

GRI QUANTITATIVE INDICATORS DISCLOSURE

Direct economic value generated and distributed¹, RUB bn

GRI 201-1

Indicator	2019	2020	2021	2022	2023
Direct economic value generated	884.7	1,123.2	1,324.1	1,183.6	1,235.2
Economic value distributed, including:	909.4	811.6	1,241.4	939.8	1,018.6
• operating expenses ²	239.3	295.2	423.0	292.2	409.7
• community investments and charity ³	4.2	9.7	33.0	31.7	25.1
• payroll and other employee remuneration and benefits, including payroll taxes	137.4	147.6	164.7	224.5	234.9
• payments to providers of capital (interest, dividends ⁴)	383.7	213.8	412.2	202.8	171.6
• gross tax payments	144.8	145.2	208.4	188.6	177.3
Economic value retained	-24.7	311.7	82.8	243.9	216.5

Structure of the Board of Directors and the Management Board

GRI 405-1

Indicator	Board of Directors		Management Board	
	Men	Women	Men	Women
Under 30	0 (0%)	0 (0%)	0 (0%)	0 (0%)
30–50	3 (23%)	3 (23%)	5 (46%)	1 (9%)
Over 50	6 (46%)	1 (8%)	2 (18%)	3 (27%)

¹ In 2023, the Company changed the methodology for assessing this indicator. Comparable data for 2019–2022 was recalculated accordingly.

² Since 2020, this line has included environmental and decommissioning provisions.

³ Excluding CAPEX.

⁴ Taking into account dividends accrued.

Total water withdrawal, mcm

GRI 303-3, SASB EM-MM-140a.1

Indicator		Total water withdrawal from external sources ¹	Including			
			from surface water bodies	from underground sources	natural water inflow	effluents from third parties and from municipal water supplies and other water utilities (excluding NTEC)
Group's total	2023	315.0	207.3	26.2	51.5	29.9
	2022	353.1	233.2	24.4	61.9	33.6
	2021	351.2	224.9	29.4	57.4	39.5
	2020	374.9	259.8	30.9	46.7	37.5
	2019	319.3	227.3	26.3	36.5	29.2
Including Polar Division	2023	26.0	0.0	0.0	20.9	5.1
	2022	26.2	0.0	0.0	24.2	1.9
	2021	29.8	0.0	0.0	24.36	5.5
	2020	25.6	0.0	0.0	20.1	5.5
	2019	26.5	0.0	0.0	12.85	13.7
NTEC and Norilskenergo	2023	220.4	189.9	25.7	0.0	4.8
	2022	261.1	217.2	23.9	2.7	17.3
	2021	257.9	209.7	28.8	2.04	17.4
	2020	286.0	234.62	30.63	2.7	18.0
	2019	240.2	212.8	26.1	0.0	1.3
Kola MMC	2023	38.0	13.6	0.0	12.9	11.5
	2022	39.1	12.3	0.0	13.3	13.6
	2021	32.5	11.1	0.0	13.1	8.3
	2020	38.2	21.3	0.0	8.7	8.3
	2019	27.9	13.2	0.0	6.1	8.6

¹ Excluding water reused from NTEC networks.

Water withdrawal by water source and type in 2022–2023,
mcm

GRI 303-3, SASB EM-MM-140a.1

Indicator	2022	2023
TOTAL WATER WITHDRAWAL	353.1	315.0
Water from surface water bodies, including:	233.2	207.3
• fresh water	233.2	207.3
• other water	0.0	0.0
Water from underground sources, including:	24.4	26.2
• fresh water	24.4	26.2
• other water	0.0	0.0
Effluents from third parties and from municipal water supplies and other water utilities (excluding NTEC), including:	33.6	29.9
• fresh water	9.2	0.0
• other water	24.4	29.9
Natural water inflow, including:	61.9	51.5
• fresh water	0.0	0.0
• other water	61.9	51.5
Water from NTEC, including:	85.6	87.4
• fresh water	85.6	87.4
• other water	0.0	0.0
Sea or ocean water, including:	0.0	0.0
• fresh water	0.0	0.0
• other water	0.0	0.0

