

STAKEHOLDER ENGAGEMENT

EVRAZ uses various communication channels to ensure that its stakeholder engagement approach covers all stakeholder groups and facilitates two-way communication and feedback.

B Engagement by Board members

M Engagement by management



Shareholders and investors

REGULAR CAPITAL
MARKETS DAYS



ROADSHOWS FOLLOWING FINANCIAL
REPORTING ANNOUNCEMENTS



RUSSIAN AND INTERNATIONAL
INVESTMENT CONFERENCES



SITE VISITS



DAY-TO-DAY ENGAGEMENT



Engagement with the following stakeholder groups is primarily undertaken by management through the engagement mechanisms set out below. Key issues are reported to the Board through management's monthly Board Report.



Customers

Regularly monitoring customer satisfaction levels

Meetings and feedback sessions with clients and EVRAZ management

Electronic platform for clients

Site visits to production assets



Suppliers and contractors

Discussions with potential suppliers

Electronic platform for suppliers

Educational programmes for contractors to ensure high level of workplace safety



Local communities

Implementing various social, infrastructural and environmental projects based on local communities' needs

Organising social events for populations of regions where EVRAZ operates

Holding direct dialogues with local communities

The executive team is responsible for the day-to-day stewardship of all stakeholder relationships and its members report to the Board on key metrics and initiatives. The Board, either directly or through its committees, engages or oversees engagement with the Company's stakeholders through a number of governance activities (which are described in more detail, along with further information about the Company's engagement with key stakeholders, on page 149.)

OUR GOAL

To build honest and supportive relationships with all stakeholders on the Group's path towards sustainable development.



Employees

DIRECT ENGAGEMENT OF DEDICATED BOARD MEMBERS

B

DEVELOPMENT OF A SAFETY CULTURE

M

REGULAR EDUCATIONAL PROGRAMMES TO DEVELOP EMPLOYEES' PROFESSIONAL SKILLS

M

REGULAR INTERACTION WITH TRADE UNIONS

M

INTERNAL PORTAL FOR EMPLOYEES

M

REGULAR EMPLOYEE ENGAGEMENT SURVEY

M

CORPORATE NEWSPAPERS

M

HOTLINE

M



Government and regulatory authorities

Regular meetings with representatives of government and regulatory authorities at federal, regional and local levels

Disclosure of information concerning the Group's social, economic and environmental performance

Agreements on regional socio-economic development



Media

Hosting regular press conferences

Supporting and initiating mutual communication projects

Supporting regional TV channels and newspapers.

Organising site visits.

Day-to-day and ad-hoc engagement



Industry organisations

Organising and participating in conferences, as well as other industry events

Initiating and supporting various social, economic, educational and environmental projects