

# Additional Information on GRI Disclosures

GRI 102-8

## TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT BY TYPE AND GENDER, 2020

	Men	Women	Total
Employees with a permanent employment contract	46,824	20,965	<b>67,789</b>
Employees with a temporary employment contract	816	778	<b>1,594</b>
<b>Total</b>	<b>47,640</b>	<b>21,743</b>	<b>69,383</b>

## TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE AND GENDER, 2020

	Men	Women	Total
Full-time employees	47,399	21,430	<b>68,829</b>
Part-time employees	241	313	<b>554</b>
<b>Total</b>	<b>47,640</b>	<b>21,743</b>	<b>69,383</b>

## TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT TYPE (PERMANENT AND TEMPORARY) AND REGION, 2020

Region	Employees with a permanent employment contract	Employees with a temporary employment contract	Total
Ukraine	65,607	1,534	<b>67,141</b>
Europe	1,148	17	<b>1,165</b>
US	792	0	<b>792</b>
Other	242	43	<b>285</b>

## Additional Information on GRI Disclosures

GRI 401-1

### NEW HIRES BY AGE GROUP, GENDER AND REGION

	2018	2019	2020
Age group			
Under 30	3,966	3,854	2,429
30-50	5,039	5,773	4,644
Over 50	1,156	1,253	803
Gender			
Men	7,765	7,849	6,087
Women	2,396	3,031	1,789
Region			
Ukraine	9,745	10,382	7,609
Europe	110	101	115
US	279	348	116
Other	27	49	36

### NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

	2018	2019	2020
Number of new hires	10,161	10,880	7,876
Number of employees who left the Group	7,722	7,293	7,264
Staff turnover rate <sup>1</sup>	7.0%	6.4%	4.5%

<sup>1</sup> Previously calculated using an internal methodology developed to reflect departures due to employees' decisions. Figures for 2018-19 have been restated under a methodology based on guidelines from the Ukrainian Ministry of Justice (no. 286 of 28 September 2005).

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### GRI 302-3

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

Business process: iron ore concentrate output at iron ore producers (electricity), GJ per tonne

	2018	2019	2020
Northern GOK	0.394	0.381	0.379
Central GOK	0.426	0.403	0.390
Ingulets GOK	0.562	0.554	0.540

Business process: pellet output at iron ore producers (electricity and natural gas), GJ per tonne

	2018	2019	2020
Northern GOK	0.915	0.887	0.893
Central GOK	0.473	0.414	0.423

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

	2018	2019	2020
Azovstal	22.2	21.3	20.6

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

	2018	2019	2020
Ilyich Steel	23.8	22.9	21.7

### GRI 302-4

#### TOTAL ENERGY SAVED AS A RESULT OF ENERGY EFFICIENCY MEASURES, TJ

Year	Electric power	Heat energy	Fuel	Total
2018	865	71	2,898	<b>3,834</b>
2019	1,089	150	3,408	<b>4,647</b>
2020	1,141	54	3,762	<b>4,957</b>

#### ENERGY SAVED AS A RESULT OF ENERGY EFFICIENCY MEASURES (FUEL ONLY), TJ

Year	Natural gas	Heating oil	Coke	Metallurgical coal <sup>2</sup>	Total
2018	561	87	1,392	874	<b>2,914</b>
2019	1,501	0	1,853	54	<b>3,408</b>
2020	563	0	2,830	370	<b>3,763</b>

<sup>2</sup> Represents coal used directly by entities as fuel only.

## Additional Information on GRI Disclosures

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

#### DIRECT ENERGY USE, TJ<sup>3</sup>

Year	Natural gas	Heating oil	Coke	Diesel fuel	Petrol	Metallurgical coal	Electricity	Total
2018	38,452	–	102,355	6,258	73	34,165	28,637	<b>209,940</b>
2019	36,922	0	93,196	6,534	61	37,658	30,308	<b>204,679</b>
2020	38,656	14	91,801	6,640	47	42,444	29,509	<b>209,111</b>

#### PERCENTAGES OF DIRECT ENERGY USE BY TYPE

Year	Natural gas	Heating oil	Coke	Diesel fuel	Petrol	Metallurgical coal	Electricity	Total
2018	18.32%	0.00%	48.75%	2.98%	0.03%	16.27%	13.64%	<b>100.00%</b>
2019	18.04%	0.00%	45.53%	3.19%	0.03%	18.40%	14.81%	<b>100.00%</b>
2020	18.49%	0.01%	43.90%	3.18%	0.02%	20.30%	14.11%	<b>100.00%</b>

