

LEADERSHIP

The extensive industry and business expertise of Metinvest's Supervisory Board and executive team enables them to provide comprehensive oversight of the Group's strategy and operations.

GRI 102-22

SUPERVISORY BOARD

OLEG POPOV
Chairperson
and Class A Member

Tenure: eight years

Oleg Popov was appointed as a Class A Member of the Supervisory Board on 14 July 2014 and became Chairperson on 11 August 2018. He chairs the Appointments and Compensations Committee and is a member of the Strategy and Investments Committee.

Oleg has been Director and CEO of SCM Holdings Limited (Cyprus) since November 2018. He is also a member of the supervisory boards of System Capital Management (Ukraine), First Ukrainian International Bank and several holding companies of DTEK Group. Oleg served as Chief Operating Officer of System Capital Management (Ukraine) from 2001 to 2006 and its General Director and CEO from 2006 to February 2022.

Oleg graduated from Donetsk Polytechnic Institute (Ukraine) in 1991 and Donetsk State University (Ukraine) in 1996.

ALEXEY PERTIN
Deputy Chairperson
and Class B Member

Tenure: eight years

Alexey Pertin was appointed as a Class B Member of the Supervisory Board on 14 July 2014. He is a Chairperson of the Strategy and Investments Committee and a member of the Appointments and Compensations Committee. He is responsible for the following areas: strategic development, production efficiency, sales and management of investment projects.

Alexey has been Chairperson of the Supervisory Board of Smart Holding (Ukraine) since August 2021. Before that, he served as its CEO from 2008 to 2014 and from 2015 to 2021, and was Chairperson of its Supervisory Board from 2014 to 2015. Alexey's career started in 1995 at Cherepovets Iron and Steel Works. He later continued working at Severstal Group in different positions, including CEO of Izhora Pipe Plant and Deputy CEO for Business Development at Severstal Group.

Alexey graduated from the faculty of General Technology at Cherepovets State University in 1994 and from St Petersburg State Technical University with a major in financial management in 2001. Later, he received a degree in Financial Management from the Institute of Professional Managers and an ACCA Diploma in Accounting and Finance and studied for an MBA at the Newcastle Business School of Northumbria University (UK).

CHRISTIAAN NORVAL
Class A Member

Tenure: eight years

Christiaan Norval was appointed as a Class A Member of the Supervisory Board on 14 July 2014. He is Chairperson of the Audit and Finance Committee, a member of the Strategy and Investments Committee and a member of the Health, Safety and Environmental Committee. He oversees issues relating to his industrial expertise, the implementation of best practices in management and production, and international affairs.

Christiaan spent a significant part of his career building what is today known as BHP as head of corporate finance. He oversaw most of the transactions to create BHP Billiton, including the IPO of Billiton Plc in 1997. He also served as CEO and President of Sual International Group, a leading producer of aluminium and alumina.

Christiaan holds a BCom (Hons) from the Rand Afrikaans University in Johannesburg (South Africa) and is a Chartered Accountant. He is a member of the South African Institute of Chartered Accountants, as well as the Institute of Chartered Accountants in England and Wales.

GREGORY MASON
Class B Member**Tenure: eight years**

Gregory Mason was appointed as a Class B Member of the Supervisory Board on 14 July 2014. He is Chairperson of the Health, Safety and Environmental Committee, a member of the Strategy and Investments Committee and chairs the Technology Subcommittee. He contributes his expertise in strategic and operations management and is responsible for technological innovation and the implementation of continuous improvement practices.

Gregory was a member of the Supervisory Board of Smart Holding (Ukraine) from 2014 to 2015. He previously served as CEO of Severstal International, managing North American and European operations. Prior to that, he held various positions in steel companies and consulting firms, from engineering and operations management to senior executive roles.

Gregory is a registered professional engineer in the US. He received his master's degree in Electrical Engineering from the Naval University of St Petersburg (Russia) in 1975.

JOHAN BASTIN
Class A Member**Tenure: four years**

Johan Bastin was appointed as a Class A Member of the Supervisory Board on 1 August 2018. He is a member of the Audit and Finance Committee and the Strategy and Investments Committee. He oversees investor relations and investment strategy.

Johan is also Chairperson of the supervisory boards of DTEK Renewables, DTEK Renewables International and D.Trading, as well as Non-Executive Director of the Private Infrastructure Development Group. His previous positions include serving as CEO of CapAsia (Singapore), Managing Director at Darby Private Equity (a Franklin Templeton Investments subsidiary) and several senior roles with the European Bank for Reconstruction and Development (EBRD) in London (UK).

Johan holds a master's in Urban Planning from Eindhoven University of Technology (Netherlands) and a PhD in Regional Planning from Université de Montréal (Canada), and attended McGill University's MBA programme in Montreal (Canada).

YAROSLAV SIMONOV
Class A Member**Tenure: eight years**

Yaroslav Simonov was appointed as a Class A Member of the Supervisory Board on 14 July 2014. He is a member of the Audit and Finance Committee and Appointments and Compensations Committee. He oversees legal matters, compliance and corporate governance.

