



ArcelorMittal



ArcelorMittal Ostrava
For a better life in the region
Corporate Responsibility Report 2011





Dear readers,

Last year we celebrated an important anniversary. On December 31, 2011 it was 60 years from the incorporation of this company, the then NHKG. Ever since, the company has undergone a range of modernisations, which have helped to both enhance the production technologies and to reduce our environmental footprint. We have also succeeded in substantially improving the safety of our employees. What has not changed since then is the commitment of all our employees, who have greatly contributed to the development of our plant.

In spite of the fact that 2011 was by no means an easy year for the steel sector and the steel market continued to be uncertain as in the previous years, in the autumn we managed to achieve an important milestone and complete one of the biggest environmental projects in the history of this company – the dedusting of the Sinter Plant worth almost a billion crowns. Thus, we became one of the leading six plants in Europe that can boast such a cutting edge dust control technology.

And thanks to the dedusting, among other projects, it was for the first time in the 60 years' history of this plant that in 2011 we reduced our annual dust emissions to less than a thousand tonnes – to 669 tonnes. Since 2003 we have invested 3.7 billion crown in environmental projects and despite the fact that in most of our operations we have achieved the values that will have only become obligatory in the European Union by 2016, we continue to work on minimising our environmental footprint. That is why we are launching a range of other environmental



investments even in 2012, such as the desulphurisation of the Coke plant and of the Power Plant worth approximately 750 million.

Another important change of 2011 was the fact that due to the uncertainty in the steel markets we were forced to reduce the number of our employees. However, we tried to solve the sad situation in an as supportive manner as possible: we offered our employees who would decide to leave on their own, up to 24 average monthly salaries. More than 700 colleagues made use of the offer. Those individuals could additionally use the services of our Help Centre established for this purpose, which would provide information about the regional labour market and retirement counselling as well as assist with the compilation of one's CV.

Like in the previous years, health and safety continued to be among our top priorities in all of our operations. We focused not only on our own employees, but also on our

external contractors. We managed to gradually reduce the frequency of lost time injuries per 1 million hours from 12.4 in 2001 to 0.68 in 2011. We are doing our utmost to reach our target – zero accidents. We have won the Safe Enterprise award, but being aware of the complexity of a steelmaking plant, we are committed to continuing to focus on the health and safety of our colleagues and friends at work.

Support of the development of the Region is also an integral part of our socially responsible activities. We do this via the Minigrants projects, which I personally appreciate due to the engagement and volunteering of our employees. In addition to that, our Minigrants project has inspired the global ArcelorMittal Foundation, which has taken over the concept and is implementing it in many countries. Another project of importance is the Regiogran. Among other projects of ours, this project has helped us to better the life of thousands of citizens of the Moravian-Silesian Region through

the support of the non-profit sector. And our efforts for a better life in the Region do not end here. We are a partner of many cultural events and a passionate supporter of education.

Dear readers, the following pages offer you a closer look at our corporate responsibility activities in 2011. To us, corporate responsibility is much more than conforming to standards; it is part of our day-to-day activities. Even after the 60 years of existence we will endeavour not only to make steel in a sustainable manner, but also to take a good care of our employees and to support the local communities. The reason is that we wish to be a good and stable employer as well as a reliable and good corporate neighbour and partner to the local communities, the city and the region.

Thanking you for your interest,

Tapas Rajderkar



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2011 Facts and figures

- We produced **2.1 million tonnes** of pig iron.
- We produced **1.95 million tonnes** of steel.
- We came **1st** in the Employer of the Region competition and we are the **4th best employer** in the Czech Republic.
- We celebrated our **60th anniversary**.
- We supported **72** projects of non-profit organisations through Minigrants.
- We distributed **CZK 1 million** among **16** non-profit organisations in the first round of Regiogrants.
- Our employees' average salary was **CZK 32,796**.
- Costs for ArcelorMittal Ostrava employee benefits came to **CZK 108 million**.
- Minigrants were rated as the **best** human resources project in the region and **3rd best** in the Czech Republic.
- We launched the project for the dedusting of the Sinter Plant North worth **CZK 1 billion**.
- **99%** – this is how much dust is captured by the new super-efficient fabric filters at the Sinter Plant North.
- **95% of safety barriers** in the Czech Republic are manufactured by ArcelorMittal Ostrava.



Our 2010 Corporate Responsibility report was awarded a Top Professional Quality Certificate in a prestigious in-house periodicals competition.



Corporate responsibility is part of our company's management system

We are aware of our responsibility towards the region in which we operate, and towards the people who live in it, including our employees. Hence we meticulously implement our corporate responsibility programme, which we consider to be an integral part of our company's management system.

Our manufacturing processes must be safe and sustainable over the long term. This is the key motto throughout the ArcelorMittal group and a clear objective for us to aim at.

Health and safety at work, for both our employees and also our suppliers, are our top priority. We do everything we can to reduce to a minimum the impacts of our manufacturing and operations on the environment and thus protect it for future generations.

We provide high quality products and services; we communicate openly and honestly; and we behave fairly and with respect to

our employees, partners and fellow citizens. We work hard to be a responsible citizen and neighbour in our region.

ArcelorMittal group

ArcelorMittal is the largest steelmaking and mining company in the world. In 2011 it employed 261,000 people in 60 countries around the world. ArcelorMittal is the leader in all major global steel markets, including automotive, construction, household appliances and packaging. It is also the fourth-largest global producer of iron ore. It is a leader in research and development, has its own raw material sources and a very strong distri-

bution network. Its core values are sustainability, quality and leadership.

ArcelorMittal Ostrava

ArcelorMittal Ostrava a.s. is the largest steelmaker in the Czech Republic and part of the largest global steel group, ArcelorMittal. The company's annual production capacity is 3 million tonnes of steel. Approximately 50% of its production is exported to over 60 countries around the world. In 2011 the company employed almost 5,000 people, while if its subsidiaries are included this figure rises to almost 9,000. The sole shareholder is ArcelorMittal Holdings A. G.



ArcelorMittal

ArcelorMittal Ostrava is:

- the largest steel producer in the Czech Republic
- the largest metallurgical company in the Czech Republic
- part of the largest global steel group, ArcelorMittal
- one of the largest employers in the Czech Republic
- one of the largest taxpayers in the Czech Republic

We have now been a part of the city and the region for 60 years

The deed of foundation of Nová Huť Klementa Gottwalda (NHKG) was made sixty years ago, precisely on 31 December 1951. One day later the first blast furnace was ceremoniously put into operation and the first hot metal flowed in early March 1952. Thus began the history of the largest steelmaker in this country, which has an annual capacity of more than to 3 million tonnes of steel.

The company premises are a living organism which, during the 1960s, expanded to cover several hundred hectares. While in the past investments were made primarily in expanding the production (the largest single investment was the construction of the medium-section rolling mill in the 1980s for CZK 7 billion), at the turn of

ArcelorMittal in the Moravian-Silesian Region



the century investments began to be made in modernisation and, in particular, making manufacturing more environmentally friendly. So far the most recent significant environmental investment, worth CZK 1 billion, was in October 2011 with the introduction of the bag filters that can capture 99% of dust particles at the Sinter Plant North.

Over the sixty years of its operations the company has produced 130 million tonnes of hot metal and almost 160 million tonnes of steel. This was just one reason why Ostrava was known as the

“steel heart of the republic” in the second half of the 20th century. Today more emphasis is placed on safety at work and on the environment while retaining above-average salaries.



We have prepared more information, historical photographs, contemporary videos and interesting facts for you on a special website at www.novahut.cz

Organisational breakdown of ArcelorMittal Ostrava a.s. including subsidiaries in 2011

Tubular Products		AMDS	ArcelorMittal Ostrava, a.s.			
ArcelorMittal Tubular Products Karviná a.s.	ArcelorMittal Tubular Products Ostrava a.s.	ArcelorMittal Distribution Solutions Czech Republic s.r.o.	ArcelorMittal Frýdek-Místek a.s.	NOVÁ HUŤ – Projekce, spol. s.r.o.	ArcelorMittal Engineering Products Ostrava s.r.o.	ArcelorMittal Energy Ostrava s.r.o.

Our corporate responsibility strategy



ArcelorMittal adheres to a global corporate responsibility strategy that forms the principle of all our activities. All our corporate responsibility activities can be divided into four distinct areas. These areas focus on our employees, the environment and the neighbouring communities, all underpinned by transparent governance.

Investing in our people

We want each employee to feel indispensable. Our employees are the key to our business and our most valuable asset. We treat them with dignity and respect, invest in their development and provide them with a safe working environment and respectful working conditions.

Making steel more sustainable

We use our experience in the steel industry to develop environmentally friendly processes. We invest in the environment. We try to minimize the environmental impact of our manufacturing.

Enriching our communities

We play an important role in all the communities where we operate. We act in an open and transparent way and work in active partnership with local organizations.

Transparent governance

Our business strategy, operations and everyday activities are all underpinned by open, transparent communication and open, responsive management.

Key performance indicators in 2011



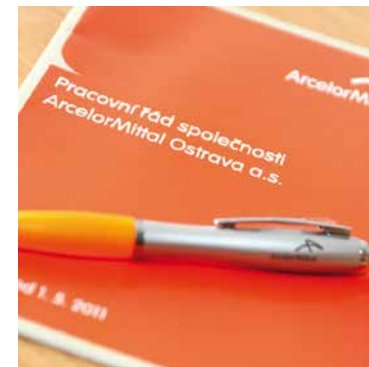
- Lost Time Injury Frequency Rate in 2011 = 0.68; in 2010 = 0.93.
- OHSAS 18001 safety certification renewed in October 2011
- 11 H&S Committee meetings (top management + trade union representatives)
- 8,395 – number of employees completed safety training



- 1.40 t – CO₂ emissions per tonne of steel
- all ArcelorMittal Ostrava plants are certified to the ISO 14001 standard
- CZK 1.056 billion invested in environmental projects



- CZK 13,637,649 – funding provided for the support of local communities
- 6,604 – number of hours dedicated by ArcelorMittal Ostrava to the voluntary activities of its employees
- 57,729 – number of people benefiting from ArcelorMittal Ostrava's community projects
- 48 – number of Green Line calls



- 4,560 employees of ArcelorMittal Ostrava and its subsidiaries completed Code of Business Conduct training in 2011
- 81 questions answered via the CEO line
- 6,664 employees of ArcelorMittal Ostrava and its subsidiaries completed human rights training



Investing
in our people

Health and safety are the number one priority to us

Journey to Zero

Our goal is to have zero serious or fatal injuries and to prevent or minimize the other occupational injuries. That is why we are continuing on our Journey to Zero.

We are continuing to introduce ArcelorMittal safety standards in areas like working at heights, in confined spaces, or health and safety management for external contractors. Within the framework of discussions with employees in health and safety issues we are continuing with already implemented tools such as Minutes for Safety, safety audits and the Golden Rules of Safety. Supplementary activities with the involvement of all employees are added to these rules every month. As part of prevention, all company

employees have been trained in safety regulations.

