-1

	2020		2021	
	Men	Women	Men	Women
Mining	70%	30%	72%	28%
Metallurgical	67%	33%	66%	34%
Sales	60%	40%	60%	40%
Administrative	42%	58%	39%	61%
Social sphere	54%	46%	54%	46%
Repair	78%	22%	79%	21%
Logistics	59%	41%	58%	42%

[1] As at year end.
[2] The Group began to disclose employee gender diversity by business in 2020, so the comparable information is presented for two years only.

Employees by employment type and gender[1]
GRI 102-8

	2019	2020	2021
Full-time employees	**65,956**	**68,829**	**86,077**
Men	45,281	47,399	59,115
Women	20,675	21,430	26,962
Part-time employees	**609**	**554**	**878**
Men	270	241	378
Women	339	313	500

Employees by employment contract type and gender[1]
GRI 102-8

	2019	2020	2021
Employees with a permanent employment contract	**64,784**	**67,789**	**85,135**
Men	44,666	46,824	58,581
Women	20,118	20,965	26,554
Employees with a temporary employment contract	**1,781**	**1,594**	**1,820**
Men	885	816	912
Women	896	778	908

Employees by employment contract type (permanent and temporary) and region[1]
GRI 102-8

	2019	2020	2021
Employees with a permanent employment contract	**64,784**	**67,789**	**85,135**
Ukraine	62,223	65,607	82,852
Other Europe	1,163	1,148	1,148
US and other	1,398	1,034	1,135
Employees with a temporary employment contract	**1,781**	**1,594**	**1,820**
Ukraine	1,746	1,534	1,754
Other Europe	12	17	29
US and other	23	43	37

New employee hires by age, gender and region[3]
GRI 401-1

	2019	2020	2021
Age group	**10,880**	**7,876**	**9,936**
Under 30 years	3,854	2,429	3,075
30-50 years	5,773	4,644	5,713
Over 50 years	1,253	803	1,148
Gender	**10,880**	**7,876**	**9,936**
Male	7,849	6,087	6,938
Female	3,031	1,789	2,998
Region	**10,880**	**7,876**	**9,936**
Ukraine	10,382	7,609	9,353
Other Europe	101	115	133
US and other	397	152	450

[3] Excluding effect of M&A and including intragroup movements.

Employee turnover and employees who left the Group
GRI 401-1

	2019	2020	2021
Number of employees who left the Group[4]	7,293	7,264	11,120
Employee turnover rate[5]	6%	5%	7%
General staff turnover rate	14%	11%	14%

Average monthly salary at the Group's Ukrainian entities versus the national industry average, US$
GRI 202-1

	2019	2020	2021
Metinvest	731	737	801
Industry	518	522	576
% of the national industry average	141%	141%	139%

Comparison of average monthly salary for women and men, US$
GRI 405-2

	2020	2021
Men	1,082	1,140
Women	686	673

Average hours of training hours in 2021[6]
GRI 404-1

By gender		By employee category	
Men	**Women**	**Production personnel**	**Administrative and managerial personnel**
77	37	78	28

ENVIRONMENT

Direct GHG emissions, mt of CO_2e[7]
GRI 305-1

	2019	2020	2021
Carbon dioxide (CO_2), including:	22.5	23.2	24.8
stationary emissions[8]	22.0	22.7	24.3
mobile emissions[9]	0.5	0.5	0.5
Methane (CH_4)	0.3	0.2	1.8
Total	**22.9**	**23.5**	**26.6**

[4] Excluding intragroup movements.
[5] Calculated under a methodology based on guidelines from the Ukrainian Ministry of Justice (No. 286 of 28 September 2005).
[6] First year of disclosure, no comparable data for 2019-2020 is available.
[7] Emissions of nitrous oxide (N_2O) are less than 0.04 mt of CO_2e for 2021, less than 0.03 mt of CO_2e for each of the years 2019 and 2020 and are excluded from the presentation. They are presented as the part of the total line.
Note on calculation methodology and conversion factors: CO_2 equivalent = VGHG x KGWP, where: VGHG – volume of greenhouse gases, tonnes; KGWP – global warming potential (GWP) rate. KGWP of greenhouse gases: Carbon dioxide (CO_2): 1; Methane (CH_4): 21; Nitrous oxide (N_2O): 310.
[8] Scope 1 stationary CO_2 emissions for the Group's assets are calculated based on the applicable national methodologies. This data cannot be used for the purposes of taxation or other withholdings.
[9] Scope 1 mobile CO_2 emissions are calculated in accordance with the Greenhouse Gas Protocol. This data cannot be used for the purposes of taxation or other withholdings.

