

GRI 102-14

Last year was not an easy one, as it brought many unexpected challenges, mainly related to the COVID-19 pandemic. Despite these difficulties, we maintained the continuity of our business and ended 2020 with decent operational and financial results. This was made possible through the expertise of Metinvest's team, favourable conditions on overseas markets, cooperation with our stakeholders, and the timely and decisive manner of our proactive response. Throughout the pandemic, we have adhered to our strategic priorities and upheld our environmental, social and governance (ESG) commitments while simultaneously supporting our employees and local communities.

The Ten Principles of the UN Global Compact, which span human rights, labour, the environment and anti-corruption, are integrated into our business strategy and daily operations. They remain an integral part of our governance system and corporate culture. In 2020, we continued to contribute to the achievement of the UN Sustainable Development Goals by introducing environmental measures, addressing social issues and improving our corporate governance.

Metinvest's culture places our people first. The life and health of our employees has always been and forever will be of the utmost importance to us. In 2020, the Group spent US\$106 million on occupational health and safety initiatives. We continued to improve our occupational health and safety management system and apply global best practice as we strive to achieve our ultimate goal of zero incidents. In 2020, we recorded the lowest injury rate in our history. In addition, to care for our employees' health during the COVID-19 pandemic, we provided them with the necessary personal protective equipment and introduced additional safety measures throughout our operations.



Chairperson's Statement

During the reporting period, Metinvest was recognised as one of the most attractive employers in Ukraine in several reputable rankings. As of March 2021, the Group employs more than 80,000 people worldwide. We continue to engage in their professional development and invest in future generations. One of the landmark events of 2020 was the establishment of Metinvest Polytechnic, the first private steel and mining university in Ukraine. Its programmes are based on international training standards and will be open to all young people who want to study engineering and technical professions, which are highly sought after in Ukrainian industry, as well as to Metinvest employees seeking to improve their qualifications.

We understand that our activities affect the environment. For this reason, we are consciously committed to minimising our impact through production modernisation and the introduction of best practice for sustainable resource use. In 2020, Metinvest completed numerous environmental projects and spent a record US\$450 million on measures aimed at improving our environmental performance and addressing climate change. We are currently developing a long-term decarbonisation roadmap that will help to refine the Group's investment priorities and track our progress in this area better.

Achieving our sustainable development goals is possible only by engaging with local communities. In 2020, we continued to implement social partnership programmes in our communities by strengthening our cooperation with local authorities and non-governmental organisations in Mariupol, Zaporizhia, Kryvyi Rih and Avdiivka. Together, we implemented numerous social projects aimed at improving quality of life and further developing local communities. Following the outbreak of COVID-19, we worked to prevent the spread of the virus. We provided hospitals with medical equipment, personal protective gear and vital oxygen supplies. We also helped the Ukrainian government to arrange humanitarian aid from China in the early stages of the pandemic. To further support the Ukrainian regions where many of our operations are based, we chose to forego a tax holiday offered by the national government to help businesses cope with the impact of COVID-19.

We will continue to take measures to prevent the spread of the virus and will do our best to minimise the associated risks. In 2021, we plan to increase our investments to improve our production technology for reducing environmental impact. As we look to the future, we will deepen our engagement and strengthen our relationships with all stakeholders in order to achieve the sustainability goals.

Oleg Popov
Chairperson of the Supervisory Board



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