

ANNEX 2 – Additional Information on Standard Disclosures

OUR PEOPLE

Employee, executive team and Supervisory Board gender diversity¹

GRI 405-1

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	69%	31%	69,383	68%	32%	86,955	69%	31%	74,416
Executive team	75%	25%	12	75%	25%	12	73%	27%	11
Supervisory Board	90%	10%	10	90%	10%	10	90%	10%	10

Employee, executive team and Supervisory Board age diversity¹

GRI 405-1

	2020			2021			2022		
	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
Employees	14%	62%	24%	13%	62%	25%	12%	62%	26%
Executive team	-	83%	17%	-	83%	17%	-	82%	18%
Supervisory Board	-	50%	50%	-	50%	50%	-	50%	50%

Employee gender diversity by business area¹

GRI 405-1

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Mining	70%	30%	72%	28%	73%	27%
Metallurgical	67%	33%	66%	34%	66%	34%
Sales	60%	40%	60%	40%	65%	35%
Administrative	42%	58%	39%	61%	39%	61%
Social sphere	54%	46%	54%	46%	54%	46%
Repair	78%	22%	79%	21%	80%	20%
Logistics	59%	41%	58%	42%	61%	39%

Employees by gender and by region¹

GRI 2-7

	2020	2021	2022
Ukraine	67,141	84,606	72,252
Men	45,817	57,564	49,699
Women	21,324	27,042	22,553
Other Europe	1,165	1,177	1,139
Men	923	931	900
Women	242	246	239
US and other	1,077	1,172	1,025
Men	900	998	1,005
Women	177	174	20

¹ As at year-end.

Employees by employment type and gender¹

GRI 2-7

	2020	2021	2022
Full-time employees	68,829	86,077	72,477
Men	47,399	59,115	50,786
Women	21,430	26,962	21,691
Part-time employees	554	878	1,939
Men	241	378	818
Women	313	500	1,121

Employees by employment contract type and gender¹

GRI 2-7

	2020	2021	2022
Employees with a permanent employment contract	67,789	85,135	72,787
Men	46,824	58,581	50,679
Women	20,965	26,554	22,108
Employees with a temporary employment contract	1,594	1,820	1,629
Men	816	912	925
Women	778	908	704

Employees by employment contract type and region¹

GRI 2-7

	2020	2021	2022
Employees with a permanent employment contract	67,789	85,135	72,787
Ukraine	65,607	82,852	70,653
Other Europe	1,148	1,148	1,109
US and other	1,034	1,135	1,025
Employees with a temporary employment contract	1,594	1,820	1,629
Ukraine	1,534	1,754	1,599
Other Europe	17	29	30
US and other	43	37	-

¹ As at year end.

New employee hires by age, gender and region²

GRI 401-1

	2020	2021	2022
Age group	7,876	9,936	6,817
Under 30 years	2,429	3,075	1,827
30-50 years	4,644	5,713	4,028
Over 50 years	803	1,148	962
Gender	7,876	9,936	6,817
Men	6,087	6,938	5,152
Women	1,789	2,998	1,665
Region	7,876	9,936	6,817
Ukraine	7,609	9,353	6,154
Other Europe	115	133	134
US and other	152	450	529

Employee turnover and employees who left the Group

GRI 401-1

	2020	2021	2022
Number of employees who left the Group ³	7,264	11,120	17,527 ⁴
Employee turnover rate ⁵	5%	7%	11% ⁶
General staff turnover rate	11%	14%	28% ⁶

Comparison of average monthly salary for men and women, US\$

GRI 405-2

	2020	2021	2022
Men	1,082	1,140	935
Women	686	673	507
Average monthly salary in the Group	965	998	801

Average number of training hours by gender and employee category⁷

GRI 404-1

	By gender		By employee category	
	Men	Women	Production personnel	Administrative and managerial personnel
2021	77	37	78	28
2022	39	22	39	17

² Excluding effect of M&A and including intragroup movements.³ Excluding effect of M&A, but including intragroup movements.⁴ The indicator does not include employees from Mariupol and Avdiivka with which the Group has suspended labour relations.⁵ Calculated under a methodology based on guidelines from the Ukrainian Ministry of Justice (no. 286 of 28 September 2005).⁶ The difference in turnover rate compared to 2021 is due to significant increase in the number of employees who left because of changing place of residence amid the Russian Aggression, including Mariupol's assets.⁷ The Group began to disclose average training hours by category in 2021, therefore no comparable data for 2020 is available.

Employee training sessions and spending on employee training

GRI 404-2

	2020	2021	2022
Employee training sessions	111,197	112,682	57,986
Spending on employee training, US\$ mn	3	5	1

HEALTH AND SAFETY

Lost-time injury incidents

GRI 403-9

	2020	2021	2022
Metinvest	54	99	75
Contractors	10	10	3

Fatal incidents

GRI 403-9

	2020	2021	2022
Metinvest	5	8	2
Contractors	4	6	2

ENVIRONMENT

Direct GHG emissions, mt of CO₂e⁸

GRI 305-1

	2020	2021	2022
Carbon dioxide (CO ₂), including:	23.2	24.8	6.7
stationary emissions ⁹	22.7	24.3	6.4
mobile emissions ¹⁰	0.5	0.5	0.2
Methane (CH ₄) ¹¹	0.2	1.8	2.1
Total	23.5	26.6	8.8

Energy intensity ratio

GRI 302-3

Iron ore concentrate output (electricity), GJ per tonne

	2020	2021	2022
Northern GOK	0.379	0.363	0.476
Central GOK	0.390	0.373	0.418
Ingulets GOK	0.540	0.543	0.770

⁸ Emissions of nitrous oxide (N₂O) are less than 0.003 mt of CO₂e for 2022, less than 0.04 mt of CO₂e for 2021 and less than 0.03 for 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 GWP, where: VGHG = volume of greenhouse gases, tonnes; GWP = the global warming potential (GWP). GWP of greenhouse gases: Carbon dioxide (CO₂) – 1; Methane (CH₄) – 21; Nitrous oxide (N₂O) – 310.

