





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INDEX OF STANDARD DISCLOSURES IN THE REPORT WITH RECONCILIATION TO GRI STANDARDS AND SASB

GRI 102-55



GRI DISCLOSURE

DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
GRI 102: GENERAL DISCLOSURES 2016. ORGANISATIONAL PROFILE					
102-1	Name of the organisation	Full	About the Report, p11		
102-2	Activities, brands, products and services	Full	Products, p32		 
102-3	Location of headquarters	Full	GRI Content Index, p120	A116A Nakhimova Avenue, Mariupol 87534, Donetsk Region, Ukraine.	
102-4	Location of operations	Full	Map of Metinvest's Key Assets, p04-05		
102-5	Ownership and legal form	Full	GRI Content Index, p120; Annual Report 2019, p129	Metinvest is comprised of the parent company Metinvest B.V. and other legal entities that Metinvest B.V. owns directly or indirectly.	
102-6	Markets served	Full	Products, p33		

DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
102-7	Scale of the organisation	Full	Metinvest in Numbers, 2019, p06; Strategic Goals and Priorities, p18; Personnel Structure, p72; GRI Content Index, p121	More information about the scale of the organisation, including financial performance and production figures, is presented in the Annual Report 2019.	
102-8	Information on employees and other workers	Full	Personnel Structure, p72; Annex 3. Additional Information on GRI Disclosures, p154		 
102-9	Supply chain	Full	Supply Chain, p38		
102-10	Significant changes to the organisation and its supply chain	Full	GRI Content Index, p121	<p>In 2019, Metinvest acquired stakes in two Ukrainian metallurgical coke producers, including a 23.71% stake in Southern Coke and a 49.37% interest in Dnipro Coke.</p> <p>There was a change in the shipment mode of coking coal. In 2019, coal exports from Russia were subjected to a quota system. In June 2019, Metinvest was denied coal export quotas and, as a result, railway shipments of coking coal were discontinued. Metinvest's shipments were redirected to seaborne coal.</p>	
102-11	Precautionary principle or approach	Full	Approach to Sustainability Risk Management, p26		



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DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
102-12	External initiatives	Full	GRI Content Index, p122	Metinvest supports global sustainability initiatives and contributes to social and environmental projects. The Group is a participant of the UN Global Compact. Metinvest takes into account the UN Sustainable Developments Goals in its strategy and operations.	
102-13	Membership of associations	Full	GRI Content Index, p122	Metinvest is a member of: <ul style="list-style-type: none"> – World Steel Association – European Steel Association (EUROFER AISBL) – UN Global Compact – European Business Association – Centre for Corporate Social Responsibility – HR Forum Association – Association of Industrial Automation of Ukraine – National Agency for Higher Education Quality Assurance <p>In July 2019, Metinvest B.V. became a member of the Association of the Dutch Metallurgical Industry (VNMI).</p>	
GRI 102: GENERAL DISCLOSURES 2016. STRATEGY					
102-14	Statement from senior decision-maker	Full	Chairman's Statement, p02; CEO's Statement, p16		
102-15	Key impacts, risks and opportunities	Full	Approach to Sustainability Risk Management, p26		

DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
GRI 102: GENERAL DISCLOSURES 2016. ETHICS AND INTEGRITY					
102-16	Values, principles, standards and norms of behaviour	Full	Corporate Values, p19; Business Ethics and Anti-Corruption, p30		
102-17	Mechanisms for advice and concerns about ethics	Full	Business Ethics and Anti-Corruption, p30; Respect for Human Rights, p71		 
GRI 102: GENERAL DISCLOSURES 2016. GOVERNANCE					
102-18	Governance structure	Full	Corporate Governance, p45		
102-19	Delegating authority	Full	Sustainability Governance, p21; Corporate Governance, p45		
102-20	Executive-level responsibility for economic, environmental, and social topics	Full	Sustainability Governance, p21		
102-21	Consulting stakeholders on economic, environmental, and social topics	Full	Stakeholder Engagement, p28; Sustainability Governance, p21		
102-22	Composition of the highest governance body and its committees	Full	Corporate Governance, p45; GRI Content Index, p123	Additional information about the composition of the Supervisory Board is available on the Metinvest website and in the Annual Report 2019.	

