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## Dear Readers

It is an honour to present to you for the second time the ArcelorMittal Warsaw Sustainability Report 2024.

It provides information that illustrates, the most important areas and aspects of the company's operations during the period in question.

As at 31 December 2024 in 545 people worked at the plant.

### Challenges for the industry

The steel industry has measured itself in 2024 with a number of challenges. **The main risk for the industry was represented by growing imports for the industry was the growing imports of steel products from the countries outside the European Union**, which puts European steel producers in a difficult situation, as they have to compete with entities that do not incur costs for CO<sub>2</sub> emissions and benefit from cheaper energy. An additional burden for Polish steel mills is its prices – in Poland they are significantly higher than in other European Union countries.

### Safe steelmaking

Attention should be paid to **what most distinguishes our industry in Europe – an approach to the area of security and occupational health and safety (OH&S)**. In this respect, 2024 was a particularly busy year for ArcelorMittal Warsaw: we set up an electrical safety committee, conducted a self-assessment survey and we have developed an action plan in the workplace by 2027 with a clear agenda and responsibility for the next three years.

**We are streamlining the process of enforcing key standards with a particular focus on work at height, insulation, cranes and lifting, rail safety and electrical safety.** Throughout the year, we implemented the next stages of the Safe Coaching programme. Subcontractors were also included in the activities.

**Cooperation with the social side in the field of occupational health and safety has been recognised by the State Labour Inspectorate, which annually organises, together with the trade union federations a competition entitled. "Most Active Social Labour Inspector".** In 2024 the competition was won by our Rolling Mill Inspector. This is the fourth such award – in 2020, 2021, 2023 Other ArcelorMittal Warsaw Departmental Labour Inspectors were honoured

### Investments in future

In 2024, the company was finalising a key investment in the Rolling mill, which will allow the use of feedstock in square 220 mm and expand the product's range of dimensions, while at the same time significantly increasing the quality of the products offered.

### We also continued to implement the programme to reduce the environmental impact of ArcelorMittal Warsaw's operations.

In steelworks, the canopy hood that serves to extract the flue gases from the electric arc furnace was replaced. Thanks to this investment, the hood absorption capacity increased by 205%.

In the last quarter of 2024 saw the installation of a new filter, which increased by the efficiency of the steelworks dust extraction system. It was completed in June 2025.

### Cooperation with the local community

In 2024, we supported a total of 28 community projects and we held 61 meetings with neighbours, associations, students, former employees. Our plant was visited by more than 600 people.

This part of the activity of the ArcelorMittal Warszawa steelworks has been noticed and **recognised by the Warsaw-Bielany District Office, which awarded the plant the title 'Local Community Friendly Company'**. It is also worth recalling that in 2024, the company underwent successfully The ResponsibleSteel certification verification process. It confirms that **We have implemented and we apply 12 principles, covering environmental protection, employee management, community cooperation.**



”What makes our industry stand out in Europe is an approach to the area of security and occupational health”

**Artur Gierwatowski**  
President of the  
Management Board





# 01

## Priorities and management

- 1.1 O us
- 1.2 Important matters in 2024
- 1.3 Our value chain
- 1.4 Our stakeholders and communication channels
- 1.5 Management approach
- 1.6 Prizes and distinctions



## 1.1 About us

**ArcelorMittal Warszawa Spółka z o.o.** z based in Warsaw, ul. Kasprowicza 132, entered in the Register of Entrepreneurs kept by the District Court for the City of Warsaw in Warsaw, II Commercial Division of the National Court Register, under the number 0000043770 (NIP 118-00-16-775, REGON 010592085), conducts production activities in Warsaw since 1957.

Since 2006. **ArcelorMittal Warsaw is part of the ArcelorMittal group, and leading organisation in the steel industry and mining in the world**, currently operating in 60 countries around the world.

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 – grades of automatic, tool, spring, carburizing and high strength steels, as well as steel for concrete reinforcement, including steel for reinforcement of LNG and 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 our plant.

ArcelorMittal Warszawa boasts one of 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 the second subway line in Warsaw.

**ArcelorMittal Warsaw has the following production departments:**

- electric steelworks quality and ribbed
- bar rolling mill,
- finishing lines.

## ArcelorMittal Warsaw

in numbers

**461 759**

tonnes of steel were  
produced in 2024



**493 698**

tonnes of steel were  
produced in 2023

**545 people**

directly employed in 2024,  
629 people including  
subsidiaries



**544 people**

directly employed in 2023,  
631 people including  
subsidiaries

**700 PLN million**

invested in modernisation of the Warsaw  
Steelworks in 2008 - 2024

**by 90 %**

we have reduced the frequency of accidents since 1996

**by 90 %**

we have reduced gas emissions since 1996

**by 97 %**

we have reduced dust emissions since 1996





## 1.1 About us

We apply proven practices in governance, which are reflected in structured policies and guidelines and help us to efficient organisation of work.

Management Board, as at 31.07.2025



**Artur Gierwatowski**  
President of the Management  
Board Chief Executive Officer



**Agnieszka Galka Wozniak** Member of  
the Management Board HR Director



**Franciszek Labus** Member of  
the Management Board Chief  
Financial Officer

## Supervisory Board

As at 31.07.2025

**Kristian Notebaert** – Member of the Supervisory Board

**Risto Naumov** – Member of the Supervisory Board

**Tapas Rajderkar** – Member of the Supervisory Board



## 1.2 Important matters in 2024

The year 2024 brought a number of challenges, faced by the steel industry not only in Poland, but also in Europe and worldwide. In European Union, the main problem is the growing import of steel products from the countries where steel production is cheaper, due to lower energy prices and because producers do not incur the costs associated with CO2 emissions. This unfair competition puts the steel industry under pressure in Europe. In order to meet these challenges, the steel industry needs systemic solutions at both national and European Union level.

**Safety level and employee health** remain a priority for ArcelorMittal Warsaw. In 2024, the objectives of several programmes have been realised to further raise employee awareness in health and safety, such as the 'Foreman programme', continuing training in „Take Care” series. In 2024 we have reviewed and we have updated our corporate **The Golden Rules to Save Lives**, and set of 10 behaviours that prevent fatal accidents.

The company also continued its information and education campaign entitled. „**We follow the rules. Together we save lives**”.

Further stages have been achieved **by a coaching programme** conducted in cooperation with the DSS+ company, which aims to **strengthening the safety culture in the plant**.

Furthermore, in The company holds annual events to promote health and safety among its employees, such as 'Health Week', 'Science Week' and 'Health and Safety Day'.

**Modernisation of the Rolling Mill** – at the end of 2024, the modernisation of the rolling mill was completed, enabling the rolling of square 220 mm billets. The investment had been underway for several years and ultimately costing more than PLN 40 million.

“*We have gained a better internal product structure. This will allow us to present our customers with one of the best offers on the market and will open our facility to new customers*”

**Artur Gierwatowski** CEO

### Replacement of the canopy hood over the Electric Arc Furnace

The Steelworks in November 2024 saw the completion of the replacement of the canopy hood, which serves to extract the fumes from the electric arc furnace. The existing hood, was replaced with a modern one. It provides better sealing and is larger than its predecessor, which also means that its absorption capacity increased by 25 %. The implementation of this project significantly improves air quality – and so working conditions – on the shop floor of the Steelworks.

**Installation of new dust extraction filters** – At the end of 2024, the installation of filters in order to further improve dust extraction from above the electric furnace began. The new filters were put in operation in June 2025



**ArcelorMittal Warsaw was awarded the title of Local Community Friendly Company** – The award was presented to the company during the Bielany Volunteer of the Year Gala by the Mayor of Bielany District Grzegorz Pietruczuk. In recognition of its support for many social projects in the Bielany district – in particular for cooperation with Senior Citizen Support Centre No. 1.





1.2 Important matters in 2024

**Confirmation of Responsible Steel certification** – in 2024 ArcelorMittal Warsaw has successfully passed another audit, which confirmed that the company meets all the requirements of the ResponsibleSteel™ (Responsible Steel Production) standard. The certificate was originally awarded to the plant as the second company in Poland, in January 2023.

The criteria included in ResponsibleSteel™ standards have been developed by an organisation of major steel producers, their suppliers, scientific bodies, industry associations and environmental and Social.

“Obtaining the certificate is a great success and distinction for ArcelorMittal Warszawa, but also a commitment to our stakeholders. Our customers, employees and neighbours expect us to produce high quality steel respecting the the highest social and environmental standards. The ResponsibleSteel™ certification confirms that we know how to to it.”

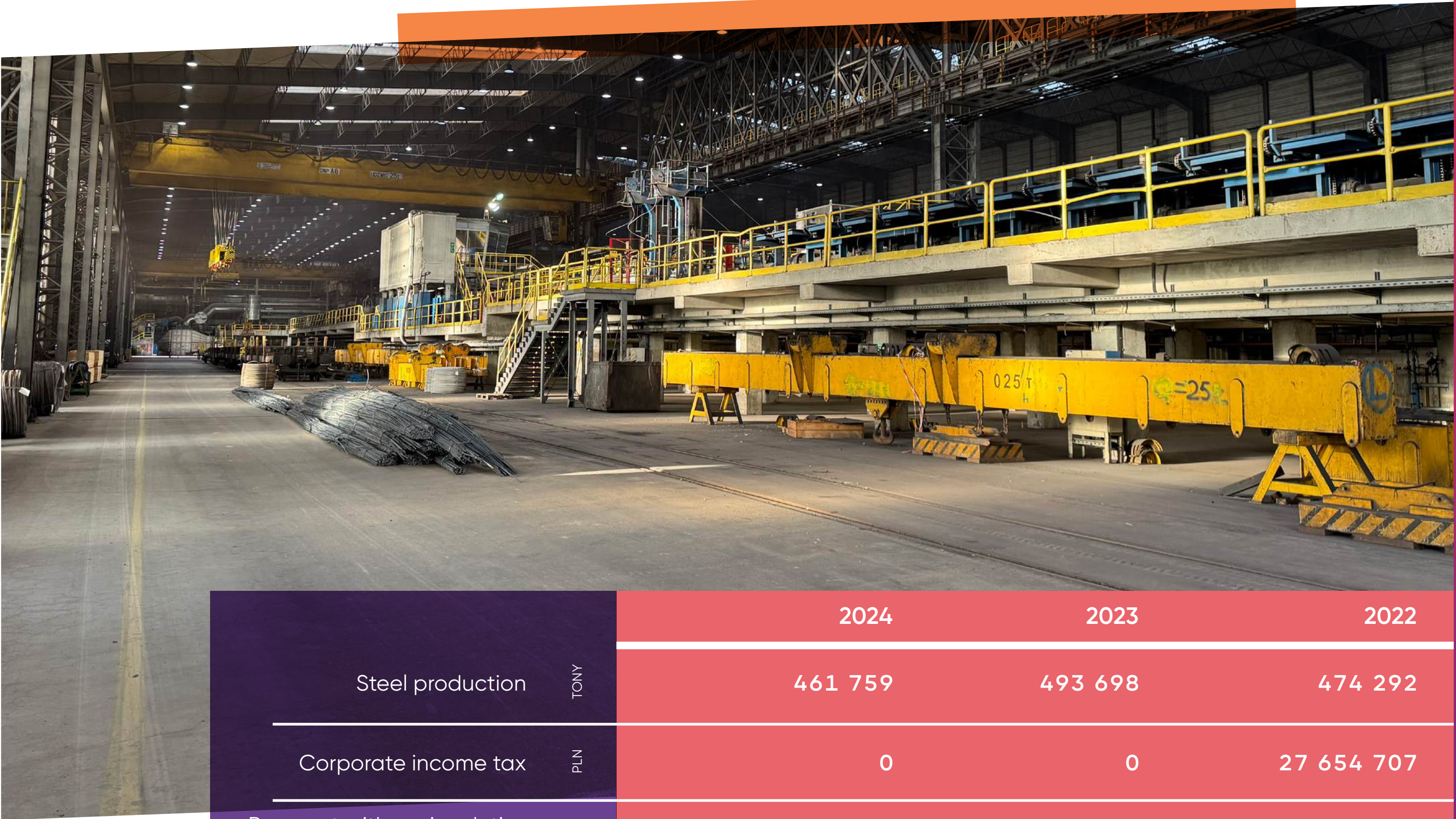
Artur Gierwatowski CEO

Steel market situation

**ArcelorMittal Warsaw produces the highest quality steel** – and strategic raw material for the modern economy. Its suitability for modern RES infrastructure, electrification of transport and the possibility of unlimited recycling make it an excellent choice for sustainable development. Responsible production and use of steel affects almost all aspects of human activity.

The company is consistently moving towards decarbonisation in order to meet the 'Fit for 55' programme announced by the European Union. **At the same time, the plant wants to fulfil the Group's pledges at European level to reduce CO<sub>2</sub> emission by 35% (respect to 2018).** We have established in To this end, a dedicated decarbonisation team which has developed a decarbonisation roadmap for our plant.

Decarbonisation investments involve huge costs, which, with the current level of carbon emission allowances pricing, is and major challenge. For every tonne of CO<sub>2</sub> emitted, companies within the European Union paid in 2024 between 60 and 100 euro, which is avoided by non-Community companies. **In order to create a competitive environment for European plants, an appropriate legal framework should therefore be created, linked to the carbon border tax on goods from outside the Union.** It is also essential to access energy at competitive prices in order to ensure and achieve steel sector ambitious goals, which will benefit society as a whole.



		2024	2023	2022
Steel production	TONY	461 759	493 698	474 292
Corporate income tax	PLN	0	0	27 654 707
Payment with excise duties on electricity, gas products and in coal	PLN	326 189	320 660	299 727
Property tax	PLN	9 858 691	8 45 8608	8 008 737
Perpetual usufruct fees	PLN	7 461 980	7 203 250	7 233 818
Amounts allocated to social activities	PLN	181 459	254 000	180 000

ArcelorMittal Warsaw in figures in 2024 against previous years.



## 1.3 Our value chain

### ArcelorMittal Warsaw

The main challenges in value chain:

#### The purchase of raw materials, products and services

- Responsible and transparent rules for selecting suppliers and cooperation with them;
- Adherence to the Code of Responsible Sourcing;
- Awareness of the impact on the national economy, the role of our presence in the Polish and European market.

#### Steel production

- Our goal is zero accidents in workplace;
- Scale and terms and conditions of employment;
- Recruitment and low staff turnover, attracting talented job applicants by enhancing the employer's image;
- Monitoring and reducing environmental impact, particular dust emissions and gases into the air;
- Efficient use of energy and water;
- Ensuring continuity of production and optimum capacity utilisation of production lines;
- Efficient use of raw materials – cost optimisation and maintaining the reliability of the installation;
- Compliance of activities with regulations of the Polish and international law.

#### Sales of products and their use by our customersA

- A wide range of top quality products;
- Ensuring on-time delivery;
- Caring for customer satisfaction and continuous improvement of their service;
- A response to customer needs, including the demand for steel now and in the future.

### ArcelorMittal Warsaw

Key business challenges:

Rising energy prices and CO<sub>2</sub>;

Slowing economic activity in ešic Europe;

Customers high inventory levels

Reducing environmental impact: development of low-carbon technologies and production processes – technological possibilities and costs;

The inflow of steel into the European Union from third countries, in whose production is not burdened by carbon charges;

Ensure continuity of production, reliability of supply and the highest quality products on offer;

Attracting candidates to work in the steel industry;

Re-direction of supply in relation to war in Ukraine.



## 1.3 Our value chain

### The main challenges in the value chain

#### 01. Providing employees with safe, healthy and friendly working environment

- ▶ The company's priority is employee safety;
- ▶ The company implements comprehensive safety projects – aiming for the ultimate goal of zero accidents in the ArcelorMittal Warsaw;
- ▶ The plant conducts internal information campaigns to raise awareness of the employees for working working safely;
- ▶ Cooperation with A.R.T Foundation, which offers psychological support as part of the Emotional Helpdesk programme.

#### 02. Products that make up the modern world

- ▶ We supply products for the automotive, construction, white goods or energy industries including RES.

#### 03. Efficient use of natural resources and high recycling rate

- ▶ Warsaw's steelmaking process involves recycling scrap metal, which is melted down into liquid steel in an electric arc furnace
- ▶ Steel can be recycled indefinitely, which makes our activities part of the circular economy.

#### 04. Responsible use of the environment and reducing impacts on water, soil and air

- ▶ We are systematically reducing dust emissions and greenhouse gases into the air.
- ▶ We make investments that reduce the impact of our operations on the environment.
- ▶ We take care of biodiversity

#### 05. Support the transition to a low-carbon economy through responsible use of energy sources

- ▶ We are continuing to work towards ambitious climate targets. By 2030, the company wants to reduce in Europe's CO<sub>2</sub> by 35 per cent, and globally by 25 per cent. In our structures include a Decarbonisation team, which is exploring options for reducing CO<sub>2</sub> emissions;
- ▶ From 2021 onwards, more than 30 per cent of the electricity purchased comes from renewable energy sources (RES);
- ▶ In 2024 were realised new investment projects replacing the canopy hood above the EAF furnacer for fume extraction, providing better sealing and 25 % increase in their absorption capacity the installation of new filters has started to extract the dust emitted by the furnace.

#### 06. A supply chain that is trusted by customers

- ▶ The company operates basing on Code of Responsible Sourcing and Integrated Management System;
- ▶ The company measures customer satisfaction, meets periodically with customers – the complaint rate is regularly examined, and the company aims to reduce the number of complaints.

#### 07. Ensuring an influx of talented young scientists and engineers

- ▶ The company organises internships and traineeships for students of subjects related to company profile;
- ▶ We work with schools and universities, supporting scientific circles and participating in university job fairs.

#### 08. Measurable contribution to society valued by others

- ▶ The employees of the steelworks engage in volunteering and social action in the immediate environment;
- ▶ The company is committed to transparency by regularly informing stakeholders about the activities, through the website, regular meetings with stakeholders or the press.





## 1.4 Our stakeholders and channels of communication in 2024

ArcelorMittal Warsaw is a modern company whose priority is a transparent communication that is open to all stakeholders. This approach allows us to build lasting relationships with key stakeholders. Therefore, the company conducts and multifaceted dialogue through multiple communication channels, thus reaching out to many stakeholder groups:

### Customers

- ▶ ongoing contact, meetings and cooperation
- ▶ customer satisfaction surveys and opinions on the company
- ▶ key customers meetings with representatives of the Management Board
- ▶ NetSteel web platform for customers
- ▶ conferences and industry events,
- ▶ brochures

### Employees

- ▶ company magazine 'One';
- ▶ intranet updated on regular basis;
- ▶ SharePoint – ArcelorMittal Warsaw's intranet information databases;
- ▶ mailings sent to all employees;
- ▶ internal meetings, including meetings between the CEO and Employees;
- ▶ departmental information boards;
- ▶ TV screens on production halls;
- ▶ face-to-face communication – information provided by leaders to staff on individual shifts;
- ▶ digital communication platforms – Teams.

