

Metinvest Named One of Best Employers for Veterans by Forbes: US\$550,000 Allocated to Support Defenders

Metinvest Group is among the 30 best employers for veterans in Ukraine for 2025, according to Forbes Ukraine.



To compile the

[list](#)

of top employers for veterans, Forbes Ukraine sent questionnaires to 240 companies with more than 600 employees. The survey asked about veteran reintegration programmes, including the existence of dedicated communities, support for physical and mental rehabilitation, accessibility for people with disabilities and opportunities for retraining, among other aspects.

Of the 100 companies that responded, 67 completed the survey. At the initial stage, 20 companies with less developed programmes were excluded. The remaining participants were assessed by a jury comprising representatives from Korn Ferry, the Patronage Service of the Khartia Brigade and the “Angels” (3rd Separate Assault Brigade), the UCU Office for Affairs of Veterans and Their Families, Veteran Hub, Unbroken, the HRD Club project and Forbes Ukraine.

Each company received a score from 1 to 5, and the 30 employers with the highest results were included in the final list.

According to the publication, Metinvest has one of the largest corporate veteran communities in Ukraine, with nearly 1,000 demobilised employees currently working at the Group. Its budget for veteran support and adaptation programmes amounts to around US\$550,000. The main areas of spending include training programmes, psychological support and summer recreation for children.

Group veterans can study at Metinvest Polytechnic, where they can obtain a higher education, pursue a related profession or upgrade their qualifications. Programmes for retraining and professional adaptation are also available.

A psychophysical rehabilitation programme called Veteran Camping has been developed at the Group’s sanatorium. Under the programme, veterans undergo health and recovery procedures and work with psychologists and mentors. Another important tool for mental rehabilitation is the POBRATYM sessions, during which veterans share their experiences and provide mutual support.

Of nearly 50,000 employees, 8,182 are currently serving in Ukraine’s defence forces. The reintegration of veterans is overseen by a coordinator at the corporate centre and by dedicated representatives at each Group enterprise.

