

Sustainability Report  
ArcelorMittal Warszawa

2023

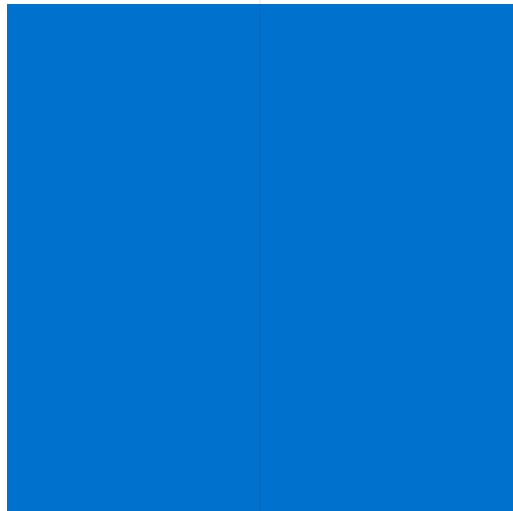


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ArcelorMittal

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Dear readers,



**Artur Gierwatowski**  
CEO  
ArcelorMittal Warszawa

## We present ArcelorMittal Warszawa's first Sustainability Report.

For this reason,  
in addition to the  
figures for 2023, we  
present in it also  
information relating  
to our activities in  
prior years, which can  
be significant for our  
stakeholders.

### Smarter steels for people and planet

"Smarter steels for people and planet" – this ArcelorMittal's official mission statement is fully reflected in our activities. ArcelorMittal Warszawa produces over 500 grades of steel for different economy sector, including the automotive, machine, bearing and construction industries. Steel plays the key role in the pursuit of a carbon-neutral circular economy, being the world's most circular material; as much as 85% of steel produced worldwide is recycled.

And that's precisely what ArcelorMittal Warszawa does – it recycles steel scrap by turning it into liquid steel by means of an EAF furnace, casting it in the continuous caster and rolling it into bars of different dimensions and quality. Our products are used in the construction of RES power systems, such as photovoltaic or wind farms, as well as in the production of electric vehicles or erection of modern energy-efficient buildings.

### Decarbonization

The EAF-based production cycle at ArcelorMittal Warszawa reduces the CO<sub>2</sub> emissions by **app. 65-85 %** compared with the technology based on blast furnaces. Therefore, our plant is one step ahead of the plants producing steel in the integrated cycle which are starting only now to plan costly investments in EAFs similar to the one which has been used by ArcelorMittal Warszawa for years.

The ArcelorMittal Group is committed to attaining climate neutrality by 2050 and limiting greenhouse gas emission by 35% by 2030 (compared to 2018) in its European plants. As part of this plan, ArcelorMittal Warszawa has prepared a road map detailing the objectives to be achieved by 2028. It covers a number of projects aimed at reducing the consumption of electrical power and earth gas.



Dear readers,

## Continuous modernization

Between 2005 and 2023, we invested over PLN 700 million in the modernization of our plant. Our investment expenditure amounted to PLN 120 million in 2022 and 2023 alone.

It should be pointed out that as part of our investment initiative, we have been implementing a program aimed at limiting ArcelorMittal Warszawa’s environmental impact. The program is focused primarily on limiting the dust and noise emissions, and according to the surveys, the investment has proven effective.

In 2023, the EAF at the Melt Shop was modernized and the Continues Casting Line operation was improved. The modernization that the Rolling Mill is undergoing is scheduled for completion in mid-2024.

Some investments are also being carried out in the Finishing Department, including modernization of a heat treatment gas furnace, installation of a new overhead crane with a lift capacity of 12.5t, and rebar cutting equipment at the Finishing Lines A and C.

## Safe steel production

**Our task is to ensure that our steel is produced in a sustainable and safe way.**

Safety is the main concern in all areas of operation of ArcelorMittal Warszawa. The company spares no effort to minimize the risk of accidents, near misses, fire or any other threat to the health and life of everyone working on its premises, its own and the subcontractors’ employees alike.

Fifteen year years ago, ArcelorMittal Warszawa implemented a system encouraging its employees to report any behaviour or situations that may pose a potential threat or cause an accident. The employees who report such behaviour or situation and suggest a solution to eliminate a potential risk, receive a financial reward.

Each year, we undertake actions aimed at improving the working conditions in our plant. Following consultations with our employees, we implement new personal protection equipment, technologies, materials and devices. In 2023, as part of our modernization effort, we put into use a new men’s locker room for the Finishing Department and the Finished Products Warehouse employees, and made some improvements to the passage leading to the Finishing Department.

We carried out additional training as part of the “Take Care” programme, aimed at continuous improvement of our and our subcontractors’ employees’ awareness regarding risk assesment and team-building, along with “Leadership” training for middle and top level management aimed at improving their team-management skills. We have started implementing a project for Foremen aimed at further improvement of the safety culture. Foremen also had an opportunity to attend a series of training sessions aimed at developing their skills with regard to team work, talking to their subordinates or handling their emotions.





Dear readers,

## Corporate governance

ArcelorMittal’s commitment to observe the stringent standards and apply the best practices of corporate governance and to act transparently is indispensable for further development of the company. We believe that long-term economic prosperity is not possible without adhering to good business practices. We seek to maintain our reputation as a company committed to applying high ethical standards and the principles of corporate governance. ArcelorMittal Warszawa and its subsidiaries implemented a compliance program already 15 years ago.

We follow the ArcelorMittal Code of Business Conduct along with the group’s other Procedures and Policies, including its social policy, human right policy, employee relationship policy as well as the social diversity and integration policy. Since 2021, ArcelorMittal became a signatory of the diversity charter.

## Local community

To ensure that our stakeholders are up-to-date with the latest information about our activities, we engage in a social dialogue, answering any questions and dispelling any doubts that the members of the local communities may communicate to us by phone, email or during the meetings we hold. **In 2023, we had over 1000 visitors** – our neighbours, students, retired employees, industry enthusiasts, photographers and other people interested in our activity and history. We provided support for 31 community projects, including a number of events organized in cooperation with the Bielany District Public Library as part of the project entitled “The steelworks – a stranger next door”.

## Low-emission and responsible steel production

ArcelorMittal Warszawa produces steel from scrap using more and more renewable energy. Consequently, it can offer its customers low-emission steel branded “XCarb® recycled and renewably produced” (RRP) and referred to the steel produced in an electric arc furnace (EAF) using scrap and renewable energy exclusively. This energy comes from wind or sun and is supplied as part of the Guarantee of Origin system (GoO). This way we satisfy the growing demand for low-emission steel products, thanks to which, together with our customers, we can take better care of the environment.

Our activities in the area of sustainable development were officially confirmed in January 2023, when ArcelorMittal Warszawa was among the first few plants in Europe and the second one in Poland to be awarded a ResponsibleSteel™ certificate. Following a successful audit carried out by DNV Poland, a certifying body, we received a confirmation of having met all criteria covered by ResponsibleSteel™ – a new standard in the steel industry focused on environmental and social issues.

Many of the standard’s detailed criteria go far beyond the requirements specified in law or ArcelorMittal’s internal documents. The certificate came as a significant distinction for ArcelorMittal Warszawa and a commitment towards our stakeholders. Our customers, employees and neighbours, all of whom comprise the local community, expect of us to produce high quality steel in compliance with the highest social and environmental standards. Our ResponsibleSteel™ certificate confirms that we know how to do that. We are proud of this fact and feel committed to continue the development of ArcelorMittal Warszawa in a sustainable manner in the years to come.

## Challenges facing the steel industry

The year 2023 proved to be a difficult one for the steel business. The market demand decrease was much bigger than anticipated. The consumption of steel in Poland has been on a decrease since the record-high year of 2021. According to the World Steel Association, in 2023, the consumption of steel in Poland decreased by a staggering 7%. All steelworks in Poland must face growing energy prices, the highest in the European Union. Polish plants, including ArcelorMittal Warszawa, find it increasingly difficult to compete with the steelworks, which have access to cheaper energy.

That combined with import of steel from non-EU countries, which do not have to pay CO<sub>2</sub> emission fees, makes it difficult for the European steel producers to compete with them.

ArcelorMittal Warszawa was also faced with a number of challenges in 2023, nevertheless, we continue to pursue our strategy of development of production of quality steel, implementing new investment projects aimed at improving our plant’s effectiveness and reducing its environmental impact.

Artur Gierwatowski

CEO

ArcelorMittal Warszawa





# 01 Priorities and management



## 1.1. About us

ArcelorMittal Warszawa Spółka z o.o., with its registered office in Warsaw in 132 Kasprowicza street, Warsaw, entered into the Register of Entrepreneurs kept by the District Court for the capital city of Warsaw, 12th Commercial Department of the National court Register, under no: 0000043770, tax ID 118-00-16-775, national business registry number REGON 010592085, has operated since 1957.

In 2006, it joined the ArcelorMittal group, one of the world's leaders in steel production and mining, employing over 257 thousand people in 60 countries.

ArcelorMittal Warszawa rates among the most modern steel plants in Europe.

It produces long carbon steel and alloy steel products used in the automotive, machine and bearing industries, as well as in steel forming and construction.

We offer a wide range of steel grades (over 500 grades of automatic, tool, spring, carburizing and high strength steels, as well as steel for concrete reinforcement, including steel for reinforcement of LNG, LPG tanks – for cryogenic applications).

The steel produced by ArcelorMittal Warszawa is used to manufacture, among other things, parts for engines, gearboxes, power trains, steering systems and suspension elements. The majority of passenger cars and trucks on the roads of the European Union contain parts made of steel originated in the our plant.

ArcelorMittal Warszawa boasts one of the Europe's most modern rolling lines producing bars used in the construction of apartment buildings, stadiums, tunnels and bridges all over Poland.

Our rebars have been used, among other things, for the construction of the Museum of Polish Jews POLIN, the southern ring and second subway line in Warsaw.

## ArcelorMittal Warszawa

in figures

**PLN 600 m**

invested in the modernization of the Warsaw plant between 2008 and 2022

**90 %**

reduction of accidents since 1996

**90 %**

reduction in gas emissions since 1996

**97 %**

reduction in dust emissions since 1996

**500 thousand**

tons of steel produced in 2023

**3**

production departments:

- electrical steel mill
- quality and ribbed bar rolling mill
- finishing lines



## 1.2. What was particularly important in 2023?

In 2023, our company, industry and the society was faced with many challenges. An economic slowdown in Europe, high energy and gas prices, the war in Ukraine had a significant impact on our business.

Nevertheless, safety and health remain our number one priority. In 2023, we implemented a number of programmes aimed at increasing our employee's health and safety awareness, including the "Foremen program" a continuation of the "Take Care" training cycle.



### A huge success of ArcelorMittal Warszawa was the fact that January 24th 2023 it joined the few companies, that had been granted a ResponsibleSteel™ certificate

Following a successful audit carried out by DNV Poland, a certifying body (approved by ResponsibleSteel™), we received a confirmation of having met all criteria covered by ResponsibleSteel™ – a standard developed by an organization associating the biggest steel manufacturers, their suppliers scientific units, steel industry associations as well as environmental and social organizations. We are the second company in Poland to have received this certificate.

We also held annual events promoting health and safety among our employees, such as "The Health Week," "The Science Week," or "The Health and Safety Day"



The certificate came as a significant distinction for ArcelorMittal Warszawa and a commitment towards our stakeholders. Our customers, employees and neighbours, all of whom comprise the local community, expect of us to produce high quality steel in compliance with the highest social and environmental standards.

Our ResponsibleSteel™ certificate confirms that we know how to do that. We are proud of this fact and feel committed to continue the development of ArcelorMittal Warszawa in a sustainable manner in the years to come.

**Artur Gierwatowski**  
General Director of  
ArcelorMittal Warszawa



1.3. Situation on the steal market

We produce steel – a strategic raw material from the point of view of the economy and the undisputed “backbone” of the modern world.

Its usefulness for the modern RES infrastructure, electrification of transport and recycling make it an ideal choice for sustainable development. Responsible production and the use of steel impacts nearly all aspects of human activity.

Our company is headed for decarbonization to meet the assumptions of the “Fit for 55” plan announced by the European Union. We also seek to deliver on the Group’s promise made on the European level, namely to decrease CO<sub>2</sub> emissions on the Old Continent by 35 per cent by 2030 compared with the 2018 levels. To this effect we have set up a special decarbonization team, which has prepared a decarbonization road map for our plant.

The steel industry needs support to complete this mission. Decarbonization-related investments come at a great cost, which is a significant challenge considering the present fees for CO<sub>2</sub> emission rights. In 2023, EU companies paid anything between 60 and 100 EUR for each ton emitted in the EU, a cost which our competitors from outside the community do not have to pay.

In order to create competitive conditions for European plants, an appropriate legal framework should be created providing for a carbon tax on non-EU goods.

EU plants should also have access to energy at competitive prices to ensure our security and allow us to achieve our ambitious goal, which will benefit the society as a whole.

		2021	2022	2023
Production of steel	TONS	572,244	474,292	493,698
Corporate income tax	PLN	39,170,825	27,654,707	0
Proceeds from excise tax on electric energy, gas and carbon products	PLN	356,576	299,727	320,660
Real estate tax	PLN	7,795,321	8,008,737	8,458,608
Perpetual usufruct fees	PLN	6,996,475	7,233,818	7,203,250
Social projects	PLN	110,000	180,000	254,000

ArcelorMittal Warszawa in 2023 figures compared to previous years.





1.4. Our value chain

ArcelorMittal Warszawa

Main value chain challenges:

Purchase of raw materials, products and services

- Responsible and transparent rules of selecting and cooperating with suppliers;
- Observing the Code for Responsible Sourcing;
- Awareness of our impact on the national economy, our role on the Polish and European market.

Production of steel

- Our goal is to arrive at a zero-accidents-at-workplace rate.
- Scale and conditions of employment;
- Recruitment and low turnover, attracting talented candidates by strengthening our image as an employer;
- Monitoring and reducing our environmental impact, especially with regard to dust and gas emissions;
- Effective use of energy and water;
- Ensuring continuity of production
- and optimal use of the production line capacity;
- Effective use of raw materials – cost optimization and maintaining reliability of our systems and installations;
- Compliance with the Polish and international law.

Sale of products and their use by our customers

- A wide range of top-quality products;
- Timely delivery;
- Ensuring customer satisfaction and continuous improvement of customer care;
- Catering to our customers’ need,including their demand for steel today and in the future.

ArcelorMittal Warszawa

Main business challenges:

Increasing prices of energy and CO<sub>2</sub> emission rights;

Economic slowdown in Europe;

High stock levels with our customers;

Reducing environmental impact: development of low-emission technologies and production processes- technical possibilities and costs;

Inflow of steel from third countries, where steel production is not subject to CO<sub>2</sub> emission fees;

Ensuring continuity of production, reliability of deliveries and top-quality of products;

Attracting new employees;

Changing delivery directions due to the war in Ukraine



1.4.

Our value chain

Main value chain challenges

01

Ensuring a safe, healthy and Friendly workplace

– Ensuring employee safety is our priority.

– We have been implementing comprehensive safety projects aimed at attaining our key goal – zero accidents at ArcelorMittal Warszawa.

– We organize internal information campaigns aimed at increasing awareness of the responsibility of each of us for safe work.

– We cooperate with the A.R.T foundation, which offers psychological support as part of the Emotional Helpdesk programme.

02

Products creating the modern world

– We provide products for the automotive, construction, household appliances and energy industries, including RES.

03

Effective use of natural resources and a high recycling rate

– The production process at the Warsaw plant is based on recycling steel scrap, which is turned into liquid steel in an electric arc furnace.

– As there are no limits to steel recycling, our plant meets the criteria of the circular economy model.

04

Responsible use of the environment and reducing our impact on the quality of water, soil and air

– We have consistently been reducing our dust and greenhouse gas emissions.

– We have been carrying out investments aimed at reducing our impact on the environment.

– We care about biodiversity.

05

Supporting the low-emission economy transition through responsible

– We continue to pursue ambitious climate goals. By 2030, we want to decrease our CO<sub>2</sub> emissions by 35% in Europe and by 25% worldwide. We have set up a Decarbonization Team, tasked with analysing the possibilities of reducing our CO<sub>2</sub> emissions.

– Since 2021, over 30% of the electrical power we purchase comes from renewable energy sources (RES)

– In 2023, we completed a number of investment projects such as the modernization of burners in the main ladle dryers at the Steel Plant, and the modernization of the Finishing Plant's gas furnace.

06

Delivery chain trusted by customers

– We comply with the Code of Responsible Sourcing and an Integrated Management System.

– We measure customer satisfaction by holding regular meetings with our customers. We analyse our complaint rates and aim at reducing them.

07

Attracting young and talented scientists and engineers

– We organize internships and apprenticeships for talented students of majors thematically related to our business.

– We cooperate with schools and universities by supporting student research associations and participating in university job fairs

08

Measurable community outreach appreciated by the others

– Our employees are involved in volunteering and activities supporting local communities.

– We promote transparency by regularly informing local communities about our activities on our website, during regular meetings with our stakeholders or in the media.



## 1.5. Our stakeholders and communication channels

We care about transparent and open communication with our partners in order to build lasting relations with them and to keep them informed about our activities.

To this end, we engage in a multi-party dialogue via numerous communication channels to reach many groups of stakeholders:

### Employees

- "1-magazine" – our in-company newsletter
- mailing
- SharePoint – ArcelorMittal Warszawa intranet database
- internal meetings, including meetings between the CEO and the employees, his shop floor visits
- notice boards at the departments
- TV screen at the shop floor
- direct communication – information communicated by shift leaders
- digital communication platforms – Teams
- website [www.arcelormittal-warszawa.com](http://www.arcelormittal-warszawa.com)

### Customers

- ongoing communication, meetings and cooperation
- customer satisfaction and opinion surveys regarding the company
- meetings of key customers with representatives of the Management Board
- NetSteel online platform for customers
- conferences and industry events,
- brochures and website [www.arcelormittal-warszawa.com](http://www.arcelormittal-warszawa.com)

### Suppliers

- ongoing communication and meetings
- meetings of key suppliers with representatives of the Management Board
- conferences and industry events
- brochures and website [www.arcelormittal-warszawa.com](http://www.arcelormittal-warszawa.com)
- ARIBA Sourcing platform

### Local communities and social partners

- "1-magazine" – our in-company newsletter
- meetings with local authorities, social partners
- and people living in the vicinity of our plant
- open days
- ongoing communication and cooperation, e.g. with schools and universities
- cultural and sports events
- website [www.arcelormittal-warszawa.com](http://www.arcelormittal-warszawa.com)

### Potential employees (candidates)

- cooperation with schools and universities, job fairs
- conferences and industry events
- website [www.arcelormittal-warszawa.com](http://www.arcelormittal-warszawa.com)
- "1-magazine" – our in-company newsletter
- job ads around the city space, press and Internet

### Membership in or support for associations and organizations:

- Hutnicza Izba Przemysłowo-Handlowa (Polish Steel Association)
- Akademicko-Gospodarcze Stowarzyszenie Hutnictwa (Academic and Economic Steel Association)
- Związek Pracodawców Przemysłu Hutniczego (Association of Steel Industry Employers)
- Polskie Stowarzyszenie Zarządzania Majątkiem Technicznym (Polish Association of Technical Asset Management)
- Stowarzyszenie Przyjaciół Huty Warszawa (Association of Friends of the Warsaw Steelworks)
- Towarzystwo Historyczne Solidarność Huty Warszawa (the Warsaw Steelworks "Solidarity" Historical Association)
- Towarzystwo Przyjaciół Warszawy (Association of Friends of Warsaw)





## 1.6. Approach to management



**Marek Kempa**  
President of the Management Board



**Artur Gierwatowski**  
CEO



**Dariusz Marchewka**  
CFO



**Agnieszka Gałka Woźniak**  
Human Resources Director

**We follow the proven management practices reflected in our policies and guidelines, which help us to effectively organize our work.**

The Supervisory Board as of 31.01.2024

**Lutz Bandusch** – Member of the Supervisory Board  
**Kamil Novak** – Member of the Supervisory Board  
**Adam Preiss** – Member of the Supervisory Board

The Management Board as of 31.01.2024

Managing an enterprise operating on a scale such as ours requires a properly integrated management system, organized teams and advisory bodies, all of which guarantee consistency, helps in effective delegating of tasks and makes the information flow and reporting more effective.

The **operational briefings** held in our company each week constitute a platform for exchanging information on strategic and operational issues. The meetings are attended by the CEO, CFO, the Human Resources Director and the heads of individual departments.

The general health and safety issues are discussed during monthly meetings of the **OHS Commission**, which expresses its opinions on the matter and offers

the necessary advice. Its meetings are attended by the officers of the company, trade union representatives, the In-Company Social Labour Inspector, Departmental Social Labour Inspectors and an occupational physician. The meetings are open to all employees of the plant and its subcontractors.

As part of our social dialogue commitment, we have set up an **Internal Social Benefits Commission** and tasked it with the implementation and supervision of the goals following from our In-Company Social Benefits Fund. Composed of the company's and trade union representatives, the commission holds 12 meetings annually.



1.6.

# Approach to management

## Integrated Management System

Our Integrated Management System has received positive scores in all areas of our activity in the course of external audits carried out by an accredited certifying body.

- In 2023, following two audits:
- one held between 1-3 /02/2023 (quality management system audit to test conformity with the ISO 9001 and IATF 16949)

— the other one held between 25-27/07/2023 (OHS Management Systems audit (ISO 45001, energy (ISO 50001)

TÜV Rheinland Polska Sp. z o.o., audithors once again confirmed the efficiency of our management systems



## The Integrated Management System of ArcelorMittal Warszawa

is based on the following requirements:

### IATF 16949

Technical specification "Quality management system - detailed requirements for the application of ISO 9001 in the automotive industry in serial production and in the production of spare parts"

### ISO 9001 standards

"Quality management system. Requirements"

### ISO 14001 standards

"Environmental management systems. Requirements and application guidelines"

### ISO 45001 standards

"Occupational health and safety management system"

### ISO 50001 standards

"Energy management system. Requirements"

## ArcelorMittal Warsaw Quality Management System

also meets the requirements of:

the pressure equipment directive PED2014/68/EU

Regulation (EU) No. 305/2011 of the European Parliament and of the Council of 09.03.2011 (confirmed by an in-company production control certificate regarding PN-EN 10025, including CE marking).

included in the CPJS (Centre for the Promotion of Steel Quality) program for certification of ribbed bars /EPSTAL/.

