

## ANNEX 3

# ADDITIONAL INFORMATION ON GRI DISCLOSURES

## GRI 102-8

## TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT BY TYPE AND GENDER, 2019

	Males	Females	Total
Employees with a permanent employment contract	44,666	20,118	64,784
Employees with a temporary employment contract	885	896	1,781
Total	45,551	21,014	66,565

## TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE AND GENDER, 2019

	Males	Females	Total
Full-time employees	45,281	20,675	65,956
Part-time employees	270	339	609
Total	45,551	21,014	66,565

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT TYPE  
(PERMANENT AND TEMPORARY) AND REGION, 2019

Region	Employees with a permanent employment contract	Employees with a temporary employment contract	Total
Ukraine	62,223	1,746	63,969
Europe	1,163	12	1,175
US	1,113	0	1,113
Others	285	23	308

## GRI 401-1

## NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

	2017	2018	2019
Number of new hires	10,522	10,161	10,880
Number of employees who left the Group	7,822	7,722	7,293
Staff turnover rate*	11.9%	11.7%	11.0%

\* Staff turnover rates have been calculated excluding employees who left the Group due to the modernisation and automation of production, as well as employees with a temporary employment contract (seasonal workers and interns). The staff turnover rates including all categories of employees are 15.7% (2017), 15.1% (2018) and 15.9% (2019).

## NEW HIRES BY AGE GROUP, GENDER AND REGION

	2017	2018	2019
Age group			
Under 30	4,390	3,966	3,854
30-50	5,036	5,039	5,773
Over 50	1,096	1,156	1,253
Gender			
Male	8,057	7,765	7,849
Female	2,465	2,396	3,031
Region			
Ukraine	10,145	9,745	10,382
Europe	90	110	101
US	230	279	348
Others	57	27	49

### GRI 302-3

#### ENERGY INTENSITY RATIO, GIGAJOULES (GJ) PER TONNE OF PRODUCT

Business process: concentrate production at mining assets (electricity), GJ per tonne

	2017	2018	2019
Northern GOK	0.392	0.394	0.381
Central GOK	0.447	0.426	0.403
Ingulets GOK	0.579	0.562	0.554

Business process: pellet production at mining assets (electricity and natural gas), GJ per tonne

	2017	2018	2019
Northern GOK	0.925	0.915	0.887
Central GOK	0.521	0.473	0.414

Business process: steel production (electricity, natural gas, coke, coal and pulverised coal fuel), GJ per tonne

	2017	2018	2019
Azovstal	22.0	22.2	21.3

Business process: steel production (electricity, natural gas, coke, coal, heating oil, pulverised coal fuel, low-mesh coke and coke nut), GJ per tonne

	2017	2018	2019
Ilyich Steel	23.7	23.8	22.9

### GRI 302-4

#### TOTAL ENERGY SAVED AS A RESULT OF ENERGY EFFICIENCY MEASURES, '000 TONNE OF OIL EQUIVALENT (TOE)

Year	Electric power	Heat energy	Fuel	Total
2017	18.9	5.3	211.0	235.2
2018	29.5	2.4	98.9	130.8
2019	37.1	5.1	116.3	158.6

#### ENERGY SAVED AS A RESULT OF ENERGY EFFICIENCY MEASURES (FUEL ONLY), '000 TOE

Year	Natural gas	Heating oil	Coke	Coal	Total
2017	57.9	0	140.4	12.9	211.3
2018	19.1	3.0	47.5	29.8	99.4
2019	51.2	0	63.2	1.8	116.3

Note: The coal data shown above represent coal that was directly used by assets as fuel only.

**ANNEX 3****ADDITIONAL INFORMATION ON GRI DISCLOSURES CONTINUED****SPECIFIC ENERGY EFFICIENCY ACTIONS TAKEN BY THE GROUP'S PRODUCTION SITES IN 2019**

ASSET	ACTIONS TAKEN	EFFECT COMPARING TO 2018
Avdiivka Coke	Installed automatic reactive power compensation units	Reduced reactive energy consumption by 67% year-on-year
Azovstal	Replaced thermal insulation lining of the furnace to reduce heat loss and commissioned the reconstructed blast furnace	Reduced coke consumption and specific natural gas consumption by 9% year-on-year
Zaporizhia Coke	Modernised the turbine generator and electric motor	Increased production capacity to 8 MW and reduced electricity consumption by 15% year-on-year
Ingulets GOK	Modernised the quarry water pump and replaced the mill lining	Reduced specific energy consumption by 2.7 million kWh
Kryvyi Rih Machining and Repair Plant	Installed an electric heating system	Decreased gas consumption by means of substitution with lower-cost electricity
Mariupol Machining and Repair Plant	Reconstructed the batch-type furnace	Reduced specific rate of natural gas consumption by 127.3 m <sup>3</sup> /tonne (43% year-on-year)
Ilyich Steel	Improved the bottom beam insulation	Decreased gas consumption by 2.3 m <sup>3</sup> /tonne (3% year-on-year)
Zaporizhstal JV	Modernised equipment Connected power plants from Zaporizhia Coke	Reduced electricity consumption by 3.2 million kWh and gas consumption by 0.4 million m <sup>3</sup> /year  Minimised blast furnace gas losses and reduced natural gas consumption
Northern GOK	Transitioned to LED lighting	Reduced lighting system output from 1,680.3 kW to 462.6 kW
Central GOK	Modernised equipment and optimised raw material consumption	Reduced total electricity consumption by 23.4 million kWh per year

Note: The figures for the achieved reductions in energy consumption are calculated using Metinvest's internal methodology.