Water bodies used for water withdrawal and waste water discharge¹

GRI 303-1/ SASB EM-MM-140a.1

Branches and business units	Water bodies used for water withdrawal and the scale of impact associated with the Company	Water bodies used for wastewater discharge and the scale of impact associated with the Company
Polar Division	Water is withdrawn from the Yenisey River, the water bodies of the Norilsk-Pyasino water system and the Kara Sea.	Wastewater is discharged into water bodies of the Yenisey River and Norilsk-Pyasino water system. The Company's operations have no material impact on the water bodies.
Polar Transport Division		
Krasnoyarsk Transport Division		
Medvezhy Ruchey		
Norilskgazprom		
Norilsktransgaz		
Norilsknickelremont		
Polar Construction Company		
Norilsk Production Support Complex		
NN Technical Services		
Taimyr Fuel Company		
Yenisey River Shipping Company		
Norilsk Airport		
Norilsk-Taimyr Energy Company		
Pechengastroy		
Norilsk Trading and Production Association	Water is withdrawn from the water bodies of the Barents Sea. The Company's operations have no material impact on the water bodies.	Wastewater is discharged into the water bodies of the Barents Sea. The Company's operations have no material impact on the water bodies.
Renons		
Lesosibirsk Port		
Murmansk Transport Division	Water is withdrawn from the water bodies of the Amur River. The Company's operations have no material impact on the water bodies.	Wastewater is discharged into the water bodies of the Amur River. The Company's operations have no material impact on the water bodies.
Kola MMC		
Taimyr Fuel Company		
GRK Bystrinskoye	Water is withdrawn from the Black Sea. The Company's operations have no material impact on the water bodies.	Wastewater is discharged into the Black Sea. The Company's operations have no material impact on the water bodies.
Vostokgeologiya		
Zapolyarye Health Resort		

¹ The Company does not make a material impact on the water bodies specified. Water is withdrawn within the established limits. Waster water is discharged in accordance with the relevant permits and predominantly within the established limits.

Water use, including water recycling,
mcm

Indicator		Total water used	utility water	Including production	Including		Water recycled and reused as percentage of total water used (%)
					water reused	water recycled	
GROUP'S TOTAL	2023	1,291.9	22.9	1,268.9	52.1	1,015.8	82.7
	2022	1,351.4	21.6	1,329.7	27.1	1,077.8	81.8
	2021	1,280.8	25.2	1,255.6	31.6	1,052.0	84.6
	2020	1,458.1	23.0	1,435.1	31.2	1,229.0	86.4
	2019	1,343.5	18.8	1,324.7	30.7	1,141.3	87.2
Including Polar Division and Norilskenergo	2023	438.9	5.1	433.8	28.6	349.7	86.2
	2022	435.6	5.2	430.4	23.4	350.3	85.8
	2021	460.8	14.9	445.9	27.7	384.2	89.3
	2020	471.2	13.6	457.6	27.7	384.2	89.4
	2019	461.2	10.5	450.7	29.4	388.7	90.7
Norilsk-Taimyr Energy Company	2023	624.5	10.8	613.8	0.9	522.1	83.7
	2022	715.6	9.9	705.7	0.9	584.2	81.8
	2021	626.9	0.9	626.0	0.9	514.2	82.2
	2020	764.5	0.9	763.6	0.1	641.1	84
	2019	656.5	0.9	655.6	0.1	551.1	84.1
Kola MMC	2023	113.3	1.7	111.5	0.2	90.3	79.9
	2022	109.8	1.8	108.0	0.1	88.7	80.9
	2021	100.3	1.8	98.5	0.1	98.4	98.2
	2020	141.4	1.6	139.8	0.2	139.7	98.9
	2019	156.5	1.7	154.9	0.1	150	95.9
Other companies	2023	115.2	5.3	109.9	22.4	53.7	66.1