### Potential employees (candidates)

- ▶ cooperation with schools and universities;
- ▶ job fair;
- ▶ conferences and industry events;
- ▶ recruitment advertising in urban spaces, the press, the Internet.

### Local communities and local social partners

- ▶ meetings with local authorities, social partners, residents of the area around the plant;
- ▶ plant open days;
- ▶ ongoing contact and cooperation with schools and universities;
- ▶ other cultural events and sporting;

### Suppliers

- ▶ ongoing contact and meetings;
- ▶ meetings of key suppliers with Board representatives;
- ▶ conferences and industry events;
- ▶ ARIBA Sourcing platform;
- ▶ brochures

#### Common channels of communication:

page: [arcelormittal-warszawa.com](https://arcelormittal-warszawa.com)

YouTube: [@amwwarszawa](https://www.youtube.com/@amwwarszawa)

LinkedIn: [ArcelorMittal Warsaw](https://www.linkedin.com/company/ArcelorMittal-Warsaw)

### Membership or support for associations and organisations:

- ▶ Steel Chamber of Industry and Commerce;
- ▶ Academic and Economic Steel Association;
- ▶ Steel Industry Employers' Association;
- ▶ Polish Technical Asset Management Association;
- ▶ Association of Friends of Steelworks Warsaw;
- ▶ Warsaw Steelworks Solidarity Historical Society;
- ▶ Society of Friends of Warsaw.





## 1.5 Management approach

Efficient management of such a complex enterprise requires a systemic approach based on an integrated management system and structured teams and advisory bodies. This ensures regularity and helps efficient work delegation improving information flow and reporting.

**Each week the company holds operational meetings, which provide a platform for the exchange of information on strategic and operational themes.** „In”. Meetings are...meetings are attended by the general manager, the finance director, the personnel director and the managers of the various departments of the plant.

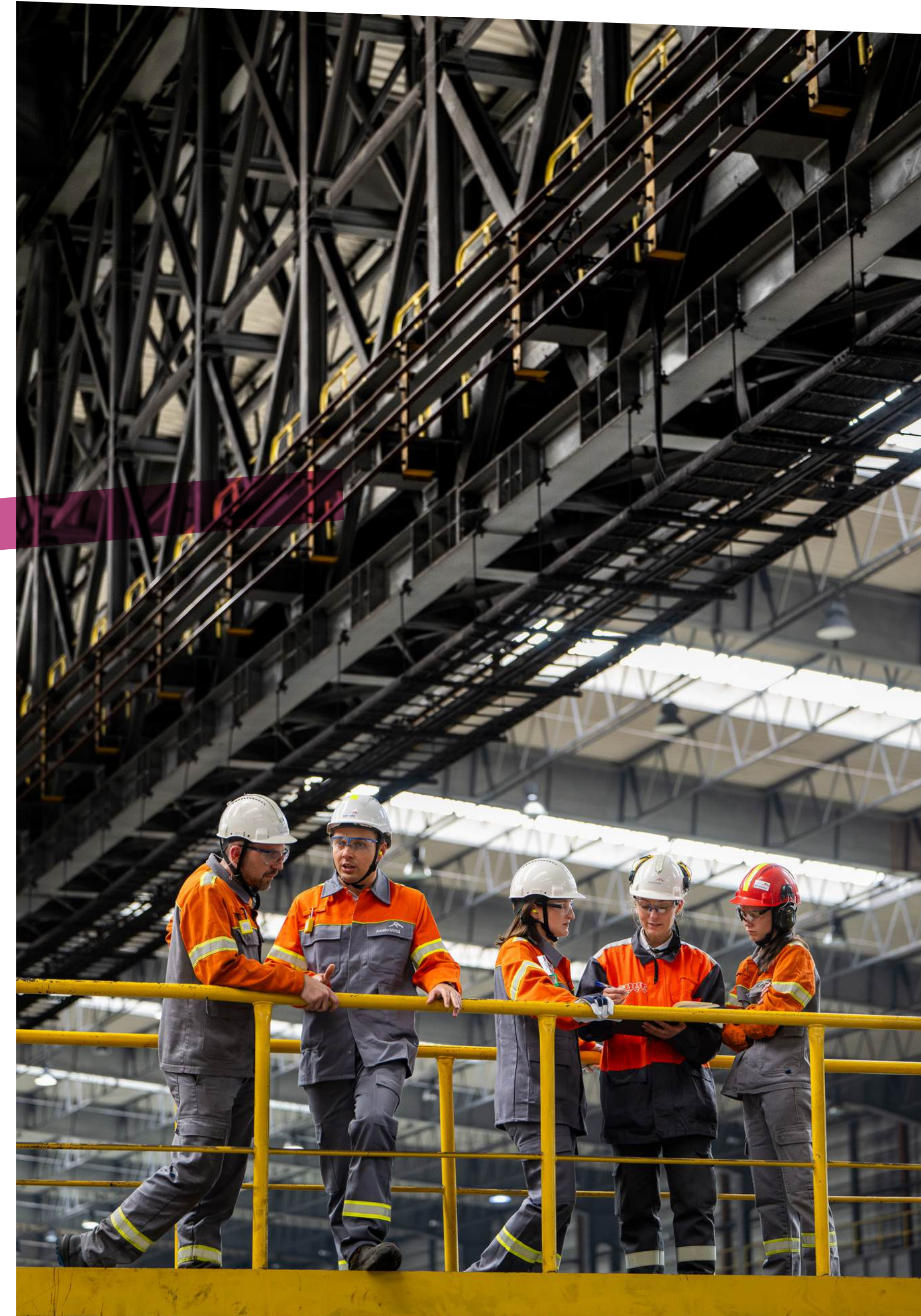
Issues related to security and occupational health and safety are discussed at the monthly meetings of the Health and Safety Committee, which is consultative in nature and consultation. They are attended, in addition to management, by representatives of the trade unions, the Company Social Labour Inspector, the Departmental Social Labour Inspectors and the occupational physician. These meetings are open to all employees of the Steelworks and subcontracted companies.

**As part of the social dialogue operates in Company Social Benefits Committee responsible for the implementation and monitoring of objectives arising from Company Social Fund .** The committee, which organises 12 meetings a year, includes representatives of our company and trade union organisations.

### Integrated Management System

**The value of the company's Integrated Management System is confirmed by positive evaluations of external audits,** carried out by an accredited certification body in all areas of our business.

In 2024 during two audits: the first in on 24-26/01/2024 (quality management system audit for compliance with standards ISO 9001, IATF 16949) and the second in 11 -12/06/2024 (audit of management systems for health and safety (ISO 45001), energy (ISO 50001) and environment (ISO 14001), auditors from TÜV Rheinland Polska Sp. z o.o., reaffirmed the effectiveness of the management systems in place at the company.





## 1.5 Management approach

### The Integrated Management System of ArcelorMittal Warsaw is based on the requirements:

- IATF Technical Specification 16949 "Quality management system – detailed requirements for the use of ISO 9001 in automotive industry in series production and in production of spare parts";
- ISO 9001 standard "Quality management system. Requirements";
- ISO 14001 standard "Environmental management systems. Requirements and application guidelines";
- ISO 45001 standard 'Safety and Security Management System occupational health';
- ISO 50001 standard 'Energy management system. Requirements'.

### ArcelorMittal Warsaw's Quality Management System also meets the requirements:

- § Pressure Equipment Directive PED 2014/68/EU;
- § Regulation of the European Parliament and Council Regulation (EU) No 305/2011 of on 09.03.2011 (certified by the factory production control certificate ZKP in with reference to EN 10025, including CE marking);
- § contained in CPJS (Centre for the Promotion of Steel Quality) programme for the certification of ribbed bars /EMPSTAL/ mark.

In The laboratory of the Quality Control Department operates and quality management system in accordance with requirements of EN-ISO/IEC 17025 "General requirements for the competence of testing and calibration". The laboratory is accredited with AB 1300 for some of the activities carried out in their field of research.

ArcelorMittal Warszawa also holds certificates / approvals / recognitions from authorised Certification Bodies, Societies Classification etc. for quality steel products and ribbed bars.

ArcelorMittal Warsaw cooperates with customers in obtaining the approvals/ approvals they require for the products they offer.

ArcelorMittal Warsaw's Integrated Management System also meets the requirements for sustainable development based on and comprehensive combination of economic, social and environmentally certified:

- Suststeel;
- ResponsibleSteel.

Implemented management systems, confirmed by external audits, ensure that the company has properly identified processes in place, well-trained employees who are fully aware of how to carry out tasks effectively to achieve the objectives set and how to carry out work in safely and minimising waste without harming the environment.

Current certificates and admissions are available on the website <https://www.arcelormittal-warszawa.com/jakosc/>





1.5 Management approach

Compliance programme

Management of processes and the work of people in company operating on such a large scale, as ArcelorMittal Warsaw, requires appropriate regulation as regards compliance with legal provisions and business ethics. Therefore, in order to prevent abuse, the company uses comprehensive

Compliance Programme, which includes:

- ArcelorMittal Code of Business Ethics;
- Economic sanctions procedure;
- Anti-corruption procedure;
- Data Protection Policy;
- Rules on confidential information;
- Policy on whistleblowers;
- Complaints procedure;
- The data protection procedure in ArcelorMittal Group;
- The procedure for receiving and the presentation of gifts and entertainment offers;
- Anti-abuse policy;
- Human rights policy;
- Policy in regarding relations with Employees;
- Policy in training scope;
- Diversity policy and social integration;
- Policies in regarding relations with Employees;
- Policies in training scope.

In addition, the company benefits from:

- Integrated Management System Policy;
- Anti-harassment procedures in ArcelorMittal Warsaw;
- Protection policies;
- Social Policy.

Our company has a compliance officer, in the person of experienced lawyer Magdalena Soboń-Stasiak, who for years has been ensuring the compliance of companies' activities with legal standards in Poland acts as data protection officer and AML officer, which involves prevention of money laundering. Any employee of the company can safely report to the compliance officer his observations or suspicions about corruption. To this end, we have set up confidential communication channels: a toll-free telephone number and a dedicated e-mail address.

Every employee of the company at least once every 3 years is required to undergo training in business ethics.

Compliance training in 2024

ArcelorMittal Warsaw conducted in 2024 r. 32 individual and group training courses on compliance including a code of business ethics, anti-corruption regulations, and procedure for receiving and the giving of gifts, and also invitations to entertainment events, antitrust rules, insider information rules, economic sanctions and personal data protection. Dedicated training courses are held in the form of classroom, webinars and self-study (training available on the company's training platform).

In ArcelorMittal Warsaw in 2024 no cases of corruption were reported.

100 per cent of business units were analysed for corruption risks.

The figure refers to the staff members designated to be acquainted with the procedures in the reported period.

	2024	2023	2022
Total number of training courses provided by employees	291	573	152
including the training of employees in management positions and higher	71	35	25
including training of staff in non-management positions	220	538	127
% of employees who were trained	25,1*	85*	25,6*
including % of staff in management positions and higher	7,2*	3*	4,2*
in of which % of employees in positions below managerial level	17,9*	82*	21,4*

\* Which represents 100% of the employees designated to receive training in the reported period.

The figures quoted refer to staff members designated to be familiar with the procedures in the reported period.

	Number of persons acquainted with anti corruption procedures and abuses	% of employees familiar with anti-corruption procedures and abuses
2024	68	12,96
2023	62	10,3
2022	123	21,6



## 1.5 Management approach

### Compliance in Action campaign

In 2024 in as part of an internal information campaign, employees were given access to short films from the series 'Compliance in Action'. The individual episodes dealt with key issues relating to address non-compliance with regulations regulations in force in organization.

**Recordings from experts from of the ArcelorMittal Group focused, among other things, on corruption prevention, whistleblowing and human rights.**

In 2024 also continued the "Compliance & Integrity"podcast series. An internal information campaign, addressing the topics of the compliance programme, one of the of the topics covered was Data Protection.



## 1.6 Awards and distinctions

The awards the company receives testify employee involvement in this issue, which translates into a high level of organisational culture in the ArcelorMittal Warsaw.

An important success of the past year 2024 was the confirmation of the certification of the **ResponsibleSteel™** after an audit by the DNV Poland certification body.

ArcelorMittal Warsaw was also honoured in the October 2024 by the Bielany district authorities with the title of **Community-friendly companies** . The distinction was awarded in recognition of the company's support for, among others, the Senior Citizens' Support Centre No. 1 and the many other projects carried out by the Bielany district. The statuette and Diploma presented to the company at the Bielański Volunteer of the Year Gala.

In 2024 Mr Mariusz Mokwiński, Departmental Social Inspector of the Rolling Mill Division – was awarded the **"Most Active Social Labour Inspector"**. in a competition in a competition organized by the National Labour Inspectorate together with the trade union headquarters. This is the fourth such award: in 2020, in 2021- 2023 other Departmental Labour Inspectors of ArcelorMittal Warszawa were also honoured. The cooperation between ArcelorMittal Warszawa and social partners in of health and safety is recognised by the State Labour Inspectorate.







# 02

## Safe workplace

- 2.1 Safe workplace
- 2.2 And systems approach to security
- 2.3 Action on health and Security
- 2.4 Internal programmes and health and safety initiatives



## 2.1 Safe workplace

In ArcelorMittal Warsaw we believe that zero accidents are possible – which is also expressed in the commitment to the next instalment of the action conducted by the organisation at a global scale, entitled **Believe in Zero**.

The company prevents accidents in the first place by creating a Safety Pyramid. Every accident at work and every potentially accidental event, unsafe behaviour or situation is reported according to the procedure adopted in the company.

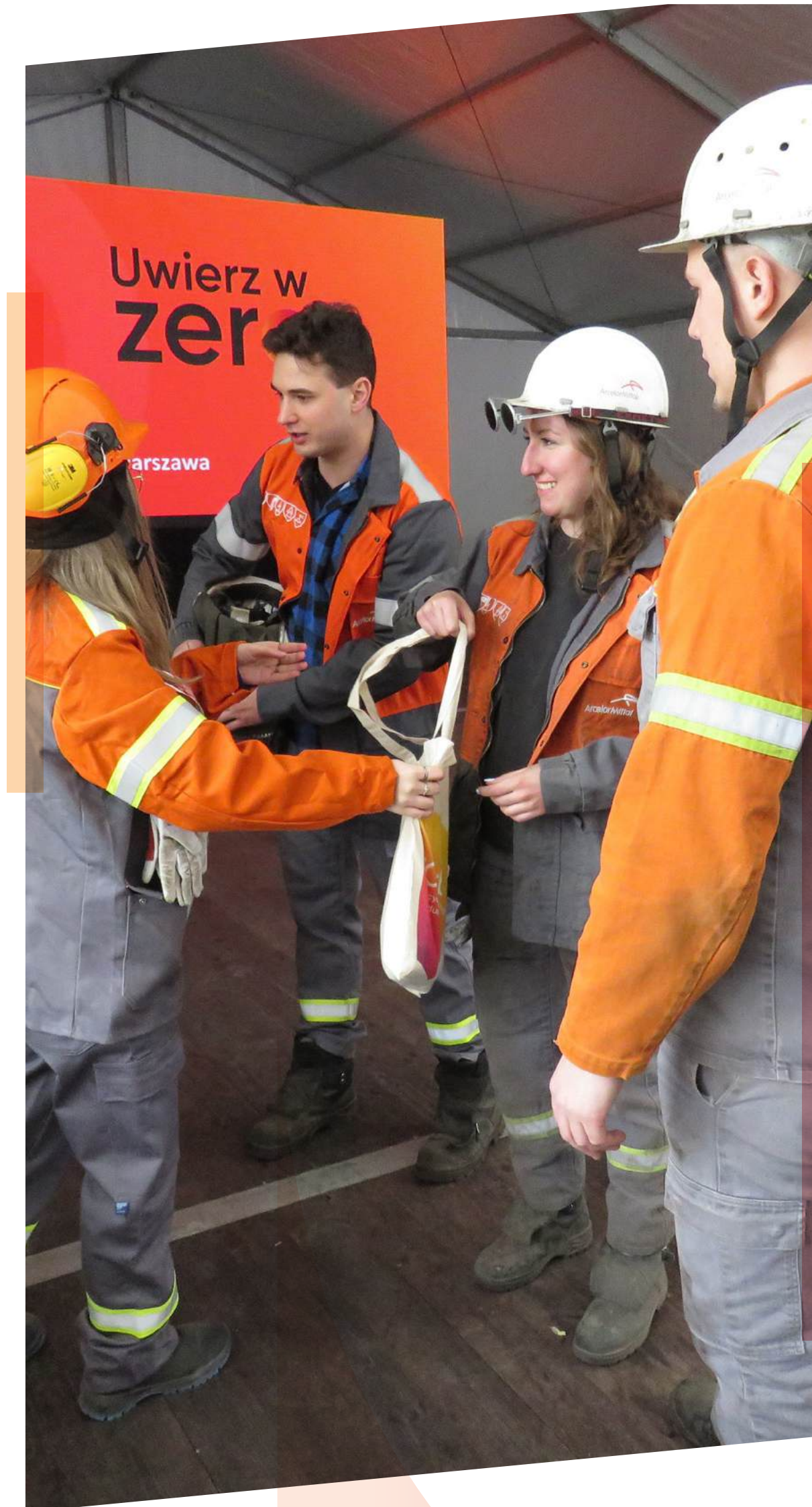
By reporting and recording incidents and taking appropriate corrective steps, the number of accidents that could occur in the future is being reduced. Secondly, ArcelorMittal Warsaw has a policy of rewarding employees who notice and report near misses in plant – awards are presented each year during the H&S Day.

The organisation makes every effort to reach its goal of zero accidents. Therefore, great importance is attached to the identification of so-called PSIFs – an acronym composed of the first letters of four English words: potential, serious, injuries, fatalities. **In 2024 a total of 23 PSIFs were reported. By detecting, analysing and countering as many of these most dangerous incidents as possible, the company has a better chance of avoiding serious and fatal accidents in the future.**

According to the ArcelorMittal Group standard, the entire management team, from the CEO to the shift leader, is required to carry out audits. **In 2024 a total of 3456 H&S audits were carried out in various areas of the plant including subcontractors.** A well-conducted audit improves workplace safety by reinforcing correct behaviour, eliminating bad habits and reducing or removing risks. In The SAP EHS system also records hazardous incidents reported by employees with Pyramids of Safety.