## SASB EM-MM-130A.1, EM-IS-130A.1, EM-IS-130A.2

Direct energy use, terajoules<sup>1</sup>

Year	Natural gas	Heating oil	Coke	Diesel fuel	Petrol	Metallurgical coal	Electric power	Total (non-renewable)
2017	34,864	–	70,183	6,070	79	83,237	28,056	222,489
2018	38,452	–	66,127	6,257	73	90,033	28,587	229,528
2019	36,922	0.004	58,955	6,497	59	80,253	30,275	212,961

Note: Renewable sources were not used.

Year	Natural gas	Heating oil	Coke	Diesel fuel	Petrol	Metallurgical coal	Total (Fuel)
2017	34,864	–	70,183	6,070	79	83,237	194,432
2018	38,452	–	66,127	6,257	73	90,033	200,942
2019	36,922	0.004	58,955	6,497	59	80,253	182,686

Percentages of direct energy use by type

Year	Natural gas	Heating oil	Coke	Diesel fuel	Petrol	Metallurgical coal	Electric power	Total (non-renewable)
2017	15.67%	0.00%	31.54%	2.73%	0.04%	37.41%	12.61%	100.00%
2018	16.75%	0.00%	28.81%	2.73%	0.03%	39.23%	12.45%	100.00%
2019	17.34%	0.00%	27.68%	3.05%	0.03%	37.68%	14.22%	100.00%

Year	Natural gas	Heating oil	Coke	Diesel fuel	Petrol	Metallurgical coal	Total (Fuel)
2017	17.93%	0.00%	36.10%	3.12%	0.04%	42.81%	100.00%
2018	19.14%	0.00%	32.91%	3.11%	0.04%	44.81%	100.00%
2019	20.21%	0.00%	32.37%	3.56%	0.03%	43.93%	100.00%

Note: Metinvest has not used higher heating values (HHV), also known as gross calorific values (GCV), for calculating energy consumption from fuels.

<sup>1</sup> Only purchased (or extracted) fuel was factored into our calculations. The coefficients used for conversion from TOE to TJ is 1 TOE = 0.0293076 TJ.

## ANNEX 3

## ADDITIONAL INFORMATION ON GRI DISCLOSURES CONTINUED

## GRI 303-1

## WATER SOURCES USED BY METINVEST'S ASSETS IN 2019

	MINING ASSETS	METALLURGICAL ASSETS
Surface water sources	Karachunovskoye Reservoir	Dnipro River, Sea of Azov, Kalmius River
Underground water sources	Wells	Wells
Public utilities and other enterprises	Public Utility Kryvbasvodokanal LLC State Industrial Enterprise Kryvbaspromvodopostachannia	Public Utility Voda Donbasa Public Utility Vodokanal of the City of Zaporizhia Novhorodsky Utility Plant LLC State Industrial Enterprise Kryvbaspromvodopostachannia Ilyich Steel Public Utility Mariupol Production Department for Water Supply and Sewage JSC Ukrainian Railways Zaporizhstal JV
Other sources	Quarry, mine and other wastewater LLC State Industrial Enterprise Kryvbaspromvodopostachannia (mine water from Svistunov Ravine)	Own and communal wastewater Drainage water

## GRI 305-1

## DIRECT (SCOPE 1) GHG EMISSIONS, MILLION TONNES

Year	Methane emission (CH <sub>4</sub> )	Carbon dioxide emissions (CO <sub>2</sub> )	Nitrous oxide emission (N <sub>2</sub> O)	Total
2017	18.9	8,388.9	0.1	8,407.9
2018	12.7	9,404.0	0.1	9,416.8
2019	15.2	8,445.1	0.3	8,460.6

GROSS GHG EMISSIONS, MILLION TONNES OF CO<sub>2</sub> EQUIVALENT

Year	Methane emissions (CH <sub>4</sub> ) equivalent CO <sub>2</sub>	Carbon dioxide emissions (CO <sub>2</sub> ) equivalent CO <sub>2</sub>	Nitrous oxide emission (N <sub>2</sub> O) equivalent CO <sub>2</sub>	Total
2017	459.0	8,388.9	29.3	8,877.2
2018	326.7	9,404.0	28.3	9,759.0
2019	318.3	8,445.1	86.2	8,849.6

Note on calculation methodology and conversion factors:

CO<sub>2</sub> equivalent = V<sub>GHG</sub> × K<sub>GWP</sub>, where:

– V<sub>GHG</sub> = volume of greenhouse gases, tonnes

– K<sub>GWP</sub> = global warming potential (GWP) rate

V<sub>GWP</sub> of greenhouse gases:

– Carbon dioxide (CO<sub>2</sub>): 1

– Methane (CH<sub>4</sub>): 21

– Nitrous oxide (N<sub>2</sub>O): 310