The Quality Control Department Laboratory is covered by an integrated quality management system and declares compliance with the requirements of the **PN-EN-ISO/IEC 17025** standard "General requirements for the competence of testing and calibration laboratories within the scope of its AB 1300 accreditation.

The Integrated Management System of ArcelorMittal Warszawa also covers the principles of sustainable development based on a comprehensive combination of economic, social and environmental issues confirmed by the following certificates:



All valid certificates and approvals are available on our website

ArcelorMittal Warsaw also holds certificates /approvals /recognitions granted by authorized Certification Bodies, Classification Societies etc. for quality steel products and ribbed bars.

ArcelorMittal Warsaw cooperates with customers in obtaining approvals / type approvals required for the products offered.



Our management systems ensure that we have properly identified and operated processes in place, in addition to well-trained employees who know how to effectively carry out tasks in order to achieve the set goals, and how to perform work in a safe manner while minimizing waste.

Agnieszka Kubacka  
Management Board's Integrated Systems Representative



1.6.

# Approach to management

## Compliance programme

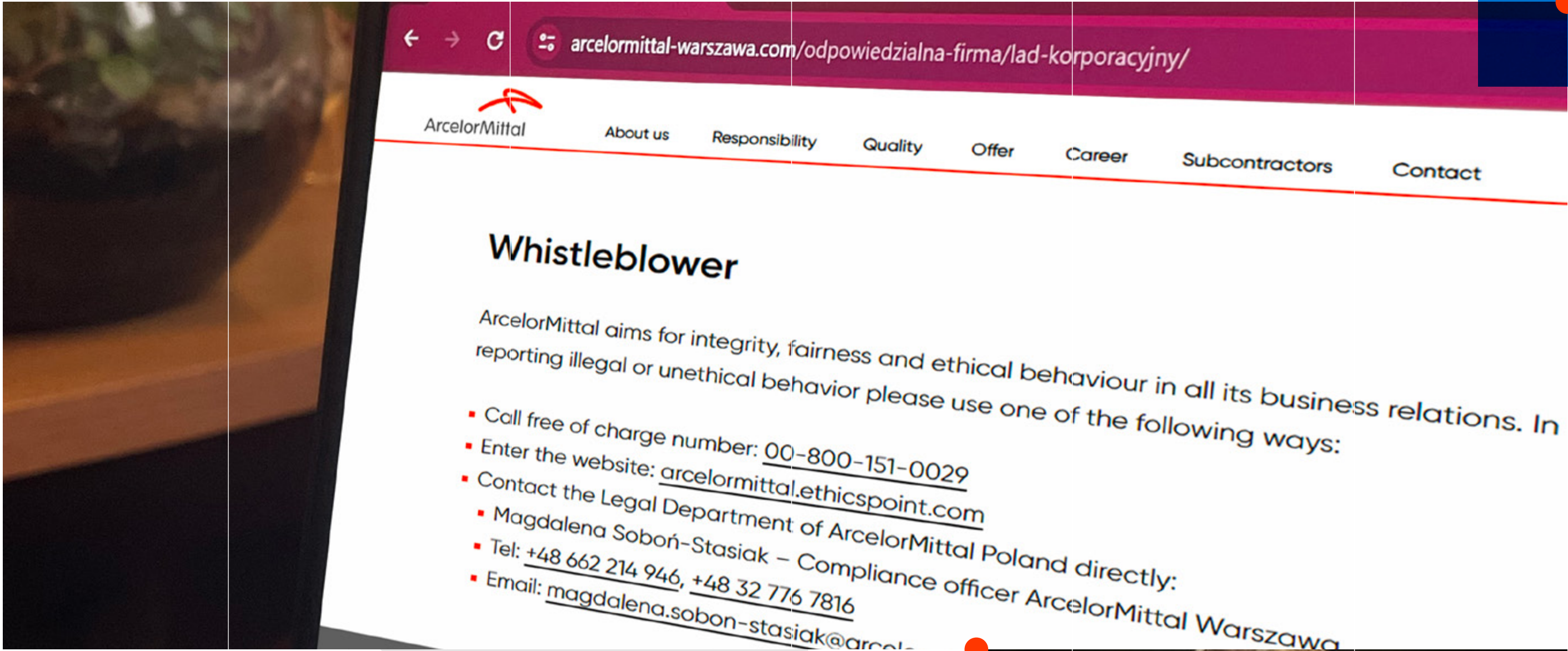
Managing processes and people's work on such a large scale, as is the case with us, requires appropriate compliance and business ethics regulations.

Therefore, to prevent abuse, we have a comprehensive Compliance Program in place that includes:

- ArcelorMittal Code of Bussiness Conduct,
- Economic Sanctions Procedure,
- Anti-Corruption Procedure,
- Data Protection Policy,
- Human Rights Policy,
- Confidential Information Policy,
- Policy for reporting misconduct,
- ArcelorMittal Group Data Protection Procedure,
- Receiving & Giving Gift & Entertainment Procedure
- Anti-abuse policy

Other policies we follow:

- Integrated Management System Policy,
- Social Policy,
- Security Policy,
- Employee Relations Policy,
- Training Policy,
- Diversity and Inclusion Policy,
- Procedures for counteracting mobbing at ArcelorMittal Warsaw



Magdalena Soboń-Stasiak  
Compliance Officer

Our company's Compliance Officer, Magdalena Soboń-Stasiak, is an experienced lawyer, for years has been overseeing the compliance of the Group companies' activities with the legal standards in Poland. She is also a data protection officer and AML officer. Each of our employees is safe to share their observations or suspicions regarding corruption to the Compliance Officer. To this effect, we have established confidential communication channels: a free telephone number and a special email address.

We devote a lot of time and effort to promote and strengthen ethical attitudes consistent with our principles. For this purpose, we hold special trainings and prepare suitable information materials.

Each of our employees must attend a business ethics trainings at least once every 3 years.



1.6. Approach to management

Compliance trainings held in 2023:

We conducted a total of **61 individual and group training sessions** in compliance with: the code of business ethics, anti-corruption regulations, the procedure for receiving and giving gifts, as well as invitations to entertainment events, anti-trust regulations, confidential information, economic sanctions and personal data protection.

The training sessions are held in the form of classroom, webinars and self-studying (training available on the company's training platform).



Total number of trainings held for our employees (ArcelorMittal Warszawa and its subsidiaries)

- including trainings for employees holding managerial positions
- including trainings for employees holding non-managerial positions
- % of employees trained
- including % of employees holding managerial positions
- including % of employees holding non-managerial positions

2021	2022	2023
193	291	573
26	71	35
167	220	538
12.4	25.1	85*
2.4	7.2	3*
10	17.9	82*

 Total number of trainings held

\*The above figures relate to employees designated to learn the procedures in the reported period, which accounts for 100% of all designated employees.





## 1.6. Approach to management

We make sure that our employees' become familiar with the anti-corruption policies and procedures applied by the company and undergo trainings in this area.

No cases of corruption were reported at ArcelorMittal Warsaw in 2023.

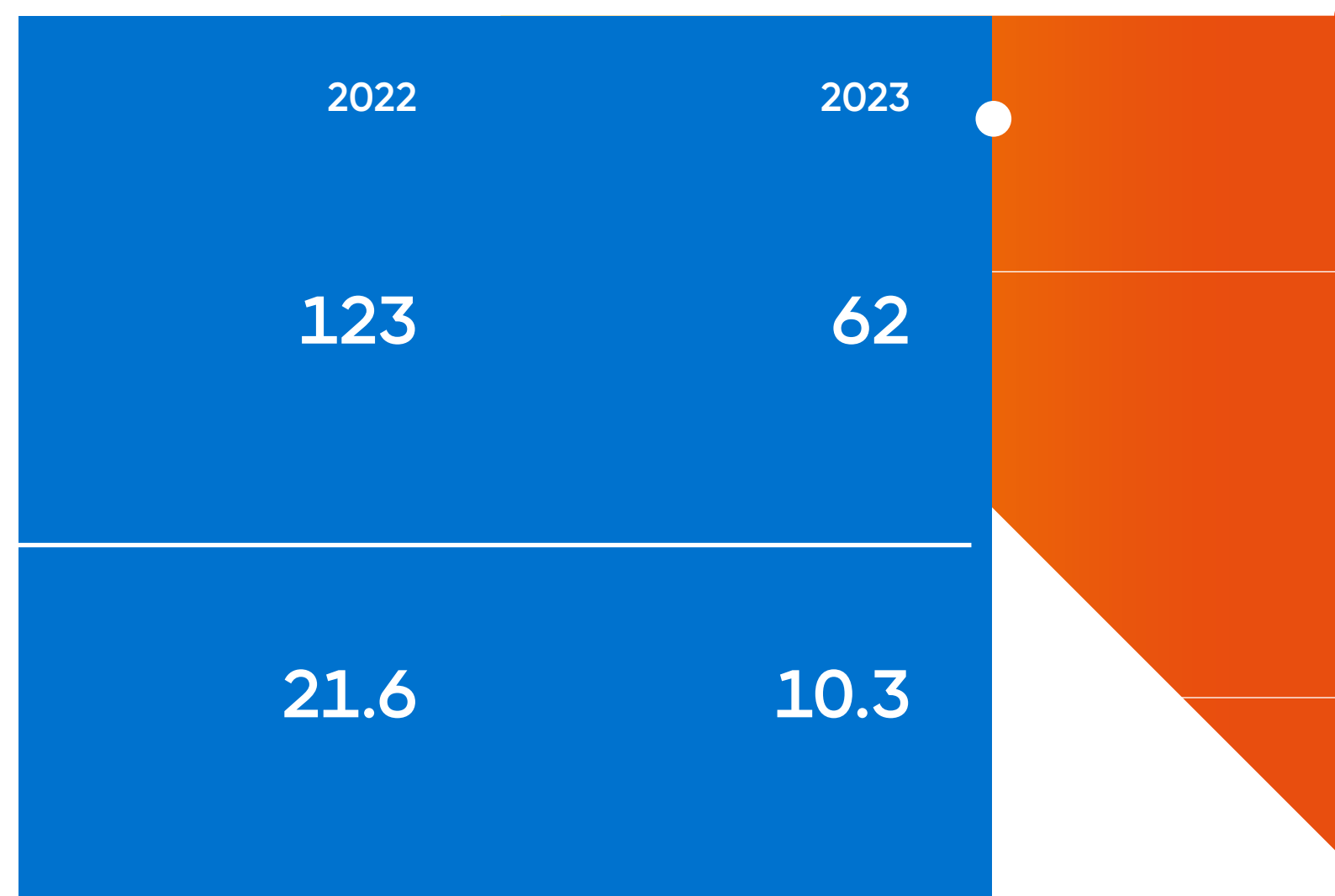
**100 percent of business units were analysed against corruption risk.**

As part of our internal information campaign, in 2023, our employees received a series of short videos entitled "Compliance in Action," the individual episodes of which dealt with the most important issues related to countering non-compliance with the organization's regulations.

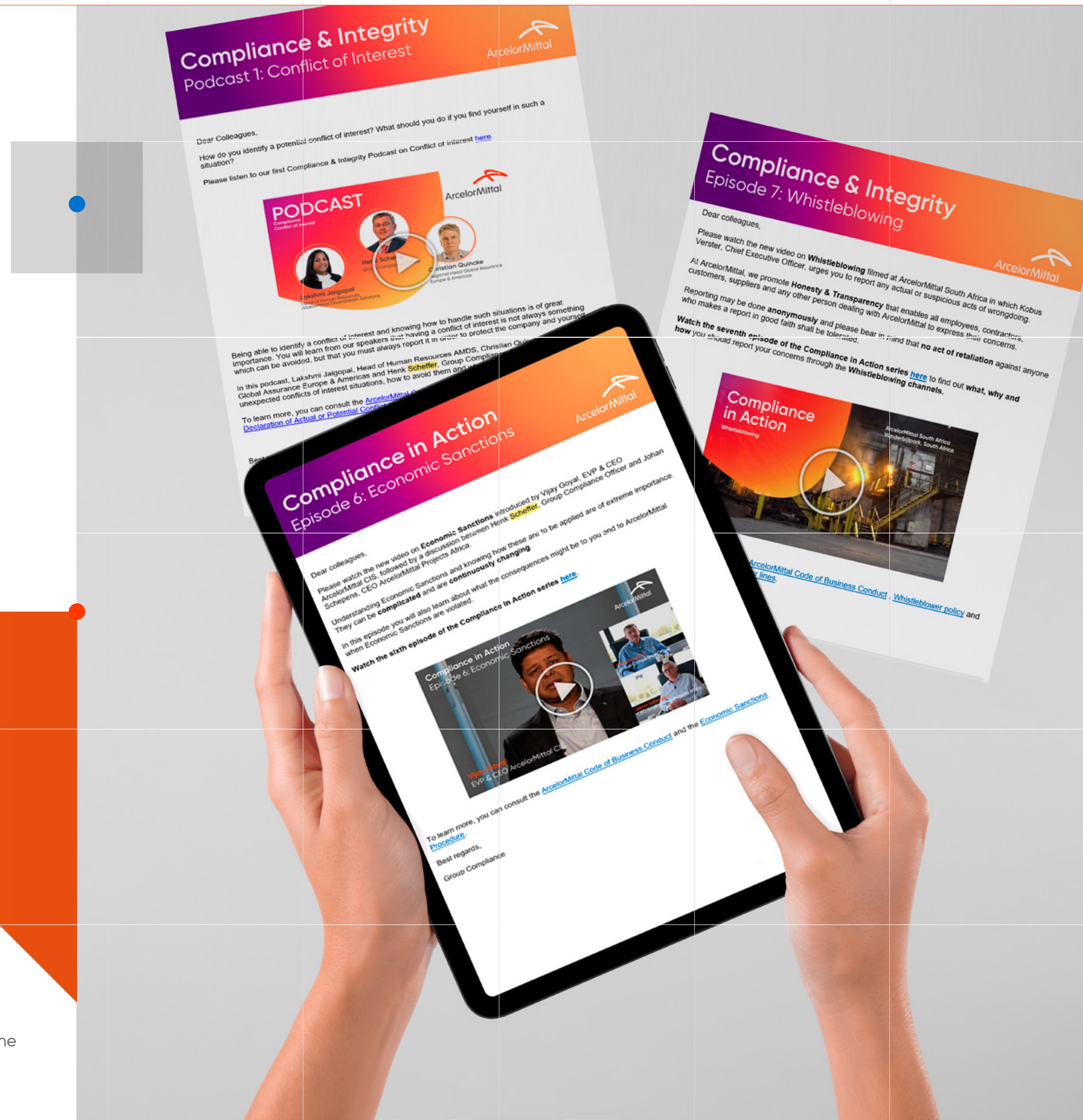
The videos featured interviews with ArcelorMittal Group experts and focused, among other things, on economic sanctions, conflict of interest and whistleblowing. As part of our internal outreach campaign, we ran a series of podcasts entitled "Compliance & Integrity," addressing the issues related to the compliance program, kicked off by a podcast devoted to countering potential and actual conflicts of interest.

The number of employees familiarized with the procedures for preventing corruption and fraud (ArcelorMittal Warsaw and Subsidiaries)

% of employees familiarized with the procedures for preventing corruption and fraud



▲ The above figures relate to employees designated to learn the procedures in the reported period, which accounts for 100% of all designated employees.





1.7. Awards and distinctions

As one of the leading steel producers in Poland, we are recognized for our intensive work. Our commitment and the effectiveness of the people we have the privilege to work with have earned us numerous awards and distinctions.

In 2023, our biggest success was the ResponsibleSteel™ certificate, awarded to us on January 24 following an audit carried out by DNV Poland, a certification body.

In 2023, for the third time in row, one of our Departmental Social Inspectors, this time from the Finishing Department, won the **"Most Committed Social Labour Inspector"** competition organized by the State Labor Inspectorate together with trade unions.

In 2020 and 2021, respectively, this award was presented to other ArcelorMittal Warsaw Departmental Labor Inspectors. This show that the cooperation between ArcelorMittal Warszawa and its community partners with regard to Occupational Health and Safety is highly valued by the National Labor Inspectorate.



We have also been a four-time winner of the **Reliable Employer of the Year** title, which strengthens our image of a reliable employer who cares about safety, working conditions and employee development.

The purpose of the Reliable Employer of the Year programme is to select the best employers in Poland, especially those who promote the most interesting HR solutions. The main idea behind the programme is to identify and honour businesses pursuing model human resources policies.

In 2017, we took part in (and won) the 18th edition of the **Human Resources Management Leader Competition** organized by the Labor and Social Affairs Institute of the Ministry of Labor and Social Policy.

In 2011, the President of the Republic of Poland presented ArcelorMittal Warsaw with the "Employee Friendly Business" award.





**n2** A safe  
workplace



## 2.1. Systemic approach to safety

Safety in the workplace has always been our top priority. As we operate in an industrial environment where one needs to be very careful at every step of the way, we do everything we can to increase the awareness of and compliance with the health and safety rules.

To ensure compliance with the safety regulations, we apply the **ISO 45001:2018** standard (Occupational Health and Safety Management Systems -- Requirements and Application Guidelines), while pursuing our objective of "zero accidents in the workplace," helped by transparent regulations, policies, procedures and internal instructions, including:

- ArcelorMittal Health and Safety Policy
- ArcelorMittal Warsaw Integrated System Policy
- Identification of hazards and occupational risks
- Accidents at work, near misses, occupational diseases
- Handling of emergency situations
- Crisis management
- Supervision of external persons
- Organization of safe work with energy equipment
- ArcelorMittal's fatal accident prevention standards

In addition to occupational medicine, the company undertakes a number of additional activities at prevention and improvement of its employees' health. Each of our employees is entitled to a private medical package offered by PZU Zdrowie, a medical company, co-financed by the employer. The package covers also our employees' family members and includes a number of specialized consultations as well as a wide range of laboratory diagnostics. For many years now, together with a medical company, we have been conducting different health awareness campaigns, such as the consultations with a dermatologist or the breast self-examination training, conducted in 2023 as part of the International Women's Day. In April 2023, as part of the Health and Safety Day, our employees had the opportunity to get a lung X-ray in an ambulance.

In December 2023, 96 employees underwent preventive diagnostic tests recommended for men and women (determination of PSA enzyme level and presence of HCV antibodies).



The plant also operates a medical centre providing internist care and basic laboratory diagnostic tests.

In addition to our efforts to support the physical health of our employees, we also provide them with psychological support – thanks to our cooperation with the A.R.T. Foundation in Warsaw, together with which we have established our Emotional Help Desk. This is an anonymous support for all those whose personal problems make it difficult for them to function in their professional and family life.

Due to the sensitive nature of these problems, the consultations are provided by phone.





2.1. Systemic approach to safety

Our **Corporate Collective Labour Agreement** covers additional compensation for long-term or permanent health damage caused by an accident at work or an occupational disease. On this account, at the request of a trade union, additional assistance can be obtained to arrange for and finance of a medical treatment.

The **Company's Social Benefits Fund** includes the following health-promoting tools:

- Holiday allowances for our employees and their children
- Co-financing of sports membership cards

In addition to preventive meals and drinks required by state regulations, we also provide regenerative meals to all our employees.

Each employee is also entitled to a subsidized lunch at the canteen located in the main office building.

**As part of our health and safety system, we supervise the employees of third-party companies.** Each contractor is required to comply with our rules, and their employees undergo appropriate trainings followed by an exam. Contractors failing to follow the OHS rules face consequences in the form of penalties, including immediate termination of cooperation in the event of a flagrant violation. Work carried out by contractors is subject to our health and safety audits.

We also have our own first-aid provision rules. Our plant maintains a team of well-trained first responders ready to administer first aid round the clock before the external emergency medical services arrive. In addition, during the plant's peak hours, when the largest number of people are present on its premises, i.e. during the first shift, the team is supported by a medical doctor and a nurse from the plant's on-site medical clinic.

For many year now we have been doing our best to prevent accidents by building a **Safety Pyramid**, reporting every accident and near miss or dangerous behaviour/situation. By reporting and recording each of these incidents and taking appropriate corrective action, we seek to reduce the number of accidents.

In 2023, our employees reported 3,830 dangerous incidents, including 3768 dangerous situations/behaviour and 62 near misses. In pursuing our goal of zero accidents, we also place great importance on identifying so-called PSIFs. This acronym is made up of the first letters of four English words: potential, serious, injuries, fatalities. In 2023, a total of 21 PSFs were reported. By detecting, analysing and countering as many potential incidents as possible today, we stand a better chance of avoiding serious and fatal accidents in the future.

In 2023, we reported 5 accidents, 0 fatalities, and an accident frequency rate of 0.57\*.



\*We apply the international Lost Time Injury Rate, which we calculate as follows: number of fatal accidents + number of accidents causing hours of incapacity \* 1,000,000/Number of man-hours worked by all employees.



## 2.1. Systemic approach to safety

The **OHS Commission** is our company's advisory and consultative body in the area of occupational health and safety.

It is composed of representatives of trade unions, senior management and the company's occupational physician. Meetings of the Commission are held on a monthly basis and deal not only with periodic reviews of working conditions, but also with any other matters related to occupational health and safety.

The Commission's meetings are open and can be attended by all employees. Cooperation with our trade union partners in the area of occupational health and safety has been recognized by the State Labor Inspectorate, which annually organizes the "Most Committed Social Labor Inspector" competition together with trade union headquarters. In 2023, the winner of this competition was our Departmental Social Inspector from the Finishing Department. In 2020 and 2021, this award was presented to other ArcelorMittal Warsaw Departmental Labor Inspectors.

### Application supporting health and safety management

The OSH management system is supported by a number of IT tools, the most important of which is the **APLOK system**. This application allows quick access to transparent data and statistics without having to use paper documentation. This system enables more efficient application of many of our systemic health and safety solutions. Some of the most essential tools of this type are health and safety audits at shopfloor.

According to the ArcelorMittal Group standard, all managers, from the CEO to the shift leader, are required to conduct shopfloor audits. **In 2023, a total of 5,181 audits were conducted at the departments/divisions of the steel mill and at our subcontractors'.**

Each properly conducted audit allows to significantly improve occupational safety by promoting proper behaviour, eliminating bad habits, and reducing or removing hazards.

The APLOK system can also record dangerous incidents reported by employees and included in the Safety Pyramid.

Another tool recorded in the system are the additional health and safety training sessions conducted by team leaders. Supported by the Health and Safety Department. Team leaders define the scope of these sessions for the entire year – it specifically addresses risks related to the activities performed by individual teams.

A total of **1,510** of such sessions were held in 2023. We have been developing the APLOK application since 2012. Currently, we are working on a more advanced and comprehensive OSH management application based on the SAP platform.





