

Appendix 1 – GRI Content Index

GRI Indicator	Disclosure	Page number (or link)	Comments/ Omissions
GRI 102 General disclosures			
1. Organisational profile			
GRI 102-1	Name of the organisation	About the Report, p. 10	
GRI 102-2	Activities, brands, products, and services	What we produce, p. 7	
GRI 102-3	Location of headquarters	About the Group, p. 6	
GRI 102-4	Location of operations	Where we operate, p. 8-9	
GRI 102-5	Ownership and legal form		EVRAZ plc
GRI 102-6	Markets served	Who we are, p. 6 Annual report, p. 44	
GRI 102-7	Scale of the organisation	Where we operate, p. 6 What we produce, p. 7 Sustainability approach, p. 15	
GRI 102-8	Information on employees and other workers	Human rights, p. 47	Total number of employees by employment contract (permanent and temporary) is disclosed by gender only.
GRI 102-9	Supply chain	Management approach, p. 88	
GRI 102-10	Significant changes to the organisation and its supply chain	Contributing to the prosperity of the regions of our operations, p. 91	
GRI 102-11	Precautionary Principle or approach	Sustainability risk management, p. 26	
GRI 102-12	External initiatives	Approach to sustainability management, p. 20	
GRI 102-13	Membership of associations	Memberships of associations and institutions, p. 32	
2. Strategy			
GRI 102-14	Statement from senior decision-maker	Message from the CEO, p. 4	
3. Ethics and integrity			
GRI 102-16	Values, principles, standards, and norms of behavior	Approach to sustainability management, p. 22 Ethics and business conduct, p. 22	
4. Governance			
GRI 102-18	Governance structure	Approach to sustainability management, p. 19	
5. Stakeholder engagement			
GRI 102-40	List of stakeholder groups	Stakeholder engagement, p. 29	
GRI 102-41	Collective bargaining agreements	Social policy, p. 43	
GRI 102-42	Identifying and selecting stakeholders	Stakeholder engagement, p. 29	
GRI 102-43	Approach to stakeholder engagement	Identification of material topics, p. 17 Stakeholder engagement, p. 30	
GRI 102-44	Key topics and concerns raised	Stakeholder engagement, p. 29	
6. Reporting practice			
GRI 102-45	Entities included in the consolidated financial statements	Report boundaries, p. 10 Annual report, p. 232	
GRI 102-46	Defining report content and topic boundaries	Identification of material topics, p. 11	
GRI 102-47	List of material topics	Identification of material topics, p. 12	
GRI 102-48	Restatements of information		No significant restatements of information were made.
GRI 102-49	Changes in reporting		No significant changes from previous reporting periods in the list of material topics and topic Boundaries were made.
GRI 102-50	Reporting period	Annually	
GRI 102-51	Date of most recent report		April, 2019
GRI 102-52	Reporting cycle	Approach to reporting, p. 10	
GRI 102-53	Contact point for questions regarding the report	Contact Information, p. 13	
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Approach to reporting, p. 10	

GRI Indicator	Disclosure	Page number (or link)	Comments/ Omissions
GRI 102-55	GRI content index	Appendix 1 – GRI Content Index, p. 92	
GRI 102-56	External assurance	Appendix 5 – Independent assurance report, p. 104	
Material topics			
GRI 200 Economic			
GRI 201 Economic performance			
GRI 103	Management Approach	Direct economic value generated and distributed, p. 33	
GRI 201-1	Direct economic value generated and distributed	Direct economic value generated and distributed, p. 33	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Climate change, p. 68	
GRI 202 Market presence			
GRI 103	Management Approach	Motivation and engagement, p. 40	
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Motivation and engagement, p. 41	The data without breakdown by gender.
GRI 203 Indirect economic impacts			
GRI 103	Management Approach	Local communities support projects, p. 78	
GRI 203-1	Infrastructure investments and services supported	Local communities support projects, p. 77	
GRI 203-2	Significant indirect economic impacts	Local communities support projects, p. 79-83	
GRI 204 Procurement practices			
GRI 103	Management Approach	Management approach, p. 88	
GRI 204-1	Proportion of spending on local suppliers	Contributing to the prosperity of the regions of our operations, p. 91	The information concerning the share of local suppliers is disclosed only for ZSMK, KGOK and Rospadskaya Coal Company due to data collection unavailability in other segments.
GRI 205 Anti-corruption			
GRI 103	Management Approach	Ethics and business conduct, p. 22	
GRI 205-2	Communication and training about anti-corruption policies and procedures	Ethics and business conduct, p. 23	
GRI 205-3	Confirmed incidents of corruption and actions taken	Ethics and business conduct, p. 24	
GRI 300 Environmental			
GRI 302 Eenergy			
GRI 103	Management Approach	Boosting energy efficiency, p. 69	
GRI 302-1	Energy consumption within the organisation	Boosting energy efficiency, p. 69	Energy consumption is disclosed for a limited number of enterprises that are stated in the text of relevant section.
GRI 302-3	Energy intensity	Boosting energy efficiency, p. 70	
GRI 303 Water			
GRI 103	Management Approach	Health, safety, and environmental governance, p. 50 Balancing water supply, p. 71	
GRI 303-1	Interactions with water as a shared resource	Balancing water supply, p. 71	
GRI 303-2	Management of water discharge-related impacts	Balancing water supply, p. 72	
GRI 303-3	Water withdrawal	Balancing water supply, p. 71	Water withdrawal is disclosed as a specific indicator per US\$ revenue.