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DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
102-24	Nominating and selecting the highest governance body	Full	Corporate Governance, p46		
102-25	Conflicts of interest	Full	Business Ethics and Anti-Corruption, p31		
102-27	Collective knowledge of highest governance body	Full	Corporate Governance, p47		
102-28	Evaluating the highest governance body's performance	Full	Corporate Governance, p49		
102-30	Effectiveness of risk management processes	Full	Approach to Sustainability Risk Management, p26	Please refer to the overall effectiveness of the risk management process in our Annual Report 2019, p74	
GRI 102: GENERAL DISCLOSURES 2016. STAKEHOLDER ENGAGEMENT					
102-40	List of stakeholder groups	Full	Stakeholder Engagement, p28		
102-41	Collective bargaining agreements	Full	Respect for Human Rights, p71		
102-42	Identifying and selecting stakeholders	Full	Stakeholder Engagement, p28		
102-43	Approach to stakeholder engagement	Full	Stakeholder Engagement, p28		
102-44	Key topics and concerns raised	Full	Stakeholder Engagement, p28		
GRI 102: GENERAL DISCLOSURES 2016. REPORTING PRACTICE					
102-45	Entities included in the consolidated financial statements	Full	Report Boundaries, p11		

DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
102-46	Defining report content and topic boundaries	Full	Materiality Assessment, p12		
102-47	List of material topics	Full	Materiality Assessment, p13		
102-48	Restatements of information	Full	Personnel Structure, p72; Employee Healthcare, p77; GRI Content Index, p125	<p>The staff turnover rates for 2017 and 2018 were recalculated as they included only voluntary, negotiated and disciplinary misconduct resignations.</p> <p>The number of Metinvest's employees and their family members who underwent wellness treatment was recalculated due to changes in methodology.</p> <p>The LTIFR figures for 2017 and 2018 were recalculated to reflect adjustments made by United Coal.</p>	
102-49	Changes in reporting	Full	About the Report, p10		
102-50	Reporting period	Full	About the Report, p10		
102-51	Date of most recent report	Full	About the Report, p10		
102-52	Reporting cycle	Full	About the Report, p10		
102-53	Contact point for questions regarding the report	Full	GRI Content Index, p125	<p>Sustainable Development and People Management Directorate Metinvest Holding</p> <p>Tel. +38 (044) 251 83 05, ext.1816</p> <p>E-mail: csr@metinvestholding.com</p>	
102-54	Claims of reporting in accordance with the GRI Standards	Full	About the Report, p10		
102-55	GRI content index	Full	GRI Content Index, p120		










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DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
102-56	External assurance	Full	GRI Content Index, p126	Financial figures presented in the Report are subject to external assurance. The accuracy of non-financial figures is validated by internal auditors.	
GRI 103: MANAGEMENT APPROACH 2016					
103-1	Explanation of the material topic and its Boundary	Full	About the Report, p13; Annex 2. Management Approach Disclosures, p140; GRI Content Index, p126	The information on impacts occurring within each of the material topics, as well as Metinvest's involvement with these impacts, is presented in relevant sections of the Report.	
103-2	The management approach and its components	Full	Relevant sections of this Report; Annex 2. Management Approach Disclosures, p140; GRI Content Index, p126	Refer to Annex 2. Management Approach Disclosures for a summary on how Metinvest manages each of the material topics.	
103-3	Evaluation of the management approach	Full	Relevant sections of this Report; Annex 2. Management Approach Disclosures, p140; GRI Content Index, p126	Refer to Annex 2. Management Approach Disclosures for a summary on how Metinvest evaluates the management approach to each of the material topics.	
GRI 201: ECONOMIC PERFORMANCE 2016					
201-4	Financial assistance received from government	Full	GRI Content Index, p126	The Group did not receive financial assistance from any government in the reporting period.	

DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
GRI 202: MARKET PRESENCE 2016					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Partial	Employee Remuneration and Motivation, p74; GRI Content Index, p127	Figures are reported for Ukraine, which is the location of significant operations of Metinvest. The Group did not collect data by gender in the reporting period.	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016					
203-1	Infrastructure investments and services supported	Full	Local Community Development, p100; GRI Content Index, p127		       
203-2	Significant indirect economic impacts	Full	Approach to Sustainability Risk Management, p26; Local Community Development, p98; Environmental Action, p52	A detailed explanation of our approach to mitigating these risks is presented in the Environmental Action and Local Community Development sections of the Report.	
GRI 204: PROCUREMENT PRACTICES 2016					
204-1	Proportion of spending on local suppliers	Full	Supply Chain, p38; GRI Content Index, p127	Local suppliers are defined as suppliers that are registered and operating in Ukraine.	 
GRI 205: ANTI-CORRUPTION 2016					
205-1	Operations assessed for risks related to corruption	Partial	Business Ethics and Anti-Corruption, p31		

