

Information transparency and sustainability reporting¹

- Moscow Exchange's Annual Report Competition – special diploma For High Quality of Sustainability Reporting and Maintaining Leadership in This Area.
- 2023 Visionaries. Change Management award – winner in the Best ESG Risk and Risk Management Disclosure category.
- 2022 Leaders of Russian Business: Dynamics and Responsibility contest – winner in the High Quality of Reporting on Sustainable Development nomination.
- 2023 Responsible Business Leadership national award – 1st degree winner and recipient of diplomas for contribution to addressing strategic issues in the relevant areas (nominations).
- ARC Awards International:
 - gold award in the category Sustainability Report: Americas & Europe (printed version);
 - silver award in the category Sustainability Report: Americas & Europe (interactive version);
- LACP Awards:
 - platinum award in the Best Sustainability Report category;
 - Top 1 in the Best Sustainability Report in Russia category;
 - Top 1 in the Best Sustainability Report in EMEA category;
 - silver award in the Best Cover Design of Sustainability Report category.
- Interfax and AK&M news agencies presented Norinickel with an annual award for its active corporate disclosure policy. The experts praised the user-friendly corporate website and financial and non-financial disclosures, the high quality of the Company's reporting, prompt disclosures of material facts, overall format, and openness in communicating with journalists.

LIST OF ABBREVIATIONS

JSC	Joint-stock company
APCS	Automatic process control system
RES	Renewable energy sources
FOCL	Fibre optic communication lines
GOK	Mining and processing plant
GOST	State standard
Group	Norilsk Nickel Group
GJ	Gigajoule
HPP	Hydropower plant
VHI	Voluntary health insurance
IEEH	Integral Indicator of Ecosystem Health
CPI	Consumer price index
IT	Information technologies
ICC	Industrial Competence Centre
CIMS	Corporate Integrated Quality and Environmental Management System
Kola MMC	Kola Mining and Metallurgical Company
KPI	Key performance indicators
IPCC	Intergovernmental Panel on Climate Change
ILO	International Labour Organisation
PGM	Platinum group metals
IUCN	International Union for Conservation of Nature
IFRS	International Financial Reporting Standards
EMERCOM	Ministry of the Russian Federation for Civil Defence, Emergencies and Elimination of Consequences of Natural Disasters
VAT	Value added tax
R&D	Research and development
NPO	Non-profit organisation
NMP	Nadezhda Metallurgical Plant
NC	Norilsk Concentrator
NID	Norilsk Industrial District
NTEC	Norilsk-Taimyr Energy Company
CHI	Compulsory health insurance

¹ Including awards received in 2023 by Norinickel's Sustainability Report 2022 (unless otherwise stated).

UN	United Nations
LLC	Limited liability company
SPNA	Specially protected natural areas
OECD	Organisation for Economic Cooperation and Development
pp	Percentage point
PJSC	Public joint-stock company
OHS	Occupational health and safety
AML / CFT / prevention of WMD proliferation	Anti-money laundering / counter-terrorism financing / prevention of proliferation of weapons of mass destruction
RBU	Russian business unit
PPE	Personal protective equipment
CTL	Corporate Trust Line
CIS	Commonwealth of Independent States
FPIC	Free, Prior and Informed Consent
ISMS	Information Security Management System
TJ	Terajoule
CHP	Combined heat and power plant
PCF	Product carbon footprint
FZ	Federal law
SDGs	UN Sustainable Development Goals
DFA	Digital financial asset
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNIDO	United Nations Industrial Development Organisation
AA1000 SES	AccountAbility 1000 Stakeholders Engagement Standard
AA1000AP	Accountability Principles
AI	Artificial Intelligence
Ag	Silver
Au	Gold
BVC	Bureau Veritas Certification
CAM	Cathode materials
Co	Cobalt
CO ₂ equivalent	Carbon dioxide equivalent
COP28	28th Conference of the Parties

COSO ERM	The Committee of Sponsoring Organisations of the Treadway Commission Enterprise Risk Management
Cu	Copper
DDMS	Due Diligence Management System
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortisation
ERP	Enterprise Resource Planning
ESG	Environmental, Social and Governance
FIFR	Fatal-Injury Frequency Rate
ICMM	International Council on Mining and Metals
Ir	Iridium
IRMA	Initiative for Responsible Mining Assurance
ISO	International Organisation for Standardisation
JDDS	Joint Due Diligence Standard
GHG Protocol	Greenhouse Gas Protocol
GISTM	Global Industry Standard on Tailings Management
GRC	Governance, Risk and Compliance
GRI	Global Reporting Initiative
GWP	Global warming potential
LTIFR	Lost Time Injury Frequency Rate
ML	Machine learning
Ni	Nickel
Pd	Palladium
PCAM	Precursors of cathode active materials
Pt	Platinum
Rh	Rhodium
REACH	Registration, Evaluation and Authorisation of CHemicals
RMI	Responsible Mining Index
Ru	Ruthenium
S	Sulphur
SAP	System Analysis and Program Development
SASB	Sustainability Accounting Standards Board
SCADA	Supervisory control and data acquisition
Se	Selenium
SO ₂	Sulphur oxide