**In 2024 there were 1,761 dangerous incidents reported by employees, including 1315 hazardous situations and behaviour and 446 near misses.**

In 2024 in the company recorded 4 lost time injuries, 1 fatal accident, and the accident frequency rate was 5.14.



Safety in workplace is a priority in ArcelorMittal Warsaw. Awareness of the challenges and risks and compliance with H&S is a key task.

Acting in accordance with ISO 45001:2018 (Management systems for safety and occupational health – Requirements and application guidelines) the company is working towards the corporate goal of „zero accidents in workplace”, helped by clear regulations, policies, procedures and internal instructions, such as:

- ArcelorMittal’s Health and Safety Policy;
- ArcelorMittal Warsaw integrated system policy;
- Identification of risks and occupational risks;
- Accidents at work, near misses, occupational diseases;
- Proceedings in emergency situations;
- Crisis management;
- Supervision of external persons;
- Organising safe work on energy equipment;
- FPS ArcelorMittal fatality prevention standards;
- ArcelorMittal’s 10 Golden Rules.

### Prevention in workplace

In addition to occupational medicine, the company undertakes and number of additional activities focused on prevention and improving the health of its employees. Each employee can join the private medical company package PZU Health co-financed by the employer. Family members of employees can also join on preferential terms. This package includes a wide range of specialist consultations and laboratory diagnostics. In collaboration with company providing medical services, many preventive actions are carried out, dedicated to different areas of health care.



## 2.2 A systemic approach to security

For such activities in 2024 may include an organised in April Safety and Health, during which employees were able to have lung X-rays taken at the mobile ambulance – with 70 people benefited from this service and Representatives of the A.R.T. Foundation provided information on the on-During the 2024 H&S Day employees could have lung X-rays taken at the mobile ambulance – 70 people benefited from this service Representatives of the A.R.T. Foundation provided information on the on-going psychological support programme for Steelworks employees.

The company has a medical centre on the premises, with a permanent presence of a nurse and in selected days medical consultation is available as well as a wide range of laboratory diagnostics.

The Collective Labour Agreement operating in ArcelorMittal Warsaw provides compensation for long-term or permanent injury for accidents at work and occupational illness. At the request of the trade union, additional assistance may be obtained for the organisation and funding of 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.

**ArcelorMittal Warsaw cares about the safety of all persons on the premises of the steelworks, including employees of external companies.** Therefore, the company has required each subcontractor to comply with the rules of the company, this means that representatives of these companies undergo appropriate training followed by an exam. In case of violations of Health and Safety rules by subcontractors, ArcelorMittal Warsaw takes consequences, up to and including immediate termination of cooperation. Work carried out by external companies is subject to health and safety audits, for which the employees are responsible. Some of these results from plan for external audits and are carried out at permanent subcontractors in accordance with the requirements of ISO 45001 and 14001, the others are implemented and supervised in SAP EHS system. The frequency and quantity are dependent on the amount of work carried out by subcontractors.





## 2.2 And systemic approach to security

### Rescue team

**In ArcelorMittal Warsaw has internal rules for providing premedical assistance** In The plant has atrained rescue team of 16 people, whose representatives keep guard on each shift and can provide first aid while waiting for the arrival of external emergency medical services. In addition, in hours, in which the facility is housing the largest number of people, i.e. during the first shift, the rescue team is supported by a doctor and a nurse from the company's medical clinic.

The AMW rescue team provides pre-medical support if first aid is required. The team is made up of 16 production department employees with knowledge and practical skills in this area. In this way, we can ensure that help is given before the ambulance arrives.

### Health and Safety Commission

is the body that acts in company's consultative function and advisory services in terms of safety and occupational hygiene. It is composed by representatives of trade unions, senior management A the company doctor. In 2024 the scope of its activities was revised.

Monthly committees, known as shop floor committees, are held on site, where management meetings discuss matters relating to Health and safety, and also carries out an audit of the designated area. During the audits, participants highlight strengths and areas for improvement.

each month Health and Safety fshop floor committees are held in another part of the plant. Once a quarter, "Major Health and Safety Committees"are held, which deal not only with periodic reviews of working conditions, but also with any matters of importance from an occupational health and safety point of view for the employer and employees. Commission meetings are open and any employee may take part in its deliberations.

### Social Labour Inspectorate

The company's cooperation with social partners in the field of occupational health and safety has been recognised in 2024 by **the State Labour Inspectorate, which annually organises, together with trade union headquarters, acompetition entitled. "Most Active Social Labour Inspector"**. The aim of the competition is to promote the activities of Social Labour Inspectors who actively contribute to ensuring that various types of industrial establishments improve safety and occupational health and safety and the protection of workers' rights. In 2024 winner of this competition was Mariusz Mokwinski, Social Inspector from the Rolling Mill Department. This is the fourth such award: in 2020 and in 2021 and 2023 other Departmental Labour Inspectors of ArcelorMittal Warsaw were also honoured.



### Application in support of health and safety management

The health and safety team at ArcelorMittal Warsaw is supported by modern IT tools. In 2024 ArcelorMittal introduced SAP EHS to replace APLOK. Both environments are used to record audits. The application provides quick access to transparent data and statistics, without necessity to use paper documentation. The system allows health and safety solutions to be applied more effectively. Health and safety audits at workplaces are one of the more important tools.





## 2.3 Action for health and safety

ArcelorMittal Warsaw is committed to promoting the right attitudes in safety. **The aim is to reinforce the desired behaviour and create a habit, which amounts to constant vigilance in the workplace.**

Therefore, in parallel to the meetings of the teams dealing with security and occupational health, the company organises many events, some of which are cyclical and have become a permanent feature of plant calendar.

### Safety day

In April we held for the nineteenth time the H&S Day. During this event, a culture of absolute priority for the observance of health and safety rules is perpetuated among the employees of ArcelorMittal Warsaw.

During training and demonstrations, experts presented the latest personal protective equipment, gave advice on, for example, how to do their job safely, and also maintain safety in everyday life.

xCrash simulators, a rollover simulator and a reflexometer were available to participants during the event. a unit of the State Fire Brigade performed a demonstration involving the simulation of a collision between a locomotive and a passenger and the release of the casualty from the damaged car. Participants could also to practice the use of the AED kit tx, and were awarded with a first aid kit. The fire brigade offered the possibility to to practice with the fire extinguisher and fire blanket.

*ArcelorMittal Warsaw places emphasis on continuous assistance and mental support for employees. The programme is being implemented in partnership with A.R.T. Foundation in Warsaw, which runs the Emotional Help Desk. „*

**Agnieszka Gałka-Woźniak**  
Member of the Management  
Board HR director

### Measures relating to employee welfare

ArcelorMittal Warsaw implements the Emotional Help Desk programme, which is an anonymous support for all people who have personal problems that make it difficult to function in the professional life and family. Employees are regularly informed of the availability of this service, and details can be found in leaflets and on the plant's internal communication channels.





## 2.3 Action for health and Safety

### Awards for health promotion activities and HEALTH AND SAFETY

Every year, ArcelorMittal Warsaw presents awards to its most active employees. **Company management distinguishes reports of the highest number of incidents from H&S and the best lessons learned about serious incidents (PSIFs).** Prizes are awarded both individually and at team level.. This practice has continued in 2024.

The company's CEO presented award during the H&S Day. The main prize went to an employee from the finishing plant, A representative of the Steel shop was awarded for the highest number of valuable submissions. . These awards are part of an incentive programme, launched in 2008 in agreement with company trade union organisations, which encourages employees to report dangerous incidents.

Health and Safety Day was also and great opportunity to honour employees for other contributions, such as ideas related to innovation, or voluntary blood donation. The award for the best innovative project, from 44 proposals received, went to the Rolling Mill Maintenance employee. Maintenance employee of the Rolling Mill, who was the author of the largest number of well-reviewed proposals was also awarded.

” *Thinking about task and thinking about its safe execution is one thing This is the approach we consistently implement in the entire organisation.*”

**Artur Gierwatowski** CEO



## List of Award Winners FOR

### SUBMISSIONS ON HEALTH AND SAFETY INCIDENTS

2023 and 2024 – top 3 awarded to those with the most applications accepted for health and safety incidents

## 2024

- 1 **Witold Witkowski** 142 applications
- 2 **Pavel Antonik** 88 applications
- 3 **Maciej Kryśkiewicz** 81 applications

## 2023

- 1 **Witold Witkowski** 54 applications
- 2 **Maciej Kryśkiewicz** 52 applications
- 3 **Waldemar Oleszczuk** 38 applications



## 2.4 Internal programmes and health and safety initiatives

H&S issues requires continuous development and improving existing solutions. Routine can decrease vigilance, so ArcelorMittal Warsaw regularly refreshes the knowledge of its employees by, among other things, proposing new programmes and development initiatives, and also by working on the evolution of training in this respect.

In 2024, 37 periodic health and safety training courses were held, in which 446 employees were trained. In addition to the mandatory training, many additional educational activities were also organised. Here are some examples:

- The 10 golden rules of ArcelorMittal Group safety training on line completed by examination;
- Safety around energy equipment;
- First aid – training for the rescue team;
- Training of observers for work at height, also for subcontractors related to the specific requirement for an observer to be present when carrying out work at height;
- Training in RCA – determining the root causes of an accident/incident. The training was delivered to Managers and coordinators from all departments who have been designated to conduct proceedings in the cases of identification of near misses with potentially serious or fatal consequences.

### Safety and priority for the entire ArcelorMittal family

In ArcelorMittal's flagship health and safety project has been running since 2016 with and called 'Take Care'), in consisting of awareness-raising workshops conducted employees about the risks associated with tasks performed. The aim of these workshops is to systematically improve the culture of safe work. The training courses are intended for all employees, and the regular contractors.

The first edition of the programme implemented in 2016–2019, entitled 'Starting with myself', reinforced individual responsibility, emphasising the 'I want' attitude to replace the 'I have to' attitude.

The first phase included full five days of training, during which work was carried out on perceptive and creating attitudes to anticipate risks and respond appropriately to them.

The second phase, also comprising 5 training days, implemented in 2020–2022 was dedicated to building safe behaviour in the team – the fewest accidents occur where employees look out for each other.

In 2023, the ArcelorMittal group has entered the new phase of the workshop, consolidating the knowledge and skills acquired in previous cycles, continuing it in 2024 and training 92% of operational staff.

In 2024 The Golden Rules for Saving Lives have been updated. These rules were established to prevent the most common accidents in the facilities. The instructions are simple and are to be used by everyone. They have therefore been included induction training, often mentioned during safety meetings, visits to halls and risk assessments. These principles must be known, understood and applied by everyone. Therefore, their update was accompanied by an information campaign with quizzes, posters and visualisations. In 2024, the organisation has also launched an online training course on the Golden Rules for Saving Lives.

ArcelorMittal continued its Health and Safety 'Foreman' programme, which aims to strengthen the role of employees in the this area. 68 foreman managing small teams (mostly a few people), participated in the programme, working with them shoulder to arm. On a daily basis, they are responsible for the safety of their team, they have to catch unsafe behaviour and respond to them immediately. Leaders receive intensive training and workshops that teach them how to improve teamwork, have difficult conversations with employees and deal with emotions in stressful situations. Each leader is periodically evaluated in terms of the effectiveness of their role.

In 2024, the company has updated the Fatality Prevention Standards (FPS) coordinator matrix, expanding it to include persons responsible for FPS in all production departments.

At the end of 2024 in The Health and Safety Department of ArcelorMittal Warsaw has assigned Specialists to the different areas of the Steelworks. The company has decided to focus even more on working with people and rapid response to reported problems.





## 2.4 Internal programmes and health and safety initiatives

### Together we save lives

ArcelorMittal Warszawa in 2024 continued the campaign entitled. 'We follow the rules. Saving lives together'. Employees were reminded of the safety rules regarding typical activities in the establishment, such as gas detection, containment, pre-job hazard assessment (light HIRA), vehicle traffic, working at height, and safe distances from loads transported by overhead cranes.

### Coaching programme

June 2024 saw the completion of the first phase of the DSS+ Programme, which began in 2023 r. Staff member Rafal Obszanski has been awarded a Certificate for independent coaching. The second wave of the coaching programme was launched in October 2024. The company has trained further two employees to run the programme independently.

#### Four departments were included in the programme:

- ▀ The rolling mill and railway department: 37 employees;
- ▀ Finishing and Media distribution: 35 employees.

#### The scope of the programme includes:

- ▀ shop floor audits and multi-level assessments;
- ▀ occupational risk assessment;
- ▀ issuing of work permits;
- ▀ briefings with health and safety topics;
- ▀ incident analysis;
- ▀ risk management;
- ▀ implementation of standards;
- ▀ development of leadership competences.

The steelworks, which was included in the first wave, in 2024 was in maintenance phase carried out by and certified ArcelorMittal Warsaw employee.



### Electrical safety committee

Basing on new strategy related to electrical safety in October 2024 ArcelorMittal Warsaw has set up an electrical safety committee.

Analogous committees have also been established at the level of all ArcelorMittal companies in the Poland at the level of the ArcelorMittal Europe Long Products segment. The ambassador of the entire project is Artur Gierwatowski, Chairman of the Board of Directors of ArcelorMittal Warszawa.

The Committee is composed of experts from the entire plant. Its prerogatives include task analysis, organisation, security, selection of technical solutions to be used, definition of personal protective equipment, analysis of incidents in the other establishments, implementing the same standards of working with electrical equipment and establishing working methods in particularly hazardous areas.







# 03

## Stable place of work

- 3.1 Scale of employment
- 3.2 Benefits and relations with employees
- 3.3 Digitisation of HR processes
- 3.4. Cooperation with technical schools and universities, talent acquisition
- 3.5 Training and development
- 3.6 Local communities



## 1.4 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. Among ArcelorMittal's ten Sustainability Ambitions are „to provide employees with a safe, healthy and friendly working environment”and building a strong team consisting of well-trained and talented engineers, scientists, technicians.

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.



### Employment in ArcelorMittal Warsaw

as at 31 December 2024

**545 people** employed  
against a work contract

**52** women

**493** men

**10 percent.**  
employees under 30  
years of age

**57 percent.**  
employees is in ages  
between 30 and 50 years

**629 persons** employed as full time employees in  
ArcelorMittal Warszawa and its subsidiaries

**13 people** part time  
contract workers

**women**

**10,5 percent.** of all  
employees are women

**1 person** was employed as a  
director

**11 people** performed  
management functions

**26 percent.** of persons working in this type  
of positions position

Number of persons employed on a contract basis work:

**ArcelorMittal Warsaw**

together with its subsidiaries

**629**  
2024

**631**  
2023

**635**  
2022

**ArcelorMittal Warsaw**

**545**  
2024

**544**  
2023

**549**  
2022

Number of new contract employees in ArcelorMittal  
Warsaw and subsidiaries in 2024:

**97 people**  
newly recruited

**10**  
women

**87**  
men

Number of employees who left work in 2024:

**101 people** has left work

**11**  
women

**90**  
men

**38 people**  
over 50 years of age

**29 percent.**  
have been employed  
for less than one year



Introduction	Priorities and management	Safe workplace	Stable workplace	Environmental protection	Top quality steel	About Report
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1.1

Scale of employment

The total number of employees in ArcelorMittal Warsaw and subsidiaries		Employees on contract employment of indefinite duration	Employees on contract fed-term employment	Probationary employees
	Women	51	14	1
	Men	470	78	15
	Total	521	92	16
Including employees of ArcelorMittal Warszawa	Women	37	14	1
	Men	403	75	15
	Total	440	89	16

Number of employees on contract work in ArcelorMittal Warsaw and subsidiaries - in broken down by gender and type of contract work, as at 31.12.2024:

	Under 30 years	In 30-50 years of age	Over 50 years	Share %
Women	9	34	23	10%
Men	49	322	192	90%
Total	58	356	215	100%

Number of employees on contract work in ArcelorMittal Warszawa and subsidiaries - in broken down by gender and age categories, as at 31.12.2024:

Members of the Board of Directors and directors		Under 30 years	In 30-50 years of age	Over 50 years	Total	Share in group concerned
	Women	0	1	1	2	33%
	Men	0	2	2	4	67%
	Total	0	3	3	6	100%
Employees in managerial positions	Women	0	6	5	11	28%
	Men	0	19	9	28	72%
	Total	0	25	14	39	100%
Other administrative staff	Women	9	12	9	30	36%
	Men	11	31	11	53	64%
	Total	20	43	20	83	100%
Employees in mployee positions	Women	0	6	4	10	2%
	Men	34	236	139	409	98%
	Total	34	242	143	419	100%

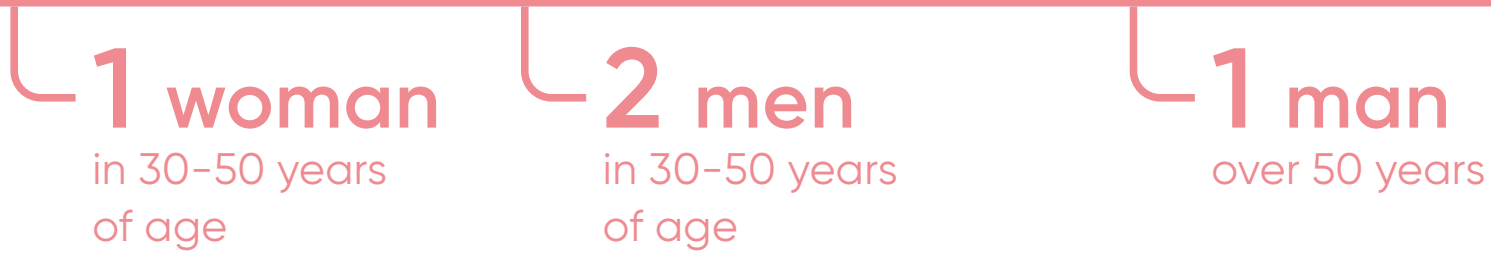
Number of employees on contract work in ArcelorMittal Warsaw and subsidiaries - in broken down by gender and type of position, as at 31.12.2024:



1.1 Scale of employment

The number of employees composing the of Management Board of the companies - in broken down by gender and age categories, as at 31.12.2024:

ArcelorMittal Warsaw



Subsidiaries



Number of new employees in ArcelorMittal Warsaw and subsidiaries		In 30-50 years of age			Total	
		Under 30 years		Over 50 years		
		Women	5	5		0
		Men	24	54		9
		Total	29	59		9

