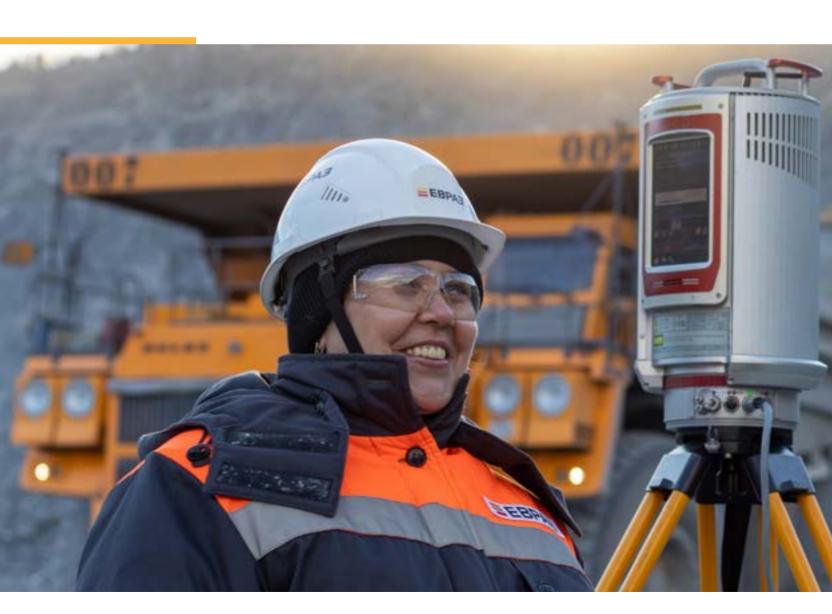
## OUR APPROACH

## GRI 103-2

At EVRAZ we firmly believe that our people are key to our success. With this in mind, our goal is to build a positive, healthy, and inclusive environment where our employees have an opportunity to reach their full potential. We conduct a variety of internal programmes initiatives to improve professional and personal skills of our people and support their health and well-being.

In this regard, the Group's policy in the reporting period was aimed at improving the following areas:

- Developing the Human Rights Policy.
- Increasing the transparency of the remuneration through implementing the Target Remuneration System.
- Improving the employee recruitment processes.
- Implementing initiatives for attracting and retaining employees.
- Implementing new training programmes.
- Regularly collecting feedback via various communication channels.
- Processes automation and IT systems integration.





## ORGANISATIONAL STRUCTURE OF EVRAZ HR MANAGEMENT SYSTEM

Vice President of Human Resources

Corporate Training and Engagement Directorate

Social Policy Directorate Economics and Labour Organisation Directorate Recruitment and Staff Adaptation Directorate Personnel and Labour Relations Directorate



HR departments at each Group enterprise