## 2.2. Health and safety measures

Our company goes to great lengths to encourage proper attitudes to health and safety among its employees. We want to make sure that they make a habit of proper behaviour and permanent vigilance.

Therefore, in addition to the meetings of our health and safety teams, we organize numerous events, some of which have become our internal annual celebrations .

### Safety Day

In April 2023, for the 18th year in a row, we celebrated the **Health and Safety Day**. On this day each year we remind our employees that OHS rules should always be their number one concern and that they should always be observed. During a series of shows and training sessions our experts presented the latest personal protection equipment and offered advice on how to perform work in a safe manner. We had an opportunity to see an exercise staged by our internal team of first responders, an external emergency team, fire brigade and a group of physical therapy students.

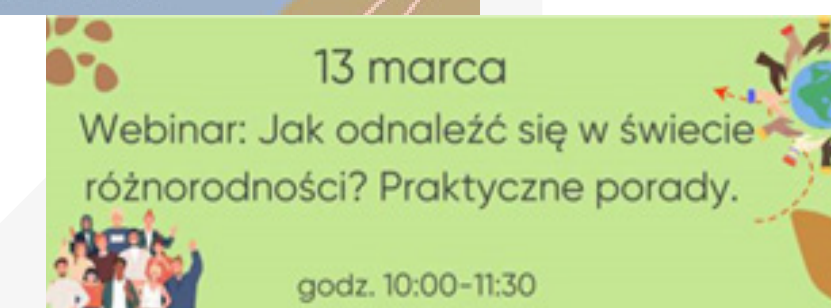
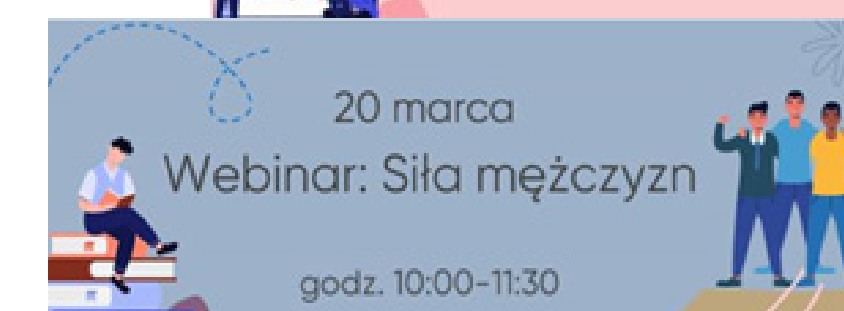
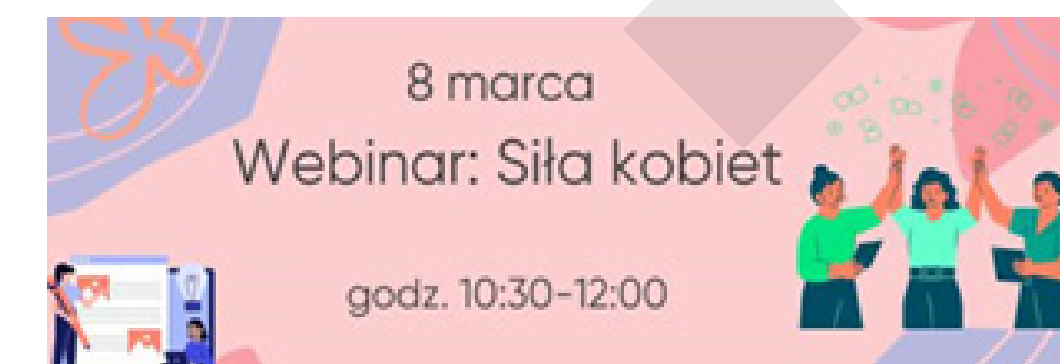
The event also featured presentations promoting our psychological support programme named "Emotional Helpdesk," during which representatives of the A.R.T. Foundation answered our employees questions. We also organized a preventive campaign named "Healthy Testicles." In addition to that, our employees could take part in an OHS regulations quiz and get a lung X-ray in a special ambulance.



### Taking care of our employees' well-being

Taking care of our employees' well-being ( part of our health & well-being campaign), we shared with our employees our knowledge in this regard.

They also had an opportunity to take part in numerous webinars, lectures and examinations, including a workshop entitled "The ABC of Crisis Management," presenting the desirable modes of action in crisis situations in order to increase the sense of safety in the workplace. In 2023, our employees had the opportunity to participate also in other webinars, including the following ones: "Psychosomatics - when an illness begins in your head," "The Strength of Women," "Diversity - how to find your place in the world of diversity" and "Develop your self-discipline."





## 2.2. Health and safety measures

### Awards received for our pro-health and OHS activities

During the OHS day, we presented our most active employees with awards for their commitment to our company's safety.

The awards were given for both individual work and team work. The individual awards were given e.g. for reporting the highest number of incidents or providing the best solutions to the most serious incidents (PSIFs). A total of 6 individual awards were given.

Collective awards were given to the most proactive teams and departments (implementation of more than 90% of the plan in terms of execution of: health and safety audits, incident reporting and additional health and safety training). **A total of 31 proactive employee groups were honoured.**

The above awards are the result of a programme introduced in 2008 in cooperation with the company's trade union organizations with a view to motivating our employees to report dangerous incidents. One additional award was also granted to an ArcelorMittal Warsaw employee for his participation in a corporate campaign on reporting safe solutions in everyday life but outside work. The Health and Safety Day was also a good opportunity to thank our employees for coming forth with innovative ideas or donating blood.

We all want to always be able to return home safely after work, which is why it is so important to follow the OHS principles and engage in building a culture of safety in our organization.

Artur Gierwatowski  
CEO  
ArcelorMittal Warszawa





2.3. In-company OHS programmes and initiatives

Occupational health and safety issues require continuous development and improvement of the existing solutions.

Routine approach to daily tasks may lull one into a false sense of security, therefore, we regularly refresh our message to our employees by coming forth with new development programmes and initiatives as well as upgrading our training in this area.

That’s why we hold periodical OHS trainings.

41  
periodical OHS trainings in 2023.

415  
participants in OHS trainings in 2023

Apart from obligatory trainings, we organized numerous additional educational activities.

See the examples below:

- ArcelorMittal Group's 10 golden safety rules
- Safety around power equipment
- First aid – training for first responders
- Safety of hook operators
- Industrial safety

Since 2016, we have been implementing our flagship health and safety project called „Take Care,“ as part of which we organize training sessions aimed at increasing our employees’ awareness of the threats resulting from their work as well as at continuous improvement of the safe work culture. The training is intended for all of our and our contractors’ employees holding operating jobs.

The first edition of the programme, held between 2016 and 2019 and titled "Start with Yourself," was intended to strengthen individuals’ responsibility by emphasizing the "I want" attitude which is to replace the "I have to" attitude. The first phase included a 5-day training during which we worked on perceptiveness and on building attitudes allowing to anticipate threats and respond to them appropriately.

The second phase, which also lasted 5 days, was carried out between 2020 and 2022 and was focused on developing safe behaviour patterns in a team based on the assumption that if employees keep an eye on each other, fewer accidents happen.

That part of the training was very intensive and focused on developing practical skills with regard to responsibility for oneself and for one’s coworkers. One of the key roles in the training is played by the team leader.

All phases of the project touch upon the issues related to the ArcelorMittal Group's fatality prevention standards, including isolation of energy sources, walking around the company, driving vehicles, lifting operations and crane equipment, as well as working at heights.

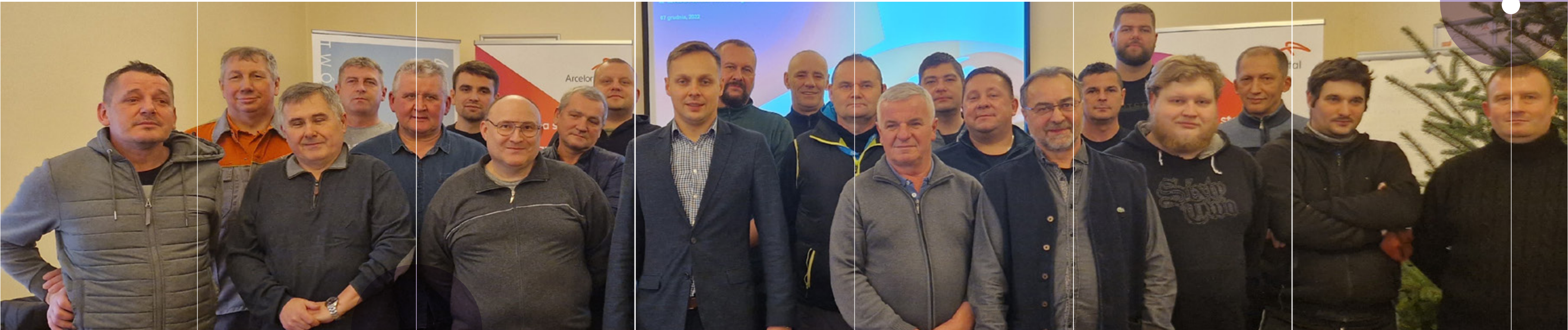
In 2023, we began a new workshop phase consolidating our knowledge and skills gained in previous cycles. As many as 86% of operational staff took part in the this new training phase in 2023. In the same year, we also launched a module intended to introduce newly hired employees to our culture of safe work.



The health and life of our employees is priceless. Therefore, our main objective is to make sure that everyone is aware of the potential occupational risks.

We expect and encourage each of our employees to consciously assess the potential risks or hazards they and their coworkers may face while performing their work.

Artur Herla  
Head of Health and Safety  
Department at  
ArcelorMittal Warsaw





2.3. In-company OHS programmes and initiatives



In 2023, we revised and updated our corporate **Life Saving Golden Rules**, a set of 10 behaviour patterns essential for preventing fatal accidents. They address the most common fatal hazards occurring at steel and mining facilities. These rules have been designed to be clear, simple and applicable to all types of work performed on the shop floor. They are included in onboarding training programs and frequently referred to during safety meetings, visits to the shop floor and in risk assessments.

We expect each employee to be familiar with, understand and apply these rules, as they are not merely recommendations but mandatory regulations. That's why their revision was accompanied by an extensive information campaign, including quizzes for employees, video and poster campaigns. The online training course on the Golden Life Saving Rules we launched in 2023 must be attended by all our employees.

In the same year, we also launched a very important health and safety programme entitled **"Foremen program"** aimed at strengthening the function of OHS employees both in their area of responsibility and on the management level. The 72 foremen manage small teams, usually consisting of a few people, and work shoulder to shoulder with them. They have an additional responsibility for safety – the foremen works directly on the shop floor with a small group of coworkers, and therefore he may not turn a blind eye to someone behaving in an unsafe manner or breaking the procedures.

The leader is obliged not only to identify such situations, but also to react to them immediately, while fully observing the safety rules and serving as a role model for others. That's why foremen undergo a series of intensive training courses and participate in workshops that help them learn how to improve teamwork, handle difficult conversations with employees and deal with emotions that may appear in difficult situations. In addition, each foreman is periodically evaluated in terms of his performance.

We follow the rules. We save lives together.

In 2023, our organization continued the information and education campaign entitled "We follow the rules. We save lives together." The purposes of this extensive information campaign was to remind all employees about the necessity to observe the safety rules with regard to common, typical activities carried out our plants, e.g. gas detection, insulation, risks assessment before starting work (light HIRA), vehicle traffic, work at heights, keeping safe distance from loads transported by overhead cranes etc.



In 2023, after assessing all ArcelorMittal sites in Europe in terms of safety in the context of serious accidents (including fatalities), we embarked on a new program. **Together with external experts from DSS+**, we began to improve the management's skills in:

- conducting facility audits and multi-level assessments,
- carrying out the HIRA and "light" HIRA procedures,
- issuing work permits,
- holding briefings, including health and safety issues,
- conducting incident analyses,
- proactive risk management,
- proper implementation of standards,
- developing leadership competencies

The pilot program was focused on individual coaching, took 24 weeks to complete and covered 31 managers, leaders, specialists at the Steel Mill Department (production and maintenance) and the Media Distribution Department. We plan to extend the project to other areas of the steel mill in 2024.





3 A stable  
workplace



3.1. Employment scale

We owe our achievements to a team of excellent professionals. ArcelorMittal Warsaw builds lasting relationships with its employees by caring for their development, good working conditions and psychophysical well-being. One of ArcelorMittal's ten Sustainability Ambitions is "to provide employees with a safe, healthy and friendly working environment."

We are committed to attracting and retaining individuals who want to develop their skills in the continuously developing steel industry. In building our image as an employer of choice, we adhere to ArcelorMittal's Code of Business Ethics and internal Diversity and Inclusion Policy. We are signatories to the Diversity Charter. Another factor which strengthens the relationship between us and our employees is the Company's Collective Bargaining Agreement between us and the trade unions.



	2021	2022	2023
ArcelorMittal Warsaw and its subsidiaries	593	635	631
ArcelorMittal Warszawa	506	549	544

Headcount

We have over 500 employees.

In 2023

631 persons

employed in ArcelorMittal Warszawa (and its subsidiaries) against an employment contract, of which:

67 women  
564 men

544 persons

employed in ArcelorMittal Warszawa alone against an employment contract, of which:

52 women  
492 men

In 2023, only 2 out of 631 persons employed in ArcelorMittal Warszawa and its subsidiaries against an employment contract worked part-time. There were also 13 persons employed against a contract of mandate.

Women account for 10.6% of our staff

In 2023

1 women

was employed as a director,

13 women

held managerial positions, i.e. 28% of all employees holding these positions.

We employ persons of different ages.

53%

of us are aged between 30 and 50

8% are less than 30 years old

39% are older than 50.



3.1. Employment scale



		Persons employed against an employment contract for an indefinite period of time	Persons employed against an employment for a fixed period of time	Persons on a probationary period
Total number of employees at ArcelorMittal Warsaw and its subsidiaries		515	112	4
Women		49	17	1
Men		466	95	3
Of which employees of ArcelorMittal Warszawa		434	108	2
Women		35	17	0
Men		399	91	2

▲ Persons employed in ArcelorMittal Warszawa and its subsidiaries against an employment contract by sex and contract type as at 31.12.2023

		Under 30 years old	Between 30 and 50 years old	Over 50 years old	%
Women		6	38	23	10,6
Men		45	324	195	89.4
total		51	362	218	100

▲ Persons employed in ArcelorMittal Warszawa and its subsidiaries by sex and age as at 31.12.2023



3.1. Employment scale



Employees on management boards of ArcelorMittal Warszawa and its subsidiaries by sex and age as at 31.12.2023:

ArcelorMittal Warszawa:

- 2 men aged between 30 and 50
- 1 men over 50 years old
- 1 woman over 50 years old

Subsidiaries:

- 1 men aged between 30 and 50
- 2 men over 50 years old
- 1 woman over 50 years old

		Under 30 years old	Between 30 and 50 years old	Over 50 years old	Total	%
Members of the Management Board and directors		0	1	4	5	100%
Women		0	0	2	2	40%
Men		0	1	2	3	60%
Managers		0	30	15	45	100%
Women		0	7	5	12	27%
Men		0	23	10	33	73%
Other administrative staff		15	56	34	105	100%
Women		6	22	15	43	41%
Men		9	34	19	62	59%
Shop floor workers		36	249	191	476	100%
Women		0	6	4	10	2%
Men		36	243	187	466	98%



Persons employed against an employment contract in ArcelorMittal Warszawa and its subsidiaries by sex and function, as at 31.12.2023



3.1. Employment scale

New hires employed in ArcelorMittal Warszawa and its subsidiaries against an employment contract in 2023.

51 new hires  
9 women  
42 men

Employees who left the company in 2023

55 people  
left the company in 2023  
10 women  
45 men

Of which over 50 years of age:

23  
24% were people employed  
for less than one year



	Under 30 years old	Between 30 and 50 years old	Over 50 years old	%
New hires in ArcelorMittal Warszawa and its subsidiaries	19	26	6	51
Women	3	5	1	9
Men	16	21	5	42

New hires in ArcelorMittal Warszawa and its subsidiaries employed against an employment contract in 2023 by sex and age.



3.1. Employment scale

Diversity and inclusion:

While we respect business ethics, we also make sure that everyone in our company is treated fairly and recognized for their contributions to the organization. We believe that the diversity of our employees is an asset that enriches us with new ideas, opinions and experience. Our Diversity and Inclusion Policy defines our goals and principles in this regard.

We realize that taking the first steps in a job and getting acquainted with a new workplace is not easy.

That's why we have organized a team-building meeting of interns and young employees with experienced employees and managers, in order to cut the distance between them and create a good atmosphere to talk about different perspectives on our daily work. The meeting took the form of an open discussion combined with integration activities.

We strive to promote the role of women in the development of the industry through interviews in the internal media. In our recruitment process, we declare our will to hire women.

In 2021, ArcelorMittal Warsaw signed the Diversity Charter.

Recruitment:

In 2023, we conducted an extensive recruitment campaign. Our activities targeted candidates (both women and men) who value stable employment and personal development.

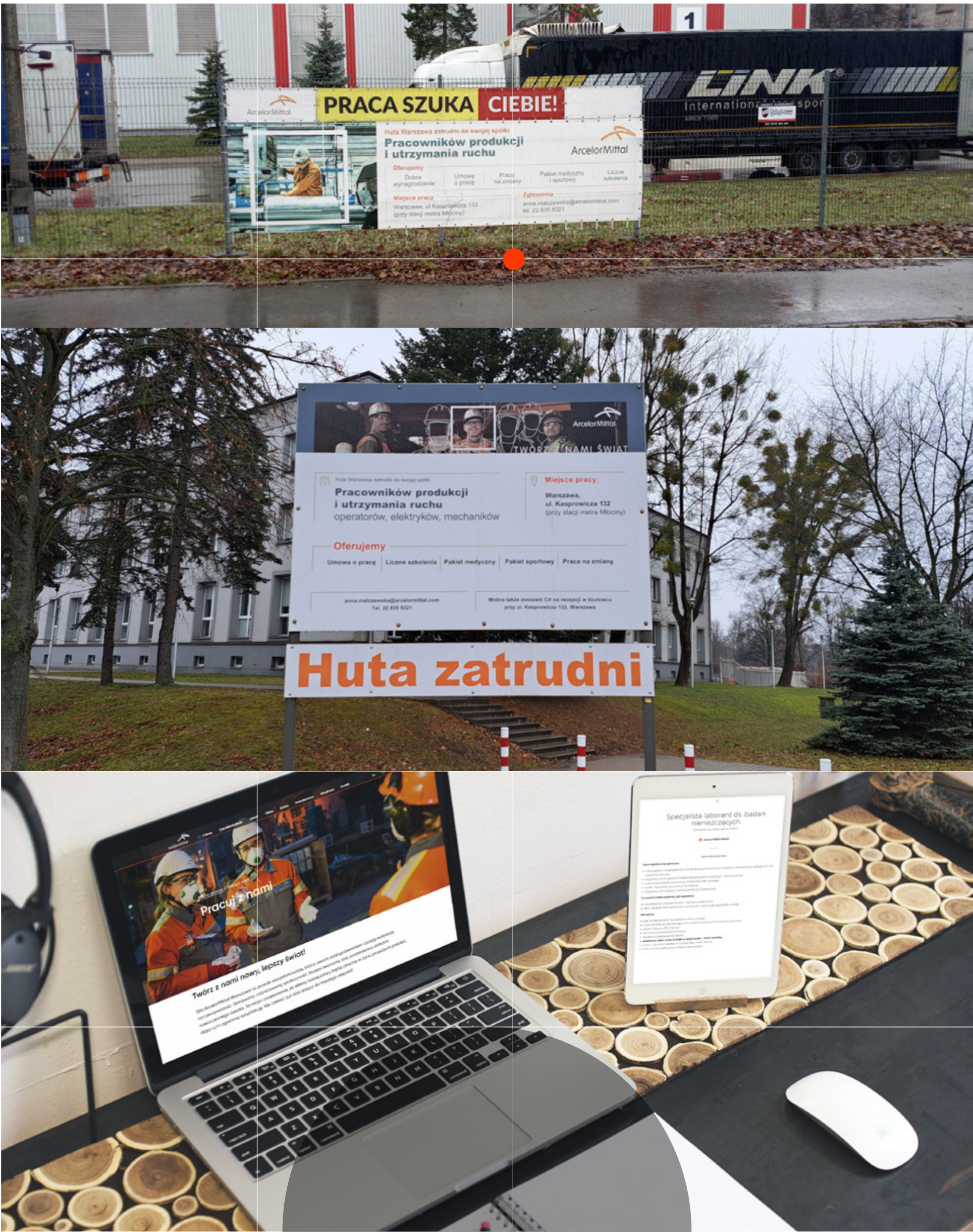
We got our message across to the candidates through billboards, newspaper ads, posters and flyers (distributed by mailmen – in cooperation with the Polish Post Office).

We publish job advertisements on websites such as Pracuj.pl or Lento.

We have tried to reach as many potential candidates as possible.

In 2023, we were present at the Talent Days job fair (at the National Stadium), a job fair organized by the Targówek Municipality Office as well as at fairs held at universities. During these events we held one-on-one conversations, and at the Warsaw University of Technology fair, our experts gave a lecture on green steel.

We value the opinion of our colleagues, which is why we use a recommendations program entitled "Recruit with us," which serves us as an additional source of candidates and a good opportunity for our employees to receive a financial gratification if we hire the candidate they have recommended.





3.2. Benefits and relationships with employees

As we want our employees to feel appreciated, we offer them a range of benefits intended to improve their life quality. The benefits are awarded by our Social Benefits Fund

to both full-time and part-time employees and their value is way higher than is required by law.

ArcelorMittal Warszawa

Benefits

- Subsidized meals,
  - Professional medical care co-financed by the employer,
  - An additional day off on May 4 – Steelworkers' Day,
  - Employee Capital Plans,
  - Training, education subsidies,
  - Co-financing of sports events,
  - Vacation,
- Subsidized vacation for children,
  - Co-financing of sports cards (also for family members)
  - Our Social Benefits Fund offers,
  - Real estate loans,
  - Financial aid for employees in difficult life situation,
  - Paid employee recommendation program.

Social dialogue

An important element of building mutual relations in the company is systematic and constructive social dialogue, which allows us to reach agreements on the most important issues affecting our business.

We have 2 trade unions with whom we cooperate on many levels.

We organize:

- weekly meetings between the Management Board and the trade unions;
- participation of the HR department representatives in meetings of the Inter-company Committee and General Meetings of Delegates;
- the Health and Safety Committee meetings, where health and safety issues are discussed together with the trade unions;
- 41% of our company's employees participate in the voluntary employee capital program (PPK);
- In 2023, one woman decided to return to work after a parental leave;
- 99% of our employees are covered by a collective bargaining agreement.