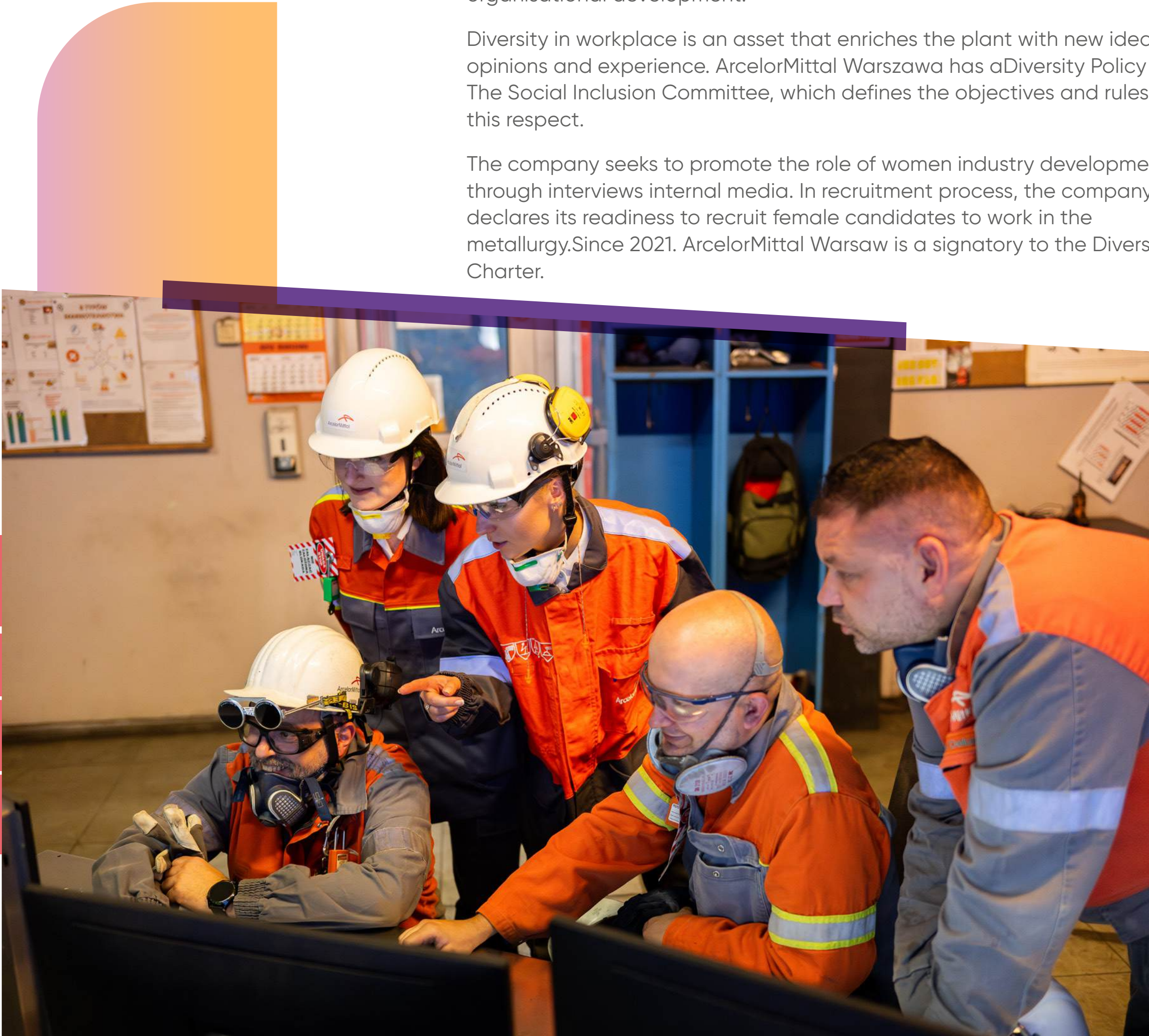
Number of new employees hired in ArcelorMittal Warsaw and subsidiaries in 2024 for and contract of work, in broken down by gender and age:

Diversity and social integration

x ArcelorMittal Warsaw operations are based on on high standards of business ethics, paying attention to ensuring that employees in the company are treated fairly and recognised for their contribution to the organisational development.

Diversity in workplace is an asset that enriches the plant with new ideas, opinions and experience. ArcelorMittal Warszawa has aDiversity Policy and The Social Inclusion Committee, which defines the objectives and rules in this respect.

The company seeks to promote the role of women industry development through interviews internal media. In recruitment process, the company declares its readiness to recruit female candidates to work in the metallurgy.Since 2021. ArcelorMittal Warsaw is a signatory to the Diversity Charter.





## 1.1 Scale of employment

### Recruitment

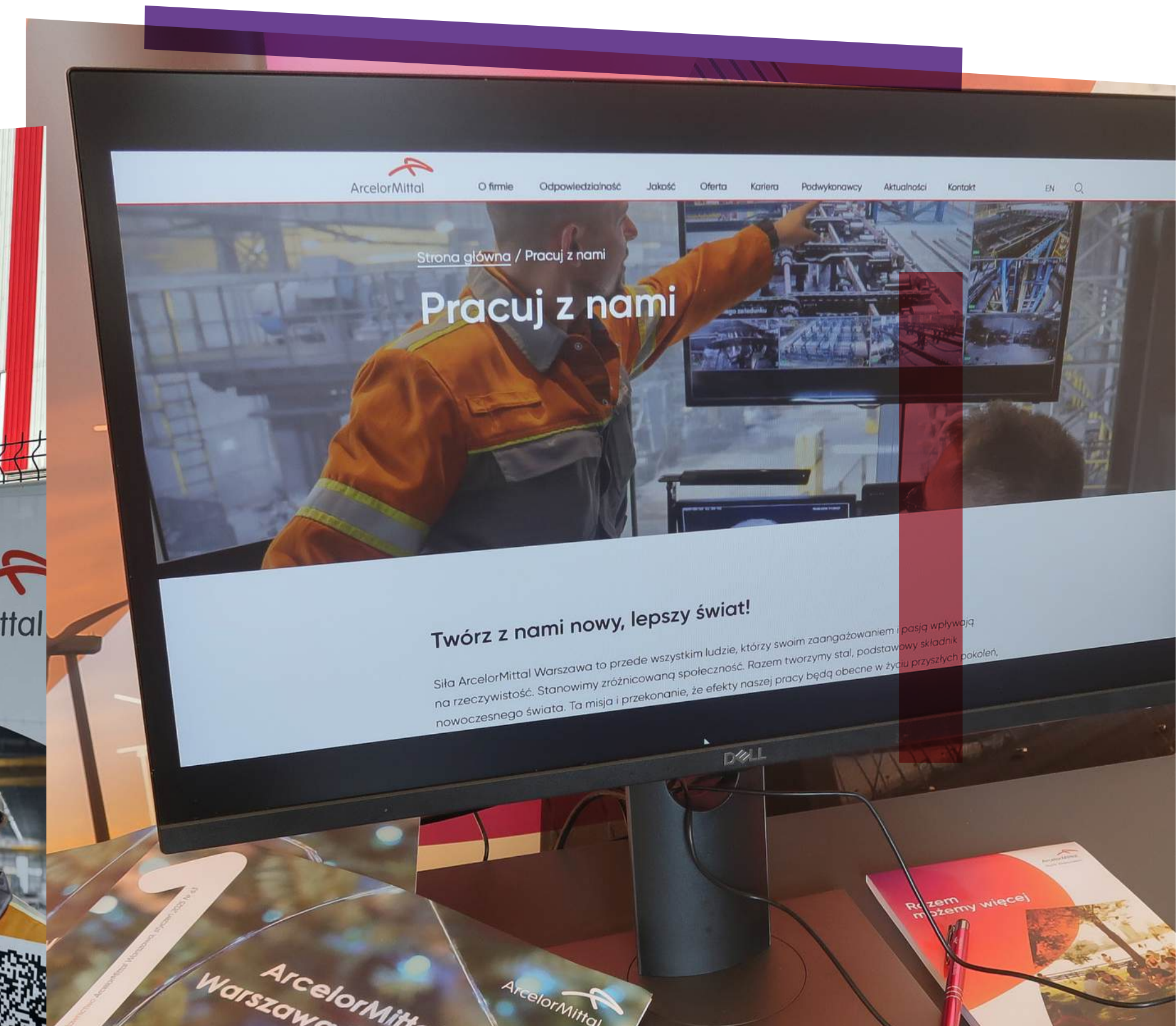
ArcelorMittal Warsaw led in 2024 an extensive recruitment campaign. The activities were aimed at candidates – both female and men who value stable employment and professional development.

The campaign message reached the candidates from Mazowieckie Voivodeship through billboards, press advertisements, posters and leaflets (distributed by postmen – in the framework of cooperation with Polish Post). Advertisements were also published on the online portals Pracuj.pl and Lento. The company has also launched a profile on the LinkedIn online platform, where dedicated employer branding programmes are run and advertisements for work.

**The company has implemented in 2024 platform for the collection of CVs of job applicants in one place (Oracle), which has helped to structure the recruitment process.**

ArcelorMittal Warsaw participated in the 2024 in Job Fair at the Warsaw University of Technology. As part of its efforts to attract employees, the company took part in Trade fairs in Elbląg in Elzamech Foundry and hosted Alchemia steelworks employees. The plant also presented itself in fair organised by the Military University of Technology (WAT).

**xThe company values the opinions of team members, which is why an employee recommendation programme entitled 'Recruit with us' has been implemented. It provides an additional source of job candidates.** This is a good opportunity for employees to receive a financial allowance in case the candidate they recommend will be selected in the recruitment process. Thanks to this programme, 22 people have been employed, in total in 2024, 101 new employees were recruited.





## 1.2 Benefits and relations with employees

Employees are the greatest value for ArcelorMittal Warsaw. The company values their contribution by running an extensive programme of non-wage benefits that can positively impact their quality of life. In The company operates a Company Social Benefits Fund, which regulates the rules for their allocation. They are available to both full-time and part-time employees.

The non-wage benefits we offer are clearly higher than the minimum required by law. These include, among others:

- **Subsidised meals;**
- **Professional medical care co-financed by the employer;**
- **Additional day off on 4 May – Steelworkers' Day;**
- **Employee Capital Plans;**
- **Training and learning grants;**
- **Subsidised sports events;**
- **Subsidised sports cards (also for family members);**
- **The offer of and Company Welfare Fund:**
  - ▮ Holidays;
  - ▮ Housing loans;
  - ▮ Material assistance in difficult life situation;
  - ▮ Children's holiday subsidies;
- **Paid employee referral scheme;**
- **Commuting subsidies.**

in view of the company's future we promote employees participation in the voluntary capital program PPK – 54% of employees joined the program by the end of 2024

### Social dialogue

An important element in building mutual relationships in the company is systematic and constructive social dialogue, which allows agreements to be reached in the most important issues affecting our business.

In The plant has two company trade unions, with which dialogue has been taking place on many levels for years. They are organised:

- regular weekly meetings between the Executive Board and the trade unions;
- participation of HR representatives inter-company Committee meetings and in General Meetings of Delegates;
- meetings in Within the framework of the Health and Safety Committee, where together with the social side, issues related to the HEALTH AND SAFETY.

99 per cent of employees are covered by and collective agreement, i.e. an agreement between the employer and the trade unions representing employees.

### Agreements

On 01.01.2024, an addendum to the agreement regarding the rules for remote working was concluded.

In February 2024, the management board of ArcelorMittal Warsaw concluded an agreement with the social side in on wage negotiations for 2024, including both general arrangements for each employee and detailed in respect of the bonus fund, the additional incentive fund, the function allowance for foreman, the discretionary award and the annual award.

In addition, the company has decided to updated and The extension to 2024 of the agreement in terms of mitigating the social impact of implementation of restructuring processes in ArcelorMittal Warsaw, which may have an impact on the employment situation at Company. The main purpose of the document is to protect and maintaining jobs for those whose positions might be lost.

In the fourth quarter of 2024, a3-month working time reference period was introduced.





### 3.1. Digitalisation of HR processes

ArcelorMittal Warsaw has been developing HR IT systems for many years to make it easier for all parties in the process to handle the time-consuming work of area of employee affairs. Therefore, the company uses a self-management leave application whereby all company employees record their leave digitally, which has eliminated the use of paper.

x an e-payment slip sent by e-mail, is now used by almost all company employees

#### A survey of engagement and employee satisfaction - Speak Up+

In order to gain a better understanding of employees' perspectives on issues related to organisational development and working environment, every two years since 2003 in ArcelorMittal Warsaw employee satisfaction surveys are performed. Results are made available to employees and published in internal Magazine „1”

In addition, a Speak Up+ survey is being conducted at corporate level among executives via online surveys, supported by 'Peakon' system. With this solution, the company easily collects anonymised responses allowing the results of the surveys to be analysed showing the evolution of evaluations of individual issues. The survey is carried out twice a year.





## 3.2. Cooperation with technical schools and universities, talent acquisition

ArcelorMittal Warsaw owes its position as a modern steel company primarily to its ambitious and talented people who are pursuing their professional passions by working in the plant. To ensure a steady flow of job candidates and to build a positive employer image, the company is involved in ventures at universities and comes out with initiative for additional cooperation with the academic community.

### Support for study circles

In 2024, the company supported the organisation of the 61st Metallurgical Conference of Student Scientific Circles of the AGH University of Science and Technology in Krakow. During the event, students active in WIMiP Scientific Circles presented their scientific work in the 16 thematic sections. The main aim of the action is to support ambitious engineering projects undertaken by university students and to encourage them to be scientifically active.

During the presentation of the section "Metallurgy and Surface engineering" and the section "Foundry, metallurgy, recycling", representatives from the company were present and took part in the jury deliberations. It selected the best projects presented at the both sections. Earlier, they gave a short presentation to the students, showing basic information about the activities of ArcelorMittal Warsaw. Representatives of the plant participated also in conference "Innovation in Metallurgy and Materials Engineering", which also took place at the event.

In the framework of cooperation with Scientific Circle of Mineral Raw Materials Engineering "Kyrion" of the Warsaw University of Technology, the company hosted students interested in learning more about the steelmaking process and the quality requirements of products manufactured in the plant.

### Visits by students and pupils in ArcelorMittal Warsaw

The steelworks has for years enabled students and technical school students to familiarise themselves with the course of the production process.

In 2024 our production halls were visited by students from the following schools and universities:

## April

L. J. Kusociński Secondary School, Bielany

## May

Warsaw University of Life Sciences – students of industrial design, Department of Architecture, Institute of Civil Engineering, Warsaw University of Life Sciences;

The students of the Faculty of Mechanics and Machine Building Branch of the Warsaw University of Technology in Plock, Faculty of Construction, Mechanics and Petrochemicals

Institute of Mechanical Engineering

## June

Students of the Scientific Circle of Mineral Raw Materials Engineering "Kyrion" of the Warsaw University of Technology

## August

SP and LO No. 3 in Warsaw, named after Bl. J. Popieluszko

## October

SP nr 352, im. J. Hubert Wagner, Bielany klasa 8, L LO im. J. Kusocińskiego, Bielany,

### Job fair

ArcelorMittal Warszawa is a brand recognisable among students. This is thanks, among other things, to its presence at job fairs, where opportunities for development in the company and discussions on topics related to the individual activities in plant. In 2024 traditionally, the company presented itself at the Warsaw University of Technology and the Warsaw University of Technology, where students were encouraged to participate in the internship programme (PROTEC). In 2024 12 students benefited from this program.





### 3.3. Training and development

Knowledge and the competence of the workforce ensures the organisation's position as a leading steel and mining company in the world, which is why training and initiatives from the extent to which development needs are met, and also methods for evaluating progress. The company uses procedure P06 Staff training, which defines the principles for upskilling and helps to identification of needs in this respect.

This approach to the task effectively identifies potential promotion paths for employees, based on their competencies, aptitudes and aspirations. Plant management also identifies development needs within the ArcelorMittal organization with their supervisors during the semi-annual and annual reviews as part of the Employee Development Programme (GEDP). Development plans may involve job changes, so employees have priority to participate in any recruitment before it is announced outside the company.

The management of such vast knowledge resources requires a structured approach in issues of employee development planning to ensure a high quality process. For this reason, our Human Resources Office develops succession plans, which involve the appointment of potential successors to key positions from the operational point of view. Career committees, or meetings, have been organised since 2024, during which which supervisors, with the support of HR staff, reviewed staff appraisals and their development plans. The implementation of individual development plans helps employees to take up new positions or be more efficient in the of role currently exercised.

*"In employee development, the internal transfer of knowledge plays an important role, which is why ArcelorMittal Warsaw introduced a job training programme several years ago."*

**Agnieszka Gałka-Woźniak**  
Member of the Management  
Board HR Director

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.

