

ANNEXES

The Annexes provide a reference guide to understanding Metinvest's Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) disclosures. They also contain other materials supplementing the report.

ANNEX 1 – INDEX OF STANDARD DISCLOSURES

GLOBAL REPORTING INITIATIVE (GRI) DISCLOSURE

Disclosure	Description	Where to find	Disclosure status and comments
GRI 102: General disclosures 2016. Organizational profile	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.
GRI 102: General disclosures 2016. Strategy	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
GRI 102: General disclosures 2016. Ethics and integrity	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
GRI 102: General disclosures 2016. Governance	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
GRI 102: General disclosures 2016. Stakeholder engagement	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
GRI 102: General disclosures 2016. Reporting practice	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 ₂ 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 ir@metinvestholding.com csr@metinvestholding.com
	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
GRI 103: Management approach 2016	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.
GRI 201: Economic performance 2016	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
GRI 202: Market presence 2016	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.
GRI 203: Indirect economic impacts 2016	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.
GRI 204: Procurement practices 2016	204-1. Proportion of spending on local suppliers	Supply Chain Management, p. 66	Full
GRI 205: Anti-corruption 2016	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
GRI 206: Anti-competitive behaviour 2016	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.
GRI 207: Tax 2019	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
GRI 302: Energy 2016	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
GRI 303: Water and effluents 2018	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
GRI 304: Biodiversity 2016	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
GRI 305: Emissions 2016	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 _x), sulphur oxides (SO _x) and other significant air emissions	Environment, p. 48 Annex 2 – Additional Information on Standard Disclosures, p. 147	Full
GRI 306: Waste 2020	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
GRI 307: Environmental compliance 2016	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
GRI 308: Supplier environmental assessment 2016	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
GRI 401: Employment 2016	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.
GRI 402: Labour/management relations 2016	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.
GRI 403: Occupational health and safety 2018	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.
GRI 404: Training and education 2016	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
GRI 405: Diversity and equal opportunity 2016	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
GRI 406: Non-discrimination 2016	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
GRI 407: Freedom of association and collective bargaining 2016	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.
GRI 408: Child labour 2016	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.
GRI 409: Forced or compulsory labour 2016	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.
GRI 410: Security practices 2016	410-1. Security personnel trained in human rights policies or procedures	People, p. 41	Partial
GRI 412: Human rights assessment 2016	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
GRI 413: Local communities 2016	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.
GRI 414: Supplier social assessment 2016	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
GRI 416: Customer health and safety 2016	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.
GRI 417: Marketing and labelling 2016	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.
GRI 418: Customer privacy 2018	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.
GRI 419: Socioeconomic compliance	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
Greenhouse gas emissions	EM-IS-110a.1, EM-MM-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations. Metric tonnes (t) CO ₂ -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.
Air quality	EM-IS-120a.1, EM-MM-120a.1 Air emissions of the following pollutants: CO, NO _x (excluding N ₂ O), SO _x , particulate matter (PM ₁₀), 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
Energy management	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
Water management	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.
Waste and hazardous materials management	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
Biodiversity impacts	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.
Security, human rights and rights of indigenous peoples	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.
Community relations	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
Labour relations	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.
Workforce health and safety	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
Business ethics and transparency	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.
Tailings storage facilities management	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
Supply chain management	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
Activity metrics	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

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 diversity¹

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 diversity¹

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 gender¹

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 gender¹

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 region¹

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 region³

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 2021⁶

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 CO₂e⁷

GRI 305-1

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 (N₂O) are less than 0.04 mt of CO₂e for 2021, less than 0.03 mt of CO₂e 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: CO₂ equivalent = VGHG x KGWP, where:
 VGHG – volume of greenhouse gases, tonnes;
 KGWP – global warming potential (GWP) rate.
 KGWP of greenhouse gases: Carbon dioxide (CO₂): 1; Methane (CH₄): 21; Nitrous oxide (N₂O): 310.

⁸ Scope 1 stationary CO₂ 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 CO₂ emissions are calculated in accordance with the Greenhouse Gas Protocol. This data cannot be used for the purposes of taxation or other withholdings.

	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

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 tonne¹⁰

	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, TJ¹¹

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 (CCV), in its calculations of energy consumption from fuel.

Air emissions

(excluding GHG emissions), kt¹²

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 N₂O and CH₄ 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, mt¹³

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.