We cooperate all year round with the Technical University of Ostrava, Faculty of Safety Engineering, in the preparation of students' theses and as participants in regular safety conferences. We regularly exchange experience in health and safety with other companies through the Steel Federation, with two meetings being held in 2011. We ensure continuous discussions with our external contractors, with three meetings being held in 2011 that focused on specific health and safety topics.

Our certificates and awards

We hold the Safe Enterprise award and we continue to fulfil its conditions. In 2011 an audit was carried out

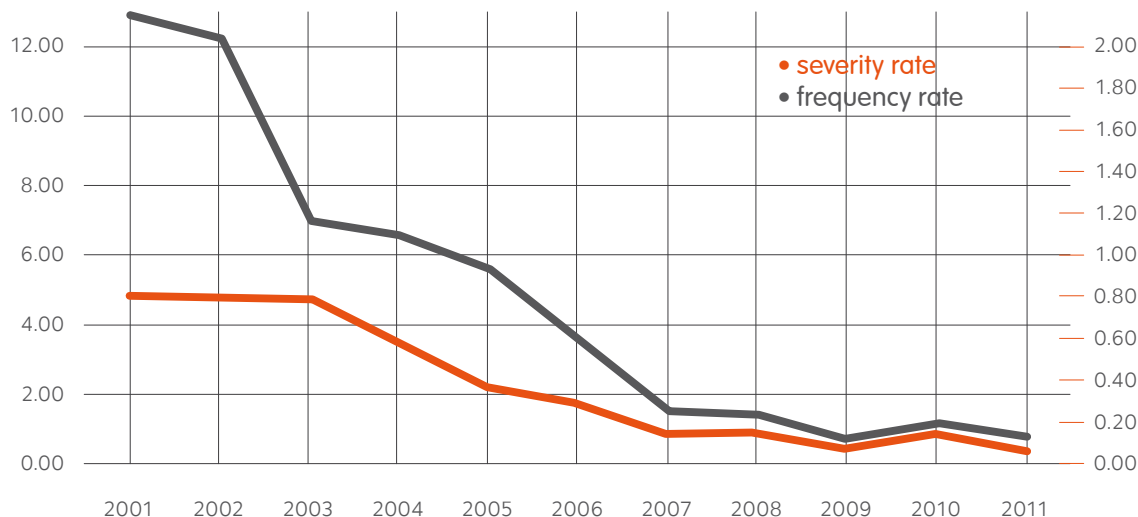
for the retention of this award, which will continue into 2012. We obtained and in October 2011 successfully renewed our OHSAS 18001 Health and Safety Management System certificate.



"Health and safety at work are not merely words to us – they are the number one priority in all our operations – and of course part of our employee care. We do everything we can to ensure that we are the safest steelmakers and all our employees are involved in this process without exception."

Jiří Michálek,
Chief Health and Safety Officer

Lost Time Injury Frequency and Severity Rates. Trend 2001–2011



ArcelorMittal Ostrava Group's Frequency Rate in 2011 was 0.68 injuries per million hours worked.
ArcelorMittal Ostrava Group's Severity Rate in 2011 was 0.12 lost days per thousand hours worked.

A total of
8,395

employees attended the Health and Safety training

Employees reported
603

nearmisses, dangerous situations or acts

Health and Safety Committee

The Health and Safety Committee is a working group composed of trade union representatives and the company's top management. Its goal is to map out risky areas and propose action steps. In 2011 there were a total of 11 regular themed meetings. The individual meetings took place at our premises, at subsidiaries and at the Fire Rescue Service. Every meeting included inspections of workplaces with proposals for measures to minimise discovered working risks and rectify defects.



Shared vigilance

We explain to all of our employees that many injuries may be avoided. Within the framework of the prevention of injuries at work and to increase Health and Safety awareness, we have implemented several communication campaigns directed at our employees. We have also made two instructional films for visitors and external contractors that highlight the safety risks and principles for movement around and work at our company's premises. We have prepared billboards for lorry drivers, visitors and employees of the By-product Plant that describe the compulsory personal protective equipment to be worn, and have

placed thematically focused posters at the company transport stops. The frequency of employee alcohol checks has increased as part of the alcohol prevention campaign.

Incidents at work

At the end of 2011 the recording system for events that could lead to injuries at work was expanded. This means that every situation that sooner or later could lead to the risk of an injury at work for one or more employees, or material losses, is evaluated. We also record dangerous behaviour, which means any behaviour that could lead to the threat of danger to the person himself or other individuals. Their

Our 10 Golden Rules of Safety

- | | | | | |
|--|---|--|--|--|
| <p>1 I will come to work in a "fit and able" condition.</p> <p>2 I will use fall protection or preventive equipment whenever and wherever required according to our standards.</p> | <p>3 I will follow the lockout/isolation procedure when working on equipment.</p> <p>4 I will follow the confined space entry procedure before entering, as well as during the full duration of the task.</p> | <p>5 I will respect all the rules of load handling at all times and never stand under or near a suspended load.</p> <p>6 I will respect all the traffic rules.</p> | <p>7 I will respect rail priority and stay out of the close clearance area unless the proper precautions have been taken.</p> <p>8 I will respect the rules for entering and working in hazardous gas areas.</p> | <p>9 I will not disable safety devices.</p> <p>10 I will respect all the basic Health and Safety rules, standards and signals, and I will wear the required Personal Protective Equipment (PPE).</p> |
|--|---|--|--|--|



recording and evaluation enables us to reduce accident numbers.

Employee health

Not only the safety, but also the health of our employees is a key priority. Just as in previous years we participated in the World Day for Safety and Health at Work and Health Week with the involvement of all our employees. One new aspect was the new format of employee training in the provision of first aid. We also arranged this separately for our English-speaking colleagues, who obtained an internationally recognised certificate upon completion.

Employees had the opportunity to practice yoga throughout the year. In 2011 the on-line system for employees to arrange preventive medical examinations was expanded to all plants and the Company Headquarters. The hygiene standards at sanitary and auxiliary facilities were improved in a total of 147 rooms.

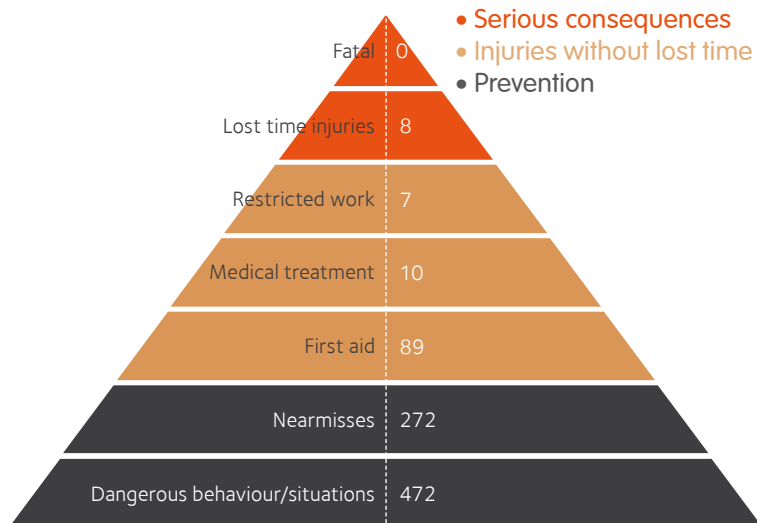
World Day for Safety and Health at Work

This was the fifth year in which our employees had the opportunity to participate in a diverse range of events prepared as part of the World Day for Safety and Health at Work. The programme included health checks through which our employees could obtain information on their state of health, while there were presentations of wholesome food, first-aid training, rehabilitation exercises, an awareness raising presentation on breast cancer and many others. The programme also included checks of the use of safety belts in cars.

Health Week

This was the second time that we organized the Health Week, with its focus on the principles of a healthy lifestyle, the prevention of serious illnesses and consultations for our employees. Employees had the opportunity to attend lectures, health checks (ECG, cholesterol), to

2011 Safety pyramid



participate in discussions with a nutritional expert or to try out walking while wearing "drunk" spectacles. In order to check the operational capability of the Integrated Rescue System of the Czech Republic with the involvement of the ArcelorMittal Fire Rescue Service,

the Czech Police, and the Emergency Medical Service, emergency exercises were held at the company premises based around a collision between a locomotive and a car.



Employees underwent **5,891**

preventive medical check-ups

Participation of **4,233**

core employees and 67 external employees in the World Day for Safety and Health at Work

Emergency exercise of the Fire Rescue Service and the Emergency Medical Service at the Company premises

“We encourage not only our own employees but also contracting parties, meaning external personnel, to work safely. Our final objective, zero injuries, applies to everybody who works at our premises – with no exceptions”.

Jiří Michálek,
Chief Health and Safety
Officer



5S Method

In 2011 we successfully continued the project for the implementation of the 5S method which, in addition to improving organisation at workplaces, will also improve safety. This method is already in use in 61 workplaces (including subsidiaries) with over 600 employees involved in the project. Two corporate audits have also been carried out, with Ostrava being held up as an example for other ArcelorMittal units. In view



of the transfer of our unit to the Flat Carbon Europe segment we are expanding the 5S method as part of the World Class Manufacturing methodology. This is more than merely a set of methodologies and tools –

it is most importantly an ideological direction and a striving for continuous improvement in all areas of the company with an emphasis on cutting costs, and identifying and eliminating losses.

The 5S method

means the setting
of a sustainable system



↑ Implementing the 5S method at workplaces applies to all areas (example – storage of tools before and after the implementation of the 5S)

Dialogue with trade unions

We are fighting not only for employees, but also for the Company

The role of the trade unions at ArcelorMittal Ostrava is not limited to defending employees, negotiating higher salaries and better working conditions or benefits. An important part of it is efforts to maintain and expand our company's manufacturing.

Negotiating solid salary conditions, checking health and safety compliance, or helping employees in difficulties is the day-to-day work of the trade unions at ArcelorMittal Ostrava and its subsidiaries. However, these are not our only activities.

For many years now the trade unions at ArcelorMittal Ostrava have fought to ensure the survival and development of the Company. We meet with city and regional politicians and with ministers, deputies and senators; we hold discussions with lawmakers and the government on laws being adopted that could have significant consequences



for the Company; and we work to ensure that these laws protect the environment, yet do not threaten the existence of Czech steelmaking. Of course we also promote and support investment, which is vital for the development of this Company.

We organise leisure-time activities for employees and their families, and are significantly involved in voluntary work for needy fellow citizens of this city and the region. In short, the trade unions at ArcelorMittal Ostrava and its subsidiaries are fulfilling their roles and are an inseparable part of the Company – and this is to the benefit not only of the employees but also the Company as a whole.



Vítězslav Prak
Chairman of the OS KOVO
Trade Union Council
ArcelorMittal Czech Republic

Human Resources

The final quality of the products and services depends on the quality of the people who make them. This is why we are continually searching for ways to attract and train the best people, who can provide our customers with perfect solutions. People are the most important element for the development of a company.