Total effluents¹ and pollutants discharged²

GRI 303-4

Indicator		Total effluents (mcm)	Including				Pollutants in effluents (kt)
			insufficiently treated	contaminated untreated	treated to standard quality at treatment facilities	standard clean (without treatment)	
GROUP'S TOTAL	2023	147.1	32.2	40.8	6.7	67.5	157.3
	2022	168.0	34.1	40.7	3.7	89.5	208.6
	2021	193.8	33.8	60.3	4.9	94.8	237.0
	2020	202.4	33.1	54.8	4.3	110.2	244.3
	2019	142.4	26.2	36	4.6	75.6	210.6
Including Polar Division and Norilskenergo	2023	23.4	0.9	22.1	0.4	—	26.3
	2022	23.5	1.0	22.1	0.4	0.0	26.6
	2021	37.0	1.2	35.4	0.4	0.0	60.0
	2020	33.7	1.7	31.6	0.4	0.0	66.7
	2019	23.7	1.4	21	0.8	0.5	58.3
Norilsk-Taimyr Energy Company	2023	74.3	—	6.5	0.6	67.2	2.5
	2022	95.8	0.0	6.7	0.0	89.1	3.4
	2021	88.2	0.0	6.9	0.0	81.3	3.0
	2020	104.9	0.0	8.8	0.1	96.1	3.0
	2019	74.6	0.0	2.1	0.004	72.5	1.1
Kola MMC	2023	26.6	26.3	0.3	—	—	91.9
	2022	26.7	26.4	0.3	0.0	0.0	129.1
	2021	27.5	25.9	0.9	0.7	0.0	122.0
	2020	25.8	25.1	0.7	0.0	0.0	126.7
	2019	22.1	21.8	0.3	0.0	0.0	124.4
Other companies	2023	22.9	5.0	11.9	5.7	0.3	36.6

¹ Effluents are measured with gauges.

² The main pollutants of the Group include substances dominating in the volume of wastewater: suspended solids, oil products, metals, and nitrogen compounds.

NO_x, SO_x and other significant air emissions, including their type and weight¹, kt

GRI 305-7

Indicator		Group's total	Polar Division	Norilsk-Taimyr Energy Company	Kola MMC	Other companies	
TOTAL AMOUNT		2023	1,707.7	1,671.5	5.8	16.3	14.1
		2022	1,819.4	1,778.9	9.8	16.4	14.3
		2021	1,646.9	1,601.4	12.6	19.6	13.3
		2020	1,968.1	1,857.5	10.1	83.4	17.1
		2019	1,952.7	1,819.2	10.6	110.8	12.1
Including	NO _x	2023	6.0	0.9	2.8	1.5	0.8
		2022	9.7	1.1	6.0	1.4	1.2
		2021	11.4	0.7	8.3	1.4	1.0
		2020	10.0	0.6	6.9	1.6	0.9
		2019	10.3	0.5	7.2	1.8	0.8
	Sulphur dioxide	2023	1,671.4	1,658.3	0.0	12.8	0.3
		2022	1,778.4	1,764.9	0.1	13.1	0.3
		2021	1,601.4	1,585.2	0.1	15.7	0.4
		2020	1,910.8	1,836.9	0.0	73.2	0.7
		2019	1,898.1	1,798.6	0.0	99.4	0.1
	Solids	2023	10.5	5.4	0.0	1.0	4.2
		2022	10.7	5.8	0.0	0.8	4.1
		2021	8.9	3.9	0.0	1.2	3.8
		2020	14.6	4.1	0.0	6.1	4.4
		2019	13.3	4.2	0.0	7.0	2.1
Other pollutants	2023	19.7	6.8	3.0	1.0	8.8	
	2022	20.6	7.1	3.7	1.1	8.7	
	2021	25.2	11.6	4.2	1.3	8.1	
	2020	32.7	15.9	3.2	2.5	11.1	
	2019	31.0	15.9	3.4	2.6	9.1	

¹ Air pollutant emissions are determined on the basis of the Environmental Monitoring and Industrial Control data: emissions are calculated as per the applicable methodologies using data on feedstock and equipment running time, through sampling and analysing flue gases, direct measurements with gas analysers, etc.