ANNEX 3 – PARENT COMPANY AND PRINCIPAL SUBSIDIARIES

GRI 102-1; 102-3

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ANNEX 5 – GLOSSARY

Bars

Long steel products that are rolled from billets. Merchant bar and reinforcing bar (rebar) are two common categories of bars. Merchant bar includes rounds, bulb flats, angles, squares and channels that are used by fabricators to manufacture a wide variety of products, such as furniture, stair railings and farm equipment. Rebar is used to strengthen concrete in highways, bridges and buildings.

Basic oxygen furnace (BOF)

A pear-shaped furnace, lined with refractory bricks, that refines molten iron from the blast furnace and scrap into steel through the oxidising action of oxygen blown into the melt under a basic slag. The basic oxygen process is a widely used steelmaking method. About 67% of the crude steel in the world is made in BOFs.

Beneficiation (enrichment, concentration)

Complex treatment of mined material to make it more concentrated or richer. Uses crushing, grinding and often froth flotation to remove waste rock from ore. The metal content increases as waste is removed.

Blast furnace (BF)

A towering cylinder lined with heat-resistant (refractory) bricks and used by integrated steel mills to smelt iron from ore. Its name comes from the 'blast' of hot air and gases forced up through the iron ore, coke and limestone that are charged into the furnace. Under extreme heat, chemical reactions among the ingredients release liquid iron from the ore.

Bloom

A semi-finished continuous casted or rolled steel product with a round, square or rectangular cross-section that is used for rolling heavy long products with large dimensions.

Coils

Hot or cold flat-rolled products supplied in regularly wound coils. These flat products can also be treated with metallic or organic coatings.

Coke

The solid product obtained from the dry distillation of coking coal in the absence of oxygen. Depending on its properties, coke is known as hard coke, soft coke and metallurgical coke.

Coking coal

Coal suitable for making into coke. Coking coal needed to produce blast furnace coke (the type of fuel/reductant needed for a blast furnace) is characterised by certain specific properties in terms of appropriate composition: for example, low ash (up to 10%), volatile matter (17% to 26%), low sulphur and phosphorous.

Cold rolling

Plastic deformation of a metal at room temperature that might result in substantial increases in strength and hardness. The end product is characterised by improved surface, desired thickness and enhanced mechanical properties compared with hot-rolled steels. Cold-rolled products typically include sheets, coils, strips and rebar, among others.

Continuous casting

A method of casting steel into a billet, bloom or slab directly from its molten form. Continuous casting avoids the need for large, expensive mills for rolling ingots into semi-finished products. Continuously cast slabs and billets also solidify in a few minutes, compared with several hours for an ingot. As a result, the chemical composition and mechanical properties are more uniform. Steel from the blast or electric arc furnace is poured into a tundish (a shallow vessel that looks like a bathtub) atop the continuous caster. As steel carefully flows from the tundish down into the water-cooled copper mould of the caster, it solidifies into a ribbon of red-hot steel to form slabs or blooms.

Crude steel

Steel in the first solid state after melting, suitable for further processing or for sale. Synonymous with raw steel.

Crusher and conveyor system (CCS)

Equipment for ore size reduction and a transportation system used to move bulk materials from mine shafts and open pits to the surface for further processing.

Customer relations management (CRM) system

An information technology system used to manage customer data and support the sales function, delivering analytical insights for improving work with existing and potential clients.

Decarbonisation

The process of reducing greenhouse gas emissions into the atmosphere caused by human activity with the goal of achieving zero net carbon emissions.

Direct reduced iron (DRI)

The solid metallic iron product obtained through the direct reduction of high-grade iron ore in solid state without being converted into liquid form as happens in a blast furnace. DRI is also known as sponge iron because of its spongy microstructure. Merchant DRI product is delivered mainly in the form of pellets or briquettes.

Downstream

In manufacturing, this term refers to processes that happen later in a production sequence or production line.

Electric arc furnace (EAF)

A furnace that uses heat generated by an electric arc to melt metals and other materials. The EAF and basic oxygen processes are the two modern ways of making steel.

Enterprise resource planning (ERP)

An integrated system of software applications used by companies to monitor all core aspects of their business. These include purchasing, manufacturing, sales, facilitating information sharing and allowing managers to make decisions informed by a global view of the supply chain.

Environmental impact identification (ENVID)

A systematic approach designed to identify and reduce the risk of incidents that can damage the surrounding environment, and to limit the environmental impact throughout the production process.

