

Social Benefits

GRI 401-2; 404-2

Every year, Metinvest improves the social benefits that it offers and works to provide comfortable and safe working conditions for its employees.

We have special material assistance programmes dedicated to providing our personnel with support during difficult life situations. Should such circumstances occur, employees can request monetary compensation, which is provided at the discretion of the general director and chairperson of the trade union committee at their entity.

The Metinvest Career Centre regional offices in Mariupol, Zaporizhia and Kryvyi Rih cooperate with local employment centres and municipal authorities to help employees who decide to resign find work at other organisations. Employees whose positions are transferred to outsourcing

organisations receive guarantees concerning their employment, salary level and social benefits for one calendar year. They are also invited to participate in the social events held by the Group's assets. When employees retire, Metinvest offers a severance package of one to three average monthly salaries depending on how long they have worked at the Group's assets, which is in addition to any other retirement benefits they might receive.

The Group follows a personalised approach to employee social benefits and other incentives. Employees can create customised social benefit plans for themselves and their families by choosing among 40 different options within My Choice, a programme offering individualised social packages that was launched in 2014. The principal goal of this tool is to meet employees' personal needs in the best way possible.

The most popular My Choice services include medical insurance, mobile phone account replenishment, reduced transport fares, corporate discount programmes, vouchers for recreation centres and travel packages, additional paid vacation, training programmes for employees and their children, as well as sport, entertainment and other options.

At the end of 2020, My Choice covered almost 60,000 employees from 12 of Metinvest's assets⁶. During the reporting period, we also worked to standardise the range of options available within the Group. This allowed us to extend some unique social services to assets where they were previously unavailable. The list of social package options is now the same at all assets in Ukraine and is openly available to employees of all categories, regardless of their employment type.

The Group's Territory of Childhood programme provides school supply kits for school-age children of employees ahead of the new school year, as well as gifts to children under 14 years of age before the Christmas and New Year holidays. In 2020, the format of New Year's greetings was expanded from a traditional gift box of sweets to an additional gift of an age-appropriate toy or gadget for every child. In addition, festivities were held for children on International Children's Day, and other entertainment and educational activities were conducted with careful consideration of the COVID-19 prevention protocols.

Understanding that working conditions are important for staff, in 2020, the Group continued to prioritise the further implementation of the Working Life programme. The programme aims to improve working conditions through retrofitting changing rooms, restrooms, meeting rooms, common areas and so on. In 2020, a total of 235 social improvement projects were implemented for employees, of which 178 were continuations from previous periods and 57 were new. Spendings to improve working conditions amounted to around US\$7 million.



⁶ Avdiivka Coke, Azovstal, Central GOK, Ilyich Steel, Ingulets GOK, Kryvyi Rih Machining and Repair Plant, Mariupol Machining and Repair Plant, Metinvest-Promservice, Metinvest Digital, Northern GOK, Zaporizhia Coke and Zaporizhia Refractories.

Metinvest Steel Games 2020

The Group holds the Metinvest Steel Games, an annual corporate sport competition, to promote sport and healthy lifestyles among its employees. In 2020, the competitions were held in Kryvyi Rih, Mariupol, Zaporizhia and Kyiv. Overall, 595 athletes from 20 Group assets and associated companies participated in the sport competition.

Because of the difficulties caused by the pandemic, a special regulation was introduced for this year's competition: a decision was made not to gather all participating teams, but to hold separate regional competitions, which made it possible to increase the number of participants. The assets' teams were split into regional divisions. One-stage competitions were held for nine sport events: mini-football, basketball, volleyball, arm wrestling, kettlebell lifting, athletics (4x400 metre relay race), table tennis, rapid chess and darts.

All competitions were held in line with COVID-19 protocols.

“Our victory was made possible through properly coordinated team play. We have been playing with this line-up for some time now. We work together and we train together.”

Yevhen Sharuda, steelmaker at the Ilyich Steel BOF shop and captain of the mini-football team



EMPLOYEE WELLBEING

The health and wellbeing of our employees is the Group's top priority. The COVID-19 pandemic has brought strengthening and protecting the health of our personnel into even greater focus as one of our priority social policy areas.

Metinvest provides its employees with the option of health insurance to access a wide range of medical services. In 2020, we provided compensation for the costs of COVID-19 diagnosis and treatment, as well as free seasonal flu vaccinations.

To ensure the safety of our personnel, we have taken measures aimed at preventing the spread of COVID-19. To reduce the number of social contacts wherever possible, we initiated remote work for administrative staff and cancelled public events and business trips. We enhanced the disinfection and cleaning of administrative facilities, started using ultraviolet lamps, introduced regular body temperature measurements for employees at our assets and provided them with the necessary personal protective equipment.

The pandemic restrictions caused Metinvest to cancel employee wellness resort trips for the 2020 season. Since it was impossible to ensure social distancing and guarantee the safety of employees and their families during their stay at wellness facilities, such actions were taken to prevent the transmission of COVID-19. In return, the Group offered other social benefits.

