

SUPPORT FOR UKRAINE AND COMMUNITIES

STEADFAST ASSISTANCE

Following the full-scale invasion of Ukraine, Metinvest reoriented its community support projects to meet the needs of Ukraine and Ukrainians. The Group focused primarily on helping Ukraine's defenders, providing humanitarian aid, supporting healthcare and assisting its employees.

DEVOTING RESOURCES TO HELP UKRAINE

GRI 2-25; 203-1; 203-2; 413-1; 413-2

Amid wartime conditions, the Group focused its efforts on helping Ukraine and Ukrainians.

Metinvest's spending on local communities shifted from pre-war priorities, such as social infrastructure, education, sport and culture, to initiatives that aim to protect the country's defenders, provide humanitarian and medical aid, and support its employees and communities in their time of need.

The Group's existing Ukrainian and wider European supply chain and logistics, as well as its long-standing relationships with local communities, have helped to support the collection and distribution of aid. Metinvest's employees in both Ukraine and at its assets outside the country also volunteered their time and skills to help colleagues and other Ukrainians impacted by the hostilities.

The Group spent around US\$95¹ million on social initiatives in the reporting period. This consisted of US\$92 million allocated for aid to Ukraine and Ukrainians amid the war and US\$3 million on social partnership programmes before 24 February 2022.

In May 2023, the Group was ranked as the largest donor to the armed forces among private Ukrainian businesses, according to leading Ukrainian media publication NV.

¹ It includes all cash payments and other contributions made by the Group totalling US\$82 million and its joint ventures and associated companies totalling US\$13 million. Unless otherwise indicated, all amounts related to aid and other support presented in this section include the Group, its joint ventures and associated companies.

GENERAL APPROACH

GRI 3-3

While Metinvest's spending on communities was transformed in 2022 to meet their wartime needs, the Group's general approach in this area has been designed to provide a cohesive and accountable process in its engagement.

The Group's Supervisory Board approves the budget for local community programmes. In 2022, the Sustainable Development and People Management Directorate was responsible for their implementation. In addition, the Project Office and Operations Directorate at the level of the executive team were actively involved in the Group's initiatives to help the defenders of the country.

In January 2022, Metinvest adopted the internal regulation, Approaches and Principles of Social Spending and Local Community Engagement, to guide this work. It determines areas to prioritise, sets criteria for project selection, and establishes an approach to monitoring and assessing implemented initiatives.

The regulation provides the following guidance:

Comprehensive approach. Take a comprehensive approach to social investment to solve urgent problems more effectively and contribute to regional development.

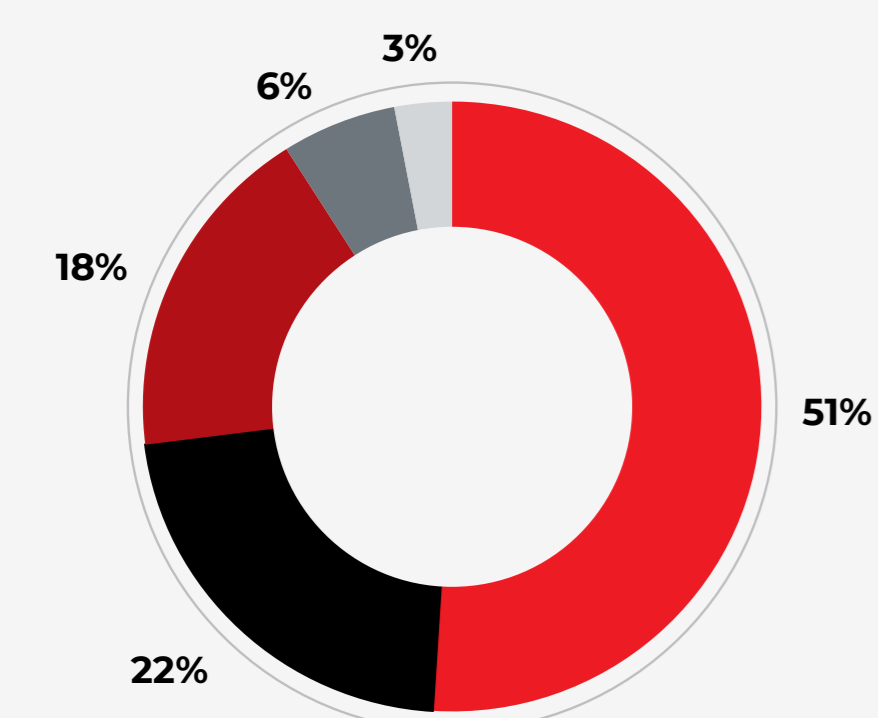
Partnership. Join forces with stakeholders, including local authorities, residents and public organisations, to develop and implement social projects.

Relevancy and efficiency. Strive to improve the efficiency of social investment management and its relevance.

Strategic focus. Take a strategic approach to social investment, planning activities for the long term and with a significant impact.

Spending on social initiatives

US\$95 mn



■ Support to defenders
■ Aid to employees
■ Humanitarian aid
■ Medical aid
■ Social partnership programmes

Support to defenders

US\$48 mn

Metinvest has steadfastly supported Ukraine's defenders, implementing key projects as part of Rinat Akhmetov's Steel Front initiative. In 2022, the Group spent over US\$48 million¹ to provide essential gear, tactical and medical equipment, clothing and footwear, vehicles and fuel.

By the end of the reporting period, the Group had supplied 150,000 bulletproof vests to the defence forces of Ukraine. It also donated 25,000 combat helmets. To reinforce frontline positions to protect those serving there, Metinvest's steelmakers crafted around 70 steel mobile shelters, over 80,000 anti-tank hedgehogs, mini-bastions and sapper grappling hooks for remote demining. In addition, the Group manufactured around 2,500 field stoves and donated coal and wood for heating.