We are the best employer in the region

We have been named best employer in the Moravian-Silesian Region for the second time. During its deliberations the jury focused primarily on the workforce, the company's financial indicators, remuneration, benefits and other indicators independently verified by PWC. It also looked at the attention that ArcelorMittal Ostrava pays to internal communication and corporate responsibility. For us, the awards we have received are an important signal that we are headed in the right direction in terms of employee care.

"Success in such a prestigious competition is all the more valuable because to defend a first place is often harder than to get there initially. In addition, this year the competitors were evaluated by a different jury and in a completely different way. To succeed in so many areas, in the face of such strong competition, and in addition under a new methodology, was far from easy," said Jan Rafaj, ArcelorMittal Ostrava HR and Public Affairs Director.

Employee care does not end with the salary

In addition to above-standard payment conditions, we offer our employees a system of social advantages and benefits. Everybody is entitled to five weeks of holiday (while certain professions actually have one week more and a shortened working day), to additional paid holiday, to the payment of up to 13 times the average salary for people leaving due to organizational reasons, and to special bonuses for workers who are retiring, and for employment anniversaries. We also pay contributions towards the supplementary pension scheme. Our care also includes reconditioning trips and health and rehabilitation programmes for employees, but also the provision of financial help in the event of difficult life circumstances, or interest-free loans for housing. Steelworkers also get meal allowances. The company also contributes towards recovery stays for employees' children. Blood donors also receive special bonuses.

We are continuously improving

In 2011 we were also successful in the area of Continuous Improvement. There were record numbers of submitted and accepted innovations, with almost 75% of all submitted innovations being adopted and rewarded. The 267 innovations submitted in 2011 should bring the company annual savings of CZK 106 million.

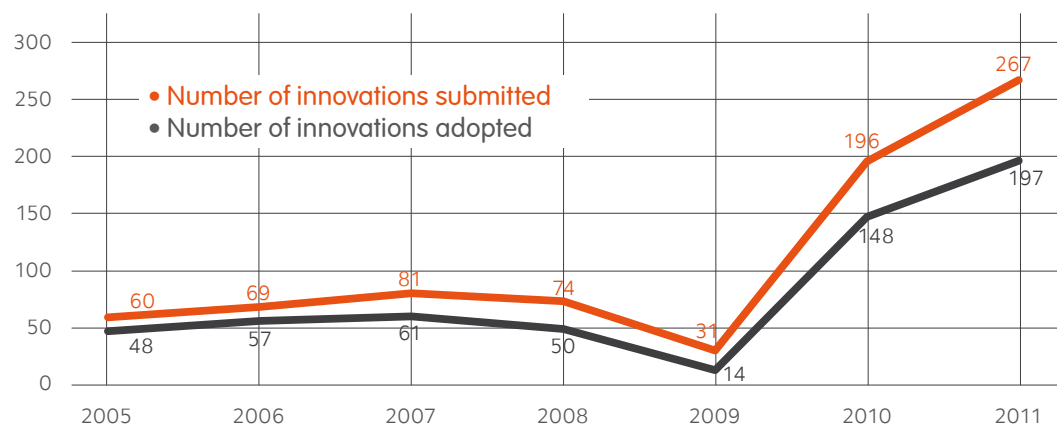
144 innovations have already been implemented, and in 2011 already genuinely saved around CZK 88 million. As motivation for all activities in Continuous Improvement the people who came up with the innovations were paid almost CZK 1 million.

In addition to these "modest" innovations we also support the so-called CI Initiatives, directed towards improving in particular variable costs compared to the year before. In this area we have succeeded in achieving an unbelievable improvement and savings of CZK 476 million.



We saved CZK **88 million** thanks to employee innovations

Trend in numbers of innovations 2005–2011





A total of **20,483**

employees from ArcelorMittal Ostrava and subsidiaries received 149,921 hours of training in 2011



ArcelorMittal University in Ostrava

In June 2011 we ceremoniously opened a newly reconstructed Training Centre, which concurrently became the campus for ArcelorMittal University – only the second in the world. It has a capacity of 520 places and every year thousands of ArcelorMittal Ostrava and subsidiary company employees can take courses in it. In cooperation with the company University we have expanded the portfolio of courses to include international projects, financial and other professional academies, training for top managers and a wide range of e-learning courses focused on languages, soft and professional skills.

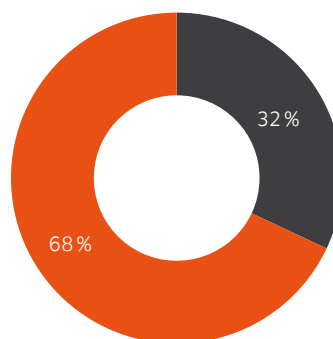
20,483 employees from ArcelorMittal Ostrava and subsidiaries received training in 2011.

“In March 2011 the Chamber of Commerce of the Czech Republic started a competition named Czech Patron. Its objective is to award those entrepreneurs that render the country affluent and support employment. Winning the third place in the Best Employer and the Employer of the Year category shows that we are among the top companies in the Czech Republic,”

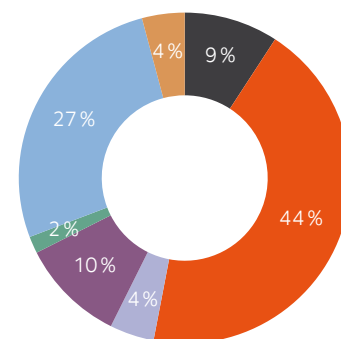
said Jan Rafaj, ArcelorMittal Ostrava HR and Public Affairs Director



Overview of employees who received training in 2011



- White collars: 6,591
- Blue collars: 13,892



- Safety
- Professional courses
- Compliance
- Managerial courses
- PC courses
- Language courses
- External courses

Our companies know how to offer employees good conditions for work and for the development of their skills and long-term perspectives. We also regularly monitor the motivation of our employees and we work with the ideas we obtain in this way.



Our employees can take advantage of a whole range of development programmes which contain, for example, a five-level program for talented people including a programme for talented employees from blue-collar categories. In addition to this, employees can receive career advice; there is a modern system for evaluating employee performance tied to remuneration; and a series of educational programmes including a company university and special academies.

Talent programme

We offer a comprehensive talent development programme for employees with excellent performance and potential for further growth in the company. In 2011 we expanded the whole project to include another level – a talent programme for blue-collar workers.

In 2011 the talent programme was rated as one of the 3 best human resources projects in the Czech Republic. The project was also among

the 3 best projects in the ArcelorMittal group in the flat products segment.

Trainee Pool

This is now the 3rd year in which we offer a Trainee Programme to secondary school leavers and university graduates in technical fields. This is a year-long development project, during which they obtain valuable working experience, and learn about other workplaces, not only in Ostrava, but also at subsidiaries. The objective of the programme is to give graduates a global overview of the company and to help them find their optimal future career at ArcelorMittal.

Steel Academy

In 2011 we successfully continued with the unique Steel academy project, which we are organising in cooperation with the Technical University of Ostrava. It includes tightly professionally focused seminars and workshops on metallurgy, which we

offer not only to our employees, but also to teachers at technical schools in the region. In 2011 the Steel Academy project won 2nd place in the competition for the best human resources project in the Czech Republic.

Voluntary separation

The on-going uncertainty on European markets impacted demand for steel at the turn of the year. As a consequence of production exceeding demand, a number of steelmaking companies in Europe decided to cut both output and capacity. ArcelorMittal Ostrava employees were offered the chance to go for voluntary separation and receive severance pay of 24 monthly salaries.

The company Help Centre was made available to outgoing employees. Through the information centre people could find detailed information about registration at labour offices and the availability of retraining programmes. A career-focused advisory service provided help in the preparation of curricula vitae, advice on how to prepare for interviews, and also provided help on how and where to search for work most effectively. Another two centres focused on psychological help and counselling in this difficult situation.

The information centre provided 913 consultations, and the careers advisory service another 220 consultations. 711 of our employees decided to take advantage of the voluntary separation offer as of March 2012, and these received severance pay of over CZK 460 million.

We are convinced that this company is capable of being the market leader, and we believe that with successful transformation we will serve as example to other ArcelorMittal units from the people management perspective.

A total of
333

employees passed through the talent programme in 2011





Meeting with the best employees

We regularly reward our outstanding employees. The best employees of the month meet with the representatives of the top management at a special lunch. At the end of the year we announce the best employees of the year, who receive a financial reward. In 2011 26 employees were rewarded in this way. We also reward long-term employees. We arrange ceremonial meetings with employees who have been with us for 25, 30, 35 and 40 years. In 2011 603 of our employees were rewarded in this way.



Thank you, women

By celebrating International Women's Day we express our respect, recognition and love for women. Almost one thousand women worked for us in a wide

range of positions in 2011 – from administrative workers through to IT specialists, laboratory workers through to warehouse clerks and crane operators. On International Women's Day every female employee at ArcelorMittal Ostrava received a set of earrings and a box of chocolates with a personal dedication from the CEO as a token of thanks and respect.



ArcelorMittal children sing together

ArcelorMittal Gospel is a unique ensemble made up of our employees' children and pupils from Ostrava primary schools from Radvanice, Bartovice and Slezská Ostrava. The singers are accompanied by a rock band. The ensemble was established as a free-time project for children and young people. The singers have the opportunity to spend their free time in a meaningful way and develop their musical skills. The project is led by the ArcelorMittal Ostrava HR Director Jan Rafaj, who was active in the past in several music bands. In December 2011 the ArcelorMittal Gospel children's ensemble enjoyed a successful premiere at the Radio Čas megaconcert.



Sports day for employees and their families

In 2011 we held the fourth popular annual sporting and entertainment event for our employees and their children. In the morning 13 teams of steelworkers competed against each other at volleyball, tennis, football and other disciplines. It was the children's turn in the afternoon – they competed for fantastic prizes, and could even try out a climbing wall, a bouncing castle, face-painting and many other attractions. Almost 2,000 visitors took part in this all-day event.



St. Nicholas gift-giving for children

Like in the previous years, we did not forget to prepare a St. Nicholas programme for our employees' children in 2011 either. At special Christmas workshops arranged in cooperation with the Amos club

from the non-profit organisation Centre for Family and Social Care, they could try for themselves how to make traditional Christmas decorations and other handmade products. A total of around 200 of our employees' children participated in the workshops. We also remembered children hospitalised in the children's ward at the Havířov hospital. This was the fourth year in which we went to present them with packages of sweet treats together with the KIWANIS unincorporated association.



Competition for the best New Year's greeting card

Every year ArcelorMittal Foundation announces an annual art competition for our employees' children to make the best New Year's greeting card on a given theme. In the face of international competition, a picture by Lucie Smrktová, the daughter of one of our employees, won a fantastic second place.



Transparent governance



We are aware that our position as a steel manufacturer comes with exceptional responsibility. Because of that, we have instituted globally acceptable standards that will also meet the needs of future generations. Our employees always act in accordance with the law. In addition, they follow the Company Code of Business Conduct, which treats many relationships in a more exacting manner than the law itself.



