

## Metinvest Introduces 25% Bonus for Employees of Production and Repair Enterprises in Ukraine

Metinvest Group has introduced an additional bonus for employees of production and repair enterprises in Ukraine as of 1 June 2023. The bonus can be 25% of salary and upwards, depending on the fulfilment of team tasks assigned to employees.



Since the beginning of the full-scale war, Metinvest has been a reliable support for Ukraine in the economic, military and social fields. The introduction of an additional bonus is a recognition of every employee's contribution to this. In addition, it supports people who, in conditions of war, are doing everything possible to ensure stable operations at the Group's enterprises in Ukraine.

The bonus will be awarded to teams for effective teamwork and high performance. The conditions for granting it will differ depending on an enterprise's activity, and they have already been communicated to teams. Employees of production and repair enterprises who meet certain indicators will receive the first team bonus at the end of July.

Such an approach to remuneration will drive, in the face of military challenges, greater production efficiency at enterprises and attract as many employees as possible to ensure stable operations. In addition, employees will be able to significantly increase their income as a result of teamwork. Through their actions, skills and expertise, employees can be a fulcrum for not only themselves, but also the Group, their cities and the whole of Ukraine.

Tetiana Petruk, Director of Sustainable Development and People Management at Metinvest, said: *"For the Group, employees are always the priority. We understand how important it is to support them and their families during the war. And we are grateful to everyone for their hard work and dedication. I am sure that teamwork and a focus on a common result will help all of us to overcome this extremely difficult period with dignity."*

Since the beginning of the full-scale war, Metinvest has allocated UAH3.7 billion to help the state and its citizens. Of this, more than UAH2 billion has gone to the army as part of Rinat Akhmetov's Steel Front military initiative. The Group continues to fulfil the main task for the business in wartime: to work with the whole country for victory, namely by paying taxes, supporting the army and the economy, and taking care of people. In the first quarter of 2023, including associates and joint ventures, Metinvest paid more than UAH2.5 billion in taxes and duties to budgets of all levels in Ukraine. In 2022, the Group paid UAH20.5 billion in taxes and fees to the country's budgets.