In 2022, Metinvest purchased tactical protective equipment from abroad, delivering 1,700 thermal imagers and 1,000 drones. It also provided more than 31,000 first-aid kits, tourniquets, and other critical medical equipment, medicines, and consumables.

In addition, the Group donated 315 vehicles and armour steel for vehicle protection. Also, Metinvest-SMC supplied hot-rolled sheets to manufacture rigid protection elements for vehicles.

In collaboration with the [PULSE charitable foundation](#), the Group supported tactical medicine training for Ukrainian soldiers and organised training in the combat zone.

Aid to employees

US\$21 mn

In 2022, Metinvest directed its efforts to ensure the welfare of its employees and spent over US\$21 million¹ on related initiatives.

The Group established a hotline to register and assist employees evacuated from areas most directly impacted by the hostilities and opened rehabilitation centres in Zaporizhzhia and Kamianske. These centres offered temporary housing, medical and psychological assistance to affected employees and their families.

Overall, Metinvest organised over 6,000 temporary shelter spaces and set up humanitarian aid collection points at its assets to provide essential items for displaced persons. The Group also provided financial support to those employees most affected by the hostilities.

In addition, Metinvest supported the Home for Colleagues programme, whereby employees offered housing for displaced colleagues, and the Group compensated them for the costs involved.

The Metinvest-Together! service has provided psychological support for employees in a time of profound stress and uncertainty. It conducted over 2,000 individual and group consultations in 2022.

For more details, see page 35.

Humanitarian aid

US\$17 mn

The Saving Lives humanitarian project provided the bulk of Metinvest's humanitarian aid. In 2022, the Group allocated US\$17 million¹ for this area.

Two hubs were set up in Poland to collect, sort and prepare wholesale cargoes for dispatch, while Metinvest recruited volunteers among its employees to distribute aid at regional hubs in Zaporizhzhia, Kryvyi Rih, Pokrovsk, Avdiivka and Kamianske. The support extended to the Donetsk, Dnipropetrovsk, Kherson, Kirovohrad, Odesa and Zaporizhzhia regions, benefiting vulnerable populations, Metinvest's employees and their families, people in shelters and residents of de-occupied territories.

By the end of 2022, over 350,000 Ukrainians had received food, essential items, hygiene products and medicines through the Saving Lives project. More than 4,000 tonnes of vital supplies were delivered to Ukraine from abroad.

Medical aid

US\$6 mn

In 2022, Metinvest ramped up its support for healthcare amid the war. The total value of medical aid provided during the reporting period was around US\$6 million¹. As part of the Saving Lives project, hospitals in Zaporizhzhia, Kryvyi Rih, Kamianske, Pokrovsk and Avdiivka have been provided with medicines, equipment and consumables.

Saving Lives also collaborated with the Protez Hub project to launch a significant programme for prosthetics treatment and rehabilitation of wounded Ukrainians, including Metinvest's employees. For more details, see page 42.

Furthermore, Saving Lives partnered with the Masha Foundation for the Unbreakable Mum project, rehabilitating women and children affected by the war through an intensive therapeutic course and follow-up. As of the year-end, 140 women and their children had attended psychological classes, art therapy workshops and had received individual counselling.

In April 2023, Saving Lives and the UN Global Compact in Ukraine started working to create psychological rehabilitation and support centres for civilians in regions where Metinvest operates.

In addition, the Group supplied 1,500 tonnes of medical-grade oxygen to healthcare facilities in 2022 to aid oxygen-dependent patients.

SAVING LIVES

On 1 March 2022, Metinvest, in coordination with the Rinat Akhmetov Foundation, launched the Saving Lives humanitarian project to support people affected by the war in Ukraine.

- **Mission.** To build the future of Ukraine, helping to restore the country with a large, socially responsible business.
- **Vision.** To help civilians in Ukraine overcome the difficulties and pain of the war, as well as its consequences, by providing assistance, involving partners and their business expertise.
- **Goal.** To create an ecosystem based on Metinvest's infrastructure that helps in the recovery and integration into society of veterans and their families.

The humanitarian initiative is focused on target categories that include employees and their families, retired employees, vulnerable members of society, internally displaced persons, critical infrastructure workers and those who have been unable to evacuate from the frontline areas, among others. People in 70 communities in Ukraine received aid through Savings Lives.

Key projects of Savings Lives cover the following activities:

Humanitarian aid kits

Food and hygiene packages for adults, children, disabled people and retirees.

Medicine and medical equipment

Support for hospitals that receive a large influx of victims.

Psychological support and development

Psychological recovery programmes for women and children, implementation of training programmes (Unbreakable Mum, psychological rehabilitation and support centres for civilians).

Prosthetics and rehabilitation

Help with prosthetics and rehabilitation for injured defenders and civilians (for example, in cooperation with the Protez Hub project). For more details, see page 42.

Saving Lives includes charitable organisations registered in Poland and the US. It has a Programme Council with representatives from several European countries. Saving Lives prepares audited reporting and has implemented corporate governance processes to ensure efficiency and transparency.

The initiative is also supported by 400 volunteers and 10 foundations, as well as non-governmental organisations.

Do It Together Foundation

The Do It Together Foundation was established in 2022 to finance Saving Lives and other initiatives supporting Ukraine and Ukrainians in wartime. More than 200 companies from around the world have already joined the project as donors.

As of 1 July 2023, the amount of donor's assistance was around EUR3 million. Metinvest has set up and funded the administration of the foundation and PricewaterhouseCoopers has supported its financial and legal processes to ensure that 100% of donations are spent to help Ukrainians in need.