GRI Indicator	Disclosure	Page number (or link)	Comments/ Omissions
GRI 303-4	Water discharge	Balancing water supply, p. 71	The indicator disclosed in part, without breakdown by type of destination.
GRI 303-5	Water consumption	Balancing water supply, p. 71	Total water consumption is disclosed for EVRAZ. The breakdown of water consumption by sources is disclosed for EVRAZ overall, as well as for each reporting segment.
GRI 304 Biodiversity			
GRI 103	Management Approach	Health, safety, and environmental governance, p. 50 Protecting biodiversity, p. 74	
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Protecting biodiversity, p. 74	Though EVRAZ's enterprises are located far from protected natural areas or territories with high biodiversity value, and the activities of the Group do not have a direct significant impact on biodiversity, we still consider biodiversity issues one of the challenges to take action.
GRI 304-3	Habitats protected or restored	Protecting biodiversity, p. 74	Information concerning habitats protected or restored is disclosed as the size of areas rehabilitated.
GRI 305 Emissions			
GRI 103	Management Approach	Health, safety, and environmental governance, p. 50 Reducing air emissions, p. 67 Climate change, p. 68	
GRI 305-1	Direct (Scope 1) GHG emissions	Climate change, p. 68	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Climate change, p. 68	
GRI 305-4	GHG emissions intensity	Climate change, p. 68	Intensity of GHG emissions is calculated as GHG emissions (kg CO ₂) divided by consolidated revenue, broken down by the reporting segments. GHG emissions intensity is also disclosed as a specific metric per tonne of steel cast (t CO ₂ e per tonne of steel cast).
GRI 305-5	Reduction of GHG emissions	Climate change, p. 68	In 2019, EVRAZ operations demonstrated an increase in GHG emissions both in Scope 1 and Scope 2 due to higher steel production and higher volumes of underground mining in Coal segment.
GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Reducing air emissions, p. 67	Key air emissions of EVRAZ include SO _x , NO _x , VOC, PM.
GRI 306 Effluents and waste			
GRI 103	Management Approach	Health, safety, and environmental governance, p. 50 Waste stewardship, p. 73	
GRI 306-2	Waste by type and disposal method	Waste stewardship, p. 73	The information is disclosed for the following: – total non-mining waste and by-product generated by EVRAZ enterprises, – shares of waste generated and received.
GRI 306-3	Significant spills		During the reporting period no significant environmental accidents occurred at the Group's enterprises. Significant environmental accidents (first and second category incidents) comprise massive discharges into natural zones, hazardous emissions, the destruction of reservoirs, and fires at facilities.
GRI 307 Environmental compliance			
GRI 103	Management Approach	Health, safety, and environmental governance, p. 50 Environmental management, Management approach, p. 64	We make efforts to be compliant with all applicable environmental regulation and consistent with the expectations of our stakeholders.
GRI 307-1	Non-compliance with environmental laws and regulations	Environmental management, Management approach, p. 64	Total amount of environmental fines and penalties is disclosed for 2017-2019.

GRI Indicator	Disclosure	Page number (or link)	Comments/ Omissions
GRI 400 Social			
GRI 401 Employment			
GRI 103	Management Approach	Employees, Management approach, p. 36	
GRI 401-1	New employee hires and employee turnover	Personnel structure, p. 37	Employee turnover is disclosed by reporting segments only.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Motivation and engagement, p. 41	EVRAZ provides the same benefits both to full-time and part-time employees.
GRI 403 Occupational health and safety			
GRI 103	Management Approach	Health, safety, and environmental governance, p. 50 Health and Safety management, p. 54	
GRI 403-1	Occupational health and safety management system	Health and Safety management, p. 54	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety management, p. 54 Developing the safety culture, p. 56	
GRI 403-3	Occupational health services	Health, safety, and environmental governance, p. 50	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Health, safety, and environmental governance, p. 50	
GRI 403-5	Worker training on occupational health and safety	Developing the safety culture, p. 57	
GRI 403-6	Promotion of worker health	Treating occupational diseases, p. 61	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety management, p. 54, 55 Developing the safety culture, p. 57	
GRI 403-8	Workers covered by an occupational health and safety management system	Health, safety, and environmental governance, p. 49 Health and Safety management, p. 54	Despite the fact that only the main enterprises of the Group are certified for compliance with the OHSAS18001, all employees are covered by an occupational health and safety management system.
GRI 403-9	Work-related injuries	Occupational injury prevention p. 58	Injury rates are not included data on contractors as the number of hours worked is not recorded.
GRI 403-10	Work-related ill health	Treating occupational diseases, p. 61	There are no available statistics on the number of fatalities as a result of work-related ill health. The Group doesn't collect data on contractors.
GRI 404 Training and education			
GRI 103	Management Approach	Learning and development, p. 44	
GRI 404-1	Average hours of training per year per employee	Learning and development, p. 45	
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	Learning and development, p. 44-45	
GRI 405 Diversity and equal opportunity			
GRI 405	Management Approach	Human rights, p. 46	
GRI 405-1	Diversity of governance bodies and employees	Human rights, p. 46	
GRI 413 Local communities			
GRI 103	Management Approach	Community relations, Management approach, p. 78	
GRI 413-1	Operations with local community engagement, impact assessments, and development programmes	Community relations, Management approach, p. 78 Local community support projects, p. 79	