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DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
205-2	Communication and training about anti-corruption policies and procedures	Partial	Business Ethics and Anti-Corruption, p31 GRI Content Index, p128	In 2019, a total of 31,856 employees completed online training on the Group's Code of Ethics. All business partners are required to confirm their familiarisation with the Group's Code of Ethics, which integrates anti-corruption provisions.	
205-3	Confirmed incidents of corruption and actions taken	Full	Business Ethics and Anti-Corruption, p31	In 2019, there were no reported or confirmed cases of corruption associated with the Group's operations.	
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016					
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Full	GRI Content Index, p128	Metinvest was not a participant of legal actions pending or completed during the reporting period pertaining to anti-competitive behaviour, or violations of anti trust and monopoly legislation.	
GRI 207: TAX 2019					
207-1	Approach to tax	Partial	GRI Content Index, p128; Metinvest in Numbers, 2019, p06	Metinvest's governance system for tax is compliant with the national legislation.	 
GRI 302: ENERGY 2016					
302-1	Energy consumption within the organisation	Full	Energy Efficiency, p63		 
302-3	Energy intensity	Full	Energy Efficiency, p63; Annex 3. Additional Information on GRI Disclosures, p155		 

DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
302-4	Reduction of energy consumption	Full	Energy Efficiency, p63; Annex 3. Additional Information on GRI Disclosures, p155		 
GRI 303: WATER AND EFFLUENTS 2018					
303-1	Interactions with water as a shared resource	Partial	Protecting Water Resources, p58; Annex 3. Additional Information on GRI Disclosures, p158; GRI Content Index, p129	The Report does not provide a description of how Metinvest engages with suppliers or customers with significant water-related impacts, as well as the process for setting water-related targets.	
303-2	Management of water discharge-related impacts	Full	Protecting Water Resources, p58; GRI Content Index, p129	Metinvest regularly conducts instrumental and laboratory studies of wastewater in accordance with state environmental standards.	
303-3	Water withdrawal	Partial	Protecting Water Resources, p58; GRI Content Index, p129	Metinvest does not withdraw water resources from areas with water stress. The Report does not provide a breakdown of total water withdrawal by source.	 
303-4	Water discharge	Partial	Protecting Water Resources, p58; GRI Content Index, p129	Metinvest does not collect data on water discharge by types of destination and category.	
303-5	Water consumption	Full	Protecting Water Resources, p58		 

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





DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
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	Full	GRI Content Index, p130	Metinvest does not operate in protected areas or areas of high biodiversity value outside protected areas.	
304-2	Significant impacts of activities, products, and services on biodiversity	Partial	Protecting Ecosystems and Biodiversity, p60; GRI Content Index, p130	The Report does not provide information on significant direct and indirect positive and negative impacts on biodiversity with reference to species affected, extent of areas impacted, duration of impacts and reversibility or irreversibility of the impacts.	
304-3	Habitats protected or restored	Partial	Protecting Ecosystems and Biodiversity, p60; GRI Content Index, p130	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	Full	Protecting Ecosystems and Biodiversity, p60; GRI Content Index, p130	Metinvest's operations do not affect IUCN Red List and national conservation list species.	
GRI 305: EMISSIONS 2016					
305-1	Direct (scope 1) GHG emissions	Full	Addressing Climate Change, p56; Annex 3. Additional Information on GRI Disclosures, p158		 

DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	Full	Mitigating Impact on Air Quality, p56		 
GRI 306: WASTE 2020					
306-1	Waste generation and significant waste-related impacts	Full	Managing Waste, p59		
306-2	Management of significant waste-related impacts	Full	Managing Waste, p59; GRI Content Index, p131	Waste-related data are retrieved from statistical and internal reporting forms maintained in accordance with respective legislation on waste management. In order to determine that third parties manage waste in line with legislative and contractual obligations, Metinvest selectively visits waste processing sites and checks their compliance.	
306-3	Waste generated	Partial	Managing Waste, p59; GRI Content Index, p131	Data on waste composition were not collected for the reporting period.	
306-4	Waste diverted from disposal	Partial	Managing Waste, p59; GRI Content Index, p131	In 2019, 94% of waste generated by Metinvest was non-hazardous waste from mining assets – in the form of overburden and tailings.	
306-5	Waste directed to disposal	Partial	Managing Waste, p59; GRI Content Index, p131	In 2019, 94% of waste generated by Metinvest was non-hazardous waste from mining assets – in the form of overburden and tailings.	
GRI 307: ENVIRONMENTAL COMPLIANCE 2016					
307-1	Non-compliance with environmental laws and regulations	Full	GRI Content Index, p131	Metinvest was not subject to significant fines or penalties for non-compliance with environmental laws and regulations.	