Agreements

Last February, a pay negotiation agreement for 2023 was concluded, including both general arrangements for each employee and specific ones for the bonus fund, additional incentive fund, functional allowance for line leaders and discretionary award.

We have updated and extended (until 2023 and 2024) the agreement on mitigating social consequences resulting from the implementation of restructuring processes at ArcelorMittal Warszawa, which may affect the Company's employment status

The main goal of the document is to protect and preserve jobs for those whose positions might be eliminated.

The rules for performing remote work are detailed in the agreement dated 24.04.2023 (with an annex dated 01.01.2024).

In July last year, the parties agreed on the detailed rules for calculating and paying the discretionary award for 2023.

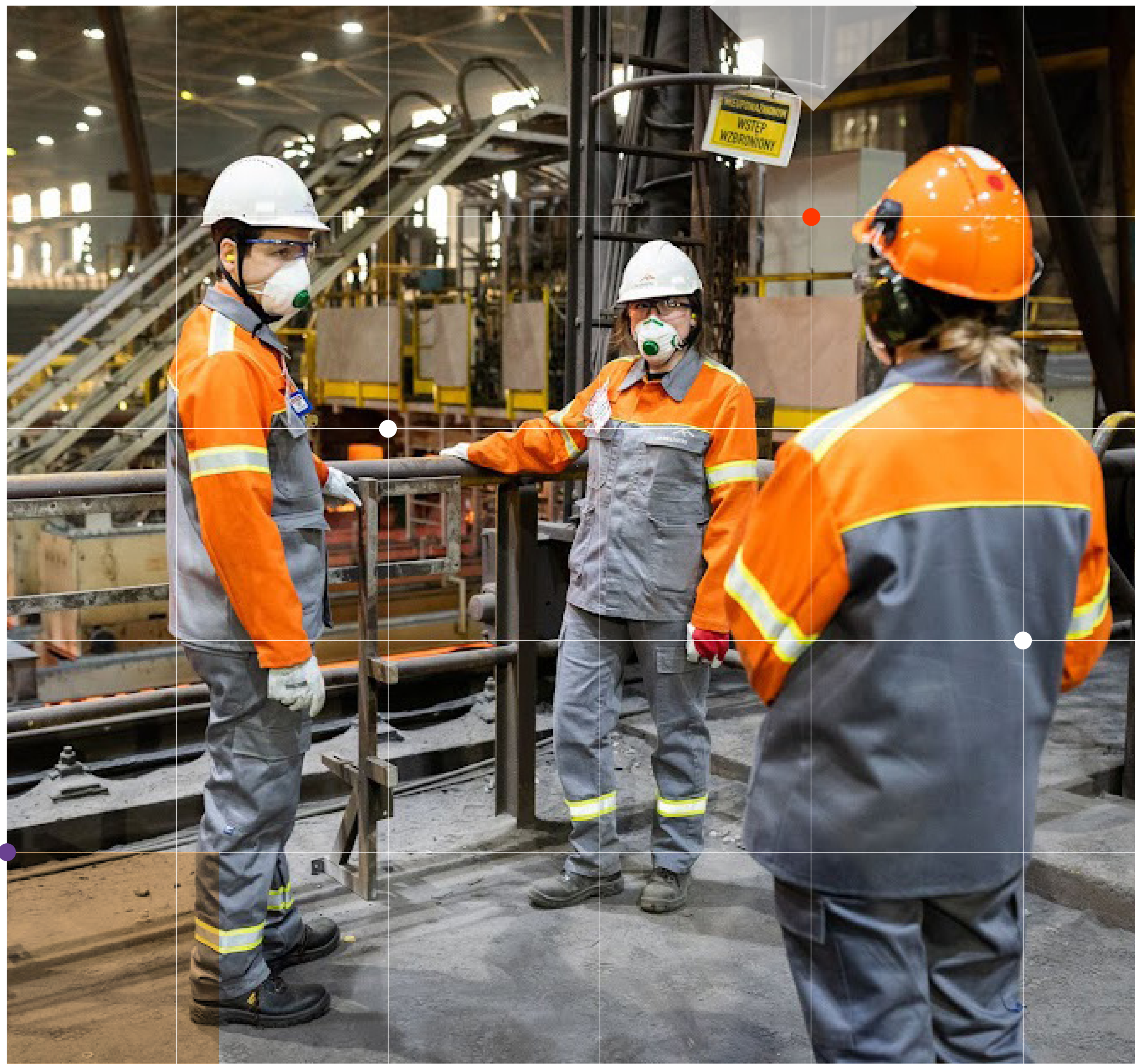




### 3.3. Digitization of HR processes

For many years now our company has been developing HR support IT systems to make it easier for all parties to handle the time-consuming HR processes. Until recently, we used a lot of paper just for working time documentation and spent a lot of time handling the necessary formalities. In 2022, we introduced a self-service leave application that allows all of our employees to record their leave digitally, allowing us to eliminate paper from the process.

Following the outbreak of the pandemic, we also reduced the amount of paper documents to minimize the spreading of COVID-19. To this end, we maximized the use of e-payroll slips sent by email, which is now received in this format by almost all of our employees.



#### The **Speak Up+** employee engagement and satisfaction survey

To get a better understanding of employees' perspectives on issues related to organizational development and the work environment, every two years since 2003, we have conducted opinion surveys. The results are shared with employees and published in our internal quarterly magazine "1".

In addition, at the corporate level, the Speak Up+ survey is conducted among executives online by means of our comprehensive "Peakon" system. Thanks to this solution, we can easily collect anonymous opinions and analyse the results of the survey in relation to the evolution of evaluations of individual issues.



### 3.4. Cooperation with technical schools and colleges, acquiring new talents

#### Support for science

We owe our position as a modern steel producer first and foremost to ambitious and talented people who pursue their professional passions while working at our plant.

To ensure a steady flow of new candidates and build our image as a reliable employer, we engage in cooperation with colleges and come forth with initiatives addressed to the academic community.

In 2023, we supported the organization of the 60th Metallurgical Conference of Student Scientific Clubs of the AGH University in Krakow. The event featured a presentation of scientific papers prepared by students associated in the science clubs of the Faculty of Metals Engineering and Industrial Computer Science. The main purpose of the event is to support ambitious engineering projects carried out by the University's students and to encourage them to become involved in science.

During the presentations of the Metal Forming section and the Metallurgy, Foundry and Recycling section, our representatives were among the jurors whose task was to select the best projects presented in both sections. They also gave a short presentation addressed to the students, showing basic information about ArcelorMittal Warsaw.

#### Student Days of Electrical Power Engineering

In November 2023, representatives of our plant took part in the first edition of the Student Days of Electrical Power Engineering (SDE). This biggest event of its type in the region of Mazovia is held at the central campus of the Warsaw University of Technology and is addressed to all students of technical colleges and universities.

Its purpose was to promote the electrical power engineering as a prospective and innovative area of technology as well as to integrate and build a community of young electric power engineers,

present the direction of development of the industry and discuss the challenges it will face in the near future.

As part of the event, representatives of our plant held a lecture entitled "Green Electric Steelworks". It featured information about the production cycle at ArcelorMittal Warsaw, green energy, the EU emissions trading system, indirect CO<sub>2</sub> emissions, photovoltaic energy and our products with the XCarb® mark.





3.5. Cooperation with technical schools and colleges, acquiring new talents

Student field trips to ArcelorMittal Warszawa

For years, we have been enabling college and technical high school students to get acquainted with our production process.

In 2023, we hosted students from the following high schools and colleges:

April

Warsaw University of Life Sciences – Industrial Construction (Faculty of Construction and Environmental Engineering)

May

Warsaw University of Technology – Faculty of Construction, Mechanics and Petrochemistry, major: Mechanics and Mechanical Engineering

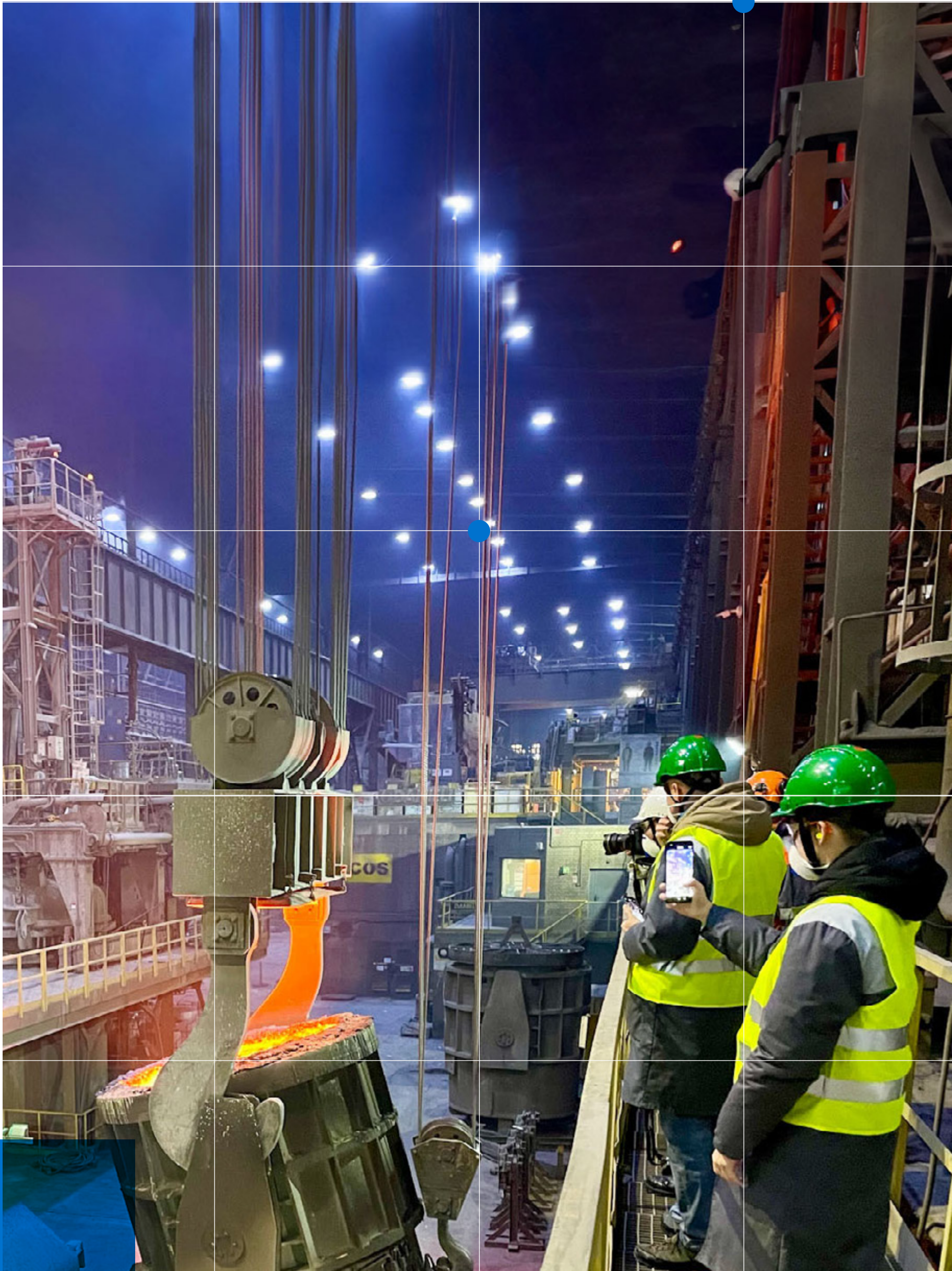
September

3rd grade student of the 49th High School in Warsaw

December

Warsaw University of Technology – Faculty of Electrical Engineering, specialization: Generation and Use of Electricity

Warsaw University of Technology – Faculty of Materials Engineering



Entrepreneurship Day

On March 22, 2023, representatives of our company took part in the Entrepreneurship Day. As part of the event, high school students have the opportunity to learn about the practical side of professional challenges. During last year's Entrepreneurship Day, we hosted a group of students from the Stanislaw Staszic Economics High School in Wolomin, from classes with a logistics profile. The students had the opportunity to observe our shipping department and warehouse in action.





3.6. Cooperation with technical schools and colleges, acquiring new talents

Intern Day

In December 2023, we held an Intern Day intended for individuals currently employed by our company as interns.

The event included a meeting between interns and young employees who had also just gained their first work experience as part of their internship at our plant. It was also attended by department heads, the CEO and HR Director.



Job fair

We owe our recognition among students largely due to our presence at job fairs, where we present employment opportunities in our company and hold discussions on topics related to ur company’s activity. In 2023, we traditionally attended the job fair at the Warsaw University of Technology and the Warsaw Technical Academy, where we encouraged students to take part in our internship program.

We talked about the terms and conditions of our internships so as to offer young people the greatest possible opportunity to gain work experience. Another highlight of the program was a presentation entitled "Green Electric Steelworks" showing our plant in the context of electric power generation. The interns also got to observe the entire production cycle of our plant and took part in an integration meeting at a bowling alley.



### 3.7. Training and development

The knowledge and competence of our employees guarantee our organization's position as a leading steel and mining company in the world, so we pay a lot of attention to training, development needs, and methods of evaluating our progress. We use the P06 Personnel Training procedure, which defines the principles of up-skilling and helps identify needs in this area.

We identify potential promotion paths for our employees based on their competencies, aptitudes and ambitions. The development needs are also identified by the managers and their superiors during semi-annual and annual reviews as part of the Employee Development Program (GEDP). Development plans may involve job changes, so our employees are given priority to participate in any recruitment before it is announced outside the company.

Managing such a vast knowledge resource requires a structured approach to employee development planning to ensure a high-quality process. This is why our Human Resources Office develops plans of succession, which consist in appointing potential successors to those holding positions which our company finds crucial from the operations point of view. In 2024, we also plan to organize career committees, i.e., regular meetings during which supervisors, with the support of HR staff, will review employee evaluations and their development plans. Implementation of individual development plans helps employees take on new positions or perform effectively in their current roles.

Internal knowledge transfer also plays an important role in employee development. At ArcelorMittal Warsaw, we introduced a shopfloor training program several years ago. It enables newly hired staff to receive regular practical training.

Their instructors are experienced employees, selected for the program because of their valued skills and knowledge. The transfer of knowledge between employees makes it possible to retain the ideas and solutions developed, even when the employees who created and developed them decide to quit. In the case of ArcelorMittal Warsaw, yet another aspect comes into play. As a plant which produces more than 500 grades of steel – including quality steel – we need employees with special qualifications. Currently, there is not a single school in Warsaw that would prepare its students for employment in a steel plant.

The program is implemented at the Steel Mill, Rolling Mill, Finishing Department and Maintenance Department. It starts with a three-month training course, followed by an exam before a committee.

After the trainees pass the exam, the instructor receives a financial gratification. Since its implementation in 2017, as many as 260 employees in have completed the programme. In 2023, it was attended by 20 individuals.





3.8. Training and development

Each position in our company has specific requirements, which is reflected in the following documents:

- procedures and work instructions;
- scope of duties for office employees, workstation and OHS instructions for shop-floor workers;
- job descriptions.

Our plant also benefits from the ArcelorMittal University training.

In 2023, one employee spent an average of 48 hours on training; in 2022, the average was 51 hours per employee.

Our employees undergo all types of training, including training required by the labour regulations. In addition to the mandatory training, in 2023, the priority was safety and maintenance (reliability) training. In addition, training courses were organized to develop individual and managerial competencies.



In 2023, we launched a new program for Foremen .

This is a new function in the area of H&S; A total of 72 employees from the production, maintenance and auxiliary departments have been appointed to directly manage teams of several employees at ArcelorMittal Warsaw and its subsidiaries, The purpose of the program is to strengthen the role of team leaders n the area of safe work; proper management of the safety culture by the direct supervisor is the key to responsible nd safe behaviour of employees.

In 2023, 4 training courses were organised for this group in the areas of leadership and soft skills (motivation, communication, employee development, having difficult conversations with employees; managing emotions in an environment of uncertainty; one team-one goal). We received funding for these trainings from the National Training Fund. The program will continue in 2024.

Modern companies must face new challenges posed by a rapidly changing world. This approach requires a huge commitment and forces the setting of new expectations for executives. Therefore, we organized for them a training course entitled Managing Corporate Sustainability (Conscious Capitalism), which took the form of a simulation game. It was a very active workshop focused n the practical use of the methods nd tools of strategic management, with particular emphasis on corporate social responsibility.

When making business decisions, participants had to take into account all the company's stakeholders and deal with HR, ethical, environmental and sustainability issues. This workshop challenged participants to run a conscious business, as opposed to the traditional profit-maximizing business approach.

Another project that should be mentioned is the H&S training program, implemented under the guidance of dss+. An in-house instructor has been appointed, who has received the appropriate training, and over time is expected to take on the role of consultant, continuing the coaching along the lines of dss+. We have begun implementing this program with the Steel Mill Department.

Several weeks of observations have already been carried out, conducted by the dss+ consultant together with the internal coach and participants, to familiarize them with work processes nd daily safety activities.

We have also focused on promoting the idea of mental well-being. At the beginning of 2023, we entered into a partnership with the A.R.T. Foundation to launch a psychological support program under which each employee can ask for help over the phone (Emotional Help Desk). This anonymous support programme is intended for people whose personal problems hinder their functioning in both professional and private life. We organized a number of webinars on various aspects of well-being, e.g. The ABCs of Crisis Management, Psychosomatics – When Illness Begins in the Head, Hire Disabled Persons. They were attended by a total of 136.



### 3.9. Training and development

#### Science Week

Between June 12 and 16, 2023, all ArcelorMittal Group plants, including the Warsaw plant, held the eleventh Science Week. This initiative is addressed to all employees and is aimed at expanding their knowledge and professional experience. It also covers their hobbies and leisure time activities.

The group's employees have the possibility of obtaining financing for any training they choose up to the amount of PLN 1600 gross. In order to receive it, an employee must present an invoice or bill issued in their name.

Our employees attended, among others, a course for a yacht sailor's patent, a self-defence course, a motorboat course, a driving skills improvement course, swimming lessons, and a drone control course.

Special training courses on cybersecurity, innovation, and sustainability were specially organized for employees in production departments. To facilitate attending the courses, they were held directly at the departments at times tailored to the 4-shift system. Eight sessions were held for entire shifts at the Steelworks and Finishing Departments.

A quiz with questions on safety and health with attractive prizes was prepared for all employees.

The florist workshop entitled "A Glass Garden" was attended by more than 25 female employees of our company.

Our employees had also the opportunity to visit our 1950s shelter, which is our "tourist attraction."

ArcelorMittal University has prepared a rich offer of webinars for the Science Week. Each of our employees had access to a state-of-the-art training platform containing numerous training courses available in Polish. For several years now, anyone interested in learning English online has had the opportunity to attend a course developed by Education First. They can also use the MANGO platform, which offers online learning of more than 70 languages.





3.10.

# Local communities

As the largest heavy industry plant in Warsaw, we realize that we do have an impact on our immediate environment. Therefore, as part of the sustainable development programme, we strive to strengthen relationships with the local communities by catering to their needs. In 2023, we supported a total of 31 projects.

We also have an employee volunteer program in place, where our colleagues engage in helping their local communities.

We support their efforts by providing them with the necessary logistical and financial assistance.

Over the past 10 years, we have spent over PLN 1.5 million to support the local communities

As part of our commitment in this regard, we:

- Organize and support environmental projects;
- Cooperate with schools and universities;
- Promote safety, among other things through educational campaigns;
- Foster of cultural heritage;
- Provide support the needy ones - senior citizens, disabled persons and those affected by social exclusion or poverty;
- Promote a healthy lifestyle by supporting amateur sport teams and promoting activity.





### 3.11. Local communities

In 2023, we were also involved in the following community projects:

- Regular cooperation with the Chomiczówka Association for the Promotion of Physical Culture as part of which we support the organization of the Chomiczówka Run and the organization of the Great Orchestra of Christmas Charity final event in the district of Bielany.
- Cooperation with the Józef Piłsudski Academy of Physical Education in Warsaw in the organization of the Kusociński Run, together with academy's Foundation, for which we bought containers for plastic caps, and its Integration Sports Club, which we support in the organization of the "Kiliński's Saber" Wheelchair Fencing World Cup.



- Regular cooperation with organizations associating our former employees: the historical association "Solidarność": – Huta Warszawa" – we have financed its website [www.shshw.pl](http://www.shshw.pl) and the Association of Friends of the Warsaw Steelworks whom we help organize picnics for its members, the Bielany Veteran Club, the Senior Citizen Support Centre, the Association of Men with Prostate Diseases, the Solidarność Huty Warszawa Pensioners Association and in the organization of New Year's parties and other events. **Together with them, we hold the annual Steelworkers' Day march.**

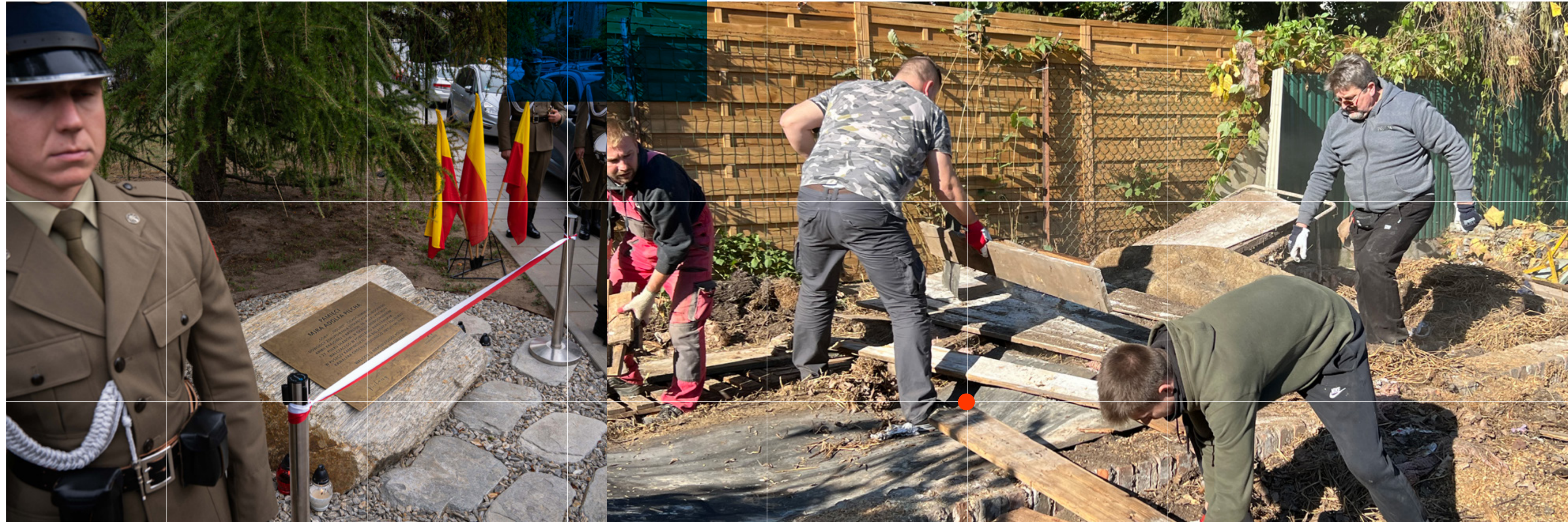


- Cooperation with the Polish 4\*400 M Relay Foundation whom we helped organize a summer vacation for children from Ukraine (children of soldiers of the Ukrainian Special Operation Forces including prisoners of war and orphans, currently remaining in the areas of warfare).
- Funding of a documentary showing the activities of the Institute for the Blind in Łaski.