Total weight of waste by type and disposal method, mt

GRI 306-3, 306-4, 306-5, SASB EM-MM-150a.8

Indicator		Total (mt)		Including			
				Polar Division	Kola MMC	GRK Bystrinskoye ¹	Medvezhy Ruchey
Waste-related activity	Generation	2023	176.9	13.8	7.6	79.9	53.0
		2022	166.3	13.9	7.3	85.1	59.1
		2021	156.4	13.7	7.5	85.5	49.0
		2020	145.2	14.8	8.1	87.5	34.8
		2019	36.4	15.6	7.9	0.0	12.4
	Waste input from third parties	2023	2.2	0.3	0.0	0.0	1.9
		2022	2.0	0.3	0.0	0.0	1.6
		2021	1.6	0.3	0.0	0.0	1.2
		2020	1.0	0.1	0.0	0.0	0.5
		2019	0.6	0.6	0.0	0.0	0.06
In-house waste recovery	2023	29.9	7.3	4.1	4.7	13.9	
	2022	30.0	8.1	4.0	4.4	13.4	
	2021	23.7	6.1	4.0	3.9	9.7	
	2020	34.3	10.5	6.1	12.1	5.2	
	2019	22.8	14.3	4.2	0.0	4.2	
In-house waste treatment	2023	0.0002	0.00001	0.0001	0.0	0.0	
	2022	0.0004	0.0	0.0003	0.0	0.0	
	2021	0.0001	0.0	0.0	0.0	0.0	
	2020	0.004	0.0	0.002	0.0	0.0	
	2019	0.003	0.0	0.001	0.0	0.0	

¹ In 2020, Bystrinsky GOK was included in the reporting perimeter after it reached its design capacity in the reporting period. Its significant waste figures are driven by the first stage of the deposit development, which involves large volumes of waste generation, mainly overburden, to support further operations.

Indicator		Total (mt)	Including			
			Polar Division	Kola MMC	GRK Bystrinskoye ¹	Medvezhy Ruchey
Waste transfer to third parties (for recovery or treatment)	2023	4.0	2.2	0.0	0.002	1.8
	2022	3.1	1.8	0.02	0.002	1.3
	2021	5.76	5.39	0.04	0.003	0.2
	2020	3.48	3.23	0.04	0.003	0.2
	2019	0.50	0.24	0.014	0.0	0.2
Waste transfer to third parties (for disposal)	2023 ²	0.4	0.1	0.0	0.0	0.01
	2022	0.7	0.2	0.0	0.0	0.01
	2021	0.6	0.2	0.0	0.0	0.01
	2020	0.2	0.1	0.0	0.001	0.01
	2019	0.6	0.1	0.0	0.0	0.01
Waste landfilling at in-house waste disposal sites	2023	0.8	0.8	0.01	0.005	0.00
	2022 ³	0.74	0.72	0.02	0.01	0.0
	2021	127.5	6.0	3.4	77.3	40.4
	2020	111.2	2.3	2.7	76.33	29.9
	2019	6.0	3.2	2.8	0.0	8.0

Waste management in 2023 by hazard class and waste type, kt

GRI 306-3, 306-4, 306-5, SASB EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8

Indicator	Hazard class I	Hazard class II	Hazard class III	Hazard class IV	Hazard class V	Total	Including hazard classes I-IV waste (% of total)
Generation	0.02	0.05	8.02	1,595.45	175,290.85	176,894.4	0.9
Waste generation after processing	-	-	2.17	1.17	0.00	3.34	100
Waste input from third parties	-	-	1.37	88.24	2,118.67	2,208.28	4.1
In-house waste recovery, including	-	-	2.15	0.31	29,897.10	29,899.56	0.0
• direct recycling	-	-	0.01	0.02	18,529.78	18,529.81	0.0
• other recovery activities	-	0	2.13	0.29	11,367.33	11,369.75	0.0
In-house waste treatment	-	0.01	0.06	0.06	0.05	0.18	72.4
Waste transfer to third parties (for processing)	-	-	0.09	0.10	1.34	1.53	12.2
Waste transfer to third parties (for recovery)	0.00	0.03	4.62	4.89	3,987.19	3,996.74	0.2
Waste transfer to third parties (for treatment)	0.02	0.00	1.77	1.41	1.53	4.74	67.3
Waste transfer to third parties (for disposal)	0	0.00001	0	174.00	247.72	421.72	41.3
Transfer to local municipal solid waste operator	-	-	-	17.0	1.3	18.3	92.9
Waste landfilling at in-house waste disposal sites	0	0	0.00271	571.35	211.05	782.41	73.0
Waste handed over for economic utilisation (recovered at intragroup facilities or by contractors)	0.00	0.03	6.77	5.19	33,884.30	33,896.29	0.0
Waste handled (treated or disposed at intragroup facilities or by contractors) ¹	0.02	0.02	1.83	746.83	410.08	1,158.77	64.6

¹ In 2020, Bystrinsky GOK was included in the reporting perimeter after it reached its design capacity in the reporting period. Its significant waste figures are driven by the first stage of the deposit development, which involves large volumes of waste generation, mainly overburden, to support further operations.

² This indicator includes landfilling only.