- ensure that everybody is treated with fairness and dignity,
- not tolerate any discriminatory practice based on race, colour, sex, age, religion, ethnic or national origin, disability or any other unlawful or unethical basis,
- provide everybody with opportunity for advancement and to distinguish between individuals based on their aptitudes or qualifications only,
- provide a work environment that is free of any form of sexual or other harassment.

We respect all human rights

ArcelorMittal has issued and is subject, without exception, to an independent policy of human rights compliance. All our employees were provided with training in 2011 that clarified their rights and obligations in terms of respecting human rights. You can find the full wording of the human rights policy at www.arcelormittal.cz.

“Respecting human rights means to me that everybody has the same conditions. The results of your work are what matters. Whether a person is young, old, a man, or a woman should not play any role during the assessment of their performance.” Jaroslav Holík, dispatcher at the Heavy Section Mill.

ArcelorMittal Code of Business Conduct

ArcelorMittal has as a reputation for honesty and integrity in its management practices and in all its business transactions. The Code of Conduct applies to all employees of ArcelorMittal and its subsidiaries worldwide. It is designed to help us understand our ethical and legal obligations in handling the company’s business. Everyone that works for the company is familiarized with and thoroughly

trained in the Code of Business Conduct. This training is repeated every three years. You can find the full wording of the Code at www.arcelormittal.cz.

Under the Code, the company pledges to:

- strictly adhere to laws on the protection of economic competition and antimonopoly laws,
- act in accordance with anticorruption laws,

We take a responsible approach towards employee training

- In 2011 81 questions were raised on the Chief Executive Officer’s line (66 via the intranet and 15 by telephone). All were answered.
- 67 employees of ArcelorMittal Ostrava and subsidiaries in relevant roles received training in anticorruption guidelines in 2011.
- Regular training in the Code of Business Conduct (periodic training every three years) was given to 4,560 employees of ArcelorMittal Ostrava and subsidiaries in 2011.
- 6,664 employees of ArcelorMittal Ostrava and subsidiaries were provided with training on compliance with human rights.

The Green Line

800 100 648

is a free line designed to facilitate the communication with citizens – our neighbours



Manufacturing sustainable steel

Our products

Steel is an environmentally friendly material that can be recycled – scrap steel can represent up to 100% of the input material for the production of new steel (in electric furnaces).

At ArcelorMittal Ostrava scrap represents approximately one-third of the furnace charge in tandem furnaces. The remaining two-thirds are made up of hot metal produced in blast furnaces. The hot metal that the Ostrava works produces is used to produce steel in our own steel shop, part is processed into foundry castings and part is sold in liquid form to Evraz Vítkovice Steel.



ArcelorMittal Ostrava has an annual production capacity of 3 million tonnes of steel. In recent years production has hovered around 2 million tonnes of steel a year.

The main areas where ArcelorMittal Ostrava delivers its products

- construction
- engineering
- secondary metallurgy
- mining industry
- power industry
- transport infrastructure

ArcelorMittal Ostrava basic products

- flat (e.g. hot rolled coils, strips and sheets, annual capacity around 1.2 million tonnes*)
- long (e.g. reinforcing bars, sections, annual capacity around 1.6 million tonnes*)
- special products (castings, steel structural supports for mining, railway wheel sets, safety barriers, special light rails, annual capacity around 120,000 tonnes*)
- pipes (seamless and spirally welded pipes, annual capacity around 300,000 tonnes*)



- hot metal delivered to Evraz Vítkovice Steel (annual volumes depending on the needs of EVS)

* The annual capacity is the maximum quantity that can be produced in the case of sufficient demand.

Safety barriers

We are the only safety barrier manufacturer in the Czech Republic. Annually we produce around 30,000 tonnes of safety barriers plus the safety barrier posts (the beams that the barriers are attached to). The safety barriers are cold-formed from sheets.

Majority of Czech roads (95%) are equipped with ArcelorMittal Ostrava safety barriers (the Prague Ring Road, the D1 motorway and the R46 high-speed road). Safety barriers are also delivered to many other countries (e.g. Germany, Poland, Slovakia and the Baltic countries).

We have manufactured

95 %

of safety barriers along Czech roads

Research and development

The activities of the Research department are part of our company's development. Their objective is a rapid response to the continuously changing market conditions both in terms of demand for new products and the development of new production technologies, and also in terms of efforts to find cost savings in the production of steel, and potentially the processing of secondary materials produced during steel manufacture.

The continuous pressure to produce higher quality materials with guaranteed characteristics is reflected in the development of materials that are suitable for use under specific conditions. Of the important projects addressed by the research department we can mention, for example, the development of new grades for mining support with increased strength, projects to improve the quality of electrical steel, the development of steel for

pressure vessels and equipment, the development and testing of new steel road safety systems, or the production of new grades of seamless pipes suitable for high temperatures (last year we launched 17 new hot-rolled products). Projects that include both energy and environmental aspects include, for example, one focusing on the optimisation of the fuel base and the burning process at the Power Plant.



We comply with the most stringent limits applicable in the EU

The manufacture of sustainable steel is a key point in ArcelorMittal's corporate philosophy – not only in the Czech Republic but also worldwide. We are fully aware of our impact on the environment and our responsibility to ensure that we create the conditions to improve air quality in this region.

Environmental investments

We are working to reduce our environmental footprint still further using the best available techniques. Environmental investments in 2011 came to CZK 1.056 billion. Since 2003 we have invested a total of CZK 3.7 billion into environmental protection projects.

We continue to reduce dust emissions

At the time of privatisation in 2003, Nová huť was still producing over two thousand tonnes of dust every year. Since then we have invested a total of CZK 3.7 billion into environmental protection projects. Thanks to these projects, among other things, we are being more and more successful in reducing emissions of solid pollutants. Since 2003, when the ArcelorMittal group entered Nová huť, we have reduced our annual emissions by over 1,400 tonnes.

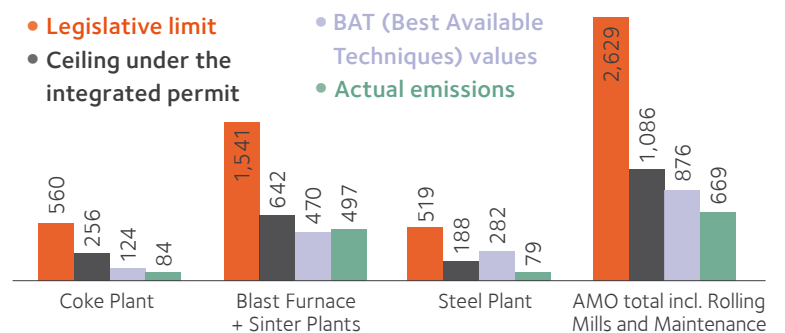
"At all our plants we comply with the regulations in force, including

the even more stringent values stipulated by the integrated permits issued by the Regional Authority. Majority of our plants already conform to the limits of the best available technologies, which will have become valid in the European Union only by 2016," stated Petr Baranek, Chief Green Officer.

At the same time, thanks to a series of environmental investments and compliance with voluntary commitments, we fulfilled the Moravian-Silesian Region Action Plan for

2009–2011 at all our plants. In addition, we even achieved the target emission limits recommended by the expert study carried out by the Technical University of Ostrava in June 2011. In particular, the study stipulates the emission values that our company should comply with to ensure that the air quality in the region improves to such a level that the ambient air quality limits will not be exceeded.

Particulate emissions (tonnes in 2011)





Fabric filter facts

- Area:** 60x60 m
- Filter building height:** 22 m
- Chimney height:** 80 m
- Total area of fabric filters:** 44,000 m² (approximately 7 foot-ball pitches)
- Flue gas inlet and exhaust piping:** ø 3.9 m, including sound dampers. 44,000 special pipes are used in the fabric filters.
- The filter operates** non-stop, 24 hours a day.
- Cost:** CZK 1 billion

We comply with emission limit of 20 mg/m³, which is among the most stringent in the EU. (Austria 50 mg/m³, Slovakia 100 mg/m³).

Dedusting project

In October 2011 we ceremoniously launched the project for the dedusting of the Sinter Plant North. We installed cutting edge fabric filters, thanks to which the quantity of dust produced by the Sinter Plant North has fallen by over 70%. For this project we received a prestigious award for environmental contributions, the Czech PATRON. In the first year of this competition, the Czech Chamber of Commerce, under the patronage of the Ministry of the Environment of the Czech Republic, rated our ecological investment of CZK 1 billion into



the dedusting project as the most important corporate contribution to environmental protection in the Czech Republic.

What can the filter do?

- It captures 70% more dust particles (PM10, PM2,5 and PM1) than the current electrostatic precipitators
- It also captures up to 60% of sulphur dioxide and the same quantity of dioxins
- It reduces the noise levels of the Sinter Plant operation by 15%

Inhabitants of Radvanice and Bartovice came to inspect the new filters

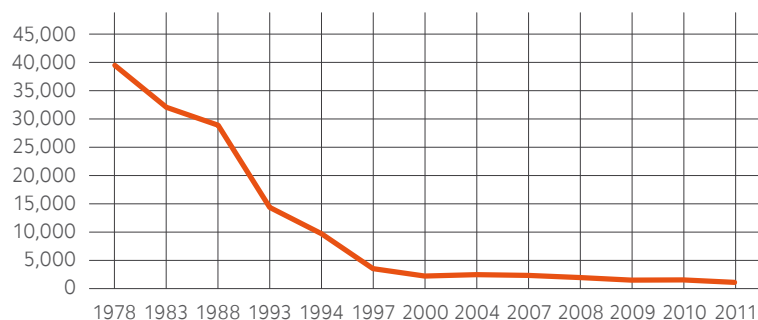
Inhabitants of Radvanice and Bartovice came to see with their own eyes what a facility that reduces emissions from the Sinter Plant North by 270 tonnes a year looks like and how it actually works, during the Open

Day at Sinter Plant North. The new technology was presented to them by Chief Green Officer Petr Baranek. 43 inhabitants of Radvanice and Bartovice took this opportunity to take a look at the super-efficient filters.

Voluntary Agreement

In February 2011 we were the first company in the North Moravia to sign the Voluntary Agreement with the Ministry of the Environment of the Czech Republic. This Agreement contains a wide range of commitments that mean a series of specific environmental measures for our company, including investments into the latest technologies. These total several billion crowns that will be invested by 2015. The fact that this agreement is voluntary does not in any way affect its binding nature. We can say that we will meet all our commitments, just as we are meeting and will continue to meet all the legal conditions for environmental protection. The agreement is available to the public and so anybody can read it on the website of the Ministry of the Environment or at www.prozelenouostravu.cz.

Dust emissions from ArcelorMittal Ostrava 1978–2011



“ArcelorMittal Ostrava is the first company to have entered a process, the goal of which is visible but also sustainable improvement to air quality in this region. It is the flagship and we believe that other companies will join it, too,” stated Minister of the Environment Tomáš Chalupa upon signing the Agreement in Ostrava.