SRM	Supplier relationship management
SSP	Shared Socioeconomic Pathways
TCFD	Task Force on Climate-related Financial Disclosures
Te	Tellurium
VPSHR	Voluntary Principles on Security and Human Rights
WRI	World Resources Institute
UNCTAD	The United Nations Conference on Trade and Development
UNGPs	United Nations Guiding Principles on Business and Human Rights

GLOSSARY

- Business unit of the Company's Head Office:** department, division or any other unit within the organisational structure of the Company's Head Office approved by the President of MMC Norilsk Nickel and/or Senior Vice President for HR, Social Policy and Public Relations.
- Business units:** subsidiaries of MMC Norilsk Nickel.
- Certification:** confirming compliance of qualitative characteristics with quality standard requirements.
- Charitable activities:** the Company's voluntary transfer of property, including cash, free works and services, and other support, to legal entities or individuals free of charge or on preferential terms.
- Collective Bargaining Agreement:** legal instrument governing social and labour relationships within a company or a sole trader business and signed by the representatives of employees and the employer.
- Compliance:** conducting business in compliance with the requirements of government authorities, applicable laws, regulations, guidelines and standards, including corporate policies and procedures, and ethical business practices.
- Corporate culture:** combination of standards, values and beliefs that determine the way a company addresses the matters of internal integration and external adaptation, guide and motivate daily behaviour of employees, while also transforming under its influence.
- Corporate social responsibility (CSR):** corporate behaviour philosophy and concept applied by the business community, companies and company representatives to their activities aimed at meeting stakeholder expectations and ensuring sustainable development.
- Environmental protection and resource efficiency:** corporate programmes aimed at minimising the Company's environmental impact.
- Global Reporting Initiative (GRI):** independent organisation developing sustainability reporting guidelines and standards.
- Health and safety:** occupational health and safety protection system embracing legal, social, economic, organisational, technical, sanitary, hygienic, healthcare, rehabilitation and other activities.
- HR management policy:** end-to-end integrated HR management system including all stages of employee-employer interaction, from recruitment to retirement and post-retirement support.
- HR policy:** set of standards, rules, regulations, concepts and goals determining the Company's HR management practices (personnel planning and record keeping, recruitment, adaptation, training and development, remuneration and incentivisation, performance assessment, social security, etc.) in line with its development strategy.
- Human rights due diligence:** set of measures that includes assessing impacts and risks in the value chain and conducting business responsibly in order to prevent and mitigate human rights abuses and hold businesses accountable for such abuses in which the businesses may be implicated through their own operations or relationships.
- Incentivisation:** tools and methods of boosting staff performance and productivity, motivating an employee or a group of employees to achieve corporate goals.
- Local communities:** population with Russian citizenship.
- Mediation:** method of alternative dispute resolution based on finding a mutually acceptable solution through the mediation of an impartial third party (independent expert).
- Minetoken:** a digital financial asset linked in value to a share in MMC Norilsk Nickel.
- Mission:** statement of the Company's goals and objectives that distinguish it from its peers.
- Norilsk Industrial District:** a territory of municipalities that includes the city of Norilsk, the Taimyrsky Dolgano-Nenetsky Municipal District, and the Turukhansky District.
- Nornickel (Norilsk Nickel) Group for the purpose of the 2023 Sustainability Report, MMC Norilsk Nickel and the totality of operations forming Nornickel Group.** Unless otherwise specified or required by the context, the "Company", "Group", "Nornickel" or "the Group companies" shall refer to Nornickel Group.
- Occupational disease:** health disorder caused by a systematic and lasting exposure to workplace factors or a combination of production-specific working conditions.
- Payroll budget:** total payroll and social payments.
- Personnel development:** set of initiatives aimed at employee recruitment, adaptation, retention, and fully unlocking their professional and creative potential.
- Risk:** negative factor that might result from current processes or future events and have a potential impact on the Company's ability to achieve its goals.
- Safe working conditions:** working conditions where occupational exposure to harmful and/or hazardous production factors is prevented or controlled within the set limits.
- Senior executives:** President, Vice Presidents, heads of departments in case of the Head Office, and general directors and their deputies in case of entities located in the Norilsk Industrial District and on the Kola Peninsula.
- Significant regions of operation: Russian regions where the Company's core production is concentrated and key assets in terms of headcount (1,000 or more people) are located:** the Norilsk Industrial District, Krasnoyarsk Territory (except for the NID), Kola Peninsula (Murmansk Region), Trans-Baikal Territory, Moscow, and other Russian regions.