Environmental, social and governance (ESG) reporting

A system of reporting built around three central factors underlying sustainability. ESG reporting covers both mandatory and best-practice voluntary reporting of non-financial, sustainability aspects of a company's performance. Effective ESG reporting is a central component for a company's adoption of integrated reporting, an emerging global set of standards for demonstrating in company disclosures how financial and non-financial factors contribute to create value in an organisation.

Fatality frequency rate (FFR)

An internationally recognised safety indicator (also called the fatal accident frequency rate), the FFR is the ratio of fatalities per million hours worked.

Fe content

The chemical symbol for iron, Fe comes from the Latin word 'ferrum'. Fe content refers to the percentage of the iron content of an ore.

Ferroalloys

Alloys consisting of certain elements (such as manganese, silicon, molybdenum, vanadium, nickel, boron and chromium) combined with iron and used in steelmaking to reach the necessary chemical composition and properties of steel products. In some cases, ferroalloys may serve as deoxidisers.

Finished products

Products that emerge at the end of a manufacturing process. In metallurgy, they are obtained from hot rolling, cold rolling, forging and other processing of semi-finished steel (blooms, billets and slabs). They cover two broad categories of products, namely long and flat.

Flat products

Finished steel products having almost rectangular cross sections, the width being much greater than the thickness. These are supplied in hot-rolled, cold-rolled or in coated condition, depending on the requirement. Flat products include plates, sheets, and wide and narrow strips, that are produced from slabs on rolling mills.

Forging

Shaping ferrous and non-ferrous metals and alloys while hot by repeated hammer blows.

Fresh water

Water with concentration of total dissolved solids equal to or below 1,000 megaliters.

Galvanised steel

Steel coated with a thin layer of zinc to provide corrosion resistance.

Greenhouse gas (GHG)

For a steelmaker, the main type of GHG emissions is carbon dioxide (CO₂), although they also include methane (CH₄). They are generated primarily from blast furnaces, but also from mining, transportation and office energy consumption.

Hard coking coal (HCC)

A type of coking coal with better coking properties. It is traditionally measured by the 'coke strength after reaction' of coke made from a specific kind of coal, which is usually assumed to be about 60% for HCC.

Hazard and operability study (HAZOP)

A structured and systematic examination of a planned or existing process or operation, aiming to identify and evaluate problems that may represent risks to personnel or equipment or prevent efficient operation.

Hazard identification (HAZID)

A systematic approach designed to identify and reduce the risk of dangerous incidents, and to ensure safety throughout the production process.

Heavy plate

Thick, flat finished product with a width from 500 millimetres to 5 metres and a thickness of at least 3 millimetres. Heavy plate is normally produced and supplied in hot-rolled condition with or without specific heat treatment. It is mainly used for construction, machinery, shipbuilding or large-diameter pipe fabrication.

Hot rolling

Rolling of steel at above the re-crystallisation temperature (normally above 1,000°C) to produce hot-rolled long and flat products from semis. Ingots are also hot-rolled to obtain semis.

Human capital management

An approach to employees that perceives people as human capital consisting of knowledge and skills, as well as assets whose value can be measured and enhanced through continuous investment.

Human resources (HR)

The people who make up the workforce of a company. The term also frequently refers to the management function responsible for ensuring the recruitment and retention of qualified employees, managing goal setting and assessments, overseeing the process of training and further education to meet company needs and employee potential, and other processes required to maintain an effective workforce.

Ingot

The primary solid product obtained on solidification of liquid steel in conventional vertical cast iron moulds, which are intended for rolling into intermediate/semi-finished products after re-heating.

Integrated steelmaking plant

A plant that converts iron ore into semi-finished or finished steel products. Traditionally, this process requires coke ovens, sintering machines, blast furnaces, steelmaking furnaces and rolling mills.

Iron ore

A naturally occurring mineral from which iron (Fe) is extracted in various forms, mainly for producing hot metal and direct-reduced iron.

Iron ore concentrate

Iron ore containing the valuable minerals of an ore from which most of the waste material has been removed.

JORC Code

The code of the Joint Ore Reserves Committee (JORC) of the Australian Institute of Mining and Metallurgy, Australian Institute of Geoscientists and Minerals Council of Australia for Reporting of Exploration Results, Mineral Resources and Ore Reserves. It is an internationally recognised reporting standard for mineral exploration results, mineral resources and ore reserves that is adopted worldwide for market-related public reporting and financial investments. The code was first published in 1989 and has been regularly updated since, the last time in 2012.