## 3.12. Local communities

- Providing aid to the Polish Veterans and Former Political Prisoners Union (Mazovian Voivodeship Board) in organizing educational and integration meetings
- Funding of a plaque commemorating Major Adolf Pilch aka "Góra", "Dolina," "Cichociemny," a Commander of the Stołpecko- Nalibocki Grouping of the Home Army, who fought in the Bielany District during the Warsaw Uprising
- Cooperation with the Stanislaw Staszic Public Library in the Bielany District in the implementation of the project "Warsaw Steelworks – a stranger next door," in which included a number of events for the local community, e.g. an exhibition of old photos of the Warsaw Steelworks, tours of the plant site, art and photography workshops, meetings with former steelworkers.



- Cooperation with the Hutnik 1957 Foundation – in addition to cooperation in the organization of the Steelworker's Run, we helped organize the family picnic "A sporty end to the summer vacation."
- We purchased Christmas packages for the Bielany District Polish Welfare Committee (intended for the poor, the elderly, the chronically ill, the lonely and large families). We also helped arrange for Christmas packages for the wards of the Polish Society for Combating Cystic Fibrosis and the A.R.T. Foundation as part of the "Let's load Santa Clause's Sleigh."
- Supporting the organization of a picnic for the people living in the Bielany district "Welcome, Summer" and "Bielany Garlands", as well as a family picnic "High Time for Vacation."
- We purchased plants for the garden at the Bielany district senior citizen support centre
- Long-term cooperation With the Kazimierz Lisiecki Society of Friends of Children of Kazimierz Lisiecki Street, to which we make a monthly financial donation. The society helps poor and disadvantaged children supervised by educational facilities (centres, clubs) in Warsaw.
- Support for educational and sports projects for children, organized by the Foundations "Space for Music" and "Dewajtis, a Good Place." We also sponsored a school standard for the 77th Wanda Chotomska school and helped the Hato Judo club organize a Judo tournament for children.
- Support in the organization of a trip to the World Youth Day venue for the parishioners of the Our Lady of Perpetual Help and the St. Sigismund parishes.



3.13. Local communities

Night of Museums

For many years now, ArcelorMittal Warsaw has participated in the "Night of Museums" event organized by the city authorities. As in previous years, in May 2023, we invited the residents of Warsaw to visit the shelter, or rather the civil defence command post, located under the office building of the ArcelorMittal Warszawa Steelworks. The number of people who came to see the facility was record-high.

For those who missed out on vising the shelter on the Night of Museums we organized an additional tour.

Steelworker's Run

In October 2023, for the seventh time in a row, together with the Steelworker'57 Foundation, we organized the Steelworker's Obstacle Run on the premises of our plant – the only obstacle run in the world that takes place inside an operating industrial plant.

This unique event attracts obstacle run enthusiasts from all over the country. The trophies for the winners of each category are as unique as the run's setting – pieces of our products, i.e. quality bars with a special engraving.



The Steelworker's Run also featured a separate run for children aged 4-15, down a special obstacle course at distances ranging from 600 to 1600 meters, depending on the age of each participant.

The event was sponsored by ArcelorMittal Warszawa, Ministry of Sport and Tourism, the Mazowieckie Voivodeship Government and the Bielany Districtof Warsaw





3.14. Local communities

Open Day

For many years now, we have organized tours around our plant for our neighbours and anyone interested in visiting it. Just like in previous years, the 2023 Open Day attracted crowds of visitors. Divided into groups of 20 persons each, they took a tour of our main production departments, the Steel Mill and the Rolling Mill, guided by our employees. The visitors got to see the entire smelting and steel bars rolling process.

Individuals who put the highest bid in the Great Orchestra of Christmas Help charity auction will get to take an additional tour of the plant, this time with their family members.



Meetings with stakeholders

To cater to the needs of the local community, we organize meetings between members of the council of Warsaw and its district of Bielany and the representatives of our immediate neighbours from the Młociny local government. We also meet with the representatives of associations and cultural units, with whom we cooperate.

In December 2023, we met with representatives of the Młociny local government. We answered their questions and presented the development prospects of our plant and the environmental measures we are taking in response to the demands of the local community.

We also meet with retired employees of our plant, college and technical schools students to inform them about our current activities, results and challenges.

On our website

<https://www.arcelormittal-warszawa.com/en/responsibility/local-community-relationships/>

you will find contact details for the communications office through which you can send us any comments, suggestions and complaints.

In total, in 2023 we held

36 meetings

with stakeholders (not to mention our contractors, customers and suppliers).





## 4 Environment protection



## 4.1. Priorities and the environmental impact management system

In accordance with the principle of Sustainable Development, we feel fully responsible for the environmental impact of the operations of the ArcelorMittal Warszawa steel plant. Our plant is located almost in the middle of a large city and in the vicinity of nature reserves.

We treat this as an additional obligation. Our production process is closely monitored.

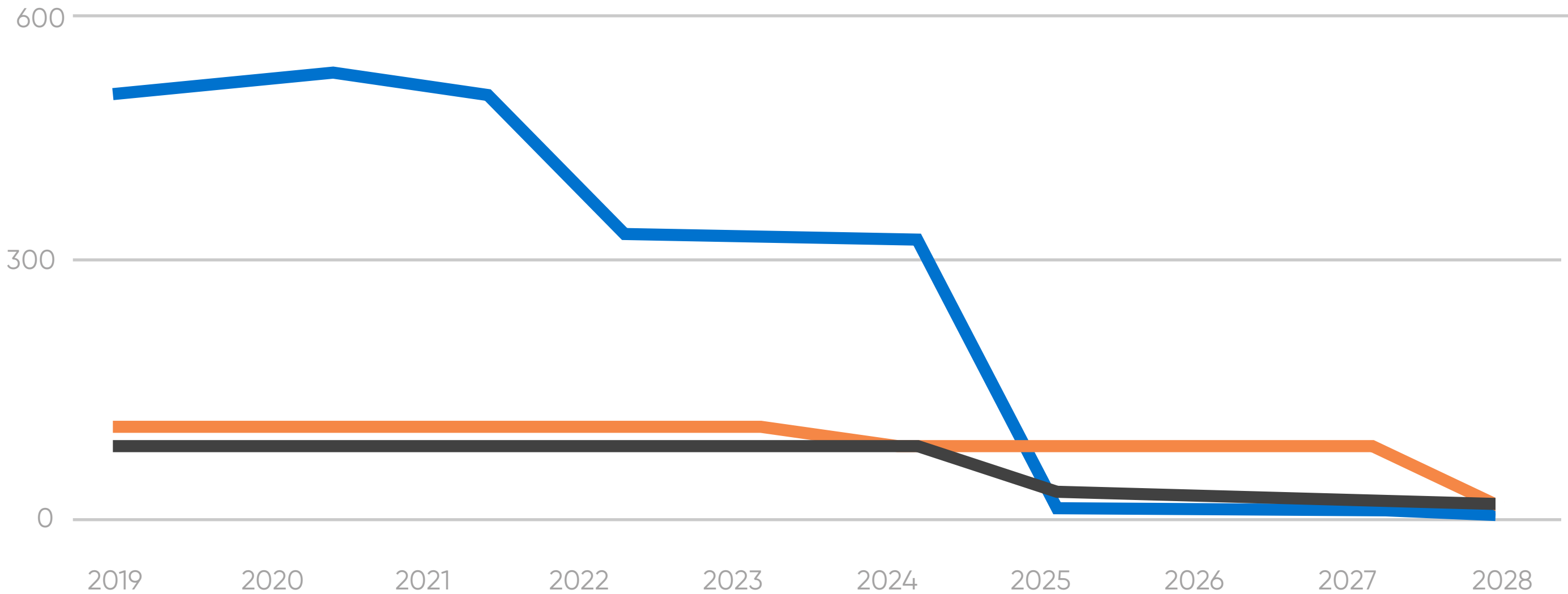
Since 2007, ArcelorMittal Warsaw has been certified to meet the requirements of the ISO 14001 Environmental Management System.

Before we were awarded ResponsibleSteel™ certification in January 2023, one of the evaluation criteria was environment protection. To verify this criterion, we were evaluated in terms of our approach to the climate change, emissions, biodiversity and water management.

### As regards environment protection, we are guided by three ArcelorMittal Sustainability Ambitions:

- Efficient use of natural resources and high recycling rates
- Responsible use of the environment and reduction of our impact on the quality of water, soil and air.
- Supporting the low-emission economy transition through responsible use of energy sources

The foundation on which we build our approach to environment protection is compliance with all local and international legal requirements and environmental standards. Our company operates an Environment Protection Office, which oversees all aspects of monitoring and reporting indicators relating to our environmental impact.



Direct emissions Steel mill

Direct emissions Rolling Mill

Indirect Emissions

▲ CO<sub>2</sub> emissions reduction roadmap for 2028

Thanks to our own Laboratories, we accurately measure our environmental impact indicators. Some of our research methods have the PCA accreditation (accreditation number AB1300), confirming compliance with the requirements of ISO/IEC 17025:2018-02

We use the Integrated Management System Policy, which includes

- ISO 50001:2018 Energy Management System
- ISO 14001:2015 Environmental Management System

These systems are subject to an annual mandatory compliance audit. The Integrated Management System Policy obliges us to continuously improve the skills and awareness of our employees regarding the responsible use of of natural resources and the purchase of energy-efficient products.

Every three months, environment-related meetings are held with the company's senior management, including the CEO, at which the most important environmental issues are discussed. The purpose of the meetings is, among other things, continuous monitoring of waste and by-products management, and ensuring that our strategies, including the greenhouse gas emissions strategy, are implemented.

In line with ArcelorMittal Group's pledge



## 4.1. Priorities and the environmental impact management system

to reduce carbon emissions in the European Union by 35 percent by 2030 compared to 2018, and to achieve full neutrality by 2050, we have been working to reduce our plant's carbon footprint.

We have established a Decarbonization Team, consisting of representatives of the energy purchasing department, environment protection department and the maintenance office, which has developed a roadmap for reducing CO<sub>2</sub> emissions. It includes a number of projects aimed at reducing the consumption of electricity and natural gas.

These project include:

- gradual increase in the amount of green energy purchased (i.e., energy produced from renewable sources such as wind, water and sun)
- gradual implementation of a number of investment projects including:
  - modernization of burners in the main ladle dryers at the Melt Shop,
  - modernization of the steam boiler room,
  - modernization and purchase of new furnaces at the Rolling Mill and Finishing departments.
- Another project is the construction of a photovoltaic farm on the premises of ArcelorMittal Warszawa, connected to the plant's grid.



ArcelorMittal continues to play a leading role in developing and piloting innovative technologies that will allow the entire Group, and ultimately the steel industry, to reduce carbon emissions.

The ArcelorMittal Group has launched the brand **XCarb®**, which is a response to the growing demand for low-emission steel products. The term "XCarb® recycled and renewably produced" (RRP) is used at ArcelorMittal to refer to steels produced in an electric arc furnace (EAF) using large amounts of scrap metal, using only renewable electricity.

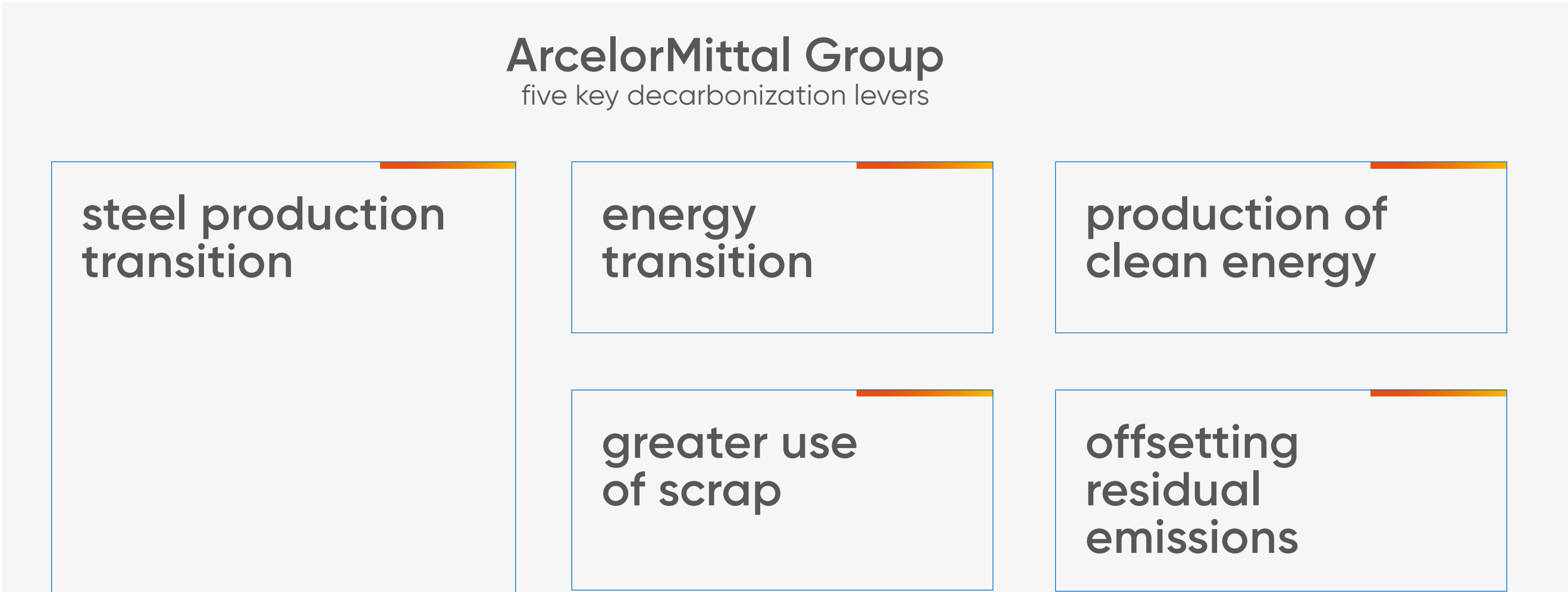
ArcelorMittal Warsaw's production fits this definition. In Warsaw, we produce steel based on scrap recycling in an electric arc furnace.

We have been buying more and more energy produced based on renewable sources, and its generation does not produce CO<sub>2</sub> emissions.

This allows us to offer our customers products under the brand name "XCarb® recycled and renewably produced."

New technologies are needed to accelerate the decarbonization of the steel industry. To this end, the ArcelorMittal Group has launched the XCarb® Innovation Fund, which will invest in companies developing breakthrough technologies that will accelerate the steel industry's transition to producing carbon-neutral steel.

Companies may apply for financing from this fund provided that they have been developing technologies that can be applied directly and have a high potential in decarbonizing steel production. These technologies must be available on a commercial scale. There are no geographic restrictions – ArcelorMittal wants to invest in the best ideas and the most talented companies on the market.





4.1. Priorities and the environmental impact management system

Biodiversity

We make sure that our activities take into account the protection of biodiversity and ecosystems

We want to contribute to sustainable use of natural resources and recovery and conservation of natural heritage.

We take biodiversity and preservation of ecosystems into account in our risk management processes.

We cooperate with Ansee Consulting, which has carried out environmental stock-taking on the premises of our plant and prepared a Biodiversity Management Plan.

It is primarily aimed at preserving the current state of biodiversity and improving the quality of species' habitats by removing factors that may reduce their population; creating new breeding/foraging/wintering habitats.

As part of our efforts in this respect, in January 2023, we installed

47 nesting boxes for birds, shelters for bats and "hotels" for insects. Some of them were hung on trees, some on buildings.

Any trees we cut down are subject to compensation planting in conformity with the administrative decisions permitting the felling of trees.

In March/April 2023, in the pile driver area, we cut three trees and replaced them with six new ones: 3 pedunculate oaks, a mountain ash and 2 small-leaved lindens.

To compensate the removal of 3 trees from Tadeusza Pełczyńskiego 28E street, in April 2023,we planted six Serbian spruce trees on Dywizjonu 303 street.

In order to increase the number of its green areas, ArcelorMittal Warszawa also decided to plant 20 trees the pile driver area, including 9 rowan trees, 6 ornamental pear trees, 1 ornamental apple tree and 4 ornamental cherry trees (Kanzan variety).

We are also committed to taking care of the existing green areas and removing invasive plants (knotweed and goldenrod). The industrial part of the plant is subject to maintenance work, including trimming and mowing. We also want to plant common ivy in the immediate vicinity of the buildings, so that with time, it covers their walls, as well as grow loans around the company and meadows with nectar-producing plants.

To protect amphibians and reptiles, we secure the technical water and fire water tanks with nets, which reduces the risk of animals falling into them and being unable to get out.

ArcelorMittal Warszawa

approach to biodiversity is based on the IFC Performance 6 standard, which includes the following methods:

avoiding

e.g. impact on protected areas, spatial distribution of infrastructure in such a way as to avoid breeding grounds for rare/key species

minimizing

e.g., taking measures to minimize the duration, intensity and extent of impacts that cannot be completely avoided

reclamation/reconstruction

e.g., restoring degraded or removed ecosystems to their original state after subjecting them factors that could not have be avoided or minimized

compensating

any adverse factors remaining after all previous methods have been applied – avoidance, minimization, reclamation/reconstruction





4.2. Reduction of emissions

Our responsible approach to environment protection is reflected in our investments in production facilities, as well as in regular upgrades, inspections and overhauls of dust collection systems at the plant.

To ensure a consistent approach to assessing the impact of our major investment projects on the environment, we are committed to to act in accordance with national laws and good international industry practices, such as the **International Finance Corporation – IFC** environmental and social standards and the **World Bank Group's** environmental, health and safety guidelines.

Since the privatization of the plant in 1992, we have been successively modernizing the technologies we use in order to reduce costs and minimize or environmental impact.

Environmental charges

In accordance with regulations, we pay the required charges for our environmental impact, namely air emissions, water intake, sewage and waste disposal:

2021 – PLN 128,715  
2022 – PLN 176,796  
2023 – PLN 334,738

Our efforts have yielded the following results per production:

by 97 %  
reduction of dust emissions reduction of

by 90.8 %  
gas emissions

by 94.2 %  
reduction of water consumption

by 43.2 %  
reduction of electricity consumption

by 91.6 %  
reduction of natural gas consumption



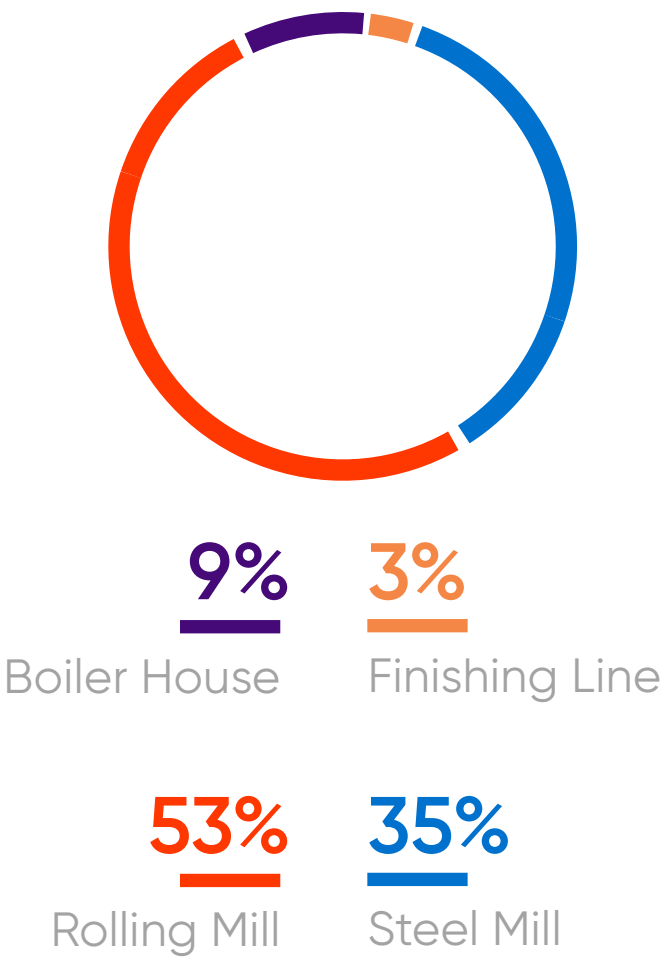
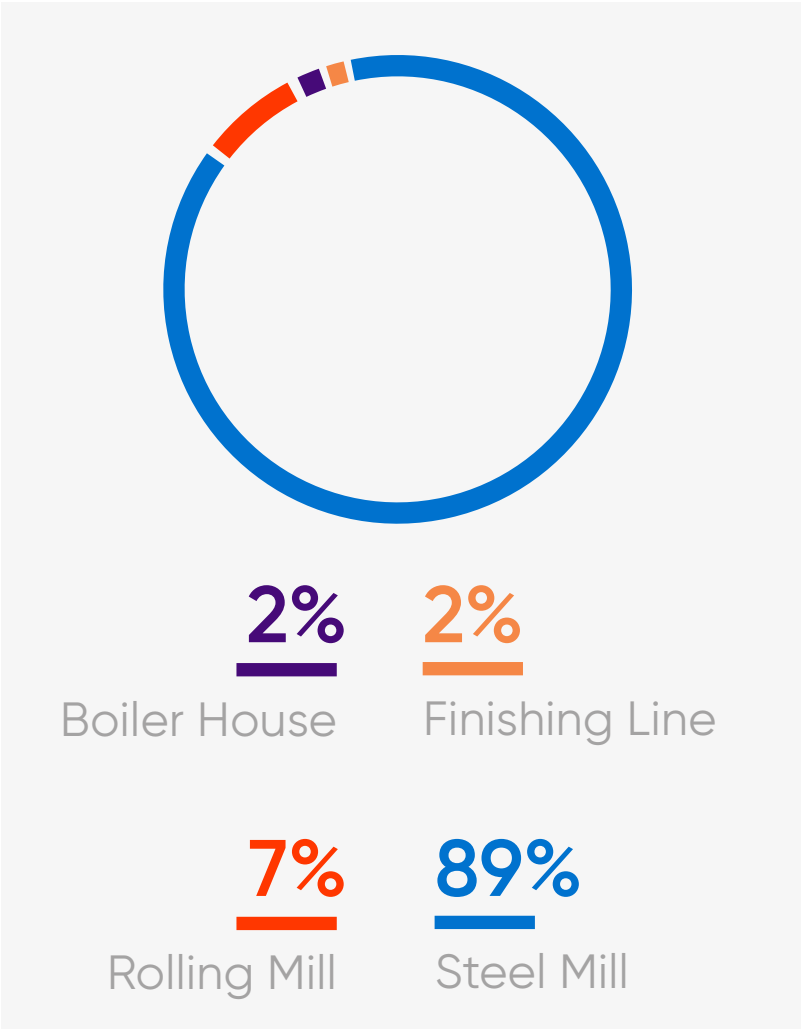
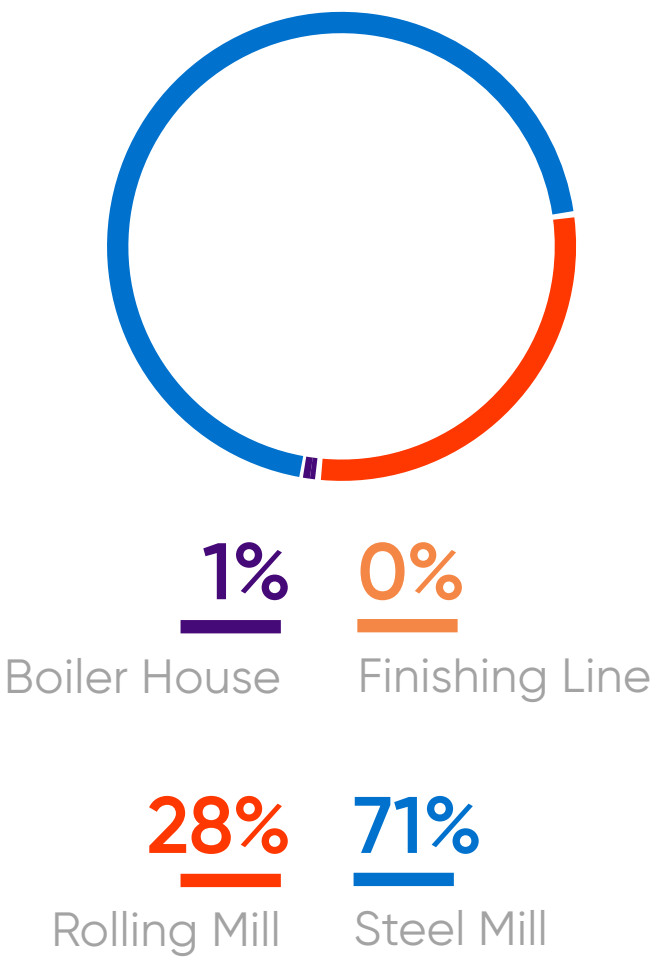
	2021	2022	2023
Scope 1 Direct emissions	80,355	78,813	83,160
Scope 2 Indirect emissions	244,529	112,628	185,489
Scope 3 Supply chain	189,312	164,151	126,191
Total	514,196	355,592	394,840

Greenhouse gas emissions between 2021 and 2023



4.3. Reduction of emissions

Share of emitters by source in 2023:

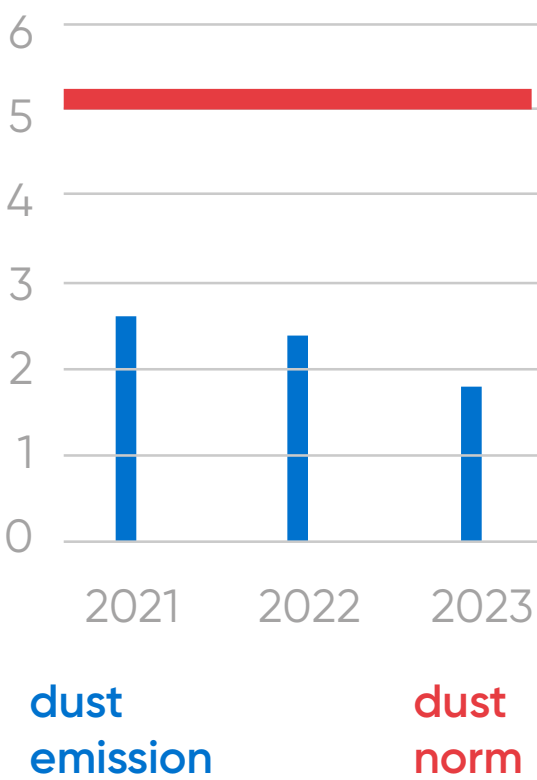
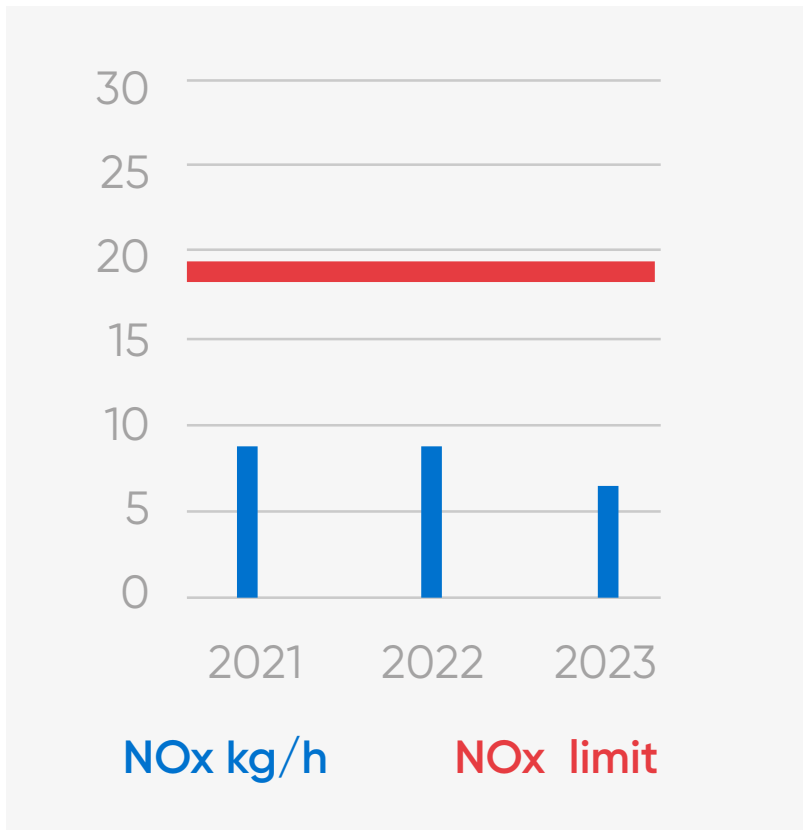
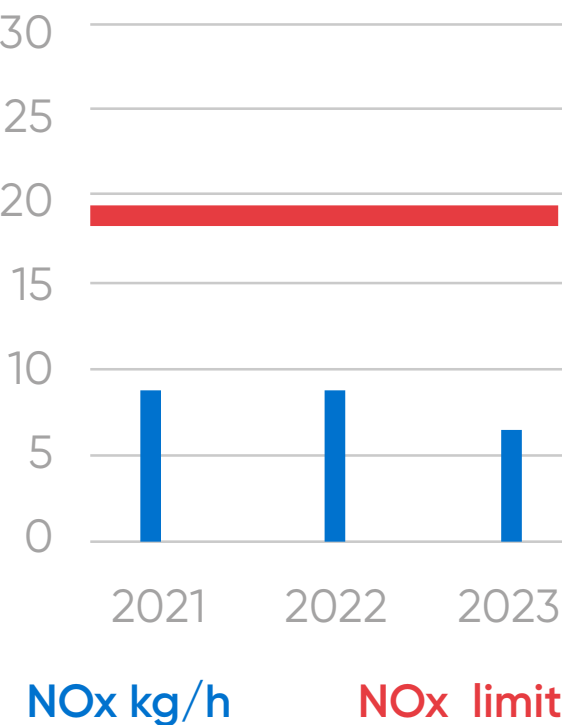


In addition to measures aimed at reducing greenhouse gas emissions, the Company attaches great importance to reducing dust and noise emissions. The process of producing steel based on raw material such as scrap in an arc furnace requires the use of filtration systems with very high power and efficiency.

The steel plant is equipped with such an installation and thus meets all air emission standards stipulated in the Integrated Permit.

Moreover, in 2023, in order to reduce the impact of the Steel Mill on its immediate surroundings, we invested in systems intended to reduce the noise generated by the installation as it is being extended to increase its filtration area by 30%.

Emission limits for the EAF:



	2021	2022	2023
NOx (Oxides, suboxides, nitrogen dioxides)	69.26	104.67	88.05
SOx	27.33	20.91	11.84
Total dust (all emitted dusts)	13.08	17.06	15.73
including PM10	12.52	17.06	15.73
Dust retained in dedusting devices	9,800.74	8,799.76	9,344.84

▲ Annual emissions of compounds and dust into the air [Mg]



4.4. Noise

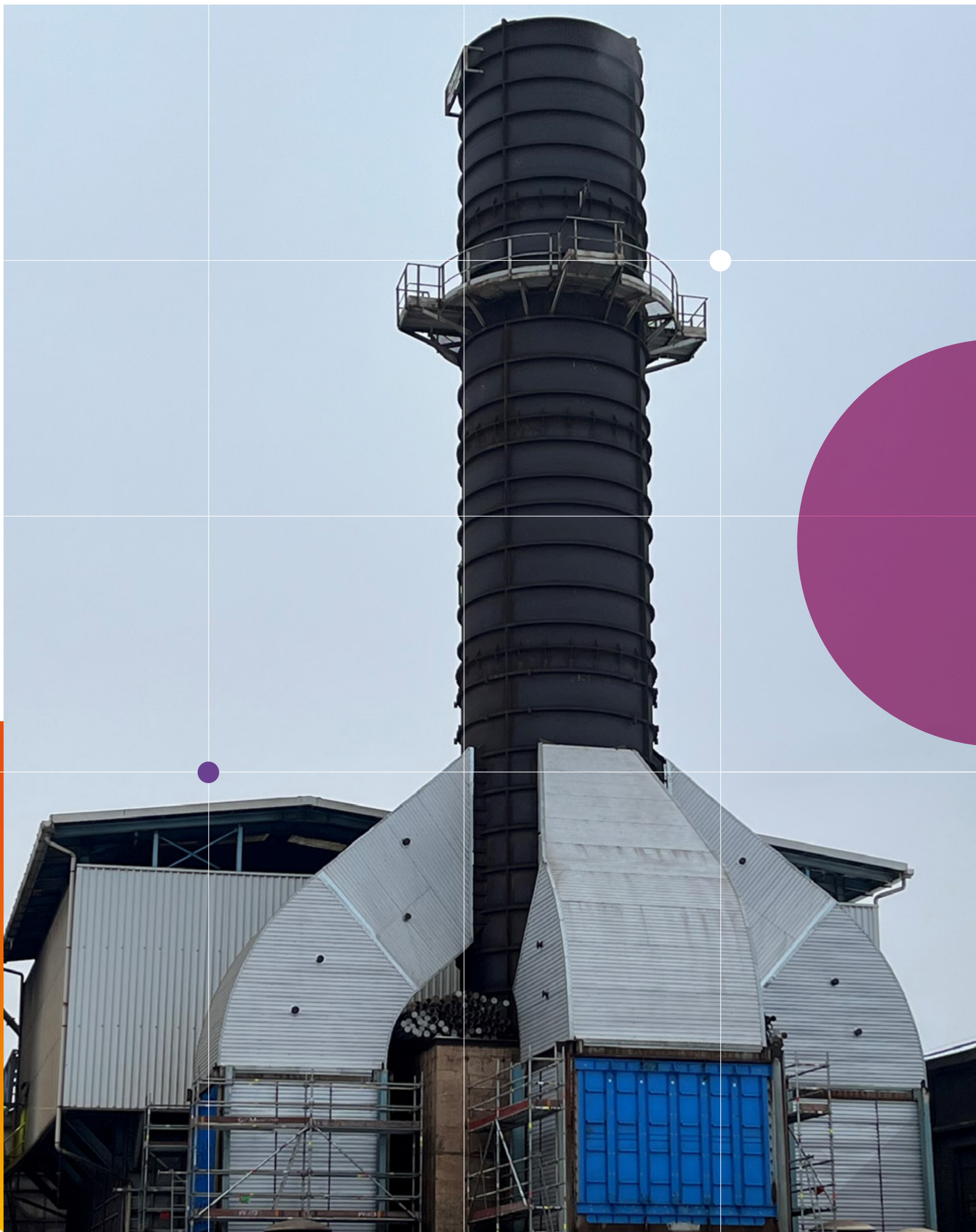
Based on the acoustic map of the plant prepared in 2021, we identified the main sources of noise. In the following years, the canopy hood over the electric furnace was extended and the roof of the Finishing Plant was insulated. In 2022, a new cooling tower at the Finishing Plant was put into operation, as a result of which we could close the old plant, which emitted more noise.

The next step was the soundproofing of the dust removal chimney, completed at the end of 2022. In 2023, a new acoustic study was prepared to determine noise emissions to the environment, along with an updated strategy to reduce industrial noise while continuing the plant's development.

The study used the best available technology, including acoustic cameras.

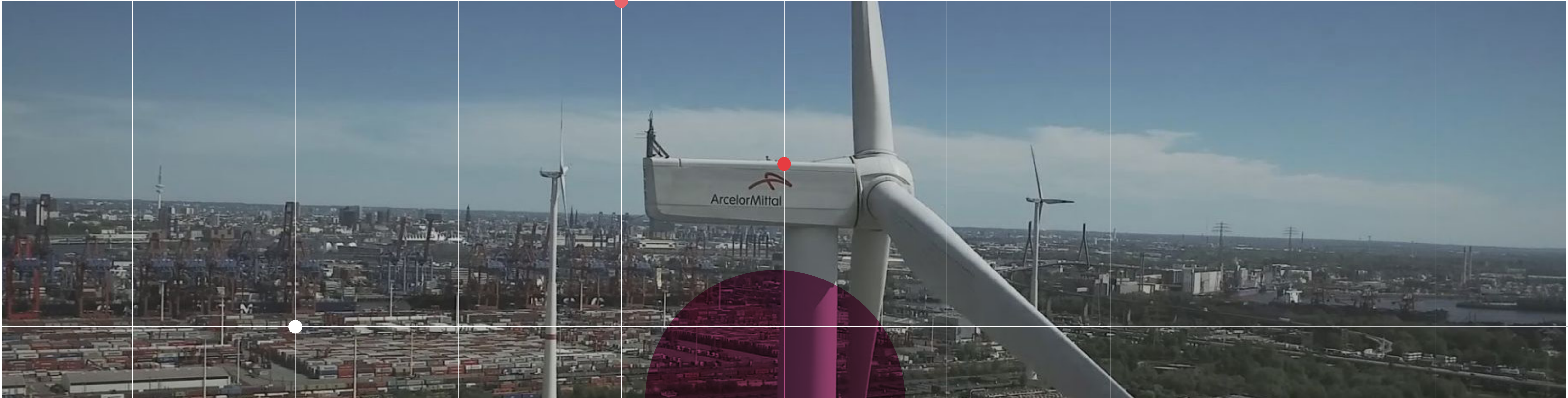
In the coming years, further measures will be taken to minimize the plant's acoustic impact on the environment. Our plans for 2024 include extension of the existing acoustic screen on Rokokowa street, protecting more residential buildings adjacent to the plant from the south.

In 2022/2023, periodic measurements of noise emissions were made for the Rolling Mill and the Steel Mill installations at 8 measurement points. The measurements showed no exceedances during daytime or nighttime. The next periodic measurements will be made at the end of 2024





4.5. Energy efficiency



As we are aware of the importance of responsible energy use, we are constantly improving our approach to the efficient management of resources and energy utilities. To this end, we have implemented an Energy Management System in accordance with ISO 50001, based on which we conduct annual reviews and assessments of utility consumption in individual processes.

Its high level of efficiency was confirmed in July 2023 by the certification body TUV Rheinland Polska Sp. z o.o. We also conduct periodic internal audits in all production departments.

Our company participates in the national energy efficiency support system by implementing projects for which we are subsequently awarded the so-called White Certificates, i.e. certificates confirming the saving of a certain amount of energy as a result of energy efficiency investments.

Since 2021, more than 30% of the electrical energy we purchase comes from renewable energy sources (RES).

Selected projects in 2023

Selected projects scheduled for 2024.

In 2023, we implemented 5 short-term electricity savings projects, which account for app. 6 GWh of savings per year. This amount of energy is consumed annually by almost 3,000 households in our country.

An example of an environmentally friendly project that saved us a lot of energy was the modernization of lighting at the Rolling Mill Department. The investment involved replacing 87 older, mainly metal halide fixtures with more reliable and efficient LED lamps.

We are planning to build a new high-efficiency steam boiler plant in the near future. We are considering the construction of a renewable energy source with a capacity of 9MWp, and are working on a method of using waste energy in the district heating system.

Our total energy consumption in 2023 amounted to 650 GWh



## 4.6. Water and waste

In pursuit of our ArcelorMittal Sustainability Ambitions, we are committed to using the environment responsibly and to reducing our impact on the quality of water, soil and air.

Accordingly, we are constantly working on improvements in natural resource and waste management, which is determined by integrated and sectoral permits. These specify, among other things, the waste limits and storage locations. In all aspects of the aforementioned issues, we comply with national regulations.

We keep records and prepare reports to the BDO system (state database on products, packaging and waste management). We also have a hierarchy of methods of handling waste, which prioritizes the order of waste management.

### Water

Water is becoming increasingly precious. We are fully aware of this and therefore constantly try to reduce its consumption. We use water for processes, for keeping our plant clean and for drinking.

#### We obtain water from three sources:

- from the plant's own underground water intake, which provides water from Oligocene Quaternary formations for drinking or for other purposes in case of failure of the municipal water supply system,
- from the municipal water supply system for domestic needs,
- from the plant's own surface water intake, which provides water from the Vistula River for production purposes.

Water used in production processes is mainly used to cool the production equipment of steel mills, finishing and rolling mills. It circulates in closed cooling circuits. Water loss in the cooling circuits occurs due to evaporation on fan coolers. After cooling, the water is returned for reuse in other processes. Since cooling water becomes concentrated through constant evaporation, it is necessary to constantly refresh it by discharging some of the water from the circuit and replenishing it with fresh water.

Water circulation in closed systems effectively reduces the plant's water consumption and enables it to manage water in a rational way.

We have been gradually carrying out a number of renovation activities scheduled for the years 2022–2026.

Some of them involve replacement of old and worn-out elements of the drinking and industrial water supply system. These investment are expected to further reduce water losses by limiting water leakage and reducing the supply system's failure rate





4.5. Water and waste

Wastewater

Since the beginning of the transition the ratio of wastewater discharged per unit of production, has declined, as has the water consumption, by 94%.

Currently, the plant discharges mainly cooling water, sanitary sewage and rainwater. All wastewater is discharged to the Czajka treatment plant through the municipal sewage system. We do not discharge any wastewater directly into the Vistula River or into the ground. Wastewater from our facilities is controlled.

