



ArcelorMittal

news release

ArcelorMittal Poland signed an agreement regarding solutions for the employees from primary steelmaking operations in Krakow

Krakow, November 9, 2020

ArcelorMittal Poland informs that it has signed an agreement with trade unions from Krakow regarding solutions for the employees affected by the permanent closure of the primary steelmaking operations.

- As a large employer in Cracow area we have always been responsible for our employees. It is also the case right now. From the very beginning our goal was to offer as many jobs as possible to the employees of the blast furnace and steel plant in Krakow - says Sanjay Samaddar, chairman and CEO of ArcelorMittal Poland. - We would like to thank our social partners for their openness and dialogue, thanks to which we have managed to reach a compromise within a reasonably short period - he adds.

As ArcelorMittal Poland informed earlier, from the group of 1,200 employees of the primary steelmaking operations in Krakow, so far approx. 550 people have found employment in other plants of the company, retired or chosen a career outside the company. Therefore, solutions for 650 people were needed.

Details of agreed solutions:

- Some employees working for the primary operations provide services also in departments other than the blast furnace and steel shop. Many of them are expected to continue their current assignments.
- Some employees remain at the installations of the blast furnace and steel shop – many of them are going to take care of tasks which Krakow plant performs for Dabrowa Gornicza.
- There is also a group of employees who will retire.
- Another group of employees are those who will soon acquire retirement rights, to whom we are going to offer a pre-retirement package agreed with our social partners. This solution will also be available to employees of other plants in Krakow (rolling mills, coke plant), who are due to retire in the next 12 months.
- For a large number of employees, additional workplaces have been identified at other ArcelorMittal Poland's plants and at its subsidiaries in Krakow – (e.g. Kolprem and ArcelorMittal Refractories).

- We do realise that the preferred place of work for our employees is Kraków, but we also have recruitment needs at our plants in the province of Silesia and we are going to propose jobs there. In case of open recruitment processes in Krakow those employees commuting to our plants in the province of Silesia will have the right of priority – explains Sanjay Samaddar. - We do realise that

commuting means spending longer hours outside home so we are going to offer additional incentives for this extra effort as well as take care of transport – he underlines.

ArcelorMittal Poland guarantees that employees taking up new positions in other plants or subsidiaries, regardless of the location, will maintain their base salary at the same level.

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About ArcelorMittal Poland

ArcelorMittal Poland is the biggest steel producer on the Polish market with about 70% of production capacity of the Polish steel industry. The company consists of five steel plants located in Krakow, Dabrowa Gornicza, Sosnowiec, Swietochlowice and Chorzow. It also owns the largest coke plant in Europe – ZK Zdzieszowice. ArcelorMittal Poland employs over 10,000 people and over 14,000 if subsidiaries are taken into account. The company produces a wide range of long, flat, special and semi products for construction, transport and white goods industries.

The company has transformed Polish steelmaking. It has invested PLN 7 bn in modernizing every stage of the production process. Thanks to increasing H&S standards, the company has reduced its accident frequency rate by more than 90 percent. It has decreased the CO2 emissions by 37 percent, thanks to which it has become more environmentally friendly. The company is 1 of 3 companies worldwide able to produce 120 meter rails.

ArcelorMittal Poland is consistently engaged in supporting local communities by carrying out educational, health and safety programmes. The company has invested over PLN 21 m in these projects.

For more information visit poland.arcelormittal.com

ArcelorMittal is the world's leading steel and mining company, with a presence in 60 countries and an industrial footprint in 18 countries. Guided by a philosophy to produce safe, sustainable steel, we are the leading supplier of quality steel in the major global steel markets including automotive, construction, household appliances and packaging, with world-class research and development and outstanding distribution networks.

Through our core values of sustainability, quality and leadership, we operate responsibly with respect to the health, safety and wellbeing of our employees, contractors and the communities in which we operate.

For us, steel is the fabric of life, as it is at the heart of the modern world from railways to cars and washing machines. We are actively researching and producing steel-based technologies and solutions that make many of the products and components people use in their everyday lives more energy efficient.

We are one of the world's five largest producers of iron ore and metallurgical coal. With a geographically diversified portfolio of iron ore and coal assets, we are strategically positioned to serve our network of steel plants and the external global market. While our steel operations are important customers, our supply to the external market is increasing as we grow.

In 2019, ArcelorMittal had revenues of \$ 70.6 billion and crude steel production of 89.8 million metric tons, while own iron ore production reached 57.1 million metric tonnes.

ArcelorMittal is listed on the stock exchanges of New York (MT), Amsterdam (MT), Paris (MT), Luxembourg (MT) and on the Spanish stock exchanges of Barcelona, Bilbao, Madrid and Valencia (MTS).

For more information about ArcelorMittal please visit: <http://corporate.arcelormittal.com/>