#### DIRECT ENERGY USE (EXCL. ELECTRIC POWER), TJ<sup>3</sup>

Year	Natural gas	Heating oil	Coke	Diesel fuel	Petrol	Metallurgical coal	Total (fuel)
2018	38,452	–	102,355	6,258	73	34,165	<b>181,302</b>
2019	36,922	0	93,196	6,534	61	37,658	<b>174,371</b>
2020	38,656	14	91,801	6,640	47	42,444	<b>179,602</b>

#### PERCENTAGES OF DIRECT ENERGY USE BY TYPE (EXCL. ELECTRIC POWER)

Year	Natural gas	Heating oil	Coke	Diesel fuel	Petrol	Metallurgical coal	Total (fuel)
2018	21.21%	0.00%	56.45%	3.45%	0.04%	18.84%	<b>100.00%</b>
2019	21.17%	0.00%	53.45%	3.75%	0.03%	21.60%	<b>100.00%</b>
2020	21.52%	0.01%	51.11%	3.70%	0.03%	23.63%	<b>100.00%</b>

<sup>3</sup> Only purchased (or extracted) fuel was factored into our calculations. The coefficient used for conversion from TOE to TJ is 1 TOE = 0.0293076 TJ. Metinvest does not use higher heating values (HHV), also known as gross calorific values (GCV), in its calculations of energy consumption from fuel. Direct energy use for 2018-19 was recalculated as electric power, diesel fuel, petrol and metallurgical coal and coke consumption by Azovstal was restated.

## Additional Information on GRI Disclosures

### GRI 302-1

#### DIRECT ENERGY USE\*, '000 TOE<sup>4</sup>

Year	Natural gas	Heating oil	Coke	Diesel fuel	Petrol	Metallurgical coal	Electricity	Total
2018	1,312	0	3,492	214	2	1,166	977	<b>7,163</b>
2019	1,260	0	3,180	223	2	1,285	1,034	<b>6,984</b>
2020	1,319	0	3,132	227	2	1,448	1,007	<b>7,135</b>

### GRI 303-1

#### WATER SOURCES USED BY GROUP ENTITIES IN 2020

	MINING ENTITIES	METALLURGICAL ENTITIES
Surface water sources	Karachunivske Reservoir	Dnipro River, Sea of Azov, Kalmius River
Underground water sources	Wells	Wells
Public utilities and other entities	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	Open-pit mine, mine and other wastewater LLC State Industrial Enterprise Kryvbaspromvodopostachannia (mine water from Svystunov Ravine)	Own and communal wastewater Drainage water

<sup>4</sup> Direct energy use for 2018-2019 was recalculated as electricity, diesel and petrol, metallurgical coal and coke consumption were revised.

## Additional Information on GRI Disclosures

### GRI 305-1

#### DIRECT GHG EMISSIONS (SCOPE 1), '000 TONNES<sup>5</sup>

Year	Methane emission (CH <sub>4</sub> )	Carbon dioxide emissions (CO <sub>2</sub> )	Nitrous oxide emission (N <sub>2</sub> O)	Total
2018	13	9,404	0.1	<b>9,417</b>
2019	15	8,445	0.3	<b>8,461</b>
2020	12	9,037	0.1	<b>9,049</b>

#### GROSS GHG EMISSIONS, '000 TONNES OF CO<sub>2</sub> EQUIVALENT<sup>5</sup>

Year	Methane emission (CH <sub>4</sub> )	Carbon dioxide emissions (CO <sub>2</sub> )	Nitrous oxide emission (N <sub>2</sub> O)	Total
2018	327	9,404	28	<b>9,759</b>
2019	318	8,445	86	<b>8,850</b>
2020	243	9,037	27	<b>9,307</b>

Note on calculation methodology and conversion factors:

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

- V<sub>GHG</sub> = volume of greenhouse gases, tonnes
- K<sub>GWP</sub> = global warming potential (GWP) rate

K<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

#### RECALCULATED DIRECT GHG EMISSIONS IN CO<sub>2</sub> EQUIVALENT (SCOPE 1), '000 TONNES<sup>6</sup>

Year	Stationary emissions sources	Mobile emissions sources	Total
2018	21,877	488	<b>22,365</b>
2019	22,009	512	<b>22,521</b>
2020	22,708	497	<b>23,205</b>

#### INDIRECT GHG EMISSIONS IN CO<sub>2</sub> EQUIVALENT (SCOPE 2), '000 TONNES<sup>7</sup>

2018	2019	2020
2,673	2,684	2,649

5 The Scope 1 data for the Group's Ukrainian assets has been calculated using GHG emissions measurement and reporting methodologies in place under Ukrainian law prior to 1 January 2021.

6 Based on the new calculation methodology under Ukraine's Law "On the Principles of Monitoring, Reporting and Verification of Greenhouse Gas Emissions", which took effect in 2021.

7 Scope 2 indirect GHG emissions are calculated in accordance with the Greenhouse Gas Protocol.