Surface water from rivers (own intakes or through subsidiaries)

2023  
690,843

Supply of municipal water and other water supply companies

136,429

Supply of underground water (own intakes)

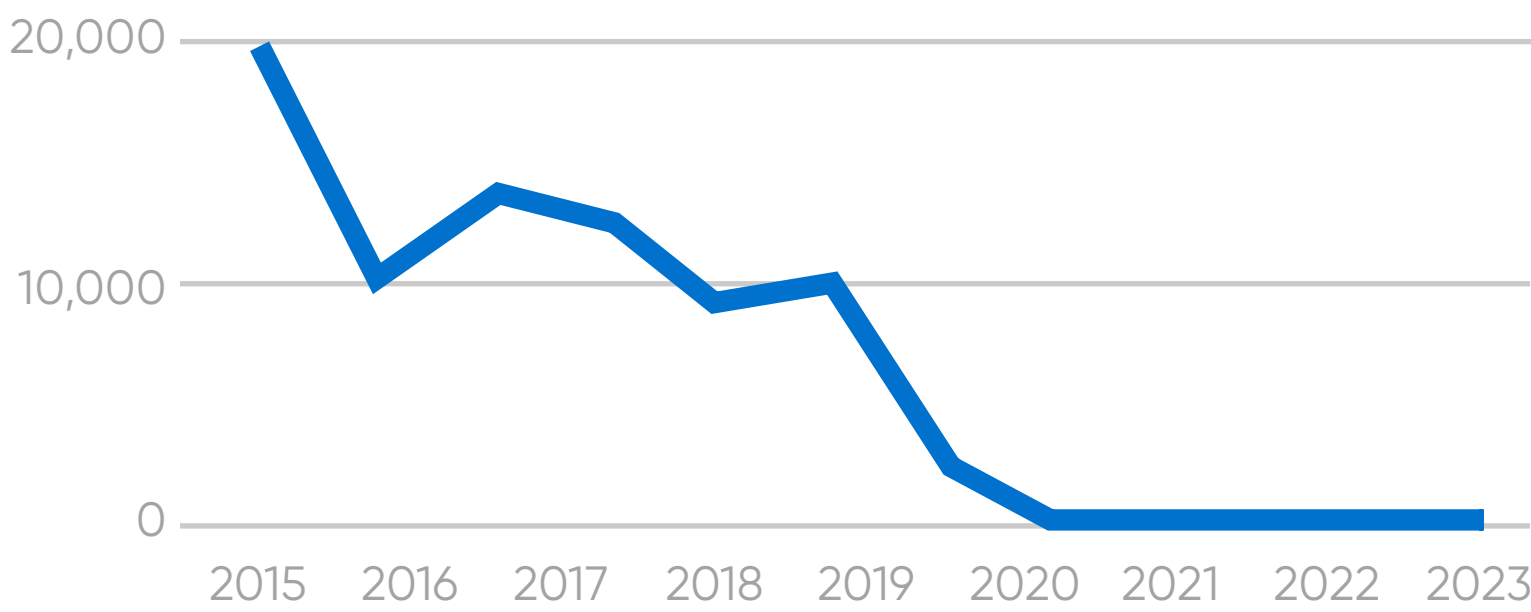
0

Total

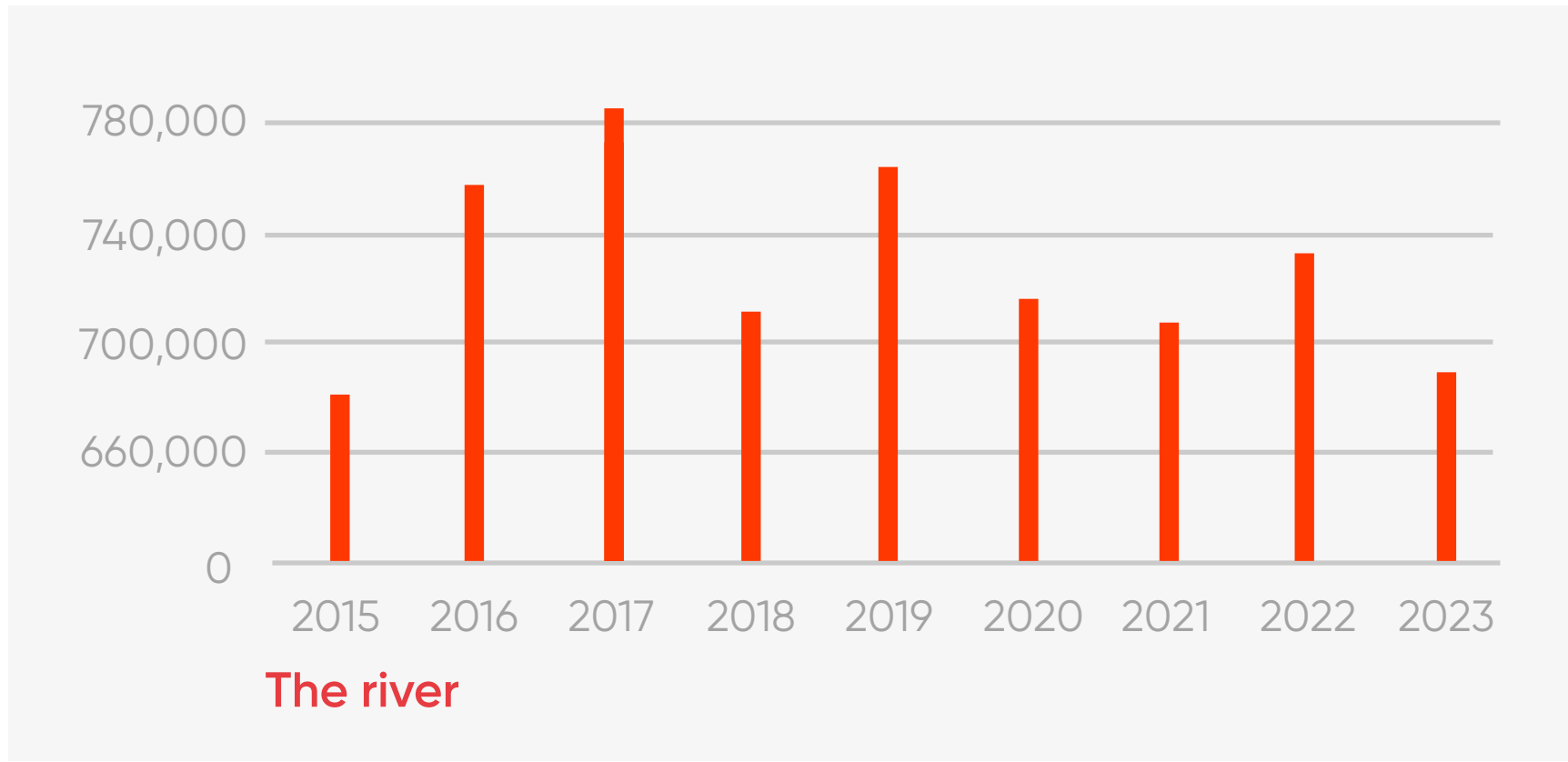
827,272



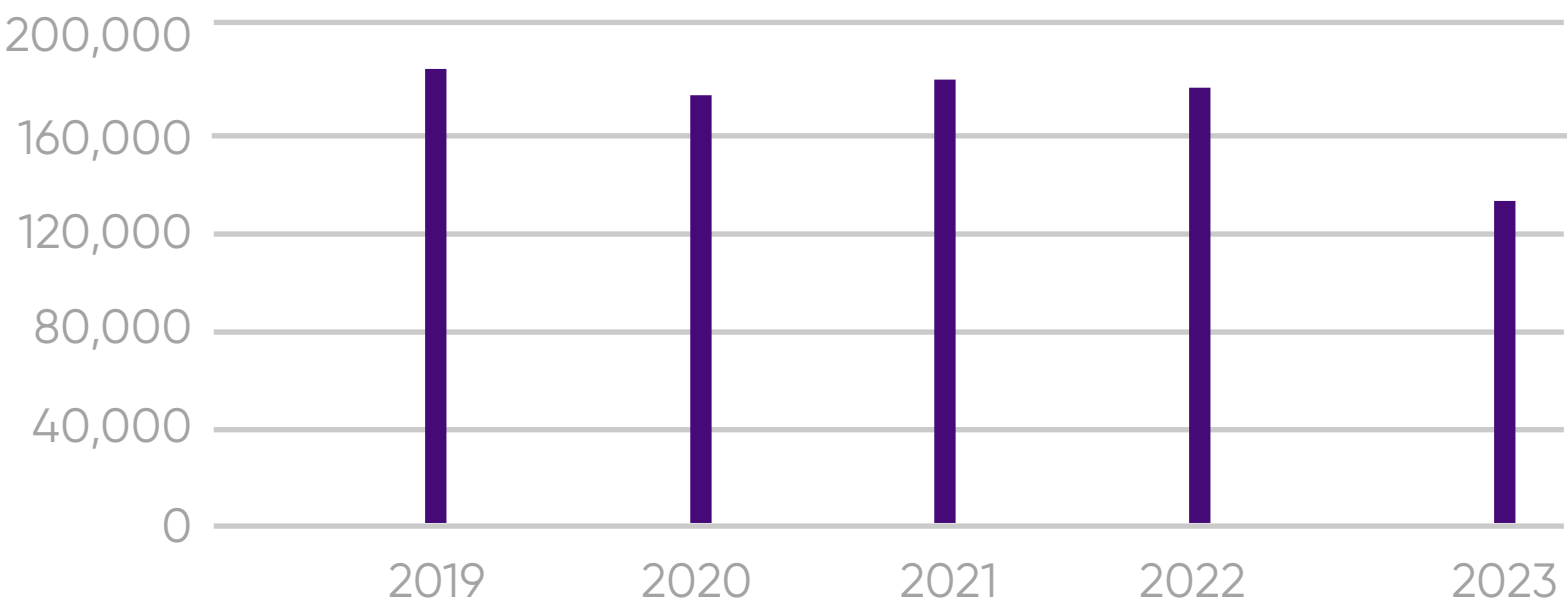
Water consumption by sources [m3] in 2023 r.



Own underground water intakes



The river



Water purchased from the district system

Post-smeltering waste landfill

Since 2013, in conformity with the decision of the Marshal of the Mazowieckie Voivodeship, the former Huta Warszawa landfill site has been subjected to the treatment process and preparations for reclamation.

The process of decommissioning the aforementioned landfill involves excavating post-smelting waste (the vast majority of which is slag) and then recycling it into a full-value road construction material.

The remaining waste, unsuitable for processing into aggregate, is transported to specialized plants, which hold appropriate authorizations and deal with waste recovery or disposal (including landfilling). Land reclamation will be carried out after complete excavation and removal of post-smelting waste from the site.





4.6. Circular economy

ArcelorMittal Warszawa's production follows the circular economy model, which assumes reusing raw materials that have been applied previously in our processes, as result of which we do not have to consume additional primary resources, as well as reusing of waste materials generated in the production process.

At our plant, we produce steel by means of melting scrap in an electric arc furnace. Steel has virtually unlimited recycling potential.

Every day we use more than 20,000 tons of scrap metal, which at the constitutes the raw material in our production process.



	Hazardous	Non-hazardous
Recovery within the plant of waste generated from the outside	0	485,024
Disposal of our own waste within the plant	0	0
Transfer to authorized recipients	9,389	79,970
Total weight of wastegenerated	9,389	86,349

Total weight of waste by waste type and waste handling method [t] in 2023.

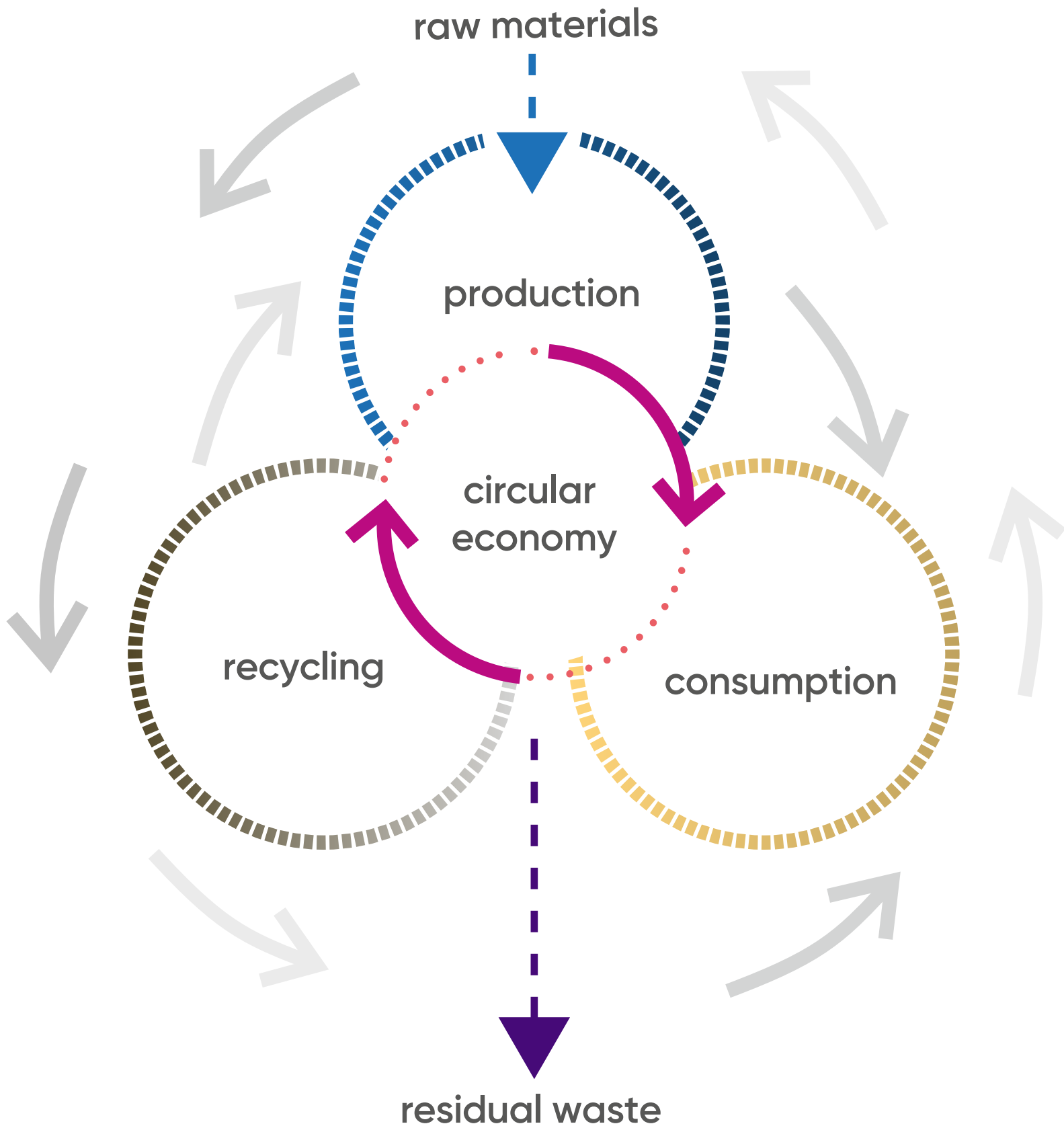
The largest waste by tonnage is slag. It is processed entirely into aggregate, which is then used for road paving.

The dust captured by the dust collection system at Mill is transferred in its entirety to the plant, which recovers zinc from it.

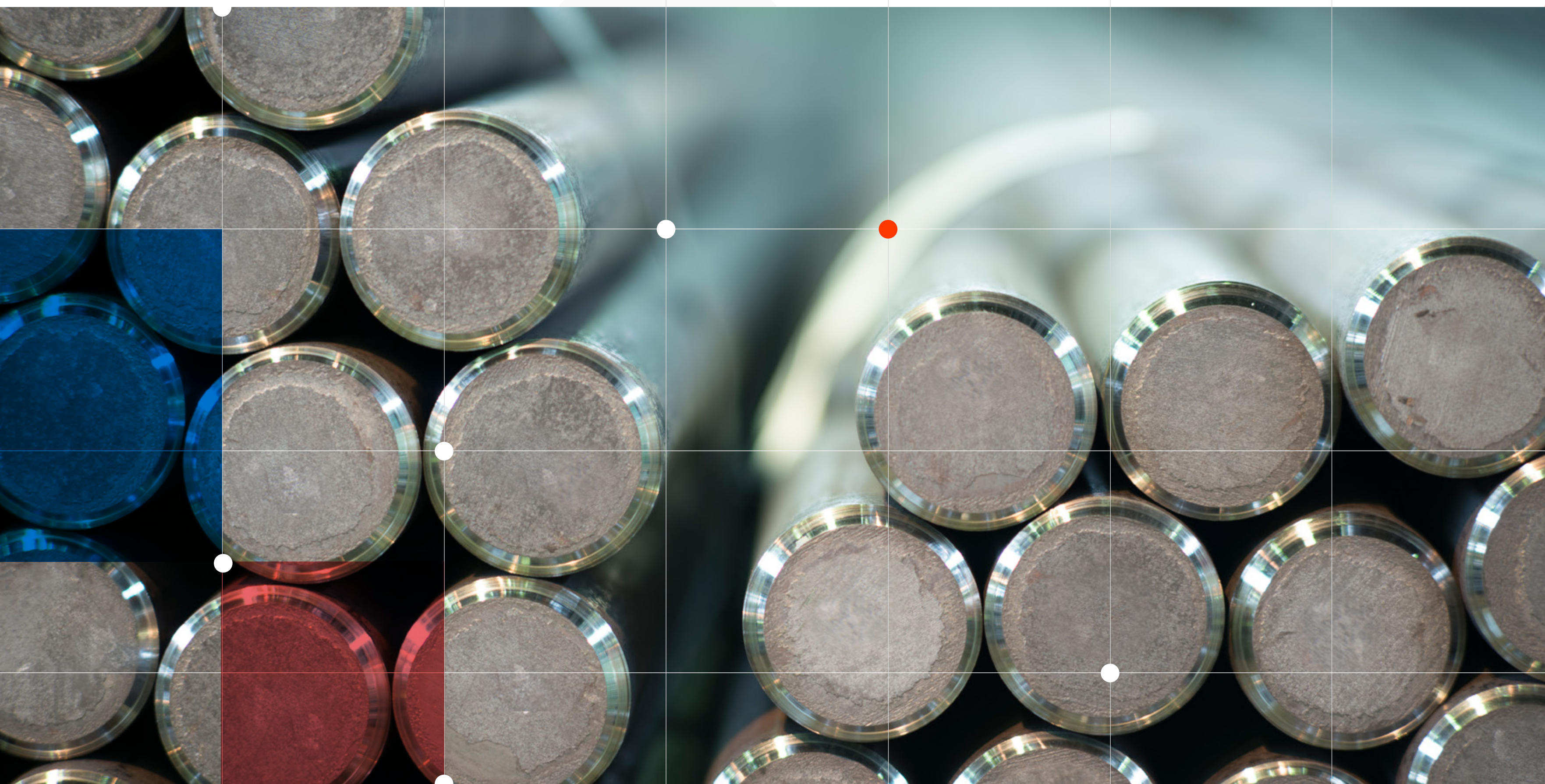
All packaging waste is sent for recovery.

Scale is sent to the blast furnace of ArcelorMittal Poland in Dąbrowa Gornicza.

Refractory rubble is partially used for re-bricking. The rest goes back to refractory manufacturers. A small portion is used as an additive to aggregates.







**5** Top quality  
steel



5.1. Steel today and in the future

Steel is a fundamental component of the modern economy. The products we supply guarantee the development of the automotive industry, are used in the energy and create modern construction industry In 2023, we produced

522 231 tons of liquid steel.

**Integrated Management System Policy**

The mission of ArcelorMittal Warszawa is to produce steel products meeting the requirements and expectations of our customers, taking into account the principles of sustainable development aimed at achieving our economic objectives in conformity with the latest standards in technology, quality, health and safety, environment protection energy production, as well as legal and other requirements.

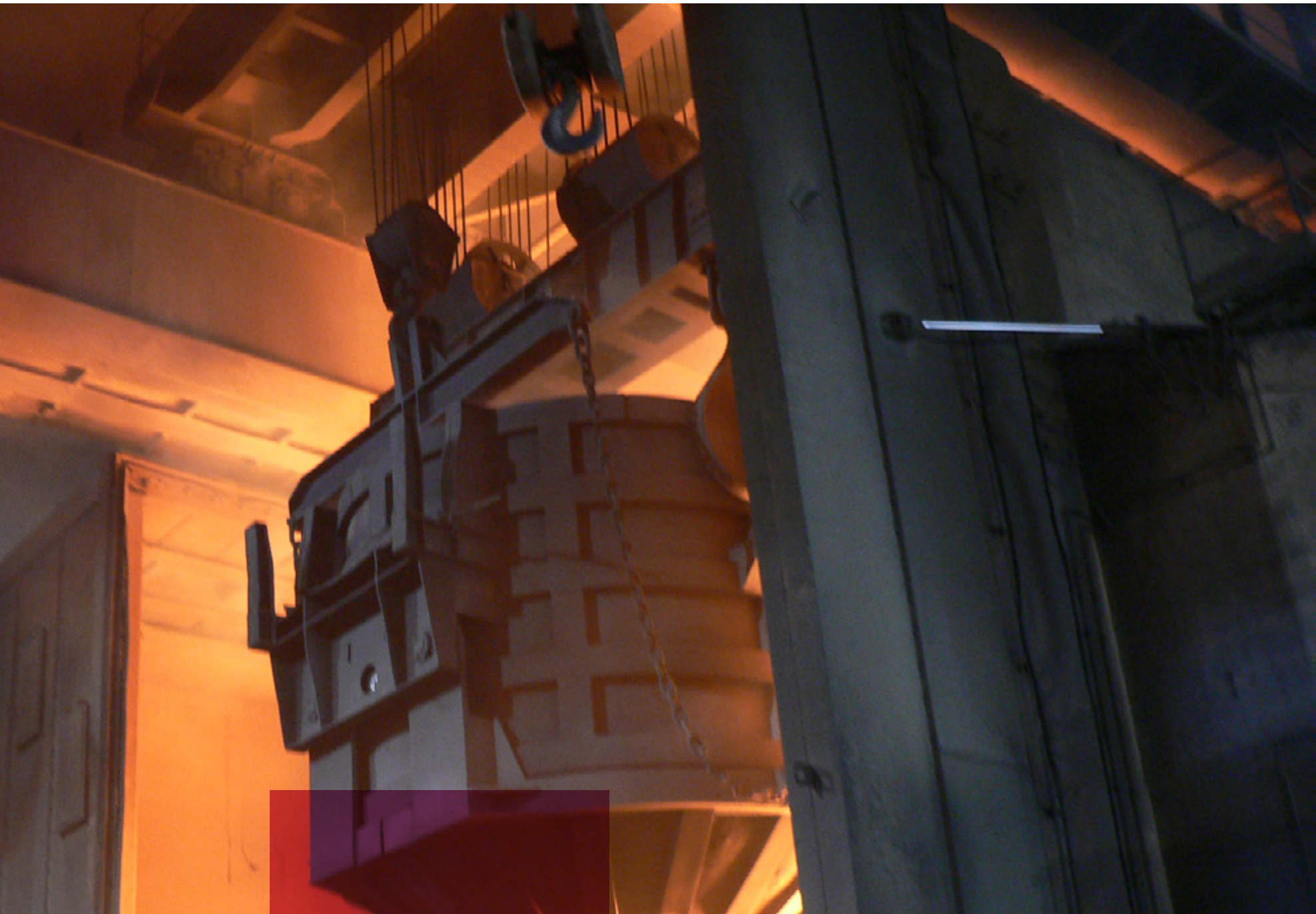
Our activities are aimed at:

- Continuous improvement of the quality of our processes and products as well as activities in the areas of health and safety, environment protection and energy efficiency.
- Reducing the negative impact of our operations on the environment.
- Ensuring safe and hygienic working conditions and striving to achieve and maintain high standards in terms of occupational health and safety.
- Continuously improving the economic performance of our company.
- Acting in accordance with legal and other regulations related to our business.
- Respecting human rights and building partnership relations with all stakeholders.
- Building partnership relations with our customers and suppliers.
- Taking actions aimed at minimizing product and process nonconformities and preventing failures.
- Applying well-considered and effective management of the use and procurement of natural resources and energy utilities, as well as purchasing energy-efficient products and services.
- Conducting thoughtful and efficient waste management and reducing dust, gas, noise emissions.
- Acting with a view to preserving biodiversity on the Company's premises and in its immediate vicinity.
- Respecting the protected and valuable natural areas.
- Minimizing the adverse impact of our activities on the surrounding nearest ecosystems.
- Monitoring and continuously improving our working conditions and environmental impact.
- Identifying, mitigating hazards and risks, preventing occupational accidents, occupational diseases, identifying near misses, unsafe behavior/situations, analysing the causes of incidents, and taking other proactive measures.
- Engaging /consulting and participation/ of employees in activities related to quality, occupational safety, environment and efficient use of energy.
- Constantly improving the qualifications, knowledge and awareness of our employees, as well as subcontractors.
- Conducting an open dialogue with the local community and other stakeholders on the economic, safety and environment protection activities we undertake.
- Applying ArcelorMittal's compliance standards.
- Maintaining and continuously improving management systems according to the standards: ISO 9001, IATF 16949, ISO 14001, ISO 45001, ISO 50001 as well as taking into account the requirements of ZKP, PED, Suststeel and ResponsibleSteelTM.
- Maintaining and developing the certification of our products.