“Our commitment to the environment was clearly reflected in our 2011 initiatives. The most important air protection project was the dedusting of the Sinter Plant North. We succeeded in achieving a year-on-year reduction in dust emissions of 40 per cent. Partly thanks to the filter worth CZK 1 billion that we put into operation in October 2011, for the first time in our company’s 60-year history, we reduced emissions to under 1,000 tonnes a year. In the whole of 2011 we released only 669 tonnes of dust into the atmosphere. In spite of the uncertain situation on European steel markets the planned environmental investments remain a priority, which we will continue to pursue.”

Petr Baranek,
Chief Green Officer



The toll-free Green Line for the Environment is available to citizens 24 hours a day at 800 100 648. In 2011 we addressed a total of 48 Green Line messages.

Spring cleaning with Mýval

The Mýval cleaning vehicle we donated in 2009 to the city districts of Slezka Ostrava, Radvanice and Bartovice is being put to a great use. In 2011 we paid CZK 350,000 for the complete cleaning of the districts from airborne dust. Our commitment to contribute to street cleaning until 2015 is also enshrined in the Voluntary Agreement with the Ministry of the Environment of the Czech Republic.

About Mýval

- a Mercedes Benz Scarab cleaning vehicle
- price: almost CZK 5 million
- donated in February 2009 to the city districts of Slezka Ostrava, Radvanice and Bartovice
- it was named through a competition for primary school children. The winning entry was from a girl in class 3. B at the ZŠ Vrchlického primary school in Radvanice
- ArcelorMittal Ostrava donated CZK 350,000 for its operati-



- on last year as well as the year before that
- ArcelorMittal Ostrava also paid for the fuel it needed when it was helping out during the floods, removing mud from roads in the affected municipalities

A unique sand-pump dredger

Since January 2011 a new cleaning vehicle costing CZK 10.5 million

has been cleaning the ArcelorMittal Ostrava premises. It is officially called a sand-pump dredger, but you can think of it as a huge mobile vacuum cleaner. It is unique on the one hand for its extremely high suction power and its ability to suck up both dust and liquids, but also in the fact that it can be used to clean roads and dusty plants.

The suction tubes can extend to up to 300 metres long and are capable of sucking up both solid and liquid dirt from depths of up to 30 metres. The machine is universal and can be used practically anywhere, for example even for the dust-free loading of dusty materials or to clean tanks, sludge collectors and fishponds. It can also be used during ecological accidents, when it is capable of removing all the materials.

Reducing noise levels

As part of the dedusting of the Sinter Plant North, sound dampers were installed in the flue gas piping to reduce the noise passing to the chimneys and thereby reduce the surrounding noise levels. The installation of the dampers is part of our long-term project to reduce the noise made by our plants.

We collected **332 tonnes**

of street dirt from the company premises during careful cleaning using modern machinery





ISO 14001 certification

The basis for all our environmental decision-making is the applicable laws and directives of the Czech Republic and the European Union. In addition, we comply with the rules given by the internationally accepted ISO 14001 environmental management system standard, while our compliance is regularly checked through independent audits. All our manufacturing facilities have been certified to ISO 14001.

Greenhouse gases – CO₂ emissions

We are committed to reducing our CO₂ emissions per tonne of steel. One way to reduce CO₂ emissions is to decrease the energy intensity of the manufacturing process. In 2011 the production of one tonne of steel resulted in the emission of 1.40 tonnes of CO₂.

Reducing emissions of volatile organic compounds

Volatile organic compounds are emitted during the storage and handling of brown coal generator tar, which is the heating medium used in the blast furnaces. We capture and dispose of the emissions with over 99% efficiency.

This environmental project was ranked among the three best environmental projects of the entire ArcelorMittal group.

Ecological heat

Thanks to their proximity to ArcelorMittal Ostrava, around 500 households in the town of Vratimov, home to almost 7,000 people, get ecological heat from the steelmaker. The annual supply of heat to the town of Vratimov is approximately 35,000 GJ. 80% of this heat comes from the flue-gas boilers at the medium-section rolling mill, while the remaining 20% comes from the AMEO heating plant, mostly during the winter months. The most significant advantage for the town is that thanks to the supply of heat from ArcelorMittal Ostrava, all the local solid-fuel boiler houses in the town for heating flats have been shut down.

New equipment at the coke oven plant

In 2011 we put into operation a new environmental improvement investment worth almost CZK 60 million. This was the condensation equipment at the by-product plant. This equipment will prevent

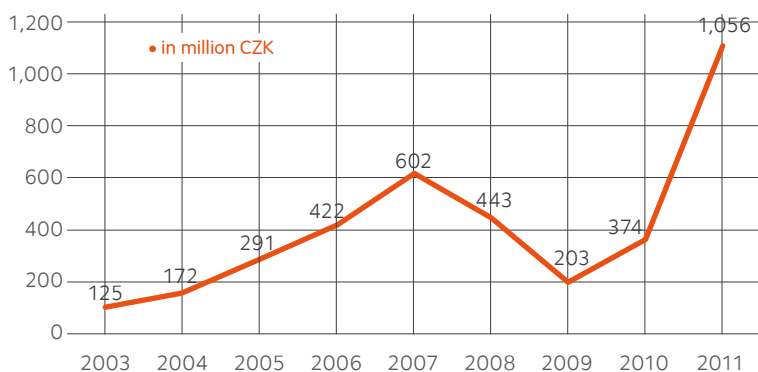


the leakage of pollutants into the surrounding soil and underground water.

Description of the technology: The condensation equipment cools the coke gas and separates tar and phenol-ammonia water, which is subsequently processed. First it was necessary to shut down and liquidate four inter-stage tar tanks and their concrete foundations. After that a new tank was constructed to collect and pump the tar condensate. This all is hermetically sealed so that leakage of pollutants into the air is prevented. Using nitrogen, the dangerous substances above the surface of the tank are sucked into the coke gas piping. The gas is then cleaned and subsequently used as fuel.

According to the agreement, the rehabilitation will be completed by August 2012. This rehabilitation will enable the use of these areas for investment projects.

Between 2003 and 2011 we invested CZK 3.7 billion in environmental investment projects



Removing old environmental burdens

In August the Ministry of Finance of the Czech Republic concluded an agreement with the company TALPA, spol. s r.o. for the removal of old environmental burdens at three selected ArcelorMittal Ostrava and ArcelorMittal Tubular Products Ostrava areas. The costs for the work, totalling CZK 5.8 million, will be covered by the Ministry of Finance on the basis of the agreement.

By **40%**

we reduced the dust emissions year on year

We make
335,000

tonnes of granulate and aggregate from slag every year

We delivered
73,899

tonnes of processed slag to other companies

Steel is an ideal product

Compared to other industrial products it has a fundamental advantage – it is 100% recyclable. Steel recycling requires far less energy than its original manufacture.

Waste management

We are making a long-term effort to reduce quantities of by-products and waste. We pay a great attention to maximising the recycling of our waste and avoiding producing it in the first place. We search for ways to recycle the waste we produce. Some bulk waste is certified as products and is mainly used in the construction industry.

Gas treatment sludge

- is produced during the wet cleaning of flue gases from the tandem furnaces of the Steel Plant and blast furnaces. In the manufacture of steel and hot metal in 2011, 10,030 tonnes of sludge and 32,437 tonnes of



“Fe correction for reclamation mixture” were produced. Both the products are used for land reclamation.

Blast furnace slag from hot metal

- is used for the manufacture of artificial aggregate and granulate. We manufacture approximately 335,923 tonnes of granulate and 335,557 tonnes of aggregate each year.

Steel slag

- in 2011 we delivered 73,899 tonnes of processed steel slag to external companies. Part of this is used during earthwork.

Industrial wastewater treatment sludge

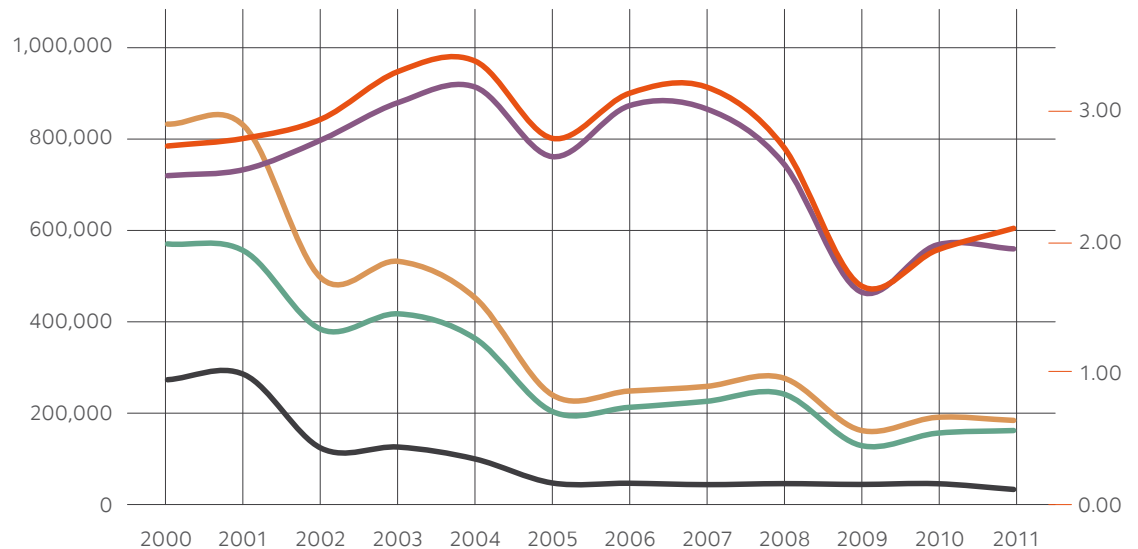
- 6,721 tonnes was given over to an external company for further use.

Lining and refractory materials

- are used refractory lining and walling materials replaced during repairs of manufacturing equipment. In 2011 we produced 71,324 tonnes of this material. Of this, roughly 10% is recycled and reused in repairs of metallurgical facilities. The remaining quantity is used in construction.



Waste production 2000–2011



• Hot metal output, mil. t/y
 • Steel output, mil. t/y
 • N category waste t/y
 • O category waste t/y
 • Waste total t/y

Recirculating wastewater

When managing water at ArcelorMittal Ostrava we comply with the fundamental environmental protection principles, i.e. rules for prevention and minimisation. We try to reduce purchases of water from external sources as much as possible and use water recirculated in the plants to the greatest possible extent.

In 2011 5,790,859 m³ of treated wastewater from both our wastewater treatment plants was recirculated for reuse. This quantity represents 24.6% of the water needed for the operations of ArcelorMittal Ostrava.

Žermanice feeder

After the successful reconstruction of the left pipeline in 2010, the reconstruction of the right pipeline was completed in December 2011. With this we completed the overhaul of the Žermanice feeder. The feeder supplies surface water to ArcelorMittal Ostrava from Žermanice dam, built in the 1950s for industrial purposes. The feeder is around 12.5 km long, and its reconstruction was carried out through cementation, without the need for excavations. The total costs amounted to CZK 261.5 mil. The reconstruction means that the lifespan of the feeder has been extended by at least another 25 years.