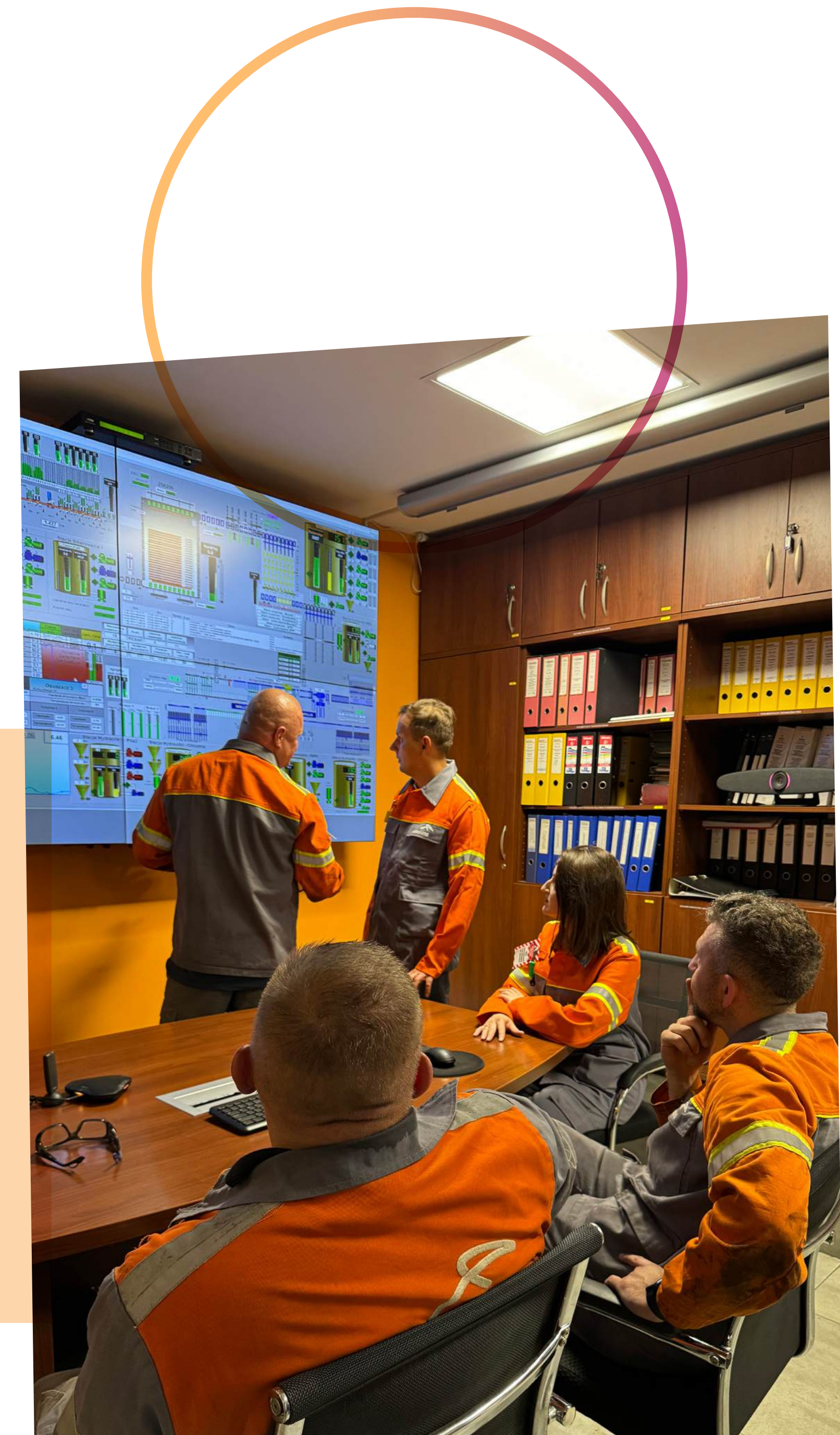
Currently, there is not a single school in Warsaw that would prepare its students for employment in a steel plant. The program is implemented at the Steel Mill, Rolling Mill, Finishing Department and Maintenance Department. It starts with a three-month training course, followed by an exam before a committee. After the trainees pass the exam, the instructor receives a financial gratification. Since its implementation in 2017, as many as 260 employees have completed the programme. In 2024, it was attended by 27 individuals.

**In ArcelorMittal each position has specific requirements, which are reflected in the documents below:**

- procedures and working instructions;
- job descriptions for white-collar workers and job and activity manuals and occupational health and safety for workers in blue-collar jobs;
- job descriptions.

The plant also benefits from ArcelorMittal University training.

In addition to the mandatory training (resulting from the labour legislation), priority in 2024 were training related to safety and maintenance (reliability). In addition, training was organised to develop individual competences and management. Statistics show that in 2024, one employee spent an average of 38 hours on training – in 2023, the average was 48 hours per employee.





### 3.5. Training and development

ArcelorMittal Warsaw in 2024 continued to deliver the programme for Foreman – 2 training courses were delivered to this group in the field of soft skills: difficult situations in production (effective communication techniques in crisis situations, how to deal with difficult situations when an employee refuses to follow instructions; typical behaviour of people in conflict situations: withdrawal, submission, competition, compromise, cooperation; manipulation, disregarding instructions, rebellion) and awareness of risks and risk (risk tolerance awareness).

Modern companies are faced with new challenges posed by and rapidly changing world. This approach requires a great deal of commitment and forces new expectations on management, and also requires good cooperation between team members, which is why the company organised training in the form of the field game 'Deprived of their senses'. Performing complex tasks together, in form of game, made all participants aware of the importance of involvement and good cooperation. During the training, it quickly became apparent that without the help of others, it would have been difficult to cope with the tasks prepared. This was only possible thanks to the close cooperation of all team members.

In 2024 the company carried out two phases of training for production staff with Metallurgist Academy series. It involved steel melting operators, shift leaders, technical supervisors and TJ employees. The training was conducted by a specialist in the field of metallurgy, in particular the technological process in arc steel furnace, Professor Mirosław Karbowniczek of the Academy of Mining and Metallurgy. The aim of the session was to improve the competence of employees working in smelting. The main topic was theoretical basis of the phenomena occurring in the steelmaking processes at the extraction stage. During the course, primarily practical issues were discussed in context of theory.

We focused on promoting the idea of mental wellbeing. In 2024 cooperation with A.R.T foundation continued, involving the launch of a psychological support programme, in whereby any member of staff can get help over the phone (Emotional Help Desk). This is anonymous support for people whose personal problems make it difficult for them to function in the professional life, as well as family.

Certificates of completion  
of the Metallurgist Academy  
were awarded to **32**  
employees





## 3.5. Training and development

### Learning Week

In From 10 to 14 June 2024, for the twelfth time at all ArcelorMittal Group sites, including Warsaw, a Learning Week was organised. It is an initiative addressed to all employees and serves to expand knowledge and gaining further professional experience, but also related to non-professional interests and leisure activities.

During the Learning Week, staff were invited to an inspirational meeting (Power Speech) The power of simplicity in the business and everyday life, led by Szymon Kudła – an expert in terms of leadership and change management, business speaker, winner of independent rankings for best conference speakers. He is a top-rated speaker at open congresses in Poland, Europe, USA.

At this meeting it was possible to find out, how to determine for yourself (and possibly for the team) a clear business compass – and stick to it and how to protect yourself and others from excessive impulses and expectations. The speaker also hinted at how to focus on what is at the heart of a project or process and how to make innovation and improvements simple and valuable. The meeting was attended by approximately 60 employees of the Company.

ArcelorMittal University has prepared a wide range of webinars for Learning Week. Every employee of the organisation – including the Warsaw steelworks – could benefit from it through a dedicated training platform.

Every year, the employees of ArcelorMittal Warszawa can benefit from funding for any training of their choice. The amount of funding was in 2024 up to PLN 1,700 gross. An invoice or bill in the employee's name was required to receive them. Thirty employees benefited from, among other things, shooting training, a swimming improvement course, a radio operator course and a motorboat course.

The organisation focuses on the development of employees on many levels. For those who are interested in learning English, it offers residential or online classes. In stationary courses participated in 2024 r. 24 people. A course developed by Education First has been available for several years. Other languages can be learned through the MANGO platform, which offers online learning for more than 70 world languages. The company also covers English lessons for 24 employees





### 3.6. Local communities

**ArcelorMittal Warsaw has donated more than PLN 1.7 million to support the local community over the past 10 years.**

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 2024, we supported a total of 28 projects.

The company operates in Warsaw's Bielany district. We remind our presence to the district residents by organizing once a year in cooperation with the organisations of retired employees of the plant – a parade on the occasion of Steelworkers' Day.

**ArcelorMittal Warsaw cooperated with Chorzów's Metallurgical Museum, thanks to which the Metallurgist's Day and the metallurgical traditions are embedded in 2024 to the List of Intangible Cultural Heritage.**

#### Community projects carried out in 2024 include.

- Cooperation with the Chomiczówka Association for the Promotion of Physical Culture, the organisation of the Chomiczówka Run and the finale of the Great Orchestra of Christmas Charity in Bielany;
- Cooperation with the Józef Piłsudski Academy of Physical Education in Warsaw and Integration Sports Club AWF support in the organisation of the World Cup in wheelchair fencing "Kilinski sabre";
- Purchase of Christmas gifts for the mentees of the Polish Social Welfare Committee Warsaw Bielany (these are people on the poverty line, the elderly, chronically ill, single people, families with many children). In 2024, the company also helped organise gifts for the charges of the Polish Society for the Fight against Cystic Fibrosis;
- Aid to the Union of Veterans of the Republic of Poland Former Political Prisoners (Mazovian Provincial Board) support in purchase of presentation equipment (multimedia projector, screen, cabling) to intensify community meetings with the young people in order to pass the historical message for future generations;





### 3.6. Local communities



#### Community projects carried out in 2024 include.

- Cooperation with Hutnik 1957 Foundation in organising the cyclical Hutnik Run;
- Cooperation with Stanislaw Staszic Public Library in Bielany district in the implementation of the project "Summer historical walks" including a number of events for the local community – an exhibition of archive photos of the Warsaw Steelworks, tours of the site, photography workshops, meetings with former steelworkers;
- Cooperation with organisations of former employees: Solidarity – Huta Warszawa Historical Association and the Association of Friends of Huta Warszawa;





### 3.6. Local communities



#### Community projects carried out in 2024 include.

- Cooperation with Kazimierz Lisiecki "Grandfather" Society of the Friends of Children of the Streets "To Restore Childhood" in Warsaw, to which a financial donation is made to support its activities – which involve helping children from poor families and socially handicapped people in educational facilities (centres, clubs) located in Warsaw;
- Support for educational projects and sports activities for children, organised by the "Space for Music" Foundation and the Parents' Council of Primary School no. 273 Balcerzak Street and The Parents' Council of the CXXII Ignacy Domeyko Secondary School, among others, support in the organisation of a Judo tournament for children;
- Purchase of plants for the garden at the Bielany senior centre;
- Supporting the organisation of the "Welcome Summer" picnic for Bielany residents and "Bielański Wianki" and the Christmas family picnic of the Ulica Dzielnica Stolica (Capital District Street Association) for the group of children with the Down's syndrome.
- Cooperation with Foundation for Poles on the Borderlands – assistance in organising summer holidays for the children of the Polish community in Lithuania;





## 3.6. Local communities

### Night of the Museums

For many years now, ArcelorMittal Warsaw has participated in an event organised by the City of Warsaw entitled „The Night of Museums”.. As in previous years, in May 2024, we invited residents to visit the shelter, actually the civil defence command post, which is located under the office building of Huta ArcelorMittal Warszawa. The facility was visited by a record number of visitors – as many as 150 people.



### The Steelworker's Run

In October 2024 for the eighth time with the Hutnik'57 Foundation organised the Steel workers Obstacle Run – the only obstacle run in the world to take place on the premises of an operating industrial plant. This unique event attracts amateurs of difficult struggles in the industrial space from all Poland entire country. The trophies for the winners of each category are also unique, as they are specially prepared pieces of products from the Warsaw steelworks, i.e. quality bars with special engraving.

At the same time, the Steelworker's Run was organised for children in ages from 4 to 15. On a specially designated obstacle course, the youngest raced, overcoming obstacles over distances ranging from 600 to 1,600 metres depending on age. In 2024, in addition to Huta ArcelorMittal Warszawa, the event's partner was the Ministry of Sport and Tourism, the Mazovian Voivodeship Government and the Bielany District Office of the City of Warsaw.





## 3.6. Local communities

### Open day

For many years ArcelorMittal Warsaw has been inviting all those interested to visit the plant. In 2024 Open Day was very popular. Groups of visitors toured the company with guides –this role was played by employees who showed two main production departments: Steelworks and the Rolling Mill. Tours took place throughout the day showing the entire smelting process and rolling of steel bars.

The plant also in 2024 hosted the winners of the auction of a tour of the steelworks in support of the Great Orchestra of Christmas Charity.



### Meetings with stakeholders

Listening to needs of the environment, the company organises meetings with councillors of Warsaw and Bielany district, and also from representatives of the Mlociny local government, with which the representatives of the steelworks are in constant contact. They also meet with representatives of associations and cultural entities, with whom the company cooperates. Meeting with representatives of the Mlociny local government took place in April 2024.

Representatives of ArcelorMittal Warsaw also met with retired employees of the plant, informing them of current activities, performance and challenges, with students of technical schools.

Representatives of ArcelorMittal Warsaw held in 2024 r. 62 meetings with stakeholders (not including contractors, customers and suppliers).





# 04

## Environmental protection

- 4.1 Priorities and environmental impact management system
- 4.2 Reducing emissions to air
- 4.3 Noise
- 4.4 Energy efficiency
- 4.5 Water and waste
- 4.6 The circular economy



## 4.1. Priorities and environmental impact management system

In accordance with ArcelorMittal's Sustainability Principle, Warsaw feels fully responsible for the environmental impact of its operations. The plant operates in a large city and in the vicinity of nature reserves. The company sees this as an additional commitment. The production process is subject to rigorous monitoring.

ArcelorMittal Warsaw has been certified since 2007 as meeting the requirements of the ISO 14001 Environmental Management System.

One of the evaluation criteria that contributed to our being awarded the January 2023 ResponsibleSteel™ certification, was environmental protection. The verification of this criterion assessed our approach to climate change, emissions, biodiversity and water management.

**In matters relating to environmental protection, the company is guided by ArcelorMittal's three Sustainability Ambitions:**

- Efficient use of natural resources and high recycling rate;
- Responsible use of the environment and reducing impacts on water, soil and air;
- Supporting the transition to a low-carbon economy through the responsible use of energy sourcewprodzic

### CO<sub>2</sub> in 2024r in tonnes

**77** Scope 1  
Steel plant – direct emissions

**50** Scope 1  
Rolling mill – direct emissions

**233\*** Scope 2  
Indirect emissions

**254** Scope 3  
Supply chain

\* In 2024, it was possible to reduce indirect emissions by as much as 278 kgCO<sub>2</sub>/t thanks to the purchase of electricity from renewable sources (Guarantees of origin).

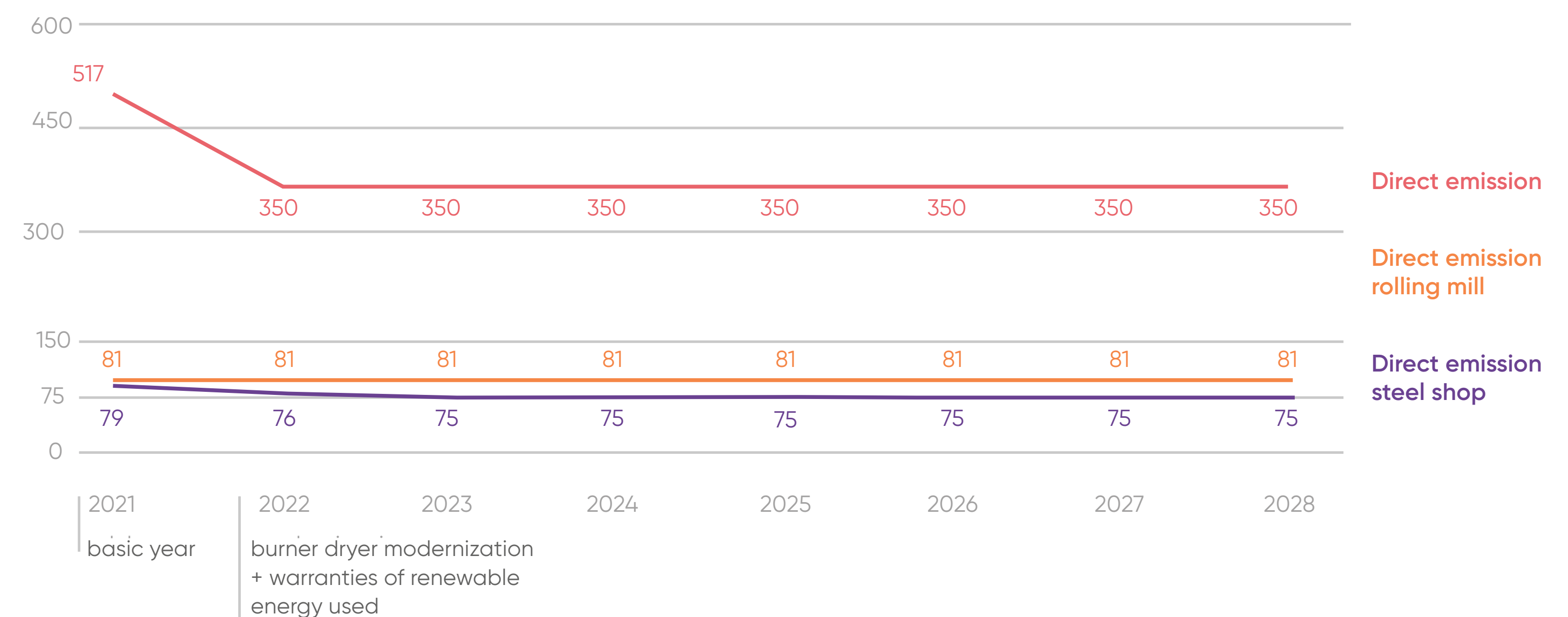
The foundation on which we build our approach to environment protection is compliance with all local and international legal requirements and environmental standards. Our company operates an Environment Protection Office, which oversees all aspects of monitoring and reporting indicators relating to our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



Roadmap for CO<sub>2</sub> emission reduction in the facility by 2028 [kg/t]



## 4.1. Priorities and environmental impact management system

In accordance with ArcelorMittal Group's pledge to reduce carbon emissions in the European Union on 35 per cent by 2030 relative to 2018 and target of full neutrality by 2050, we are working to reduce the carbon footprint of the plant. In The company has established and Decarbonisation Team, consisting of representatives from the energy purchasing office, environmental office and maintenance office, which has developed a roadmap for reducing CO<sub>2</sub> emissions. It includes a number of projects to reduce electricity consumption and natural gas and to maintain these values for years to come.

These include: and systematic increase in the purchase of green energy (i.e. energy that is produced in the based on renewable sources such as wind, water and solar) and the successive implementation of a number of investment projectsx including the modernisation of burners in main dryers in Steelworks, modernisation of the steam boiler plant, modernisation and purchase of new furnacesin Rolling Mill and Finishing.

**As the ArcelorMittal Group, we have identified five key levers to decarbonise the business:**

1. Transformation of steel production;
2. energy transition;
3. greater use of scrap metal;
4. Clean energy generation;
5. compensation for residual emissions.

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.”

Environmental Product Declarations (EPDs) for the products offered, containing information on, inter alia greenhouse gas emissions are available at the following link: <https://barsandrods.arcelormittal.com/>.

To accelerate the decarbonisation of the steel industry, the industry needs access to new technologies. In To this end, the ArcelorMittal Group has launched theCarb® Innovation Fund. It will invest in companies developing breakthrough technologies that will accelerate the steel industry's transition to carbon-neutral steel production. From support from This fund can be used by companies provided they are working on and technology that will have direct application and great potential in decarbonisation of steel production. The technology must be available on and commercial scale. There are no geographical restrictions – ArcelorMittal wants to invest in best ideas and the most talented companies on the market.





