

SUSTAINABILITY REPORT

ABOUT NORII SK NICKEL GROUP

SUSTAINABLE DEVELOPMENT

O3.
HUMAN CAPITAL
DEVELOPMENT

OCCUPATIONAL HEALTH AND SAFETY O5.

DEVELOPMENT OF LOCAL
COMMUNITIES

06.
ENVIRONMENTAL
PROTECTION

O8.
CORPORATE GOVER

09.
RESPONSIBLE BUSINESS
CONDUCT

10.
INNOVATIVE DEVEL



DISCLAIMER

The information contained herein relies on the data available to MMC Norilsk Nickel (the "Company") as at the date of this 2023 Sustainability Report (the "Report"). After this Report was prepared, the Company's operations as well as forecasts and overview of the current situation presented in the Report may have been affected by external or other factors, including the escalation of the geopolitical conflict in Ukraine, sanctions imposed by the United States, the European Union, the United Kingdom and other nations against the Russian Federation, Russian individuals and legal entities, Russian Federation's response to sanctions, economic and other measures introduced to maintain the economic and financial stability of the Russian Federation, and other factors beyond the Company's control. In particular, the United States, the European Union, the United Kingdom, and other nations have imposed export controls against the Russian Federation that adversely affect, among other things, supply of industrial equipment to the Russian Federation. The impossibility to purchase and deliver equipment to Russia may limit the development of the Company's production capacities.

The Report discloses the Company's short-, medium-, and long-term goals and plans. All plans and intentions outlined in this Sustainability Report are provisional and subject, among other things, to a number of economic, political and legal factors, including the factors mentioned above, beyond Nornickel's control. Forward-looking statements are subject to risks and uncertainties as they refer to events and depend on circumstances that may or may not occur in the future. Forwardlooking statements are not guarantees of the Company's future operational and financial performance, and actual results of the Company's operations, its financial position, liquidity, prospects, growth, strategy, and the development of the industry in which the Company operates may differ materially from those expressed or implied by the forwardlooking statements contained in this Report. The Company hereby disclaims any liability for any loss resulting from the use of this Report, and assumes no obligation to update any forward-looking statements contained herein.

2023

Information about the market share and other statements regarding the industry in which MMC Norilsk Nickel operates,

as well as the Company's position relative to its competitors are based on publicly available information published by other metals and mining companies or obtained from trade and business organisations and associations. Such data and statements have not been verified, and the financial and operating performance metrics of the Company's competitors used to assess and compare positions may have been calculated differently from the method used by MMC Norilsk Nickel.

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CLIMATE CHANGE

- t.me/nornickel_official
- ok.ru/nornickel
- youtube.com/user/NornikOfficial

Norilsk through the eyes of its residents

www.norilskfilm.com

Corporate website

https://www.nornickel.com/