We achieve the above objectives through:

- Continuous monitoring and analysis of indicators /KPIs, targets/ and their optimization and improvement.
- Providing the necessary means and resources to achieve the established goals and activities.
- Implementing and applying modern technical and process-related solutions.

The Integrated Management System Policy has been established by the Management Board of ArcelorMittal Warszawa and communicated to its employees and stakeholders, and its implementation is assessed by the Board during periodic reviews.





## 5.1. Steel today and in the future

### Steel in the future

**Steel is fully recyclable** and does not lose its properties in the process. It is also the most circular material in the world – as much as 85% of the world's steel is recycled.

The strength and versatility of steel make it the perfect material for building the modern world.

Steel is perfect for creating modern building structures, infrastructure, renewable energy sources or the expansion of electrified transportation. Without steel, the world's energy transition would not be possible.

However, the Polish steel industry has been struggling for years with high energy costs. In addition, European steel producers are required to pay extra money for each ton of CO<sub>2</sub> emitted under the EU ETS, which their non-EU competitors do not have to observe. Consequently, the market has to face unfair competition.

By 2050, ArcelorMittal will become completely CO<sub>2</sub> neutral. This will be possible thanks to DRI-EAF technology, a direct iron reduction system combined with the construction of electric furnaces powered by renewable energy. However, this means a huge transition, which should be met with support through an adequate legal framework in the form of adjusting the carbon levy to cover imports from non-EU producers.

In addition, the steel industry needs a transition phase in which continued production on an equitable basis will generate the resources needed for this challenging transition.

**35 percent** reduction of carbon dioxide emissions in Europe compared to 2018 was announced by ArcelorMittal Group.





5.2.

# Our supply chain

Our company's responsibility is also related to the choice of reliable partners and contractors for cooperation. We maintain business relationships with about three thousand entities, each of whom is committed to business ethics, human rights and environment protection.

We are committed to building lasting relationships with suppliers, often local entities that are familiar with the specifics of our industry. All this has a positive impact on the quality of cooperation.

We evaluate suppliers using internal criteria defined in the manual, thanks to which we know the approach of business partners to the issue of Quality Management Systems, technical cooperation, quality and timeliness of deliveries, and the number of complaints.

Our suppliers are subjected to regular audits, in accordance with the schedule set for the calendar year, according to the rules and criteria set out in ArcelorMittal Warsaw's internal documentation, consistent with the requirements of the applicable quality management systems.

Ensuring the smooth deliveries was therefore a huge challenge for our company.

Uneasy economic conditions, high inflation and war also translated into cost pressures that significantly affected negotiation processes. With a view to a balanced approach to working with our partners and building long-term and responsible relationships, we entered into agreements with special care for smaller and local players. We often had to look for alternatives to existing products and services. The geopolitical situation has affected global categories to the greatest extent, with a particular focus on raw materials.

We know how important it is to have efficient and uninterrupted communication in business relations, which is why we use the ARIBA Sourcing platform to conduct purchasing and tendering processes.

In 2023, we had to face many challenges in terms of logistics and transportation.

After the Russian aggression against Ukraine, legacy supply chains required many organizational changes, which put a strain on the country's rail and port infrastructure. Poland became a major transit country for goods transported from and to Ukraine - as a consequence of the disruption of deliveries through Russia and Belarus, and as a consequence of limited access to Ukrainian seaports.



## We have clearly defined rules of cooperation, specified in the following documents:

General conditions for performing services on the premises of ArcelorMittal Warszawa Sp. z o. o.

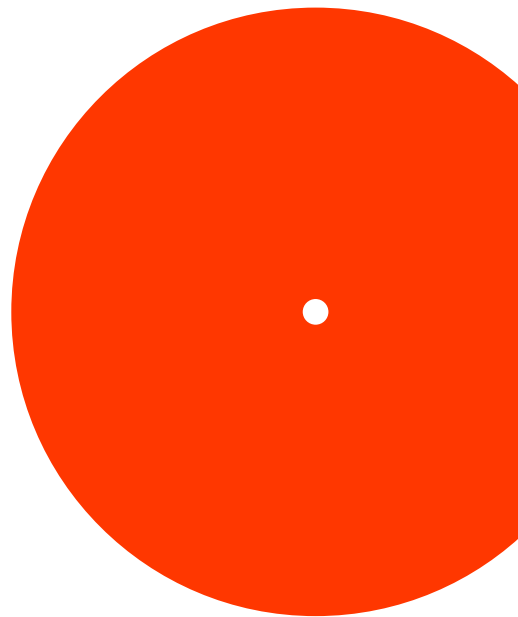
General Terms and Conditions for Procurement of Materials at ArcelorMittal Warszawa

Terms and Conditions for Acceptance of Scrap Materials of ArcelorMittal Warszawa Sp. z o. o.

General Terms and Conditions of Procurement of Services at ArcelorMittal Warszawa

Contractual clauses of ArcelorMittal Warszawa Sp. z o. o

Code for Responsible Sourcing of Supplies





5.3. Our products and projects

The effects of our work can be seen virtually everywhere. Steel is one of the basic components of the developing world having applications in construction, transportation, automotive industry, energy infrastructure, household appliances and even office accessories industry. The range of our products and semi-finished products obliges us to constantly develop, also in terms of reliability. For this reason, we regularly modernize our plant and carry out ambitious development projects.

we invested  
PLN 120 m  
in the modernization  
of various areas of  
ArcelorMittal Warsaw,  
between 2022 and 2023.



Products

The production range of the ArcelorMittal Warszawa steel plant includes semi-finished products in the form of square billets and hot-rolled long products in the form of:

- round bars
- ribbed bars
- cryogenic ribbed bars of the Krybar® type.

Round bars can be supplied as hot-rolled or in heat-treated condition. The equipment we have allows us to manufacture our products using different types of heat treatment, i.e.:

- softening
- annealing
- processing to obtain a structure (FP)
- spheroidization
- normalization
- tempering

Steel grades

ArcelorMittal Warszawa produces the following grades of steel for different applications:

- quality carbon steel
- low-alloy and medium alloy steel for carburizing and quenching
- carbon and alloy steel for bolts and nuts
- carbon and alloy steel for chains
- silicon and silicon-free steel
- spring steel
- bearing steel
- micro alloyed steel with Nb, V, B
- steel for reinforced concrete.

In addition, these steel grades can be produced as:

- fine-grained
- with adjustable sulphur content
- calcium-treated
- with adjustable hardenability
- vacuum degassed, with hydrogen content < 2 ppm.



5.3. Our products and projects

The Warsaw plant also offers its customers reduced-emission products under the "XCarb® recycling and renewable resources" brand.

XCarb®

A global challenge facing the steel industry is decarbonization. The global industry is responsible for about 31% of carbon dioxide emissions, with steel industry accounting for 6%.

Consumers of steel products have to take into account the CO<sub>2</sub> emissions generated not only during their own production process, but also during the manufacture of the materials they use – including steel. This awareness is becoming more and more widespread. In response to the growing demand for low-carbon steel products, the ArcelorMittal Group has created the XCarb® brand.

The term "XCarb® recycled and renewably produced" refers to steel produced in an electric arc furnace (EAF) using scrap metal and electricity derived from renewable resources.



ArcelorMittal Warsaw's production fits this definition. All of our products are made by recycling scrap metal in an electric arc furnace. We have been buying increasing amounts of electricity, produced from renewable sources such as wind, water and sun, i.e. without CO<sub>2</sub> emissions.

In order to present these opportunities to our customers, on September 28, 2023, we organized Xcarb® Day at ArcelorMittal Warszawa.

Our invitation was accepted by representatives of as many as 47 companies from Poland, Germany, Great Britain, Italy, the Netherlands, France, Romania, Slovenia,

Spain, and Lithuania. They were presented with information on the process of decarbonization of the steel industry and the XCarb® brand. Steel plays a pivotal role in the move toward a carbon-neutral circular economy.

By referring to specific examples of steel's use we explained that without it, renewable energy installations such as photovoltaic farms and wind farms could not be built. Steel is necessary for the production of electric cars and for the construction of modern energy-efficient buildings.

During the meeting, ArcelorMittal Europe's plan to reduce CO<sub>2</sub> emissions by 30% by 2030 was presented to the attendees. It includes a shift from steel production in Blast Furnaces to production based on new Direct Reduction Iron (DRI) technology. Initially, it will be fuelled by natural gas, eventually by hydrogen.

Another measure is to increase steel production based on scrap recycling in electric arc furnaces as is being done at ArcelorMittal Warsaw where all steel grades produced are available in standard EAF production under the brand "XCarb® recycling and renewable resources".

The use of XCarb®, compared to traditional steelmaking methods, allows CO<sub>2</sub> savings of 50% to 85%, which translates into a reduction in carbon dioxide emissions of 10 to 50 tons per truckload of steel products.



5.3. Our products and projects

Utilization of our steel

ArcelorMittal Warszawa's products in the form of ribbed bars are manufactured for the construction industry, for the reinforcement of reinforced concrete elements and structures and in transportation construction.

**Krybar®** type cryogenic bars are used for reinforcement of LPG, LNG tanks at temperatures up to -170°C.

Projects using this material are carried out all over the world, including Asia, Africa, Europe, America.



Quality steel products in the form of hot-rolled round bars are used, among other things, for further processing (forging or machining) in the automotive industry with further use, for example, in the production of engine components, gearboxes, steering systems, suspensions or bearings. Our bars are also used in steel structures.



5.3. Our products and projects

Projects

Selected investment projects implemented in 2023.

We carried out an upgrade of our second gas furnace at the Finishing Line. Currently, both gas furnaces used for bar heat treatment have automation for precise process control and new burners. This allows us to more precisely meet customers' requirements with regard to structural and mechanical properties, and to reduce gas consumption and, consequently, CO<sub>2</sub> emissions.

In 2023, we worked to improve productivity at the Steel Mill and the Rolling Mill. The completed projects, in addition to achieving higher production per unit time, also allowed for more efficient use of electricity and gas. These included, among other things:

Electric arc furnace (EAF) modernization – we rebuilt the furnace bowl and used new copper panels, as a result of which we can now load the furnace with two scrap baskets, instead of the previous three. Thanks to this, we have shortened the steel melting time, which has allowed us to speed up the entire process.

The second saw on the Rolling Mill for quality bars – we implemented the project at the end of 2022, and it allowed us to cut bars more efficiently after the rolling line. The cutting itself was the so-called "bottleneck" of the rolling process.

Rigid rods – The project has allowed us to reduce the restart time on the CSC between individual sequences by 10 minutes. This is especially important in the production of quality steel, where the average number of heats in a sequence is less than two.

In order to improve the cutting process and thus reduce downtime in this area, in addition to increasing the productivity of the entire Rolling Mill, we decided to install saws on two production lines at the Finishing Line in 2023.

This allowed us to transfer part of the cutting process to the Finishing Plant and thus gain additional time for the Rolling Mill to produce bars.

As regards the Steel Mill, in 2023, we also began work on upgrading the dust collection system (FTP). With an increase in production efficiency, the system required an increase in capacity. The project aims to improve working conditions at the Steel Mill and further reduce the environmental impact of ArcelorMittal Warsaw's operations.





## 5.4. IT projects

Modern steel industry requires investment in new technologies and implementation of appropriate IT tools. For several years, we have been working intensively to develop the concept of Industry 4.0 at our plant. The cooperation of various department on projects is supervised by our IT team.

In 2023, in cooperation with Transportom, we implemented an application to streamline logistics at our plant. The solution improves driver service by allowing drivers to book time slots to load goods from our product warehouse. In addition, we have installed kiosks where drivers print the required transport documents, as well as take mandatory health and safety training. A driver, with the documents thus obtained, enters the plant premises, the car and the semi-trailer is weighed, and identification is based on the license plates.

This solution reduced product loading times, which has also translated into optimized warehouse operations and more efficient handling of drivers. In the future, we plan to use only electronic documents, which will have a positive impact on the environment.

Digitization projects and RPA robots play a very important role. 99% of our customers receive invoices from us electronically, which reduces the need for printing, paper consumption and postage costs. The use of RPA robots in the accounting department has eliminated repetitive work and optimized the process of transferring data between applications.

We have been successfully implementing an RFID/QR code project in the plant. Thanks to it, we are able to identify material at different stages of production or storage of finished material. This is done on the basis of the assigned special QR codes and RFID chips (present on the tags of the tagged material) The project has allowed us to improve the logistics of material storage, streamline loading and eliminate errors in shipping to the customer.







**n6** About the  
report



6.1.

About the report

We present to you the first ever Sustainability Report of ArcelorMittal Warszawa. The report covers the period from January 1, 2023 to December 31, 2023. The data contained in the report concern ArcelorMittal Warszawa Sp. Z o. o. (unless otherwise stated in the report).

The report was prepared in accordance with the GRI Standards – international reporting guidelines at the CORE level and has not been subject to additional external verification. Nevertheless, ArcelorMittal Warszawa has undergone an audit process conducted by an independent certification body in accordance with the guidelines of the international ResponsibleSteel Standard for the steel industry. Most of the issues presented in this report were evaluated by the auditors.

We collected data for the report based on our internal reporting systems. The process of selecting the topics and analysing the relevance of issues involved our employees at various levels, including managers and the Management Board.

All topics relate to the organization's activities, both internally and externally.

Priorities (relevant reporting topics):

- occupational health and safety,
- environmental impact management strategy,
- gas and dust emissions – scale and reduction,
- investments improving efficiency and influencing the reduction of the company's negative environmental impact,
- employment conditions and recruitment campaigns,
- quality and product portfolio development,
- the role of steel and production processes in a circular economy, waste,
- business ethics and transparency of operations,
- diversity and inclusion,
- certification according to the ResponsibleSteel Standard.

If you have any questions regarding the content of the report or the activities described in it, please contact us:

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Date of publication **March 2024**

We would like to thank all those who contributed to the publication of this report for their time and recommendations.

**The following persons helped us prepare the report:**

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- Grzegorz Kamiński
- Mariusz Kubacki
- Dorota Witczak
- Artur Gierwatowski
- Agnieszka Gałka-Woźniak
- Dariusz Marchewka



6.2.

GRI chart

INDICATOR NUMBER	GRI STANDARD NAME	INDICATOR NAME	PAGE NUMBER
SIGNIFICANT REPORTING ISSUE: EMPLOYMENT CONDITIONS			
ORGANIZATION'S			
GRI 102-1	General Disclosures 2016	Organization name	Cover, 7, 74
GRI 102-2	General Disclosures 2016	Activity description, main brands, products and /or services	7-9, 61
GRI 102-3	General Disclosures 2016	Head office address	7
GRI 102-4	General Disclosures 2016	Operating site address	7
GRI 102-5	General Disclosures 2016	Ownership and legal form	7
GRI 102-6	General Disclosures 2016	Markets	7, 63
GRI 102-7	General Disclosures 2016	Scale of operations	7-9
GRI 102-8	General Disclosures 2016	Information on employees and other persons providing work for the organization	28-31
GRI 102-9	General Disclosures 2016	Supply chain description	60
GRI 102-10	General Disclosures 2016	Significant changes during the reported period regarding the size, structure, form of ownership or value chain - There were no significant changes in 2023	none
GRI 102-11	General Disclosures 2016	Explanation of whether and how the organization applies the precautionary principle.	8, 15
GRI 102-12	General Disclosures 2016	External economic, environmental and social statements, principles adopted or endorsed by the organization and other initiatives	10-11
GRI 102-13	General Disclosures 2016	Membership in associations and organizations	12
STRATEGY			
GRI 102-14	General Disclosures 2016	Management Board's statement	3-5
GRI 102-15	General Disclosures 2016	Description of key threats, opportunities and risks	3-5, 8-11, 21, 47-48, 6
ETHICS AND INTEGRITY			
GRI 102-16	General Disclosures 2016	Value of the organization, its code of ethics, principles and conduct standards	15-17
GRI 102-17	General Disclosures 2016	Internal and external mechanisms concerning breaching ethical standards	15-17



6.2.

GRI chart

INDICATOR NUMBER	GRI STANDARD NAME	INDICATOR NAME	PAGE NUMBER
CORPORATE GOVERNANCE			
GRI 102-18	General Disclosures 2016	Supervisory structure of the organization with committees reporting to the top supervisory authority	13-14
GRI 102-20	General Disclosures 2016	Management Board’s responsibility for economic, social and environmental issues	13-14
STAKEHOLDER’S INVOLVEMENT			
GRI 102-40	General Disclosures 2016	List of stakeholder groups engaged by the reporting organization	12
GRI 102-41	General Disclosures 2016	Employees covered by collective agreements	33
GRI 102-42	General Disclosures 2016	Basics of identifying and selecting stakeholders engaged by the organization	12
GRI 102-43	General Disclosures 2016	Approach to stakeholder involvement, including frequency of involvement by stakeholder type and group	12
GRI 102-44	General Disclosures 2016	Key topics and issues raised by stakeholders and the response from the organization, also by reporting them	12, 45, 67
REPORTING PROCESS			
GRI 102-45	General Disclosures 2016	Inclusion in the report of business entities included in the consolidated financial statements	67
GRI 102-46	General Disclosures 2016	Process for defining report content	67
GRI 102-47	General Disclosures 2016	Identified relevant topics	67
GRI 102-48	General Disclosures 2016	Explanations of the effects of any adjustments to information contained in previous reports, with reasons for such adjustments and their impact (e.g., mergers, acquisitions, change of base year/period, nature of the activities, methods of measurement)	none
GRI 102-49	General Disclosures 2016	Significant changes from the previous report regarding the scope, coverage or measurement methods	none
GRI 102-50	General Disclosures 2016	Reporting period	67
GRI 102-51	General Disclosures 2016	Date of publication of the previous report (if any)	none
GRI 102-52	General Disclosures 2016	Reporting cycle	67
GRI 102-53	General Disclosures 2016	Contact information	67
GRI 102-54	General Disclosures 2016	Information on whether the report was prepared in accordance with the GRI Standard under the Core or Comprehensive option	67
GRI 102-55	General Disclosures 2016	GRI information index	68-73
GRI 102-56	General Disclosures 2016	Policy and current practice for external verification of the report.	67



6.2.

GRI chart

INDICATOR NUMBER	GRI STANDARD NAME	INDICATOR NAME	PAGE NUMBER
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SPECIFIC DISCLOSURES ON SIGNIFICANT REPORTING ISSUES

ECONOMIC ISSUES			
SIGNIFICANT REPORTING ISSUE: QUALITY AND PRODUCT PORTFOLIO DEVELOPMENT			
GRI 103-1	Management Approach 2016	Explanation of issues identified as material with indication of limitations	7-11, 58, 61-62
GRI 103-2	Management Approach 2016	Approach to management of issues identified as significant	7-11, 58, 61-62
GRI 103-3	Management Approach 2016	Evaluation of approach to management of issues identified as significant	7-11, 58, 61-62
GRI 201-1	Economic performance 2016	Direct economic impact	9
GRI 201-2	Economic performance 2016	Financial implications and other risks and opportunities for the organization's operations resulting from climate change	3-5, 9-11, 47-56, 61-62
GRI 203-2	Economic performance 2016	Significant indirect economic impact and scale of impact	9,60
GRI 204-1	Purchasing practice 2016	Share of expenditures allocated to the services of local suppliers in the organization's main locations (suppliers of key raw materials)	60
SIGNIFICANT REPORTING ISSUE: BUSINESS ETHICS AND TRANSPARENCY IN OPERATIONS, INCLUDING ENSURING THAT OPERATIONS COMPLY WITH THE LAW AND OTHER VOLUNTARILY ADOPTED STANDARDS OF CONDUCT (COMPLIANCE PROGRAM)			
GRI 103-1	Management Approach 2016	Explanation of issues identified as material with indication of limitations	15-17
GRI 103-2	Management Approach 2016	Approach to management of issues identified as significant	15-17
GRI 103-3	Management Approach 2016	Evaluation of approach to management of issues identified as significant	15-17
GRI 205-1	Anti-corruption 2016	Organization/business unit activities assessed for corruption risks	15-17
GRI 205-2	Anti-corruption 2016	Communication and training on the organization's anti-corruption policies and procedures	15-17



6.2.

GRI chart

INDICATOR NUMBER	GRI STANDARD NAME	INDICATOR NAME	PAGE NUMBER
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ENVIRONMENTAL ISSUES

SIGNIFICANT REPORTING ISSUES: ENVIRONMENTAL IMPACT MANAGEMENT STRATEGY. GAS AND DUST EMISSIONS - SCALE AND REDUCTION. INVESTMENTS THAT IMPROVE EFFICIENCY AND AFFECT THE REDUCTION OF THE COMPANY'S NEGATIVE ENVIRONMENTAL IMPACT.

GRI 103-1	Management Approach 2016	Explanation of issues identified as material with indication of limitations	3-5, 9-11, 47-56
GRI 103-2	Management Approach 2016	Approach to management of issues identified as significant	3-5, 9-11, 47-56
GRI 103-3	Management Approach 2016	Evaluation of approach to management of issues identified as significant	3-5, 9-11, 47-56
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GRI 302-1	Energy 2016	Consumption within the organization	53
GRI 303-1	Water and wastewater 2018	Activities related to water as a shared resource	54
GRI 303-2	Water and wastewater 2018	Managing the effects of water discharges	54
GRI 303-3	Water and wastewater 2018	Water consumption	54
GRI 305-1	Emissions 2016	Direct emissions of greenhouse gases (scope 1)	50-51
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GRI 305-7	Emissions 2016	NOx and SOx emissions and other air emissions	51
Wł. wskaźnik	Emissions 2016	Investments improving efficiency and influencing the reduction of the company's negative environmental impact,	47-49,52-53

SIGNIFICANT REPORTING ISSUE: THE ROLE OF STEEL AND PRODUCTION PROCESSES IN A CIRCULAR ECONOMY / WASTE.

GRI 103-1	Management Approach 2016	Explanation of issues identified as material with indication of limitations	3-5, 9-11, 47-56
GRI 103-2	Management Approach 2016	Approach to management of issues identified as significant	3-5, 9-11, 47-56
GRI 103-3	Management Approach 2016	Evaluation of approach to management of issues identified as significant	3-5, 9-11, 47-56
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GRI chart

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