## 4.1. Priorities and 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.

The company's approach to biodiversity is based on and standard of **IFC Performance Standard 6**, which includes the following methods:

- 01. avoiding**  
e.g. impact on protected areas, spatial distribution of infrastructure in such a way as to avoid breeding grounds for rare/key species
- 02. minimizing**  
e.g., taking measures to minimize the duration, intensity and extent of impacts that cannot be completely avoided
- 03. reclamation/reconstruction**  
e.g., restoring degraded or removed ecosystems to their original state after subjecting them to factors that could not have been avoided or minimized
- 04. compensating**  
any adverse factors remaining after all previous methods have been applied – avoidance, minimization, reclamation/reconstruction



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

ArcelorMittal Warsaw has a Biodiversity Management Plan developed in 2022 by Ansee Consulting, which carried out a nature inventory on the site. In 2024, the Ekomeritum group proceeded to update the Plan and identify new actions that the plant can implement to maintain biodiversity on its site in the future years. The nature observations will be completed. On their basis, proposals will be drawn up for the years ahead, taking into account the development of the steelworks as well as the possible measures to reduce the impact of the plant on its surroundings.

The Plan and its cyclic update is primarily aimed at preserving the current state of biodiversity and improving the quality of the species' habitats by removing factors that may limit the population size; creating new breeding/foraging/wintering habitats.

ArcelorMittal Warsaw is carrying out replacement plantings resulting from administrative decisions. **In 2024 in return for the tree felling work carried out, 4 lime trees were planted on the steelworks site, and 10 lime trees and 1 maple tree on the site of reclaimed slag landfill.**

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 lawns 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.



### 1.3 Reduction of emissions to air

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. 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.

In addition, in 2024, in order to reduce the impact of the steelworks on the immediate surroundings, an investment was made to upgrade the extraction system located on the roof of the steelworks, the so-called Canopy Hood. In June 2025 an extension was carried out increasing the filtration area by 30%.

The measure taken by ArcelorMittal Warszawa resulted in following effects per unit of production:

- 97 % reduction of dust emissions
- 90.8 % reducing gas emissions
- 94.2 % reduction in water consumption
- 43.2 % reduction in electricity consumption
- 91.6 % reduction in natural gas consumption



	2024	2023	2022	2021
NOx (oxides, oxides of nitrogen, dioxides of nitrogen)	50.65	88.05	104.67	69.26
SOx	15.73	11.84	20.91	27.33
Total dust (all dust emitted)	10.32	15.73	17.06	13.08
Quantity of dust retained in dedusting equipment	8184.94	9344.84	8799.76	9800.74

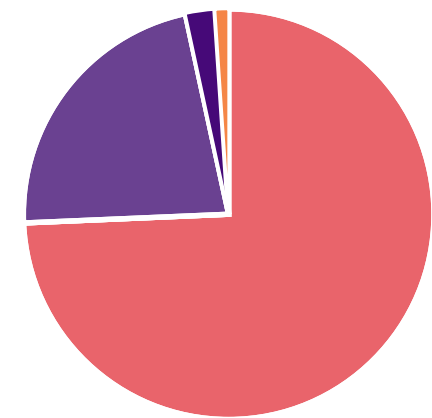
Total annual emissions of compounds and dust the air (Mg)



## 1.4 Reduction of emissions to air

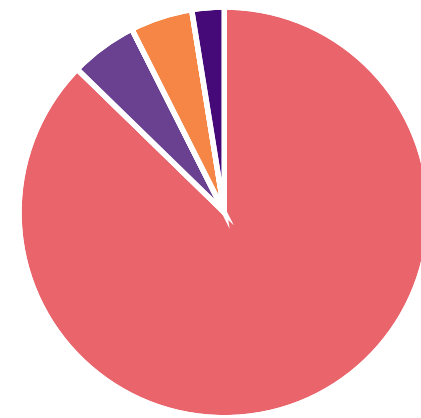
### Share of emitters by source in 2024 r:

Share of dust emissions in 2024.



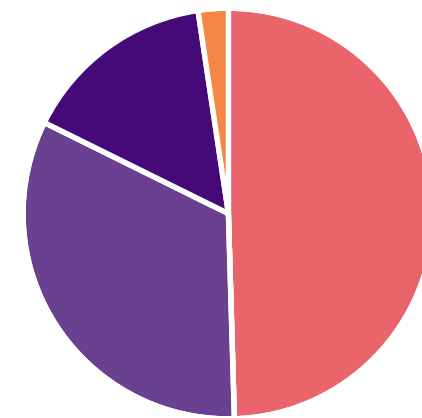
0,24 boiler house  
0,11 finishing line  
2,3 rolling mill  
7,67 steel shop

Share of SO<sub>x</sub> emissions in 2024.



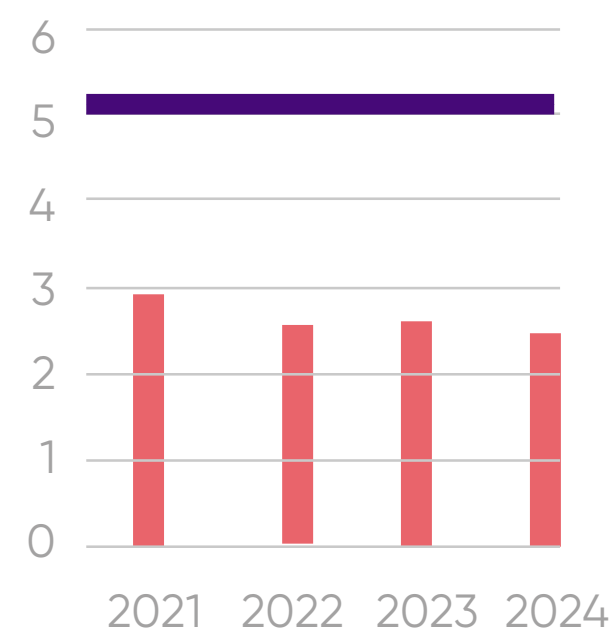
0,77 boiler house  
0,4 finishing line  
0,83 rolling mill  
13,73 steel shop

Participation in NO<sub>x</sub> emissions in 2024.

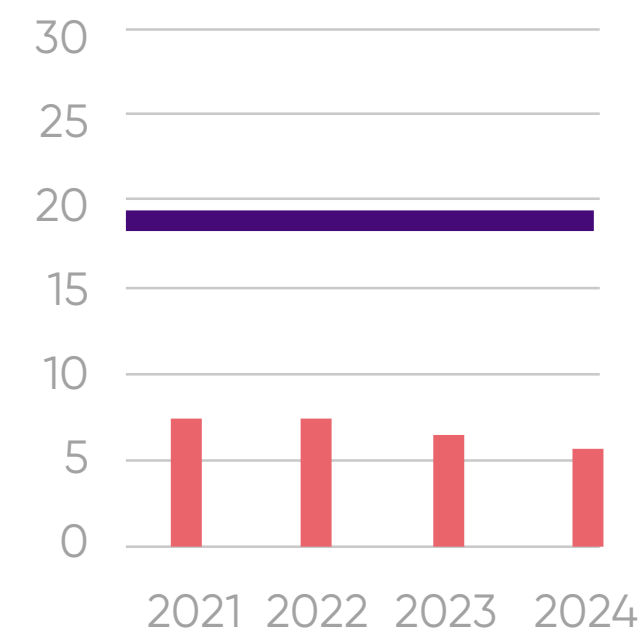


7,76 boiler house  
1,2 finishing line  
16,6 rolling mill  
25,09 steel shop

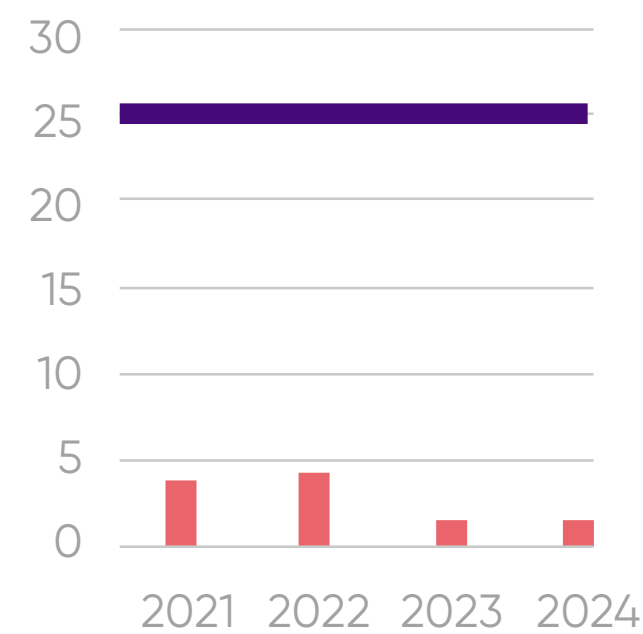
### The emission limits for EAF electric furnace:



dust emission  
dust limit



NO<sub>x</sub> kg/h  
NO<sub>x</sub> limit



SO<sub>2</sub> kg/h  
SO<sub>2</sub> limit





## 4.2. Energy efficiency

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 2024 periodic measurements of noise emissions to the environment were made in 14 measurement points located around the plant. Permissible noise levels were found to be exceeded at one point on the side of Rokokowa Street. To address this further measures will be taken in coming years to minimise the acoustic impact of the plant. The construction of a noise screen in this area is considered in the in order to contain noise levels. Computer analyses have shown the effectiveness of this solution.

ArcelorMittal Warsaw is aware of the importance of responsible use of energy, the company is therefore streamlining its 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 individual processes. Its high level has been confirmed in June 2024 by the certification body TUV Rheinland Polska Sp. z o.o. The company also conducts periodic internal audits in all production departments and ensures that all types of media are used effectively.

The company participates in national energy efficiency support system by implementing projects for which so-called White Certificates are awarded, i.e. certificates confirming the savings of specific volumes of electricity, in result of investments to improve energy efficiency.

Total energy consumption in 2024 in ArcelorMittal Warsaw amounted to 652 GWh The electric energy consumption amounted to 402,5 GWh of which 150GWh came from renewable energy sources.

### Selected planned projects:

By the company's decision in And new high-efficiency steam boiler plant will be built in the near future. Targeted work is underway on the use of waste energy in the for its use in the city's district heating network.



In 2024 43%  
of purchase electric  
energy came from  
renewable sources  
(RES)

ArcelorMittal



## 1.5 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 an increasingly precious resource. ArcelorMittal Warszawa is aware of this and is constantly trying to reduce its consumption. In the company's water is used for technological processes, housekeeping and cleanliness in plant, and also as drinking water for the plant's employees.

#### The plant is supplied with water from three sources:

- own surface water intake from Vistula for production purposes.
- the municipal water supply network for social and domestic needs;
- own groundwater intake from Quaternary Oligocene formations for drinking or other purposes in the event of failure of the municipal network;

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 its consumption by the plant and allows for rational water management.

In years to come a number of modernisation measures are planned at Huta ArcelorMittal Warszawa, involving the replacement of old steel plant components as well as the worn-out components of the drinking water network and the industrial water network. The works will further reduce water losses, by increasing the efficiency of equipment, reducing water leakage and reducing network failure rates.

#### Water intake by source [m<sup>3</sup>] in 2024 r.:

**609 343 m<sup>3</sup>**

Surface water from river (own captures or through subsidiaries)

**164 974 m<sup>3</sup>**

Municipal water supply and other water companies

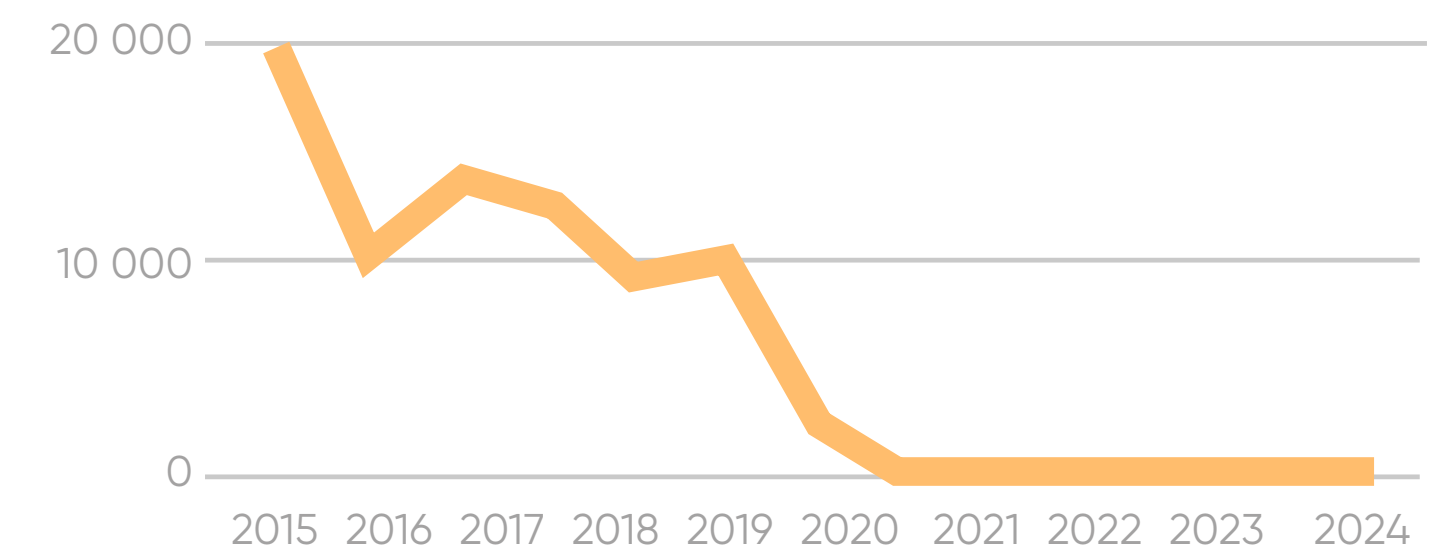
**0,00 m<sup>3</sup>**

Underground water supply (own intakes)

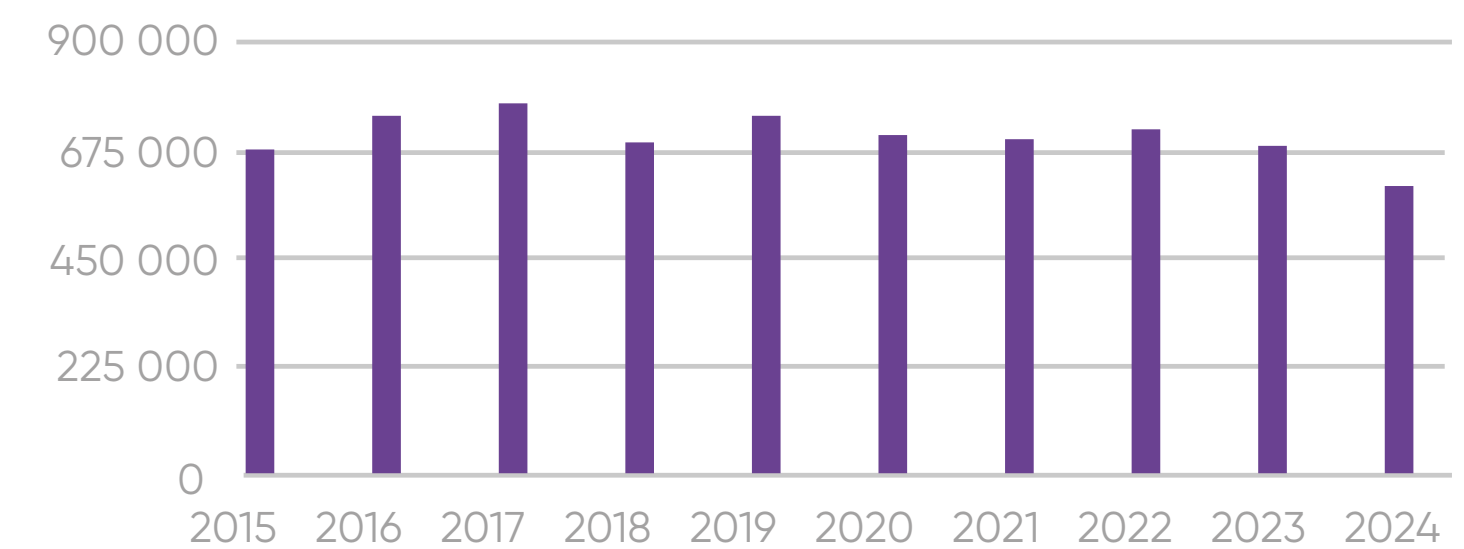
**774 317 m<sup>3</sup>**

Total

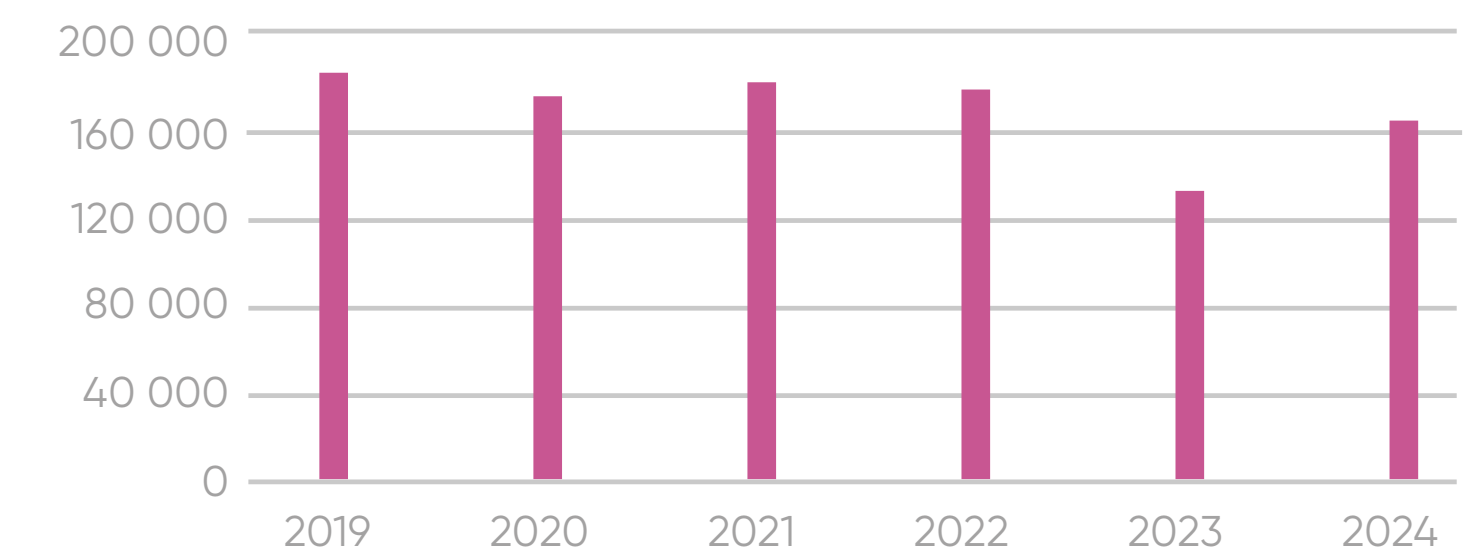
#### Own underground water intakes



#### The river



#### Water purchased from the district system





## 1.6 Water and waste

### Wastewater

Since 1995, wastewater discharge rates per unit of production and water consumption have decreased 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.