Liquid steel

The immediate hot molten steel product from a steelmaking shop.

Lock out, tag out, try out (LOTOTO)

A safety procedure that is used to isolate hazardous energy during repair and maintenance work.

Long products

Finished steel products produced normally by hot rolling or forging blooms, billets and pencil ingots into useable shapes and sizes (such as rounds, bulb flats, angles, squares, rebars and channels). They are normally supplied in cut length, except wire rods, which are wound in coils. Long products are used in all industrial sectors, particularly in the construction and engineering industries.

Lost-time injury frequency rate (LTIFR)

An internationally recognised safety indicator, the LTIFR is the ratio of lost-time injuries per million hours worked. It is calculated using the total number of incidents leading to the loss of one day/shift or more from work.

Merchant

A term used to differentiate products sold to third parties from those consumed internally.

Mineral

A natural, inorganic substance having a definite chemical composition and physical characteristics, or any chemical element or compound occurring naturally as a product of inorganic processes.

Mineral resources

A concentration or occurrence of solid material with geological characteristics known, estimated or interpreted from specific geological evidence and knowledge and having reasonable prospects for economic extraction.

For coal the term 'Coal Resources' could be used interchangeably with the above.

Open-hearth furnace (OHF)

A furnace for melting metal, in which the bath is heated by the combustion of hot gases over the surface of the metal and by radiation from the roof. The furnace is used to derive steel from pig iron and scrap. The open-hearth process has been replaced by the basic oxygen process or electric arc method in most modern facilities.

Operational efficiency

The ability of a business to deliver outputs, for example products and services for customers or returns for debt and equity providers, more efficiently by reducing relative costs, often through such processes as automation, centralisation or improved working practices. Also known as operational improvement or operational excellence.

Ore reserves (proven, probable)

Proven ore reserves are the part of measured resources that can be mined in an economically viable fashion. They include diluting materials and allowances for losses that occur when the material is mined. Proven ore reserves represent the highest confidence category of a reserve estimate. Probable ore reserves are the part of indicated and, in some circumstances, measured mineral resources that can be mined in an economically viable fashion. They include diluting material and allowances for losses, which may occur when the material is mined. Probable ore reserves have a lower level of confidence than proven ones but are of sufficient quality to serve as the basis for a decision to develop a deposit.

For coal the term 'Coal reserves' could be used interchangeably with the above.

Overburden

Used in mining to describe material that lies above a zone of economic interest: for example, the rock and soil above an iron ore body. Overburden is removed during surface mining, but is typically not contaminated with toxic components and may be used to restore a mining site to a semblance of its appearance before mining began.

Pelletising

The process of compressing or moulding a product into the shape of a pellet. When doing so with iron ore concentrate, spheres of typically 8-18 millimetres (0.31-0.71 inches) in diameter are produced. The process combines agglomeration and thermal treatment to convert the raw ore into pellets with characteristics appropriate for use in blast furnace and DRI processes.

Pelletising machine

Specific equipment designed for production of pellets (see Pelletising).

Pellets

An enriched form of iron ore shaped into small balls that are used as raw material in the iron making process (see Pelletising). There are two types of pellets: BF-grade pellets, which are used in blast furnaces, and DR-grade pellets, which have a quality suitable for use in the direct iron reduction process.

Permit-to-work procedure

A process used to control work that is identified as possibly hazardous.

Pickling line

Specialised equipment for the chemical removal of surface oxides (scale) and other contaminants such as dirt from a steel product by immersion in an aqueous acid solution. The most common pickling solutions are sulphuric and hydrochloric acids.

Pig iron

High-carbon (above 2.14%) iron alloy made by reducing iron ore in a blast furnace. A product in solid form obtained on solidification of hot metal in a pig casting machine.

Pulverised coal injection (PCI)

Technologies whereby pulverised, granulated or dust coal is injected into a blast furnace through the tuyeres along with the blast to replace natural gas and a part of the coke requirement.

Resale

The act of selling third-party products.

Roasting machine

One type of equipment used in the process of thermal treatment of iron ore pellets.

Rolled products

Products obtained from hot rolling semi-finished steel (blooms, billets and slabs) or cold rolling hot-rolled steel.