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





DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
GRI 401: EMPLOYMENT 2016					
401-1	New employee hires and employee turnover	Full	Personnel Structure, p72; Annex 3. Additional Information on GRI Disclosures, p154		 
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Partial	Social Benefits, p75		 
401-3	Parental leave	Partial	GRI Content Index, p132	In 2019, 15 male and 673 female employees took parental leave.	
GRI 402: LABOUR/MANAGEMENT RELATIONS 2016					
402-1	Minimum notice periods regarding operational changes	Full	GRI Content Index, p132	In the event of significant changes in working conditions, Metinvest provides employees with a two month notice before changes become effective, which is consistent with the requirements of the Labour Code of Ukraine.	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018					
403-1	Occupational health and safety management system	Full	Occupational Health and Safety: Our Approach, p87		
403-2	Hazard identification, risk assessment, and incident investigation	Full	Occupational Health and Safety; Our Approach, p87; Occupational Injury Prevention and Response, p91		 

DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
403-3	Occupational health services	Full	Occupational Injury Prevention and Response, p94		 
403-4	Worker participation, consultation, and communication on occupational health and safety	Full	Occupational Health and Safety Training, p90		
403-5	Worker training on occupational health and safety	Full	Occupational Health and Safety Training, p89		
403-6	Promotion of worker health	Full	Occupational Injury Prevention and Response, p93		 
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Full	Occupational Injury Prevention and Response, p95		
403-8	Workers covered by an occupational health and safety management system	Partial	GRI Content Index, p133	Contractor staff are subject to the same occupational health and safety rules as Metinvest employees.	
403-9	Work-related injuries	Partial	Occupational Injury Prevention and Response, p91; GRI Content Index, p133	Number of hours worked by employees: 112,668,105.	 
403-10	Work-related ill health	Partial	Occupational Injury Prevention and Response, p94; GRI Content Index, p133	Metinvest does not calculate occupational illness figures for contractor staff, as this falls under the responsibility of contractors.	 

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DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
GRI 404: TRAINING AND EDUCATION 2016					
404-1	Average hours of training per year per employee	Partial	Staff Training and Development, p78		 
404-2	Programmes for upgrading employee skills and transition assistance programmes	Full	Staff Training and Development, p78		 
404-3	Percentage of employees receiving regular performance and career development reviews	Full	GRI Content Index, p134	During the reporting period, 100% of employees received regular performance and career development reviews.	 
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016					
405-1	Diversity of governance bodies and employees	Full	Personnel Structure, p72		 
GRI 406: NON-DISCRIMINATION 2016					
406-1	Incidents of discrimination and corrective actions taken	Full	GRI Content Index, p134	Metinvest did not identify any incidents of discrimination during the reporting period.	 
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	Full	GRI Content Index, p134	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	Full	GRI Content Index, p134	Metinvest did not identify any operations or suppliers at significant risk for incidents of child labour in the reporting period.	

DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
GRI 409: FORCED OR COMPULSORY LABOUR 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Full	GRI Content Index, p135	Metinvest did not identify any operations or suppliers at significant risk for incidents of forced or compulsory labour in the reporting period.	
GRI 413: LOCAL COMMUNITIES 2016					
413-1	Operations with local community engagement, impact assessments, and development programmes	Partial	Local Community Development, p98; GRI Content Index, p135	The current efficiency monitoring system, including public opinion surveys, and its role in the decision-making process is described in the Report.	      
413-2	Operations with significant actual and potential negative impacts on local communities	Full	GRI Content Index, p135	Metinvest acknowledges the risks of its operations regarding the environment and local communities' wellbeing. A detailed explanation of our approach to mitigating these risks is presented in the Environmental Action and Local Community Development sections.	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016					
416-1	Assessment of the health and safety impacts of product and service categories	Full	GRI Content Index, p135	There have been no reported incidents 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	Full	GRI Content Index, p135	In 2019, Metinvest did not receive any complaints or claims regarding 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.	