### Steelworks waste dump

Since 2013, in conformity with the decision of the Marshal of the Mazowieckie Voivodeship, the former Huta Warszawa landfill site has been subjected to a 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.





## 4.5. Circular economy

The production activities of ArcelorMittal Warsaw are fully in line with the idea of a circular economy. It involves reusing raw materials that have already served us in the process, so that no additional primary resources are consumed, and the reuse of waste 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 constitutes the raw material in our production process.

In 2024, we produced 465,092 tonnes of cast steel using 539,566 tonnes of scrap

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

The mill scale goes into the blast furnace of the ArcelorMittal Poland smelter in Dąbrowa Górnicza. The refractory rubble is partly used for re-bricking. The rest goes back to refractory manufacturers. And small proportion is used as an additive to aggregates.

Packaging waste is in all sent for recovery.

The vast majority of waste oils are in low levels of contamination and sent for recycling, the remaining oils that are not suitable for refining are sent for disposal.

Total weight of waste generated  
in 2024 r.

**8 305 t**

Hazardous waste

**96 334 t**

Other than hazardous

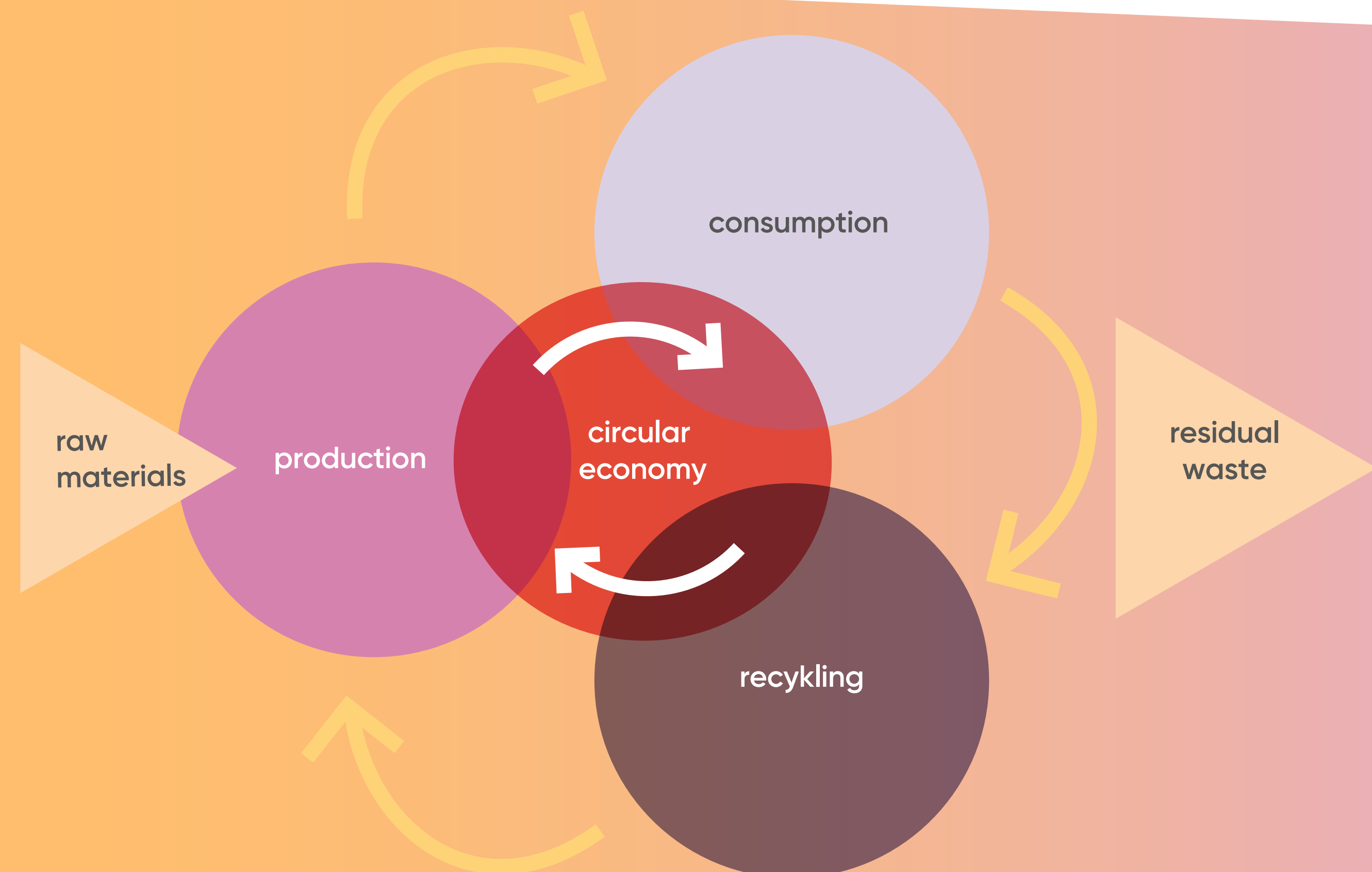
Total weight of waste generated  
delivered to authorised recipients

**8 305 t**

Hazardous waste

**20 816 t**

Other than hazardous







# 05

## Top quality steel

- 5.1 Steel now and in future
- 5.2 Integrated Management System Policy
- 5.3 Supply chain
- 5.4 Our products and projects
- 5.5 IT projects



## 5.1. Steel now and in 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.

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.

### ArcelorMittal Warsaw's activities are focused on:

- 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.



The plant in 2024 produced  
**461 759 tonnes**  
steel



## 5.2. Integrated Management System Policy

### Providing the necessary means and resources to achieve the established goals and activities.

- Providing the necessary means and resources to achieve the established goals and activities.
- Implementing and applying modern technical and process-related solutions.
- 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 ResponsibleSteel™.
- Maintaining and developing the certification of our products.

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.





## 5.2. Integrated Management System Policy

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

By 2050, ArcelorMittal aims to become completely CO<sub>2</sub> neutral. This will be achieved through the implementation of DRI-EAF technology – a direct iron reduction system combined with the construction of electric furnaces powered by renewable energy. However, this transformation represents a huge challenge and requires support through an adequate legal framework, including the adjustment of the carbon levy to also cover imports from non-EU producers. In addition, the steel industry needs a transition phase, during which continued production on an equitable basis will generate the resources necessary for this transformation.

A 35% reduction of carbon dioxide emissions in Europe (compared to 2018) was announced by the ArcelorMittal Group.

” *Strength and versatility in the use of steel make it the perfect material for building the modern world. Steel is perfect for modern building structures, renewable energy infrastructure or the expansion of electrified transport. Without steel, the world's energy transition is not possible.* ”

**Artur Gierwatowski**  
CEO





### 5.3. Supply chain

ArcelorMittal Warsaw is and socially responsible company, which means choosing reliable partners and contractors. The company maintains business relationships with around three thousand entities, all of which are committed to business ethics, human rights and environmental protection. We are committed to building lasting relationships with suppliers, often local players who are familiar with the specifics of the industry.

The company evaluates suppliers using internal criteria set out in the instructions, so that we are familiar with the business partners' approach to Quality Management Systems, technical cooperation, quality and the timeliness of deliveries and the number of complaints.

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

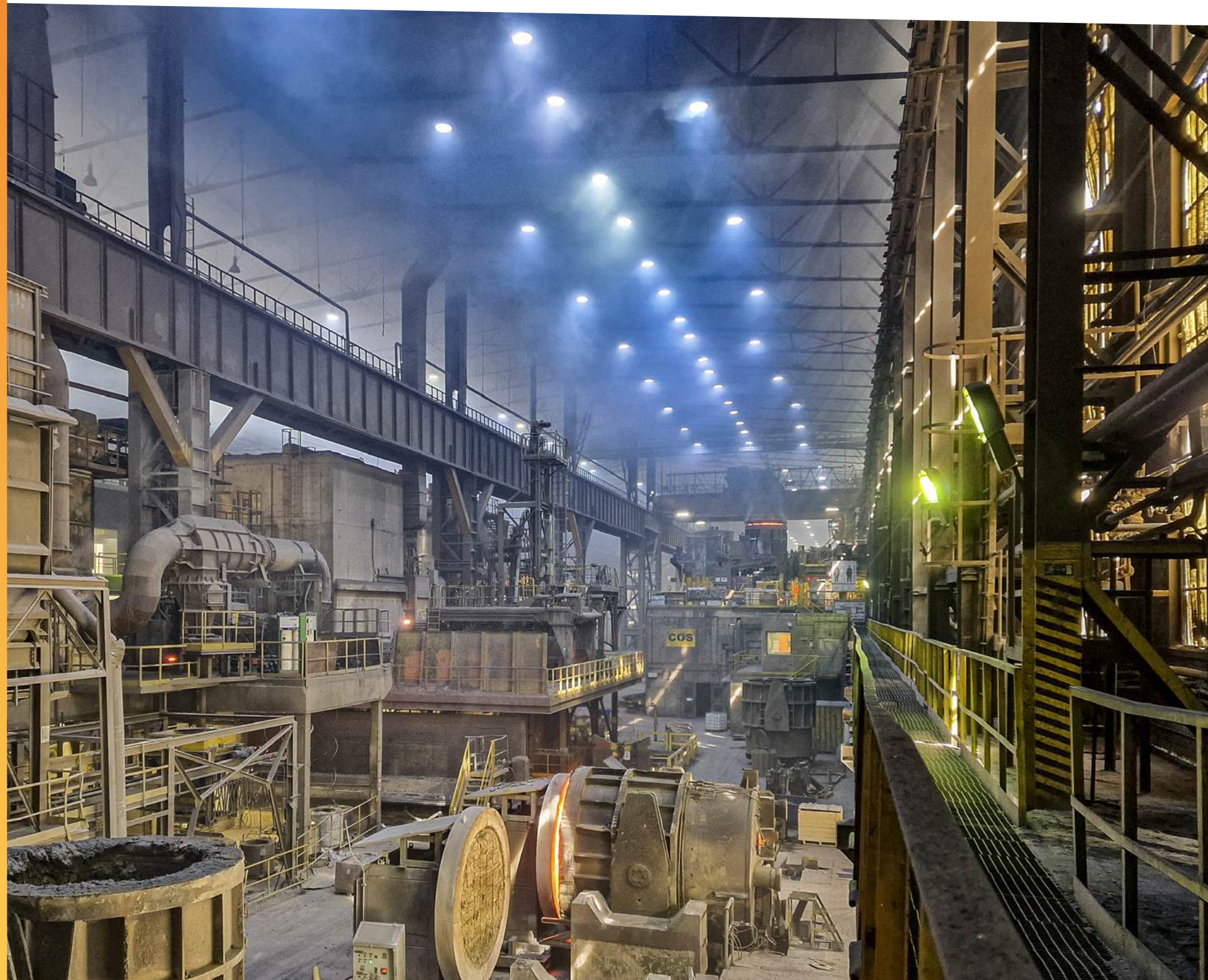
- 1 General conditions for the performance of services on the premises of ArcelorMittal Warszawa sp. z o.o.
- 2 General Terms and Conditions for the Purchase of Services at ArcelorMittal Warsaw;
- 3 General terms and conditions for the purchase of materials in ArcelorMittal Warsaw;
- 4 Contractual clauses of ArcelorMittal Warszawa sp. z o.o.
- 5 Terms and Conditions for Acceptance of Scrap ArcelorMittal Warszawa sp. z o.o.

The plant's suppliers are regularly audited in accordance with schedule established for the calendar year in question, according to the rules and criteria set out in the internal documentation of ArcelorMittal Warszawa, in accordance with the requirements of the quality management systems in force.

In business it is important to have an efficient and seamless communication in business relationships, which is why the company uses the ARIBA Sourcing platform to drive purchasing processes and tenders.

In 2024, the biggest challenge for ArcelorMittal Warsaw was therefore to ensure fluidity of supply. The challenges of logistics and transport, is the aftermath of Russian aggression against Ukraine, putting and strain on the country's rail infrastructure and port. Poland is and major transit country for goods transported from west to east Europe and the consequence of the rupture of flows through Russian territory and Belarus, and also in consequences of limited access to Ukrainian seaports.

Uneasy economic conditions, high inflation and the war beyond our eastern border also translated into cost pressures, which significantly affected the negotiation processes. With and view to and balanced approach to cooperation with our partners and build long-term and responsible relationships, the company entered into contracts with particular care for the smaller and local actors. It has often been necessary to look for alternatives to existing products and services. The geopolitical situation has influenced in greatest extent to global categories, with and particular focus on raw materials.





## 1.7 Our products and projects

Steel is an indispensable material for economic areas such as construction, transportation, automotive, white goods manufacturing, energy infrastructure including the infrastructure required for the use of renewable energy.

Products based on steel from ArcelorMittal Warszawa are present in many sectors of the economy – in the form of complete products and semi-finished products. For the plant, this means continuous improvement, constant attention to development, also in terms of product reliability. For this reason, the plant is regularly upgraded.

In 2024 completed the modernisation of the Rolling Mill, which now allows round bars of quality steel to be rolled from billets with square 220mm (until now billets were used in square 160mm). This change will improve the quality of the products on offer, as well as allowing us to offer customers an extended range of quality bar dimensions up to and diameter of 105mm, and thus opening up to new markets.

### Products

The production range of the ArcelorMittal Warszawa steelworks includes semi-finished products in the form of billets with COS and hot-rolled long products:

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

round bars

ribbed bars

cryogenic ribbed  
bars of the  
Krybar® type





## 1.4 Our products and projects

### Steel grades

Steel Grades and Capabilities – ArcelorMittal Warszawa

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

The Warsaw steelworks also offers its customers products with emissions under the brand name „XCarb® Recycling and renewable resources”.

### XCarb brand®

Steel will play a key role in building an economy with closed loop. It is one of the few materials that can be completely reused and recycled.

The global challenge facing the steel industry is decarbonisation. The global industry is responsible for approximately 31% of carbon dioxide emissions, including metallurgy – for 6%. Customers of steel products already have to take into account the CO<sub>2</sub> arising not only during their own production process, but also during the manufacture of materials with which they use – including steel.

Steel is essential for the manufacture of cars with electric drive, for the construction of modern energy-efficient buildings or road infrastructure.

Responding to the growing demand for low carbon steel products, ArcelorMittal Group has created the XCarb brand® ("XCarb® Recycling and renewable resources").

ArcelorMittal Warszawa's production is part of this definition. All our products are made in a scrap recycling process in an electric arc furnace. We are buying increasing amounts of electricity, produced based on renewable sources such as wind, water or solar, i.e. without CO<sub>2</sub>.

In 2024, we produced a total of more than 30,000 tonnes of steel under the XCarb brand® delivered to our customers mainly in the form of ribbed bars.

XCarb brand® is a response to the growing interest in low-carbon steel products, so that together with our customers we will be able to take care of the environment.

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.





## 1.4 Our products and projects

### The use of steel from ArcelorMittal Warsaw

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 and LNG tanks at temperatures up to  $-170^{\circ}\text{C}$ . Projects using this material are carried out all over the world, including Asia, Africa, Europe, and America.

We not only provide customers with steel products of the highest quality, but also technical advice and efficient service at the highest level.

Quality steel products in Hot-rolled round bars are used, inter alia, for further processing (forging or machining) in automotive industry with Further applications include the manufacture of engine components, gearboxes, steering systems, suspension systems or bearings.

Our rods are also used in steel structures.



Steel elements use for the construction of the Varso Place office complex





## 1.4 Our products and projects

### Projects

Selected investment projects carried out in ArcelorMittal Warsaw in 2024 r.:

### Steelworks

**Canopy hood** – a fume extraction unit, installed above the EAF furnace, replaced the old unit. In result the flue gas extraction capacity increased by 25%;

**Intermediate vats dryers** – Installed in continuous casting area CCM provide better nozzle heating in the intermediate vats, reduce gas consumption and reduce CO<sub>2</sub>;

**Rigid bars** – Reduction in restart time on Continuous Casting Machine (CCM) between sequences by 10 minutes;

**SVC** – New control system for reactive power compensation;

### Logistics

**Construction of and new road** – The road leading to the finishing department.

### Rolling mill

**Modernisation involving the installation of new rolling stands and the adaptation of the entire department.**

In result, the product range has been expanded to include quality bars in larger sizes (up to 105 mm diameter).