Scrap

Steel waste that is not usable in its existing form and is re-melted to produce crude steel or sold. Depending on its form and type, it is classified as heavy melting scrap, light melting scrap or turnings/borings and other categories.

Sections

Hot-rolled long products obtained by rolling blooms or billets. They include angles, channels, girders, joists, I-beams, H-beams and rails. Some sections can also be produced by welding together pieces of flat products. They are used for a wide variety of purposes in the construction, machinery and transportation industries.

Semi-finished products

Intermediate solid steel products obtained by hot rolling or forging ingots, or by continuously casting liquid steel. They are intended for further rolling or forging to produce finished steel products.

Sinter

An aggregate that is normally produced from relatively coarse fine iron ore, mixed with coke breeze, limestone, dolomite fines and various metallurgical return wastes used as an input/raw material in blast furnaces. Sinter improves blast furnace operation and productivity and reduces coke consumption.

Slab

A semi-finished rectangular steel product used to make finished hot-rolled flat products such as plates, sheets and coils.

Square billet

A semi-finished steel product with a square cross section of up to 200 millimetres x 200 millimetres. This product is used as input material to make finished long steel products such as bars, rods and light sections.

Stakeholder

According to the Global Reporting Initiative, this term is defined as an entity or individual that can reasonably be expected to be significantly affected by the reporting organisation's activities, products and services, or whose actions can reasonably be expected to affect the organisation's ability to successfully implement its strategies and achieve its objectives. Namely, stakeholders can include those who are invested in the organisation (such as employees and shareholders), as well as those who have other relationships to the

organisation (such as other workers who are not employees, suppliers, vulnerable groups, local communities, and non-governmental organisations or other civil society organisations, among others).

Tails and tailings

A waste stream generated by mine processing plants as part of their normal functioning that consist of ground rock and effluent and are stored as tailings in special ponds or dumps secured behind dams. The flow between the plants and tailings is maintained as a closed cycle of clarified water to prevent contamination of nearby ground and river water. Tailings ponds and dams must be regularly monitored to ensure their stability and the safety of surrounding facilities and communities.

Water consumption

The use of water withdrawn from water bodies in production operations and for household purposes.

Water discharge

Sum of effluents, used water, and unused water released to surface water, groundwater, seawater, or a third party, for which the organisation has no further use, over the course of the reporting period.

Water intake

Withdrawal from water bodies for consumption or storage.

Wire

A broad range of products produced by cold-reducing hot-rolled wire rod through a series of dies or through rolls to improve surface finish, dimensional accuracy and physical properties. Typical applications include nets, screws, rivets, upholstery springs, furniture wire, concrete wire, electrical conductors, rope wire and structural cables.

Wire rod

Hot-rolled coiled plain bar and rods of up to 18.5 millimetres in diameter. Wire rod is normally used to make steel wire, cold-rolled rebar and hardware.

ANNEX 6 – ABBREVIATIONS

COMPANY ABBREVIATIONS

Avdiivka Coke

PJSC 'AVDIIVKA COKE'

Azovstal

PJSC 'AZOVSTAL IRON & STEEL WORKS'

Central GOK

PJSC 'CENTRAL GOK'

Dnipro Coke

PJSC 'DNIPROVSKYI COKE PLANT'

Ferriera Valsider

FERRIERA VALSIDER S.P.A.

Ilyich Steel

PJSC 'ILYICH IRON AND STEEL WORKS OF MARIUPOL'

Ingulets GOK

PJSC 'INGULETS GOK'

Kamet Steel

PJSC 'KAMET-STEEL'

Kryvyi Rih Machining and Repair Plant

'METINVEST – KMRP', LLC

Mariupol Machining and Repair Plant

'METINVEST M&R', LLC

Metinvest

Metinvest Group

Metinvest Business Services

'METINVEST BUSINESS SERVICES', LLC

Metinvest Digital

'METINVEST DIGITAL', LLC

Metinvest Engineering

'METINVEST ENGINEERING', LLC

Metinvest Holding

'METINVEST HOLDING', LLC

Metinvest International

METINVEST INTERNATIONAL SA

Metinvest Polytechnic

'TECHNICAL UNIVERSITY 'METINVEST POLYTECHNIC'', LLC

Metinvest-Promservice

'METINVEST-PROMSERVICE', LLC

Metinvest-SMC

'METINVEST-SMC', LLC

Metinvest-Shipping

'METINVEST-SHIPPING', LLC

Metinvest Trametel

METINVEST TRAMETAL S.P.A.