Energy intensity ratio
GRI 302-3

Iron ore concentrate output (electricity), GJ per tonne

	2019	2020	2021
Northern GOK	0.381	0.379	0.363
Central GOK	0.403	0.390	0.373
Ingulets GOK	0.554	0.540	0.543

Pellet output (electricity and natural gas), GJ per tonne

	2019	2020	2021
Northern GOK	0.887	0.893	0.751
Central GOK	0.414	0.423	0.373

Steel production (electricity, natural gas, coal, pulverised coal, coke), GJ per tonne[10]

	2019	2020	2021
Azovstal	21.315	20.597	20.133
Ilyich Steel	22.879	21.705	21.387

Total energy saved as a result of energy efficiency measures, terajoules (TJ)
GRI 302-4

	2019	2020	2021
Fuel	3,408	3,762	4,319
Electric power	1,089	1,141	803
Heat energy	150	54	57
Total	**4,647**	**4,957**	**5,179**

Energy saved as a result of energy efficiency measures (fuel only), TJ
GRI 302-4

	2019	2020	2021
Natural gas	1,501	563	1,794
Metallurgical coal	54	370	1,468
Coke	1,853	2,830	1,057
Total	**3,408**	**3,763**	**4,319**

Direct energy use, TJ[11]
GRI 302-1; SASB EM-MM-130a.1; EM-IS-130a.1; EM-IS-130a.2

	2019	2020	2021
Coke	93,196	91,801	110,794
Metallurgical coal	37,658	42,444	43,650
Natural gas	36,922	38,656	42,746
Electricity	30,308	29,509	33,093
Diesel fuel	6,534	6,640	6,207
Petrol	61	47	57
Heating oil	0	14	0
Total (fuel)	**174,371**	**179,602**	**203,454**
Total	**204,679**	**209,111**	**236,547**

[10] Data on energy intensity ratio for steelmaking assets is presented excluding Kamet Steel as it joined the Group in August 2021. The calculation for other steelmaking assets is presented on an annual basis.

[11] For 2021, this indicator excludes some non-material data of Mariupol-based assets that could not be retrieved when preparing the reporting because of the impact of the war in 2022. Only purchased (or extracted) fuel was factored into calculations. The coefficient used for conversion from TOE to TJ is 1 TOE = 0.0293076 TJ. Metinvest does not use higher heating values (HHV), also known as gross calorific values (GCV), in its calculations of energy consumption from fuel.

Air emissions (excluding GHG emissions), kt[12]
GRI 305-7
EM-IS-120a.1; EM-MM-120a.1

	2019	2020	2021
Carbon monoxide (CO)	288	299	317
Dust	26	23	29
Sulphur oxides (SO_2)	18	18	21
Nitrogen oxides (NO_2)	15	15	16
Other	4	4	5
Total	**351**	**359**	**388**

Water intake by source, mcm
GRI 303-3

	2019	2020	2021
Surface water	557	534	580
Ground water	3	4	4
Utilities	44	42	43
Other sources	24	23	28
Total	**628**	**603**	**655**

Water consumption by source, mcm
GRI 303-5

	2019	2020	2021
Surface water	555	533	578
Ground water	3	4	3
Utilities	44	41	43
Other sources	12	7	15
Total	**614**	**585**	**639**

Water discharge by area, mcm
GRI 303-4

	2019	2020	2021
Surface water	535	516	528
Ground water	-	-	-
Third party water	10	12	4
Total	**545**	**528**	**532**

Freshwater utilisation
GRI 303-3
EM-IS-140a.1; EM-MM-140a.1

	2019	2020	2021
Share of intake	22%	22%	25%
Share of consumption	20%	19%	24%

[12] The air emissions indicators were restated for 2019-2020 because of a revised approach that excludes N_2O and CH_4 generated by Ukrainian assets from the calculation of the total, as they are included in GHG emissions.

Water sources used in 2021
GRI 303-1

	Mining segment	Metallurgical segment
Surface water sources	Karachunivske Reservoir	Dnipro River, Sea of Azov, Kalmius River
Underground water sources	Wells	Wells
Public utilities and other entities	Public Utility Kryvbasvodokanal; LLC State Industrial Enterprise Kryvbaspromvodopostachannia	Public Utility Voda Donbasa; Public Utility Vodokanal of the City of Zaporizhzhia; Novhorodsky Utility Plant; LLC State Industrial Enterprise Kryvbaspromvodopostachannia; Public Utility Mariupol Production Department for Water Supply and Sewage; JSC Ukrainian Railways
Other sources	Open-pit mine, mine and other wastewater LLC State Industrial Enterprise Kryvbaspromvodopostachannia (mine water from Svystunov Ravine)	Own and communal wastewater Drainage water

Waste generated by type, mt
GRI 306-3
EM-IS-150a.1; EM-MM-150a.7

	2019	2020	2021
Non-hazardous	220	247	266
Hazardous	14	8	4
Total weight of generated waste	**234**	**255**	**270**

Waste by disposal method, mt[13]
GRI 306-4; 306-5

	2019	2020	2021
Landfill waste	166	193	194
Waste transferred to third parties	3	3	12
Recycled waste	66	60	69
Total weight of generated waste	**235**	**256**	**275**

Tailings storage facilities management as of 31 December 2021
SASB EM-MM-540a.1

Indicators	TSF 1	TSF 2	TSF 3
Asset name	Central GOK	Northern GOK	Ingulets GOK
Location	Kryvyi Rih, Dnipropetrovsk Region, Ukraine		
Operational status	In operation		
Construction method	Upstream		
Maximum permitted storage	430 mcm	609 mcm	716 mcm
Current amount of tailings stored	372 mcm	638 mcm	599 mcm
Consequence classification	According to Ukrainian state construction regulation B.1.2-14-2009 “General principles of ensuring the reliability and safety of buildings and building structures”, the TSFs are classified as CC3 (significant impact)		
Site-specific Emergency Preparedness and Response Plan (EPRP)	The EPRPs are in place and approved by the State Emergency Service of Ukraine		

[13] This may include waste generated in previous periods.