Improved bar quality helps to attract new customers;





## 1.5 IT projects

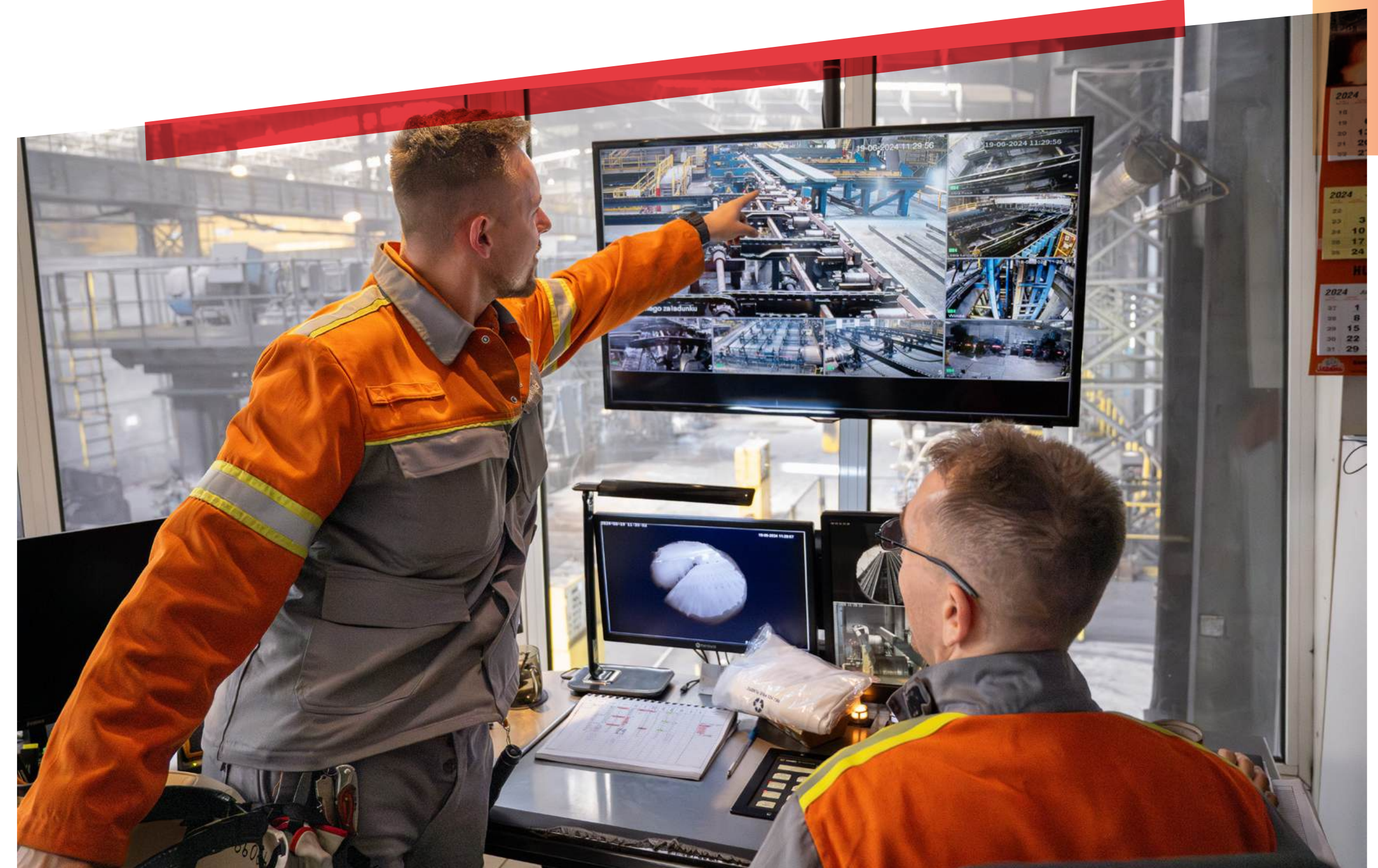
Modern steelmaking requires investment in new technologies and implementation of appropriate IT tools. ArcelorMittal Warsaw has been working intensively for several years to develop the concept of Industry 4.0 at plant. The cooperation of the various units on projects is supervised by the internal IT team.

In 2024 ArcelorMittal Warsaw has launched anew platform to manage and process reporting in health and safety

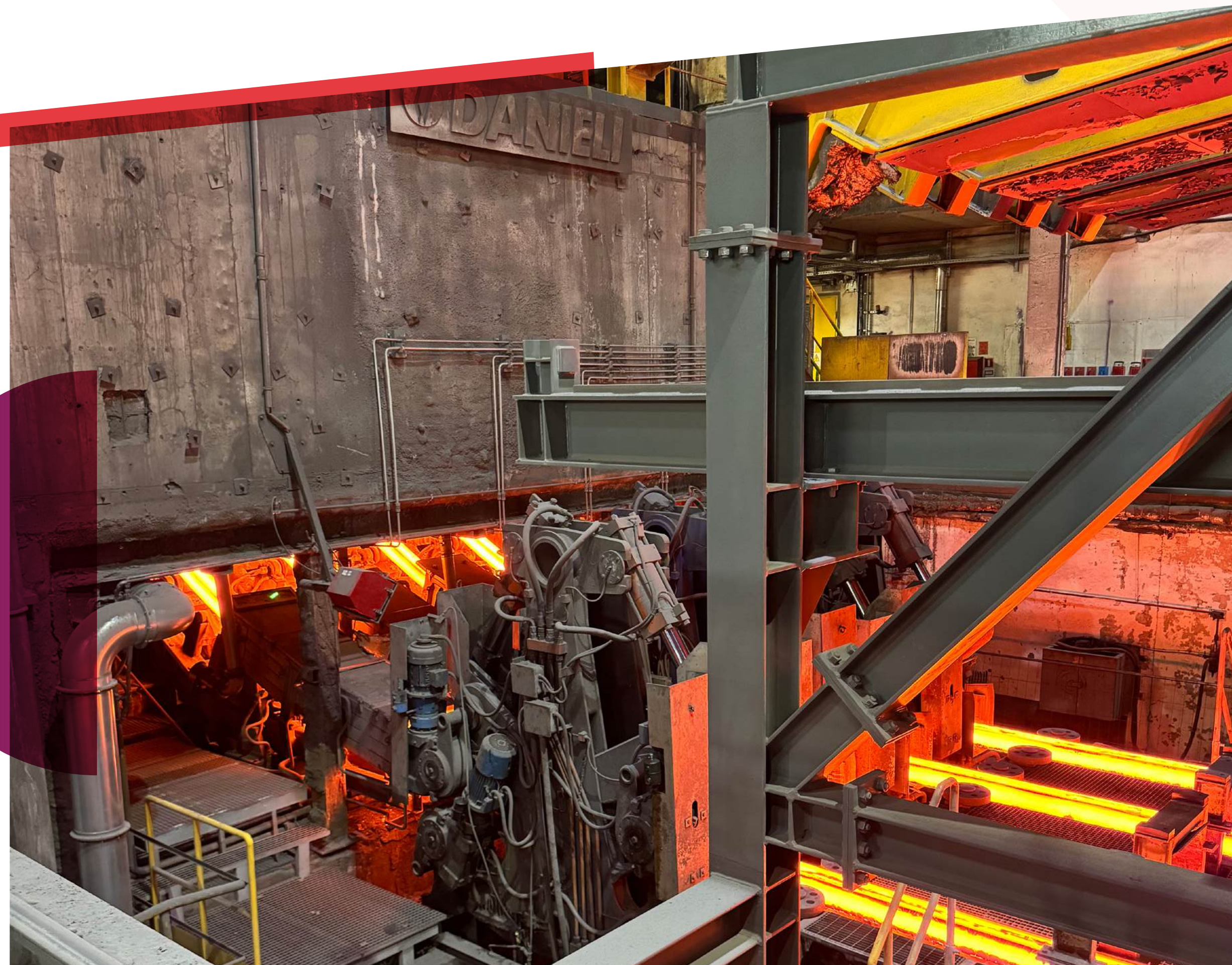
and environmental protection areas, the SAP EHS One 4ALL project. In the first wave, tools for reporting security observations, incidents and audits were implemented. To this end, workstations were prepared in the steelmaking shop, rolling mill, finishing shop and guardroom. Another project implemented was the Computer Management Support System in the Plant Maintenance Management System (CMMS). The system helps efficient resource planning, maintenance scheduling

monitoring of equipment condition. It centralizes all technical asset management information. With accurate recording of material, labour and services, you can manage your maintenance budget more effectively, as well as generate detailed reports and analyses that help make maintenance decisions.

In 2024 ArcelorMittal Warsaw continued the corporate process entitled Cyber Security Training Programme. Four modules activated in subsequent quarters of the year, available online, include short training videos addressed to workers, regardless of position or level of technical expertise. The aim of the programme is to raise awareness of the risks associated with cyberspace and to teach effective methods of protecting personal data and companies. The programme is regularly updated to include the latest threats and protection technologies. Through participation in the programme, employees gain the skills necessary to operate effectively in the digital environment, and also help protect our assets from cyber attacks, which is key to ensure the continuity and the company's operational security.







# 06

Report

6.1. Information on report

6.2. GRI table



## 1.6 Information on report

We present to you the ArcelorMittal Warszawa Sustainability Report, covering the period from January 1, 2024, to December 31, 2024. Unless otherwise stated, the report pertains to ArcelorMittal Warszawa Sp. z o.o.

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

The data included in this report were collected using our internal reporting systems. The process of selecting material topics and assessing their relevance involved employees at various levels, including managers and the Management Board.

All topics covered relate to the organization’s activities – both internal and external.

If, after reading this report, you have questions about the content and activities described, please contact:

**Ewa Szewczyk** [Ewa.szewczyk@arcelormittal.com](mailto:Ewa.szewczyk@arcelormittal.com)

Publication date: July 2025

### Priority issues (relevant reporting topics):

- security and occupational hygiene;
- environmental impact management strategy;
- gas emissions and dust – scale and reduction;
- investments improving efficiency and influencing the reduction of the company's negative environmental impact;
- conditions of employment and recruitment campaigns;
- quality and product portfolio development;
- the role of steel and production processes in closed loop economy and Waste;
- business ethics and transparency in action;
- diversity and inclusion;
- certification in accordance with the ResponsibleSteel Standard.

Many thanks to all those who contributed to this report for their time and recommendations. In The preparation of the report was supported by:

- ▀ Ewa Karpinska
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- ▀ Artur Gierwatowski
- ▀ Agnieszka Gałka-Woźniak
- ▀ Franciszek Labus



1.7

GRI table

Profile disclosures

Organisation profile

GRI 102-1	General Disclosures 2016	Name of organisation
GRI 102-2	General Disclosures 2016	Description of the organisation's activities, gin brands, products and/or services
GRI 102-3	General Disclosures 2016	Location of gin organisation's headquarters
GRI 102-4	General Disclosures 2016	Location of operational activities
GRI 102-5	General Disclosures 2016	Form of ownership and legal structure of the organisation
GRI 102-6	General Disclosures 2016	Markets served
GRI 102-7	General Disclosures 2016	Scale of activity
GRI 102-8	General Disclosures 2016	Data on employees and other persons working for the organization
GRI 102-9	General Disclosures 2016	Description of the andon supply chain
GRI 102-10	General Disclosures 2016	Significant changes in of the reported period regarding the size, structure, form of ownership or value chain - No significant changes have been noted in 2023
GRI 102-11	General Disclosures 2016	Clarify whether and in how the organisation applies the precautionary principle.
GRI 102-12	General Disclosures 2016	External, adopted or supported by economic, environmental organisations and social statements, principles and other initiatives
GRI 102-13	General Disclosures 2016	Membership in associations and organisations
STRATEGY		
GRI 102-14	General Disclosures 2016	Statement by top management
GRI 102-15	General Disclosures 2016	Description of key impacts, opportunities and risks
ETHICS AND INTEGRITY		
GRI 102-16	General Disclosures 2016	The organisation's values, code of ethics, principles and behavioural standards
GRI 102-17	General Disclosures 2016	Internal and external mechanisms in regarding ethical breaches
CORPORATE GOVERNANCE		
GRI 102-18	General Disclosures 2016	The supervisory structure of the organisation including committees under the supreme supervisory authority
GRI 102-20	General Disclosures 2016	The board's responsibility for economic, social and nvronmental



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STAKEHOLDER INVOLVEMENT		
GRI 102-40	General Disclosures 2016	List of stakeholder groups involved by the reporting organisation
GRI 102-41	General Disclosures 2016	Employees covered by collective agreements
GRI 102-42	General Disclosures 2016	Basis for identifying and selection of stakeholders involved by the organisation
GRI 102-43	General Disclosures 2016	Approach to Stakeholder Engagement infrequency engagement by type and stakeholder groups
GRI 102-44	General Disclosures 2016	Key themes and problems raised by stakeholders and the organisation's response, including by reporting on them
REPORTING PROCESS		
GRI 102-45	General Disclosures 2016	Included in report of the economic units included in consolidated financial statements
GRI 102-46	General Disclosures 2016	Process of defining report content
GRI 102-47	General Disclosures 2016	Relevant topics identified
GRI 102-48	General Disclosures 2016	Clarifications on the effect of any adjustments to the information contained in the previous reports from specifying the reasons for their introduction and their impact (e.g. mergers, acquisitions, change of base year/ period, nature of operations, measurement methods)
GRI 102-49	General Disclosures 2016	Significant changes in compared to the previous report regarding the scope, coverage or measurement methods used in the report
GRI 102-50	General Disclosures 2016	Reporting period
GRI 102-51	General Disclosures 2016	Date of publication of the last report (if published)
GRI 102-52	General Disclosures 2016	Reporting cycle
GRI 102-53	General Disclosures 2016	Contact details
GRI 102-54	General Disclosures 2016	Indication whether the report was prepared in accordance with the GRI Standard in Core or Comprehensive options
GRI 102-55	General Disclosures 2016	GRI Content Index
GRI 102-56	General Disclosures 2016	Policy and current practice in regarding external verification of the report.



SPECIFIC DISCLOSURES ON SIGNIFICANT REPORTING TOPICS

ECONOMIC TOPICS

RELEVANT REPORTING THEME: AS AND DEVELOPMENT OF THE PRODUCT PORTFOLIO

GRI 103-1	Management approach 2016	Explanation of the topics identified as important with the z indication of limitations
GRI 103-2	Management approach 2016	Approach to managing topics identified as important
GRI 103-3	Management approach 2016	Evaluation of the management approach in within themes identified as relevant
GRI 201-1	Economic performance 2016	Direct economic impact
GRI 201-2	Economic performance 2016	Financial implications and other risks and opportunities for the organisation's operations resulting from climate change
GRI 203-2	Economic performance 2016	Significant indirect economic impact and scale of impact
GRI 204-1	Purchasing practices 2016	Share of expenditures earmarked for services of local suppliers in gin locations of the organisation (suppliers of key raw materials)

AND RELEVANT REPORTING TOPIC: BUSINESS ETHICS AND TRANSPARENCY IN ACTION, INCLUDING ENSURING COMPLIANCE Z BY LAW AND OTHER VOLUNTARY STANDARDS OF BEHAVIOUR (COMPLIANCE PROGRAMME)

GRI 103-1	Management approach 2016	Explanation of the topics identified as important with the z indication of limitations
GRI 103-2	Management approach 2016	Approach to managing topics identified as important
GRI 103-3	Management approach 2016	Evaluation of the management approach in within themes identified as relevant
GRI 205-1	Anticorruption 2016	Organisational activities/business units assessed for risks related to the following z corruption
GRI 205-2	Anticorruption 2016	Communication and training in policy and the organisation's anti-corruption procedures

NVIRONMENTAL THEMES

RELEVANT REPORTING TOPICS: STRATEGY FOR MANAGING ENVIRONMENTAL IMPACTS. GAS EMISSIONS AND PYIN SCALE AND MITIGATION. INVESTMENTS IMPROVING EFFICIENCY AND INFLUENCING THE REDUCTION OF THE COMPANY'S NEGATIVE ENVIRONMENTAL IMPACT.		
GRI 103-1	Management approach 2016	Explanation of the topics identified as important with the z indication of limitations
GRI 103-2	Management approach 2016	Approach to managing topics identified as important
GRI 103-3	Management approach 2016	Evaluation of the management approach in within themes identified as relevant
GRI 301-1	Raw materials 2016	Used raw materials
GRI 302-1	Energy 2016	Energy consumption within the organisation
GRI 303-1	"water and wastewater 2018	Actions related to z water as and shared resource



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GRI 303-2	"water and wastewater 2018	Managing the consequences of water discharges
GRI 303-3	"water and wastewater 2018	Water intake
GRI 305-1	Emissions 2016	Direct greenhouse gas emissions (scope 1)
GRI 305-2	Emissions 2016	Average greenhouse gas emissions (scope 2)
GRI 305-5	Emissions 2016	Reduction of greenhouse gas emissions
GRI 305-7	Emissions 2016	Emissions of NOx and SOx and other air emissions
In. indicator	Emissions 2016	Investments improving efficiency and reducing the company's environmental footprint
AN IMPORTANT REPORTING THEME: THE ROLE OF STEEL AND PRODUCTION PROCESSES IN CLOSED LOOP ECONOMY / WASTE.		
GRI 103-1	Management approach 2016	Explanation of the topics identified as important together with the indication of limitations
GRI 103-2	Management approach 2016	Approach to managing topics identified as important
GRI 103-3	Management approach 2016	Evaluation of the management approach in within themes identified as relevant
GRI 306-1	Wastewater and Waste 2020	Waste generation and significant impacts related to waste
GRI 306-2	Wastewater and Waste 2020	Management of significant impacts related to waste
GRI 306-3	Wastewater and Waste 2020	Waste generated
GRI 307-1	Compliance nvironment 2016	Worth money on penalties and total number of non-financial sanctions for non-compliance with environmental laws and/or regulations.
SOCIAL TOPICS		
RELEVANT REPORTING THEME: SECURITY AND OCCUPATIONAL HYGIENE		
GRI 103-1	Security and occupational hygiene 2018	Explanation of the topics identified as important with the z indication of limitations
GRI 103-2	Safety and occupational hygiene 2018	Approach to managing topics identified as important
GRI 103-3	Safety and occupational hygiene 2018	Evaluation of the management approach in within themes identified as relevant
GRI 403-1	Security and occupational hygiene 2018	Security management system and occupational hygiene
GRI 403-2	Security and occupational hygiene 2018	Identification of hazards, risk assessment and accident investigation
GRI 403 3	Security and occupational hygiene 2018	Safety suons and occupational hygiene
GRI 403-4	Security and occupational hygiene 2018	Employee participation, consultation and communication in Safety and occupational hygiene
GRI 403-5	Security and occupational hygiene 2018	Training for employees in Safety and occupational hygiene
GRI 403-6	Security and occupational hygiene 2018	Health promotion programmes for employees
GRI 403-7	Security and occupational hygiene 2018	Prevention and risk mitigation in the field of occupational health and safety directly related to z its operational activities



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GRI 403-9	Security and occupational hygiene 2018	Injuries related to z works
RELEVANT REPORTING THEME: CONDITIONS OF EMPLOYMENT		
GRI 103-1	Management approach 2016	Explanation of the topics identified as important with the z indication of limitations
GRI 103-2	Management approach 2016	Approach to managing topics identified as important
GRI 103-3	Management approach 2016	Evaluation of the management approach in within themes identified as relevant
GRI 401-1	Employment 2016	thenumberofnewlyhiredemployees,leaveandthefluctuationrateofemployees.
GRI 401-2	Employment 2016	Benefits for employees in Based on o contract o works
GRI 405-1	R diversity and rwno opportunities 2016	R diversity of supervisory bodies and employeesin
GRI 404-1	Training and education 2016	verage number of training hours in year per employee
GRI 404-2		Management skills development programmes and Continuingdededucationthatsupportsthecontinuedemploymentofworkersandfacilitatestheretirementprocess.
GRI 404-3		Percentage of employees subject to regular performance appraisals and career development review
AND RELEVANT REPORTING THEME: SOCIAL ENGAGEMENT STRATEGY AND DIALOGUE Z LOCAL COMMUNITY		
GRI 103-1	Management approach 2016	Explanation of the topics identified as important with the z indication of limitations
GRI 103-2	Management approach 2016	Approach to managing topics identified as important
GRI 103-3	Management approach 2016	Evaluation of the management approach in within themes identified as relevant
In. indicator		Scale and effects of employee volunteering
In. indicator	Not applicable	Scale and effects of other social projects



## Smart steel – for us and for our planet

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