Northern GOK

PJSC 'NORTHERN GOK'

Pokrovske Coal

Coking coal assets in Ukraine, the most significant being Pokrovske Colliery and Sviato-Varvarynska Beneficiation Factory

Pokrovske Colliery

PJSC 'COLLIERY GROUP 'POKROVS'KE''

Promet Steel

PROMET STEEL JSC

SCM

A group of companies beneficially owned by Mr Rinat Akhmetov and commonly referred to as System Capital Management

SMART, Smart Group or Smart Holding

A group of companies beneficially owned by Mr Vadym Novynskyi

Southern Coke

PJSC 'YUZHOKS'

Southern GOK

JSC 'YUZHNIY GOK'

Spartan UK

SPARTAN UK LIMITED

Sviato-Varvarynska Beneficiation Factory

'CONCENTRATING FACTORY 'SVIATO-VARVARYNSKA'', LLC

Unisteel

'UNISTEEL', LLC

United Coal

UNITED COAL COMPANY, LLC

Zaporizhia Coke

PJSC 'ZAPORIZHCOKE'

Zaporizhia Refractories

PJSC 'ZAPOROZHOGNEUPOR'

Zaporizhstal

PJSC 'ZAPORIZHSTAL'

OTHER TERMS

ACCA

Association of Chartered Certified Accountants

BAT

Best available techniques

CAPEX

Capital expenditure

CBAM

Carbon Border Adjustment Mechanism

CEO

Chief Executive Officer

CFA®

Chartered Financial Analyst

C4C

Cloud for customer

CFR

Cost and freight

CH₄

Methane

CIS

Commonwealth of Independent States

CO, CO₂

Carbon monoxide, carbon dioxide

CO₂e

Carbon dioxide equivalent

COSO

Committee of Sponsoring Organisations of the Treadway Commission

COVID-19

Coronavirus disease that first appeared in 2019

CPI

Consumer price index

CPQ

Configure, price, quote

CSR

Corporate social responsibility

dmt

Dry metric tonne

D&A

Depreciation and amortisation

D&O

Directors and officers

EBITDA

Earnings before interest, taxes, depreciation and amortisation

ECA

Export credit agency

EU

European Union

FCA Free carrier	IA Intangible assets	MENA Middle East and North Africa	SM Sintering machine
FCCA Fellow of the Association of Chartered Certified Accountants	IFRS International Financial Reporting Standards	mn Million	SO₂, SO_x Sulphur dioxide, sulphur oxides
FE_M Magnetic iron	IMF International Monetary Fund	mt One million metric tonnes	SSC Shared service centre
FE_T Total iron	ISO International Organisation for Standardisation	NBU National Bank of Ukraine	S&OP Sales and operations planning
FOB Free on board	IT Information technology	NGO Non-governmental organisation	STEAM Science, technology, engineering, arts and mathematics
FOREX Foreign exchange	IUCN International Union for Conservation of Nature	NO₂, NO_x, N₂O Nitrogen dioxide, nitrogen oxides, nitrous oxide	TJ Terajoule
GDP Gross domestic product	JSC Joint-stock company	PJSC Public or private joint-stock company	TOE Tonne of oil equivalent
GDPR General Data Protection Regulation	JV Joint venture	PR Public relations	TSF Tailings storage facility
GJ Gigajoule	KPI Key performance indicator	pp Percentage point	UAH Ukrainian hryvnia
GRI Global Reporting Initiative	kt One thousand metric tonnes	PPE Property, plant and equipment	UEX Ukrainian Industry Expertise
GW Gigawatt	kW, kWh Kilowatt, kilowatt hour	PXF Pre-export finance	UN United Nations
HCC Hard coking coal	LHS Left-hand side	RHS Right-hand side	US\$, USD US dollar
HRC Hot-rolled coil	LLC Limited liability company	SAP Systems, Applications and Products in data processing	WSA World Steel Association
HSE Health, safety and the environment	LOTOTO Lock out, tag out, try out safety procedure	SASB Sustainability Accounting Standards Board	
HSM Hot strip mill	LV Low volatility	SDGs Sustainable Development Goals	
HVA High value-added	mcm Million cubic metres	SHRM Society for Human Resource Management	