³ In 2022, the calculation methodology was changed in line with GRI 306-5, with this indicator including landfilling only since 2022.

¹ The indicator does not take into account the transfer of waste to third parties for storage purposes.

The Company's gypsum storage facilities and tailing dumps

SASB EM-MM-540a.1

Facility name	Location	Ownership status	Operational status	Construction method	Permitted maximum storage (mcm)	Amount of tailings stored as of 31 December 2023 (mcm)	Consequences classification	Date of most recent independent technical review	Material findings	Mitigation measures	Site-specific EPRP
Tailing dump of Talnakh Concentrator	Norilsk	Owned by MMC Norilsk Nickel	Active	Upstream	198.0	27.2	High	September 2023	Level of safety: normal	Not applicable	Yes
Tailing dump No. 1 of Norilsk Concentrator	Norilsk	Owned by Medvezhy Ruchey (part of the Group)	Used as an intermediate storage facility	Upstream	144.0	144.0	High	September 2022	Level of safety: unsatisfactory	Not applicable	Yes
Lebyazhye tailing dump	Norilsk	Owned by Medvezhy Ruchey (part of the Group)	Active	Upstream	343.1	233.6	High	September 2022	Level of safety: unsatisfactory	Not applicable	Yes
Tailing dump of Nadezhda Metallurgical Plant	Norilsk urban district	Owned by MMC Norilsk Nickel	Active	Downstream	40.0	37.5	High	March 2021	Level of safety: normal	Not applicable	Yes
Gypsum storage No. 1	Norilsk urban district	Owned by MMC Norilsk Nickel	Under construction	Upstream	90.0	Not applicable	Low	Not applicable	Not applicable	Not applicable	Not applicable
Tailing dump of Zapolyarny Concentrator tailing section, Kola MMC	Murmansk Region, 1 km to the south of Zapolyarny, Pechengsky District	Owned by Kola MMC (part of the Group)	Active	Upstream	263.9	251.0	High	October 2022	Level of safety: normal	Not applicable	Yes
Tailing dump of Bystrinsky GOK	Gazimuro-Zavodsky District, 15 km away from Gazimursky Zavod	Owned by GRK Bystrinskoye (part of the Group)	Active	Upstream	186.1	30.8	High	April 2022	Level of safety: lower	Not applicable	Yes

List of protected species identified in the Company's impact area

GRI 304-4

List of protected species identified in Norilsk and Energy Divisions' areas of operation

Species	Red List of the International Union for Conservation of Nature (IUCN) (status)	Red Data Book of the Russian Federation (status)	Red Data Book of the Krasnoyarsk Territory (status)	Limited distribution area
Animals				
Whooper swan (Cygnus cygnus)	LC	No	2, a sparse species with groupings of varying degrees of vulnerability and knowledge	No
White-tailed eagle (Haliaeetus albicilla)	LC	5, Least Concern	5, a rare widespread species	No

Species	Red List of the International Union for Conservation of Nature (IUCN) (status)	Red Data Book of the Russian Federation (status)	Red Data Book of the Krasnoyarsk Territory (status)	Limited distribution area
Gyr Falcon (Falco rusticolus)	LC	2, endangered	2, a rare, declining, vulnerable species	No
Grey-tailed tattler (Heteroscelus brevipes)	NT	No	4, an understudied species with an unknown status in the territory	No
Little gull (Larus minutus)	LC	No	3, a rare sporadically found bird	No
Bean goose (Anser fabalis fabalis)	LC	2, endangered	2, a rare, declining subspecies	No
Bean goose (Anser fabalis middendorffii)	LC	2, vulnerable	2, a vulnerable declining subspecies	No

List of rare and protected species identified in the area of Kola Division facilities