An endangered orchid grows here

You can find an inconspicuous yet very rare type of orchid – *Epipactis albensis* – growing in the company premises. Its Czech name is “Krušík polabský”. It grows up to thirty centimetres in height and has tiny, whitish-green flowers. It is listed as a threatened variety in the Moravian-Silesian Region Red List and is protected by law.

Steelworkers planted trees at Lysá hora

Lysá hora has been home to 289 new trees since last May. They were planted by volunteers from among our employees as part of the European Year of Volunteering. The event was part of the traditional long-distance walk, which is organised every year by the rolling mills union entitled “Rollers’ 50”. In spite of the wet weather many of the walkers participated in the planting, including the CEO. “I would like to thank everybody that participated in this activity in spite of the bad weather, and so contributed to improving the environment. I am very glad that I also took part in this event and had the opportunity to see the enthusiasm with which people approached the planting,” added Petr Baranek, Chief Green Officer.



ArcelorMittal experts in discussions with students on the environment

Bílovec. During this weekend event, 40 pupils from the Moravian-Silesian Region secondary schools compared their debating and presentation skills on the subject of freedom of speech and air protection in the Moravian-Silesian Region. The pupils welcomed a meeting with experts from the Ostrava branch of the Czech Hydrometeorological Institute and with representatives of ArcelorMittal Ostrava.

“We discovered that in actual fact we do not know the air protection laws and standards, and one surprise for us was the contribution of polluters to the overall ambient air quality as well as the importance of land topography and air currents for air quality,” said Lenka Gollová from the Slezské gymnasium Opava grammar school, who was declared the best speaker at the tournament.

A total of
5,790,859 m³
of waste water was recirculated and reused

We planted
289
new trees at Lysá hora mountain



Enriching local communities

Helping the development of local communities

Our commitment to the world around us goes beyond the boundaries of economic competition. It involves the people we invest in, the communities we support, and the world in which we do business. We play an important role in the communities around us and it is precisely the ability to interact and cooperate with the whole of our surrounding environment that significantly influences the success of the entire company.

We are aware that our presence in the region brings extraordinary responsibility. We work to ensure that our presence in the Ostrava region profits all the stakeholders – not only share-

holders and commercial partners, but also the employees, neighbouring municipalities, local associations and clubs, the region, and the Czech Republic as a whole. We encourage local economic development by providing local inhabitants with jobs; we purchase goods from local suppliers and support local educational, health, and other non-profit organisations. We strictly apply the corporate responsibility programme, which is an integral part of our company management.

We communicate and actively engage with our stakeholders

We meet with the mayors of surrounding municipalities at regular intervals. We invite citizens, representatives of regional authorities, and other stakeholders to visit our plants so that they can see for themselves what we do to improve our environmental footprint.

During the year we hold themed meetings between stakeholders

and the company management, the public affairs department, the legal department, and the health and safety department. The meetings with community and organisation representatives and the resulting joint discussions are very important for us, as they help us define areas of interest, identify problems, and support the implementation of individual projects.

Just like the year before, we tried to calculate our estimated economic contribution to the region across the whole company. We took into account salaries, payments for purchases of services and material, taxes and contributions to the state budget, investments in science and research, social investments...

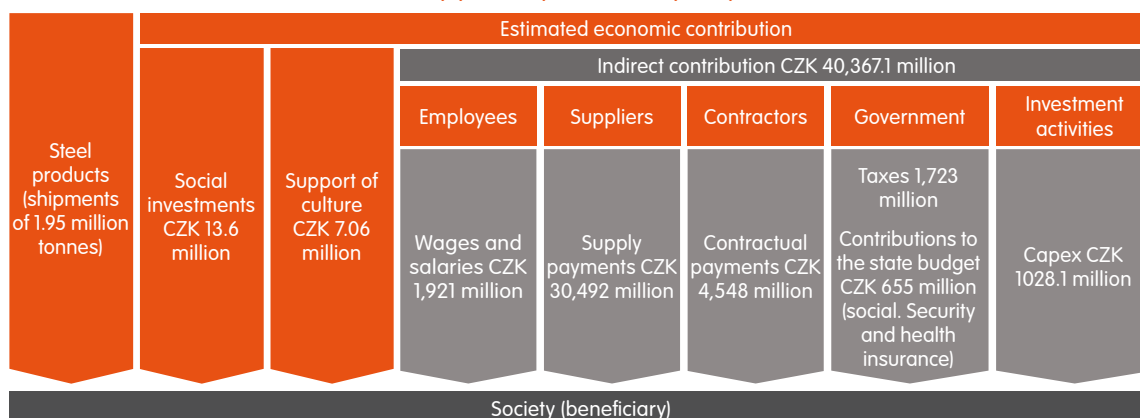
Compared to 2010 our estimated economic contribution improved in 2011, primarily in terms of social investments. We also increased our investment activities, mainly in the area of environment.

ArcelorMittal Foundation

ArcelorMittal Foundation was established in 2007 in Luxembourg. It is a non-profit organisation that focuses on communities near the group's facilities, and at the current time operates in 30 countries, while it has local representatives (correspondents) in each country. The Foundation's projects are designed to enable the use of sustainable local resources and to improve the quality of life of the local communities. The Foundation works to improve the identification of specific needs wherever ArcelorMittal operates. The Foundation strives to ensure the economic prosperity of the local communities, focusing on education, health and community development.

It gives priority to projects that, thanks to initial support, will become self-sufficient and help the highest possible numbers of beneficiaries. Many ArcelorMittal Foundation projects feature partnerships with global organisations like Habitat for Humanity, International Baccalauréate, Bone Marrow Donation, Junior Achievement, and Ashoka.

Estimated direct and indirect support by the company in 2011



Supporting the teaching of technical subjects in the region



Education is the fundamental tool for personal, social and collective development. Quality education is a key factor in understanding the world. Hence education is one of the pillars of our corporate responsibility activities. We provide access to quality education while upholding human rights and respect for cultural diversity.

obtain professional experience free of charge. We also prepared 40 new themes for bachelor's and master degrees, for which our experts act as consultants.

"We know that we urgently need a new generation of experts. The training period for specialised technical positions is not measured in months but years, and so there is really no time to waste in bringing on new experts," said HR and Public Affairs Director Jan Rafaj.

Competition for primary school pupils

We organised a knowledge-based competition for pupils at primary schools near ArcelorMittal Ostrava, through which they could win a trip to Prague worth CZK 30,000 for their class. We prepared the competition in connection with an exhibition on John of Bohemia entitled "The King Who Flew", for which we were the general partner. The winning team from class 7. A from the ZŠ Šeříkova primary school in Ostrava-Výškovice were thrilled with their victory.

"It is a great success for our whole class. We showed what we are capable of. We are already looking forward to the fantastic trip to Prague!" said Pavlína Zezulková, a pupil from the winning class.

Excursion for pupils and students



In October we organised an excursion for eighth and ninth graders. A total of 16 primary schools from the Moravian-Silesian Region took part. We prepared interesting presentations and competitions for each class. The children finished the visit to the company by a tour of the manufacturing plants. All in all we were able to welcome 285 pupils. We also prepare excursions for secondary school students, with a total of 409 visiting us in 2011.

We donated CZK
3,435,000

to support education

A contribution of CZK
2.3 million

Was given to the Technical University of Ostrava

Our experts acted as consultants in

122

Bachelor and Master theses

Job fair for students

We were the main partner of the Career 2011 job fair. It is our interest to ensure that university and secondary education oriented on metallurgy and engineering continue to develop in the region. We therefore support students of these schools both financially and practically. At the fair, our human resources staff provided information to students about the opportunities to



Supporting English language learning

We support not only instruction in technical subjects, but also the English language. In the EDISON project, where foreign students speak with secondary-school students, we cooperated with Secondary Technical



School, Business and Language School Frýdek-Místek, and AIE-SEC. The objective was to support students' intercultural awareness, increase students' motivation and improve their knowledge of the English language.

Supporting technical education

We realize how important it is to develop secondary school and university programmes oriented towards metallurgy and the engineering disciplines in the Moravian-Silesian Region. For this reason we also supported secondary technical schools in the region in 2011. The Frydek-Mistek Secondary Technical School ceremoniously opened a new metallography laboratory for which we purchased special modelling software. "Modelling and simulations in this programme will be used during the lectures on moulding processes and material science," explained Martin Tobiáš, the school headmaster. We also supported other secondary technical schools in the region: Secondary Electrotechnical School in Ostrava and the Secondary Technical and Transport School in Ostrava – Vítkovice.

Contributing to the development of science and research

The Technical University of Ostrava received new funding from us for the development of science and research. We also cooperate with the university in terms of various grant projects – this means that the results of research can be directly applied in practice, which should be the main objective of research.

We support the Technical University of Ostrava financially and practically. Every year our experts and specialists act as consultants for dozens of master's, bachelor's and doctor's degrees, and apart from this consul-

tation activity, they also run practical tuition for university students directly in the company.

"It is necessary to attract young, creative people to study technical subjects. The Czech Republic has witnessed a long-term lack of high quality technicians, which is a significant problem from the perspective of its competitiveness. This means that we appreciate the help from ArcelorMittal Ostrava all the more and believe that this investment will return not only to Ostrava steel-makers, but also the whole of our region," said Ivo Vondrák, Technical University of Ostrava rector.

International Baccalauréate

Education is one of the key areas that ArcelorMittal Foundation has supported since its establishment in May 2007.

It is important to obtain educated experts who could later become managers for the whole ArcelorMittal network all around the world. We are therefore all the more pleased to be able to combine the interests of the company with those of the students and their teachers. In cooperation with the international non-profit organisation International Baccalauréate we have launched a project focused on expanding the expert and practical education of teachers.



"ArcelorMittal is a strategic partner for us. It not only supported our grant program for the equipping of new laboratories with half a million crowns, but it also enables our school to cooperate in a range of other areas. Our students can gain practical experience in this company, while the teachers can participate in ArcelorMittal educational programs, while the company is also one of the initiators of the coke making subject, which starts this school year, and which we are the only school in the Czech Republic to offer," said Martin Tobiáš, headmaster at the Frydek-Mistek Secondary Technical School



We welcomed

694

pupils and students for company excursions

We provided

80

students with practical tuition in the company

A total of

63

pupils and secondary-school and university students were part of our scholarship programme





Social projects

We are very pleased that we are more and more successful in developing partnerships with non-profit organisations as well as local communities. We understand that supporting social mechanisms is very important. Our objective is to support local communities and individuals to ensure that they are able to develop their capabilities and talent and take their futures into their own hands.

A total of
20,000

Kiwanis dolls were given to hospitals thanks to our support

Cooperation with Ostrava Charity

We helped Ostrava Charity hold a benefit concert in February. All the proceeds went towards the reconstruction of the St. Benedict Labre Charitable Home in Ostrava-Vítkovice. In this building Ostrava Charity operates a drop-in centre for homeless people and also a winter dormitory that functions in very cold weather. Additional support directly in this charity centre was subsequently provided by volunteers from among our employees, who helped in the actual reconstruction work.