Since February 2022, Yaroslav has been a member of the Supervisory Board of System Capital Management (Ukraine). From August 2017 to January 2022, he held the position of Director, Legal Affairs at System Capital Management (Ukraine). From 2008 to 2017, he was Deputy Director of Voropaev and Partners Law Firm. Yaroslav previously also worked at The Silecky Firm (affiliated with Squire Sanders and Dempsey) and Renaissance Capital Ukraine.

Yaroslav graduated from the Law Department of Kyiv National Taras Shevchenko University (Ukraine) and holds an LLM in International Business Law from the Central European University in Budapest (Hungary).

MARGARYTA POVAZHNA
Class A Member**Tenure: less than one year**

Margaryta Povazhna was appointed as a Class A Member of the Supervisory Board on 25 April 2022. She is a member of the Health, Safety and Environmental Committee. She oversees the areas of finance, investment strategy and corporate development.

Since February 2022, Margaryta has been a member of the Supervisory Board of System Capital Management (Ukraine). She is also a member of the supervisory boards of numerous companies of SCM. Starting from September 2015, Margaryta has been Chief Financial Executive Officer of SCM (System Capital Management) Limited (Cyprus). In March 2003, she was appointed as Chief Accountant of System Capital Management (Ukraine) and was its Chief Financial Officer from September 2009 to January 2022.

Margaryta's professional experience also includes working at such large Ukrainian enterprises as Scandik Yug and Artemivsk Champagne Wines Factory (1996-2003).

Margaryta graduated from the Donetsk State Commercial Institute with a degree in Industrial Management in 1995. She holds a PhD in Public Administration and an ACCA Diploma in International Financial Reporting.

DAMIR AKHMETOV
Class A Member**Tenure: eight years**

Damir Akhmetov was appointed as a Class A Member of the Supervisory Board on 14 July 2014. He is a member of the Strategy and Investments Committee. He oversees the areas of strategy, corporate development, governance and production efficiency.

From 2013 to October 2020, he worked at SCM Advisors (UK) Limited, a company leading SCM's venture capital efforts, most recently as its Chairperson. He has also been a member of the supervisory boards of several holding companies of DTEK Group.

Damir has degrees of Bachelor of Science in Business Studies (2009) and Master of Science in Finance (2010) from City University London, Cass Business School. He is also a CFA® charterholder, CFA Institute (2017).

MIKHAIL NOVINSKII
Class B Member**Tenure: four years**

Mikhail Novinskii was appointed as a Class B Member of the Supervisory Board on 29 September 2017. He is a member of the Strategy and Investments Committee and the Audit and Finance Committee. He is responsible for defining the strategy and devising business development programmes, assessing their production and innovation potential, and coordinating the development and implementation of promising new business projects.

Mikhail has been the Chief Development Officer of Smart Holding (Ukraine) since November 2018 and a member of its Supervisory Board since August 2021. He began his career in 2013 as a manager of tangible and intangible production projects and programmes at the business controlling and information department of Smart Holding (Ukraine). He then occupied various managerial positions at Smart Holding (Ukraine), including head of the project management department, member of the Supervisory Board and adviser to CEO.

Mikhail graduated from St Petersburg State University (Russia) with a degree in Business Management in 2008. He also holds an MSc in Finance and Management from the University of St Andrews (UK).

SERGIU ZUZAK
Class A Member**Tenure: less than one year**

Sergii Zuzak was appointed as a Class A Member of the Supervisory Board on 18 July 2022. He is a member of the Strategy and Investments Committee and the Health, Safety and Environmental Committee. He oversees strategic development and advises management to evaluate investment projects.

Since February 2022, Sergii has been a member of the Supervisory Board of System Capital Management (Ukraine). He also currently serves on the supervisory boards of numerous SCM companies. Sergii joined System Capital Management (Ukraine) in 2010, where he was Investment Director from 2018 to February 2022, before which he held the positions of Director for Agribusiness Development and Business

Development Director. Prior to that, Sergii worked at Creditanstalt Investment Bank, the Western NIS Enterprise Fund and Horizon Capital.

Sergii graduated from the National University of Kyiv-Mohyla Academy with a degree in Economics and Entrepreneurship.

MANAGEMENT**YURIY RYZHENKOV**
Chief Executive Officer,
Director A of the Management Board**Tenure: eight years**

Yuriy Ryzhenkov was appointed Chief Executive Officer of Metinvest Holding in December 2013.

Before that, he held senior positions at DTEK: namely, Chief Operating Officer and member of the executive team from 2010 to 2013 and Chief Financial Officer from 2007 to 2010. Prior to DTEK, he worked as Deputy Chief Financial Officer and Chief Financial Officer of ISTIL Group (Donetsk and London), in the finance business units of Mini Steel Mill ISTIL (Ukraine) and at Donetsk Iron and Steel Works.

Yuriy has degrees in International Economics from Donetsk State Technical University (Ukraine) and in Business Management from King's College (UK). He also holds an MBA from London Business School (UK).

Note: tenure in full years is as of 1 August 2022.