Species	Red List of the International Union for Conservation of Nature (IUCN) (status)	Red Data Book of the Russian Federation (status)	Red Data Book of the Murmansk Region (status)
Plants			
Heath spotted-orchid (Dactylorhiza maculata)	LC	No	No
Fragrant orchid (Gymnadenia conopsea)	LC	No	No
Reptiles			
Common adder (Vipera berus)	LC	No	3, rare
Birds			
Golden eagle (Aquila chrysaetos)	LC	3, vulnerable	3, rare
Great grey owl (Strix nebulosa)	LC	No	3, rare
Bean goose (Anser fabalis fabalis)	LC	2, declining, endangered	No
Lesser black-backed gull (Larus fuscus)	LC	2, declining in number and/or distribution	No
Whooper swan (Cygnus cygnus)	LC	No	3, a sparse species with groupings of varying degrees of vulnerability and knowledge
Smew (Mergellus albellus)	LC	No	3, rare
Great grey shrike (Lanius excubitor)	LC	No	3, rare
White-tailed eagle (Haliaeetus albicilla)	LC	5, rehabilitated	3, rare
Common kestrel (Falco tinnunculus)	LC	No	3, rare
Rustic bunting (Emberiza rustica)	VU	2, declining	No
Common crane (Grus grus)	LC	No	3, rare
Osprey (Pandion haliaetus)	LC	3, rare	3, rare
Mammals			
Roe deer (Capreolus capreolus)	LC	No	4, uncertain status
Eurasian lynx (Lynx lynx)	LC	No	4, uncertain status

List of rare and protected species identified in the area of Trans-Baikal Division facilities

Species	Red List of the International Union for Conservation of Nature (IUCN) (status)	Red Data Book of the Russian Federation (status)	Red Data Book of the Trans-Baikal Territory (status)
Plants			
Red hardy orchid (Cypripedium × ventricosum Sw.)	LC	3, rare	No
Lady's-slipper orchid (Cypripedium calceolus L.)	LC	3, rare	3, rare
Spotted lady's slipper (Cypripedium guttatum Sw.)	LC	No	2, declining
Large-flowered cypripedium (Cypripedium macranthos Sw.)	LC	3, rare	3, rare
Phlojodicarpus sibiricus (Fisch. Ex Sprengel) Koso-Pol.	No	No	2, declining
Neottianthe cucullata (L.) Schlechter	EN	No	2, declining
Iris sanguinea Donn	No	No	2, declining
Snakeroot (Cimicifuga dahurica (Turcz. ex Fisch. & C.A. Mey.) Maxim.)	No	No	3, rare
Atragene ochotensis Pallas	No	No	4, uncertain status
Dwarf daylily (Hemerocallis minor Miller)	No	No	2, declining
Lily of the valley (Convallaria keiskei Miq)	No	No	3, rare
Lilium pumilum DC.	No	No	2, declining
Siberian lily (Lilium pensylvanicus DC.)	No	No	2, declining
Chinese peony (Paeonia lactiflora Pallas)	No	3, rare	2, declining
Siberian rowan (Sorbus sibirica Hedl)	LC	No	3, rare
Invertebrate animals			
Daurian pear oyster (Dahurinaia dahurica)	No	2, declining	2, declining
Amphibians			
Japanese tree frog (Hyla japonica)	LC	No	3, rare
Birds			
Falcated duck (Anas falcata)	NT	2, declining, endangered	1, endangered
Greater spotted eagle (Aquila clanga)	VU	2, declining, endangered	1, endangered
Hen harrier (Circus syaneus)	LC	No	2, declining
Common crane (Grus grus)	LC	No	3, rare

Species	Red List of the International Union for Conservation of Nature (IUCN) (status)	Red Data Book of the Russian Federation (status)	Red Data Book of the Trans-Baikal Territory (status)
Demoiselle crane (<i>Anthropoides virgo</i>)	LC	2, declining, vulnerable	1, endangered
Eurasian curlew (<i>Numenius arquata</i>)	NT	2, declining, vulnerable	3, rare
Far Eastern curlew (<i>Numenius madagascariensis</i>)	EN	2, declining, endangered	1, endangered
Black-tailed godwit (<i>Limosa limosa</i>)	NT	No	3, rare
Yellow-breasted bunting (<i>Emberiza aureola</i>)	CR	2, declining	2, declining
Chinese bush warbler (<i>Bradypterus tacsanowskii</i>)	LC	No	4, uncertain status
Mammals			
Ognev's long-eared bat (<i>Plecotus ognevi</i>)	LC	No	3, rare

Methods used by Norinickel to assess the state of ecosystems

Method for integral assessment of ecosystem health

To quantify the current state of biodiversity in various impact areas around the Company's facilities, Norinickel calculates the biodiversity indicator

(as a percentage) for a specific impact area divided by the same indicator determined for the background area.

$$IIEH = \frac{\sum_{i=1}^n \left(\frac{P_i}{P_i(back)} \right)}{n}$$

P_i – average values of indicators determined for a specific site/station;
P_i(back) – values of the same indicators determined for the background area;
n – number of indicators.