ArcelorMittal volunteers have regularly helped out in Ostrava Charity facilities since 2008.

Kiwanis doll

We are a long-term partner of Kiwanis Klub Ostrava. The priority of this unincorporated association is to help abandoned and ill children in the children's wards of hospitals. Its main project is the small Kiwanis rag doll, made for the children by prisoners in the Ostrava prison who, thanks to making these dolls, are able to fill part of their day

with a meaningful activity. Children arriving at the hospital get a little doll friend right at reception. They can paint the doll, and name it, and it remains with them for the rest of their stay in hospital. It helps make the children's stays in hospital more pleasant and also acts as an assistant during the communication between the doctor and the child. Every year the children's wards of hospitals in the Moravian-Silesian Region receive almost 20,000 Kiwanis dolls.

European Days of People with Disabilities

We supported the 19th European Days of People with Disabilities in Ostrava. The week-long programme of this international project was

once again focused on cooperation and the exchange of experience between our and foreign experts in the area of support for people with disabilities and the integration of people with disabilities into society. The traditional highpoint was the ceremonial evening event at which TRIGON Association granted the prestigious Crystal Pebble award for the sixth time.

"Our aim is primarily to draw attention to the extraordinary activities of people with disabilities and also to thank those who dedicate time, energy and part of their lives to people with disabilities," said EDPD director Olga Rosenbergerová.





ArcelorMittal

Culture

We support the cultural and social life of our region. In 2011 we contributed towards the implementation of cultural projects that were enjoyed by the greater public. The key events included the international Colours of Ostrava festival, the Day for the Slezska Ostrava district and the Radio Čas birthday concert.

60th anniversary exhibition

For 60 years now our company has been part of the life of the city and the region. For the 60th anniversary of the founding of the company we arranged a travelling exhibition entitled "Sixty Years of Experience". Some unique photographs from our archive were made available, with some of them being on display for the first time. Through beautiful photographs visitors



could also take a look into the current hot areas at ArcelorMittal Ostrava. At the end of 2011 and the start of 2012 the exhibition was placed in several locations in Ostrava – e.g. at the Mlejn gallery, the Ostrava Community Centre, in the lobby of the Ostrava town hall, the Teaching Hospital in Ostrava, and at the Divadlo Jiřího Myrona theatre.

You can view various historical photographs and other things of interest at www.novahut.cz



Health

Health is a basic right for every human being. ArcelorMittal Ostrava supports projects that contribute towards the improvement of healthcare conditions and, in particular, the elimination of health risks.

A total of
453

employees donated blood during the October campaign thanks to which the Blood Bank in Ostrava obtained 217 litres of blood and 22 new donors

A total of
640

employees are holders of doctor Jansky gold plaque awarded for 40 voluntary blood donations

The Czech Red Cross in Ostrava

We have cooperated with the Czech Red Cross in Ostrava for a long time. Last year we financed the equipment inside an ambulance – a defibrillator and a manometer. As part of the Regiogrant project the Red Cross also obtained a whole-body first aid trainer from us last year. Members of the Czech Red Cross regularly provide expert training with practical exercises for our employees and managers. Since 2011 the training has also been provided in English.

Donating blood

We are a long-term supporter of voluntary blood donors and work together with the Blood Centre of the Ostrava-Poruba Teaching Hospital. Every October we hold the 100 Minutes for Life event, during which we promote voluntary blood donation among our employees. This is because 100 minutes is how much time it takes to donate blood, including the administrative procedures. 100 minutes is a long time and yet it can help to save a human life. We are long-term supporters of voluntary blood donation. In the past, for



example, we donated to the Ostrava-Poruba Blood Bank a plasma TV set to make donors' waiting more pleasant, two special chairs for blood donation, while a waiting room for blood donors was equipped with a new air conditioning unit last year through the Regiogrant.

"I am very happy that our company supports blood donation. I usually go there alone, but I know many colleagues from work, who also regularly donate blood. Three members of my

team including me have already donated blood 160 times, and currently we are approaching 200 donations. My motto is: give blood, save a life," says Jitka Šablaturová, grinder at the roll shop at ArcelorMittal Engineering Products Ostrava.

We celebrated World Blood Donor Day

On Tuesday 14 June 2011 we sent bands of red and white blood cells into the streets of Ostrava. As part of the celebrations of World Blood Donor Day the blood cells presented people with gifts and flyers with information about donating blood. Anybody that had a blood donor card with them received a cinema ticket as a gift.

"We greatly appreciate this initiative by the steelworkers. Every year the number of donors in the Czech Republic falls by around 10,000. We believe that the blood cells in the streets could act as an impetus for some people to donate blood," says Naděžda Kalužová from the Blood Bank.

Thousands of bandages help in Kenya

Ten large sacks with five-and-a-half thousand bandages and over two thousand cloth squares, plasters, and medical gloves – this is the ArcelorMittal Ostrava contribution to the collection of medical material from vehicle first-aid kits organised by the Adra humanitarian organisation. The material will form a gift for a hospital in a poor part of Kenya, which serves around twenty thousand people.

"The largest quantity of material we received was from ArcelorMittal Ostrava. This involvement is fantastic because it is in a good cause," enthused Marie Horká from the ZŠ Osecká primary school in Lipník nad Bečvou, which was the collection point.



Supporting our neighbours

Our presence plays a very important role in all areas of the lives of people who live or work near us. We want to contribute towards the development of a strong and sustainable local society, and so we are aware of the needs of our environment and encourage active partnerships with local organisations and governments.



New minibus to help in Radvanice and Bartovice

During the celebrations for the city district of Radvanice and Bartovice and the celebrations for the 115th anniversary of the founding of the local Voluntary Fire Brigade, we ceremoniously presented a new Peugeot Boxer minibus. The minibus will help transport people to perform community service also to further afield parts of the municipality. The Radvanice and Bartovice Voluntary Fire Brigade is also looking forward

to using the new nine-passenger vehicle. "The vehicle will serve the districts wherever needed. For example to transport primary and nursery school children to swimming lessons or various school competitions or also to transport old people to cultural, social and other events," says Radvanice and Bartovice mayor Šárka Tekielová.



The centre of Šenov to get a new park

In the centre of Šenov a new pedestrian zone with a children's playground, benches and greenery will be constructed over the next four years. Our company is also financially participating in its construction. The ground was symbolically broken by ArcelorMittal Ostrava CEO Augustine Kochuparampil together with the Šenov mayor Antonín Ševčík. The town has been planning the construction of a new pedestrian zone since 2005. The project can at last be commenced thanks to support from our company.

Gardens for play

We have helped to equip the garden of the nursery school at Ostrava-Výškovice with playground furniture – a seesaw and a climbing tower. The high quality school garden is



now used not only by the children from the nursery school, but also by other local children.

Playground furniture, safety zones and benches were also installed in Havířov thanks to our contribution; with this project we have improved and supplemented the equipment of the courtyard playgrounds at the housing estate in Havířov-Podlesí.



Vitamins for old people

We handed out Christmas presents to our neighbours in Radvanice and Bartovice, where we prepared packs of vitamins for almost 200 old people. The ArcelorMittal Ostrava HR and Public Affairs Director, and the mayor of Radvanice and Bartovice went in person to two old people's clubs and one nursing home to present the packs.



From computers to the gym

We supported a project by the primary school in Ostrava-Hrabová focusing on a healthy lifestyle for children, and purchased for them a set of 16 dance mats, a computer and a screen. The children will use the mats as part of their physical education activities, in after-school activities, and in the after-school club.



Supporting gifted pupils

We have helped equip a recording studio and multimedia classroom for Vratimov Primary Art School and ZŠ Masarykovo náměstí primary school in Vratimov. The new equipment will primarily serve for the teaching of music, playing musical instruments, and music lessons.

Regiogrant

We want to help non-profit organisations from the Moravian-Silesian Region and contribute towards the implementation of meaningful and important projects. This is why we announced Regiogrant 2011.

A one-million Regiogrant

A total of 179 projects were registered with our Regiogrant project during the summer by non-profit organisations from the Moravian-Silesian Region. We are glad to have received so many projects. This shows that non-profit organisations in our region are actively working for the people who need them. This is precisely the reason why we came up with the Regiogrant idea as another step in bringing together this company and the communities around it and supporting them through non-profit organisations.

Projects were evaluated by a commission composed of regional and ArcelorMittal Ostrava representatives. The commission members assessed whether the project fulfilled the stipulated criteria, i.e. whether it is focused on the Moravian-Silesian Region and falls into the areas of education, social or charity aid, health and safety, ecology or maintaining and expanding regional traditions. In September 2011 the commission members selected and approved a total of 16 projects, into which we invested CZK 1 million.



Dance for Life

At the Colours of Ostrava festival as well as at the Festival in the Streets visitors could come and dance in the ArcelorMittal Ostrava tents. There we had prepared for them an event entitled Dance for Life. During the two festivals people had the chance to try out the so-called machine dance – dancing on special mats. This is a movement-based activity, during which the dancer scores points depending on his performance. People danced their way to 808,188 points.

How the one-million Regiogrant came about

A total of 6,305 visitors to Colours of Ostrava and the Festival in the Streets danced their way to 808,188 points in the ArcelorMittal Ostrava tents. We converted the points into cash and added another 200,000. This meant that we distributed a round CZK 1 million to non-profit organisations from the region in September.

“I am glad that ArcelorMittal Ostrava brought events to both our festivals at which people not only had fun, but were able to help those in need,” said director of the Colours of Ostrava Zlata Holušová.

“Everything began with the minigrants. For years many of our employees have already taken the opportunity to file applications for minigrants on behalf of the non-profit organisations they are engaged with. And in view of its great success, we wanted to give other non-profit organisations on the outside a chance,” said head of the Corporate Responsibility and Social Services Department, Monika Pěničková



Regiogrant supported 16 non-profit organisations

- During the last year's round of Regiogrant we distributed CZK 1 million among non-profit organisations in the Moravian-Silesian Region. Of the total of 179 projects, 16 received support after selection by the expert commission. Up to CZK 100,000 could be received for a single project. The amounts allocated to the individual projects ranged between CZK 15,000 and CZK 100,000.
- Support is not limited to a single area. Educational, social, and charity projects, as well as projects in the areas of health and safety, ecology, or maintaining and expanding regional traditions, can all succeed.



Regiogrants stories

Aids for the visually impaired

The charitable organisation Tyfloservis helps approximately two hundred people with visual impairment every year. Thanks to CZK 80,000 from Regiogrants Tyfloservis was able to install furniture and aids in a room for clients, which everybody calls the "device room". The aids purchased with the Regiogrants included a folding cane, a speaking tonometer, a voiced label reader, and other devices to help



the visually impaired overcome situations that are difficult for them.