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DISCLOSURE	DESCRIPTION	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS	UN SDGS
GRI 417: MARKETING AND LABELLING 2016					
417-1	Requirements for product and service information and labelling	Full	Product Quality Management, p34		
417-2	Incidents of non-compliance concerning product and service information and labelling	Full	GRI Content Index, p136	In 2019, Metinvest did not identify any incidents of non-compliance with regulations concerning product information and labelling.	
417-3	Incidents of non-compliance concerning marketing communications	Full	GRI Content Index, p136	In 2019, Metinvest did not identify any incidents of non-compliance with regulations on marketing communications.	
GRI 418: CUSTOMER PRIVACY 2018					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Full	GRI Content Index, p136	Metinvest did not identify any substantiated complaints concerning breaches of customer privacy in the reporting period.	

SASB METALS AND MINING 2018, SASB IRON AND STEEL 2018

CODE	ACCOUNTING METRIC	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS
GREENHOUSE GAS EMISSIONS				
EM-MM-110a.1 EM-IS-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Partial	Addressing Climate Change, p56	
EM-MM-110a.2 EM-IS-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	Partial	Addressing Climate Change, p56	

CODE	ACCOUNTING METRIC	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS
AIR QUALITY				
EM-MM-120a.1 EM-IS-120a.1	Air emissions of the following pollutants: CO, NO _x (excluding N ₂ O), SO _x , particulate matter (PM10), mercury (Hg), manganese (Mn), lead (Pb), and volatile organic compounds (VOCs), and polycyclic aromatic hydrocarbons (PAHs)	Partial	Mitigating Impact on Air Quality, p56	
ENERGY MANAGEMENT				
EM-MM-130a.1 EM-IS-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Full	Energy Efficiency, p63; Annex 3. Additional Information on GRI Disclosures, p155	
EM-MM-130a.2	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable	Full	Energy Efficiency, p63; Annex 3. Additional Information on GRI Disclosures, p157	
WATER MANAGEMENT				
EM-MM-140a.1 EM-IS-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Full	Protecting Water Resources, p58	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	Full	SASB Content Index	In 2019, Metinvest did not have incidents of non-compliance associated with water quality permits, standards and regulations.
WASTE AND HAZARDOUS MATERIALS MANAGEMENT				
EM-MM-150a.1 EM-IS-150a.1	Total weight of tailings waste, percentage recycled	Partial	Managing Waste, p59	
EM-MM-150a.2 EM-IS-150a.1	Total weight of mineral processing waste, percentage recycled	Partial	Managing Waste, p59	

ANNEX 1**INDEX OF STANDARD DISCLOSURES IN THE REPORT WITH RECONCILIATION TO GRI STANDARDS AND SASB CONTINUED**

CODE	ACCOUNTING METRIC	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS
EM-MM-150a.3 EM-IS-150a.1	Number of tailings impoundments, broken down by MSHA hazard potential	Partial	SASB Content Index	In 2019, a total of 94% of waste generated by Metinvest was non-hazardous waste – in the form of overburden and tailings.
BIODIVERSITY IMPACTS				
EM-MM-160a.1	Description of environmental management policies and practices for active sites	Partial	Environmental Action: Our Approach, p52; Protecting Ecosystems and Biodiversity, p60	
EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Full	SASB Content Index	Metinvest does not operate in any protected natural areas and its activities do not affect the habitats of species on the 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	Full		Metinvest does not operate in or near proved or probable 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	Partial	Respect for Human Rights, p71	
COMMUNITY RELATIONS				
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Partial	Local Community Development, p98	
EM-MM-210b.2	Number and duration of non-technical delays	Full		There were no non-technical delays in the reporting period.
LABOUR RELATIONS				
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Full	Collective Bargaining Agreements, p71	
EM-MM-310a.2	Number and duration of strikes and lockouts	Full		There were no strikes and lockouts in the reporting period.

CODE	ACCOUNTING METRIC	DISCLOSURE STATUS	WHERE TO FIND	COMMENTS
WORKFORCE HEALTH AND SAFETY				
EM-MM-320a.1 EM-IS-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	Partial	Occupational Injury Prevention and Response, p91	
BUSINESS ETHICS AND TRANSPARENCY				
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Full	Business Ethics and Anti-Corruption, p30	
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Full	SASB Content Index	Metinvest does not operate in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.
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	Full	Supply Chain, p38	
ACTIVITY METRICS				
EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Full	Annual Report, p14-15	
EM-MM-000.B	Total number of employees, percentage contractors	Partial	Personnel Structure, p72	
EM-IS-000.A	Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes	Partial	Metinvest in Numbers, 2019, p07	
EM-IS-000.B	Total iron ore production	Full	Metinvest in Numbers, 2019, p07	
EM-IS-000.C	Total coking coal production	Full	Metinvest in Numbers, 2019, p07	