

PEOPLE MANAGEMENT AND DEVELOPMENT

EMPLOYEE HEALTHCARE

In 2019, we improved our voluntary health insurance programme⁵ by providing employees with wider access to medical services. All employees may extend their insurance coverage to their immediate relatives at discounted rates.

To ensure that our employees and their family members receive access to the medical services most relevant to them, in 2019 Metinvest began to test a number of new healthcare options to add to the insurance package in the future and offer even greater value to employees.



COVID-19 RESPONSE

In early 2020, the COVID-19 pandemic brought new challenges for Metinvest and its people. We took unprecedented measures to prevent the spread of the virus and ensure the safety of our personnel.

Our strategy was to reduce the number of social contacts wherever possible. We initiated remote work for administrative staff, cancelled public events and business trips, initiated regular temperature screenings for employees at all production sites and provided means for personal protection.

We established crisis response centres at our sites and carried out daily monitoring of the virus spread. We also provided corporate transportation for a safer commute to and from worksites, in addition to regularly disinfecting premises and vehicles. All canteens were switched to takeaway service providing employees with packaged food and bottled water.

Despite the challenging situation, Metinvest continues to pay full salaries to all employees and ensures that infected employees receive medical care under the medical insurance programme.

“THE HEALTH AND SAFETY OF OUR EMPLOYEES IS OUR TOP PRIORITY. WE WILL CONTINUE TO USE ALL AVAILABLE RESOURCES TO SAFEGUARD OUR PEOPLE, SECURING JOBS AND BUSINESS OPERATIONS DURING THE COVID-19 PANDEMIC.”

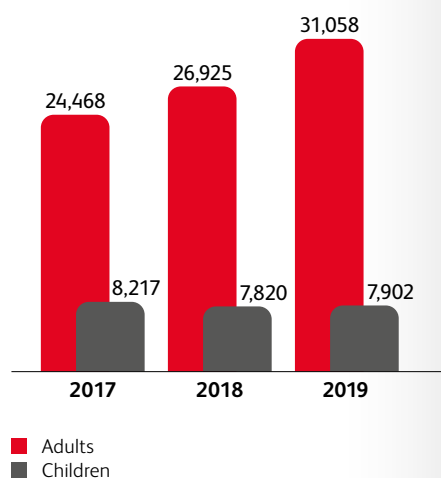
Yuriy Ryzhenkov, Chief Executive Officer

 For more information about Metinvest’s response to COVID-19, please visit our [STOP CORONAVIRUS website](#).

⁵ The voluntary health insurance programme covers all staff members except temporary employees.

We care about the health and wellness of our employees and respect their rights to rest and leisure. Each year, we provide vacation packages to employees and their families, which include paid accommodations in a recreational facility or a children's wellness centre. In 2019, we provided recreational services to approximately 39,000 adults and children.

Metinvest employees and their family members who underwent wellness treatment



Note: The data for 2017-2018 were recalculated due to changes in methodology. The 2019 figure includes Metinvest employees and their family members only as compared with cumulative figures for the Group's and outsourced staff as presented in previous reports.

We continue to develop social facilities under our ownership, such as children's camps and health resorts, as part of a long-term plan to improve their management. The Group has almost completed transferring the ownership of many of these leisure facilities to the local authorities under agreements that ensure they are managed properly and its employees retain access to them.



METINVEST STEEL GAMES

Metinvest promotes a healthy lifestyle among its employees. In 2019, we held our largest sport competition, the Metinvest Steel Games, in Kryvyi Rih. It was set up as an Olympic village, which enabled us to engage more than

1,000 city residents and employees' families. In total, 700 participants from 19 assets participated in individual and team sports, including basketball, volleyball, athletics and swimming.

“PARTICIPATING IN THE METINVEST STEEL GAMES IS A UNIQUE EXPERIENCE: YOU GET THE CHANCE TO SHOW YOUR ATHLETIC SKILLS WHILE SPENDING TIME WITH FRIENDS FROM THE LARGE METINVEST FAMILY AND MEETING NEW PEOPLE.”
Tetiana Melnyk, engineer at Metinvest-Promservice and gold medallist in the 100 metre sprint race