Equipping a multipurpose room and kitchen

The former canteen in the Shelter for Mothers with Children in Havířov was reconstructed and modified with the help of CZK 98,000 from Regiogrants to become a multipurpose room. "The shelter really needed a room like this – on the one hand so that employees could meet clients all together, but on the other so that clients, whose rooms only have the very basic furnishings, obtained a place where they could invite visitors and make, for example, a coffee for them," said the head of the shelter Blanka Wlosoková of the Salvation Army. The other half of the room is reserved for children. There is a carpet on the floor, lots of toys, seats for both the children and mothers and a television on the wall.



Harmony garden

The charitable organisation Karviňá Social Services reconstructed the garden of the Day Services Centre with CZK 80,000 from Regiogrants. The objective of the project was to create a safe garden for the smallest children and also for the disabled.

Canine therapy for elderly people

The project of the Dogma unincorporated association, association for the co-existence of people and dogs

and with animals in society, continues on from the long tradition of practice in the provision of canine therapy in nursing homes in the Moravian-Silesian Region. The contribution of CZK 50,000 was used to purchase food for the dogs with which the therapists visited nursing homes in Ostrava, Bohumín, and Nový Jičín. The objective of the project is to improve the lives of clients in nursing homes through the provision of canine therapy as one form of socially therapeutic activity.



We received

179

applications for financial support in our Regiogrants project

A total of

6,305

visitors to the Colours of Ostrava danced in support of the Regiogrants

Volunteering

We have succeeded in developing new ways to help, not only financially, but also in the form of corporate volunteering. We want to build good relationships between the company, the employees, and the local community in our region.



“It would not be a good idea to concentrate purely on steelmaking. It is important for us to take part in the life of the community in which we operate. Of course we are financially supporting various projects aimed at community service, but that is not enough. We want to come and help, to show that we care.”

Tapas Rajderkar, ArcelorMittal Ostrava CEO

Corporate volunteering at ArcelorMittal Ostrava

Corporate volunteering has now become a tradition at our company. In 2008 ArcelorMittal Ostrava participated in the International Volunteer Day for the first time. One year later, when this region was impacted by destructive floods, we were among the first to offer help. The company management provided the money, employees held a lightning-fast collection of material aid and sent two vehicles fully loaded with supplies to those in need.

In 2010 we launched a project entitled Minigrants. This project enabled us to successfully combine the interests of employees with the needs of non-profit organisations supported by ArcelorMittal Ostrava. This trend has become our strategy and vision for the future. 2011 was declared the European Year of Volunteering, so we took it as an opportunity to arrange many extraordinary events with the objective of supporting active volunteers as well as promoting social awareness about the contribution of their work. We became, among other things, the main partner of the

international conference “Civil Dialogue – the Path to Volunteering”. Thanks to this we had the possibility of presenting to the public our concept of corporate volunteering and, among other things, of showing that involving employees has become one of the key elements of the ArcelorMittal Ostrava strategy.

Visible help

Volunteering as we know it at ArcelorMittal Ostrava does not mean purely financial contributions, but also “giving oneself”. Our employees not only financially support non-profit organisations during various humanitarian collections, as part of the Minigrants project, or by purchasing products from sheltered workshops, but they also give a part of themselves, give blood, or lend a hand where needed. We appreciate our employees’ empathy and their willingness to help those in need.

Volunteering is a society-wide theme and the people who devote themselves to volunteering in their spare time deserve attention and recognition. Last year our employees definitely did not remain to one



side and gave a piece of themselves. By doing so, they improved the quality of their own lives and helped other people, for whom this help was of enormous value. We believe that their enthusiasm and the good feeling they got from their efforts will become an impetus for others who have not yet engaged in volunteering.

5 December – International Volunteer Day

Since 2008 we have regularly offered our employees the chance to help the non-profit organisation of their choice during the workday. This “Volunteer Day” is fully paid. Initially we contacted non-profit organisations and offered help ourselves, while in 2010 a change occurred when our employees got the chance to register non-profit organisations with which they are involved, and many of them actually did so. In 2011 143 employees participated in International Volunteer Day and helped in 27 non-profit organisations.

Voluntary activities: cleaning work, painting, producing decorations, gardening, maintenance work, entertainment for socially disadvantaged children, clearing out cellars...

Organisations we help: children’s homes, educational institutions for children with various disabilities, charity centres, old people’s homes or parents’ centres...

Corporate volunteering at ArcelorMittal Ostrava

Volunteering

- International Volunteer Day
- Employee projects
- National projects
- Help in natural disasters

Minigrants

Contributions and support

- Material aid in natural disasters
- Blood donation – “100 Minutes for Life”
- Christmas and Easter markets by sheltered workshops
- Humanitarian and charitable collections



Employees say that volunteering helps ease the mind and moreover, its results are immediately visible. "The contact with handicapped kids helps one to understand real values. You realise that for example a conflict with your colleague is a mere trifle," says Stanislav Čoček, a worker from Plant 3_Maintenance.

Sheltered workshop markets

2011 was the third year in which we organised for our employees Christmas and Easter markets with products from sheltered workshops directly on the company premises. This allows our employees to support the sheltered workshops and purchase original products made by the workshop clients. In 2011 the takings from the Christmas and Easter markets exceeded CZK 157,000. The proceeds from the sale of the products at the markets went directly towards the operation of the sheltered workshops. Most sheltered workshop clients have some kind of disability and for

many of these people, sheltered workshops are the only place they can find employment.

"We are enthusiastic about the kind reception and creation of very good conditions for the sale of our clients' products," said Marcela Fürstová from the Bethel Asylum House.

"Thank you very much for the invitation to the Christmas market – the money raised exceeded our expectations. I accepted the offer mainly to promotion our masseurs. Even though fate has dealt them a bad hand, they are able to find pleasure in little things. Work is very important for them also because even if they suffer from vision impairment, they are capable of taking their place in society and leading a full life," said Mrs Božena Benediktová, TyfloCentrum Karviná.

The sheltered workshop markets also became part of the Colours of Ostrava music festival in 2011.

We joined together in this project with OKD Foundation and set up a tent of sheltered workshops at Masaryk Square, where people could purchase their products and take part in interesting workshops.

Solidarity Holidays

A new voluntary initiative for our employees is the ArcelorMittal Foundation project entitled Solidarity Holidays. This is a project that offers ArcelorMittal employees the opportunity to spend part of their holidays as a volunteer in a different country and help needy people through one of the Foundation's projects. In 2011 a total of 101 employees from the whole ArcelorMittal group took part in 12 projects organised in 10 countries. Volunteers built houses in Argentina, Macedonia, Mexico, and the Republic of South Africa, taught music and drama to children in Bosnia, spent time with children in Ukraine and in Brazil, and participated in the activities of a mobile medical camp in Liberia and Senegal. Five volunteers from the Czech Republic took part in the programme.

A total of
2,078

employees-volunteers took part in projects to support non-profit organisation

We dedicated
6,604

hours to volunteering

On the International Volunteer Day

143

employees volunteered in 27 non-profit organisations

Over CZK
157,000

was contributed to charity by our employees through purchases at the sheltered workshop markets on the company premises



Minigrants

The Minigrants are a very effective, non-traditional form of assistance to regional non-profit organisations. Through Minigrants our employees have, twice a year, the possibility to help a non-profit organisation they have been involved with over the long-term.

In their name they can apply for a small financial contribution to a project of community support within the framework of three areas: leisure time activities for children, social projects and environmental projects.

- this is direct financial support for non-profit organisation projects
- 60 and more projects a year are supported
- each selected project has a patron from our management team.

How the Minigrants work

- a selection procedure is launched twice a year
- the maximum amount is CZK 20,000 per project

Minigrants successes

- In 2011 Minigrants were declared the third-best HR project in the country.
- The project was among 4 finalists of the ArcelorMittal Performance Excellence Award.
- ArcelorMittal Foundation took over the project and launched it in many countries around the world.

Minigrants 2010–2011

Round	Number of applications	Number of supported projects	Amount distributed CZK	Number of beneficiaries
1.	38	15	200,000	1,554
2.	90	30	400,000	4,961
3.	78	33	400,000	4,920
4.	128	39	450,000	4,063

In total CZK 1,450,000 has already been distributed in all four Minigrants rounds. In 2011 we divided a total of CZK 850,000 among 72 regional projects of non-profit organisations. The amount distributed in the fourth round was CZK 50,000 higher than in the previous rounds, as the subsidiary ArcelorMittal Tubular Products Ostrava also became a partner in the project.

Where the Minigrants help



Didactic aids for kindergarten

Kindergarten in Ostrava – Poruba, ČS. Exile #670 st., focuses on the integration of children with special educational needs including children with disorders on the autism spectrum. It was for this institution that our employee Libor Ohaňka won CZK 10,000, which was used for the purchase of didactic aids to develop fine motoric skills, aids for playing sports and for relaxation. Thanks to our contribution the kindergarten is able to offer the children such an environment that will be attractive for them to actively play in, that will be safe and will conform to the children's needs.

Educational camp

Thanks to Věra Vejmolová, who registered the project and won a contribution of CZK 10,000, the unincorporated association Child with Diabetes was able to organise a ten-day educational camp for children suffering from diabetes. The objective of the camp was to enable the children, who need to be under constant supervision due to their illness, experience a lot of new situations, activities and games together with a group of other children. Meeting with peers who suffer from the same illness helps the children cope with the handicap. In the beautiful environs of the Beskydy mountains, the health-

-care specialist had the opportunity to learn more about their patients to be able to take an individual approach.

Integrated skating

The mission of HC KES Studénka hockey club is to help the integration of handicapped children and youth in the society, provision of remedial exercises and movement re-education. The way to achieve the mission is through regular integrated skating using a special sledge and two tailor-made sticks. The integrated skating is a brand new activity designed for children and youth with impairment of lower extremities. Thanks to Karla Staňková, who won a minigrant of CZK 20,000, the club was able to buy new hockey helmets, gloves and ice-skates.



Young firemen club

Employee Marek Krajčo won a minigrant of CZK 10,000 for Voluntary Fire Fighters Club in Horní Bludovice. The minigrant was used for the purchase of children's helmets, which are essential for

the training of firemen. Thanks to the safety equipment the young firemen from Bludovice will be able to take part in fire fighting competitions. The children practise with a lot of enthusiasm; in a national competition they ranked as 11th out of 31 teams.





- ☑ Repair of a school garden shelter in Havířov-Šumbark. The repair was made by ArcelorMittal Ostrava volunteers.
- ☑ Sound system for a youth music band attached to the Roman Catholic parish at Radvanice.
- ☑ Remedial stay for parents and children with Down syndrom. The children especially enjoyed canine therapy.
- ☑ Material for the children's club of modellers.
- ☑ Juggling equipment for children's club attached to Korunka leisure-time centre in Ostrava.
- ☑ Sports aids for children needing immediate help.
- ☑ Medical equipment for outdoor activities of the Young Scouts Club.





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Contact: cr.ostrava@arcelormittal.com

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ArcelorMittal Ostrava
Vratimovská 689, 707 02 Ostrava – Kunčice, Česká republika

www.arcelormittal.cz