⁹ Scope 1 stationary CO₂ emissions for the Group's assets are calculated based on the applicable national methodologies. These data cannot be used for the purposes of taxation or other withholdings. The indicator for 2022 includes data from the Group's steelmaking assets in Mariupol only for January 2022.

¹⁰ Scope 1 mobile CO₂ emissions are calculated in accordance with the Greenhouse Gas Protocol. These data cannot be used for the purposes of taxation or other withholdings. The indicator for 2022 excludes data from the Group's assets in Mariupol.

¹¹ The indicator for 2022 excludes the Group's assets in Mariupol.

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

	2020	2021	2022
Northern GOK	0.893	0.751	0.787
Central GOK	0.423	0.373	0.363

**Total energy saved as a result of energy
efficiency measures, TJ¹²**

GRI 302-4

	2020	2021	2022
Fuel	3,762	4,319	228
Electric power	1,141	803	303
Heat energy	54	57	2
Total	4,957	5,179	533

**Energy saved as a result of energy
efficiency measures (fuel only), TJ¹²**

GRI 302-4

	2020	2021	2022
Natural gas	563	1,794	205
Metallurgical coal	370	1,468	-
Coke	2,830	1,057	23
Total	3,763	4,319	228

Direct energy use, TJ¹²

GRI 302-1
SASB EM-MM-130a.1, EM-IS-130a.1,
EM-IS-130a.2

	2020	2021	2022
Coke	91,801	110,794	41,291
Metallurgical coal	42,444	43,650	10,558
Natural gas	38,905	43,098	12,503
Electricity	29,509	33,093	14,314
Diesel fuel	6,640	6,207	3,454
Petrol	47	57	37
Heating oil	14	-	-
Total (fuel)	179,851	203,806	67,843
Total	209,360	236,899	82,157

Air emissions (excluding GHG emissions), kt¹³

GRI 305-7
EM-IS-120a.1; EM-MM-120a.1

	2020	2021	2022
Carbon monoxide (CO)	299	317	56
Dust	23	29	13
Sulphur oxides (SO ₂)	18	21	6
Nitrogen oxides (NO ₂)	15	16	4
Other	4	5	0
Total	359	388	80

¹² For 2021-2022, the indicators of diesel fuel and petrol consumption of Mariupol's assets are excluded from the total energy use due to unavailability. The indicators of natural gas consumption and total energy consumption for 2020 and 2021 were restated and adjusted for natural gas data for United Coal, which were previously excluded from the calculation. 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.

¹³ The air emissions indicators for 2022 exclude data from the Group's assets in Mariupol.

Water intake by source, mcm¹⁴

	2020	2021	2022
GRI 303-3			
Surface water	534	580	76
Ground water	4	4	1
Utilities	42	43	10
Other sources	23	28	28
Total	603	655	115

Water consumption by source, mcm¹⁴

	2020	2021	2022
GRI 303-5			
Surface water	533	578	76
Ground water	4	3	1
Utilities	41	43	10
Other sources	7	15	14
Total	585	639	101

Water discharge by area, mcm¹⁴

	2020	2021	2022
GRI 303-4			
Surface water	516	528	69
Ground water	-	-	-
Third-party water	12	4	8
Total	528	532	77

Freshwater utilisation, %¹⁴

	2020	2021	2022
GRI 303-3			
EM-IS-140a.1; EM-MM-140a.1			
Share of freshwater intake	22%	25%	100%
Share of freshwater consumption	19%	24%	100%

Waste generated by type, mt¹⁵

	2020	2021	2022
GRI 306-3			
EM-IS-150a.1; EM-MM-150a.7			
Non-hazardous	247	266	111
Hazardous	8	4	-
Total	255	270	111

Waste by disposal method, mt^{15, 16}

	2020	2021	2022
GRI 306-4; 306-5			
Landfill waste	193	194	78
Waste transferred to third parties	3	12	1
Recycled waste	60	69	32
Total	256	275	111

¹⁴ The indicators for 2022 exclude data from the Group's assets in Mariupol and Avdiivka Coke.

¹⁵ The indicator for 2022 excludes data from the Group's assets in Mariupol and Avdiivka Coke.

¹⁶ This may include waste generated in previous periods.

Water sources used in Ukraine

GRI 303-1

	Mining segment	Metallurgical segment
Surface water sources	Karachunivske Reservoir	Dnipro River
Underground water sources	Wells	Wells
Public utilities and other entities	Public Utility “Kryvbasvodokanal”; LLC State Industrial Enterprise “Kryvbaspromvodopostachannia”; Public Utility “Petrivske”; Public Utility “Pokrovskovodokanal”; Public Utility “Voda Donbasa”; PJSC “Energoresursy”	Public Utility “Vodokanal”; JSC “Ukrainian Railways”; Concern “Municipal heat networks”; Public Utility of the Dnipropetrovsk Regional Council “Aulsky vodovid”; JSC “Smoly”; LLC Energy Company “Energomax”; Public Utility “Kryvbasvodokanal”
Other sources	Open-pit mine, underground mine, pond and other wastewater LLC State Industrial Enterprise “Kryvbaspromvodopostachannia” (mine water from Svystunov Ravine)	Own and communal wastewater Drainage water

Tailings storage facilities
management as of 31 December 2022

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		
Type	Upstream		
Maximum permitted storage	430 mcm	638 mcm	716 mcm
Current amount of tailings stored	374 mcm	610 mcm	602 mcm
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		