For each region, there is a set of key parameters for key groups, including species richness, plant occurrence, dominance index, and so on. By calculating the average percentages obtained for various indicators in a specified area, we can estimate the area's total biodiversity, expressed as the Integral Indicator of Ecosystem Health (IIEH).

For assessment of biodiversity in the impact areas of the Group's divisions, Norinickel uses a division-level IIEH. IIEH is calculated based

on biodiversity indicators for all impact areas taking into account their size separately for each division.

IIEH values

Assets / groups of assets	Terrestrial ecosystems	Water ecosystems
Norilsk and Energy divisions (Norilsk Industrial District)	0.87	0.84
Kola Division	0.92	0.92
Trans-Baikal Division	0.96	1.07

At the first stage, when the approach was tested on data collected for a two-year period, it proved to be relatively effective. The method requires further improvements to confirm its effectiveness for a three-year period data and to include additional indicator groups in IIEH calculations, such as abundance and dominance structure.

Use of phytochemical indices as indicators of depression in plants¹

Exploring changes in secondary metabolites² as more precise indicators of environmental pollution is one of the promising areas for annual monitoring of the state of standalone plants and the ecosystem in general.

In 2023, a phytochemical analysis of the composition of leaves of the mountain birch (*Betula czerepanovii*) was carried out at Kola Division. A set of indicators such as phenolic compounds, pigments and antioxidant activity (which was actually used in this case) can serve as a bioindicator of the intensity of man-induced contamination.

Use of genetic methods of analysis (DNA metabarcoding)

Data collected during a two-year period prove the high effectiveness of DNA metabarcoding, which was used for determining the species richness and specificity of structure in communities of soil microarthropods³.

For aquatic ecosystems, fish biodiversity was investigated by identifying gene remnants of species in the environment from extracellular DNA present in water. The analysis showed that Vetrennoye Lake contains valuable fish species (whitefish and smelt)⁴. This is an effective alternative to the classic method of fish catching.

DNA analysis helps not only discover new species and increase the precision of research results but also gather new data on genetic diversity for scientific databases and share the results of observations with the global academic community by publications in international journals that rely on research materials. Incorporation of genetic methods into the system of corporate indicators helps promote the use of genetic data on the environment.

If the IIEH value is below 1, this means there is a loss in biodiversity as compared to the background area, while IIEH above 1 means a gain in biodiversity.

Indicator	Impact			Background area
	Significant	Medium	Insignificant	
Biodiversity IIEH	<0.80	0.80 – 0.89	0.90 – 0.99	≥1.0

¹ Reduced plant resilience and productivity.

² Products of metabolism in cells, tissues and organs of living organisms.

³ Small arthropods that usually live in the soil.

⁴ For more details, please see [Company's website](#).

Social performance

Benefits for employees of Polar Division

GRI 401-2

Benefits	Full-time work		Temporary work ¹		Seasonal work		Part-time work
	full-time work	part-time work	full-time work	part-time work	full-time work	part-time work	
Reimbursement of vacation travel expenses (incl. return fare)	+ ²	+ ²	+ ²	+ ²	+ ³	+ ³	- ²
All kinds of financial aid	+	+	+	+	+	+	- ⁴
Health resort treatment and vacations	+ ⁵	+ ⁵	+ ⁵	+ ⁵	-	-	- ⁵
Vouchers for children's wellness recreation tours	+	+	+	+	-	-	- ⁴
Pension plans	+	+	+	+	-	-	- ⁴
Termination benefits (apart from those prescribed by the applicable laws)	+	+	+	+	+ ⁶	+ ⁶	-

Benefits for employees of Kola MMC

GRI 401-2

Benefits	Full-time work		Temporary work ⁷		Seasonal work ⁸		Part-time work
	part-time work	full-time work	part-time work	full-time work	full-time work	part-time work	
Reimbursement of vacation travel expenses (incl. return fare)	+ ⁹	+ ⁹	+ ⁹	-	-	-	- ⁹
All kinds of financial aid	+	+	+	-	-	-	- ¹⁰

¹ Work under a fixed-term employment contract.

² The benefit is available to employees who have the Company as their primary employer with workplaces in the Far North, including employees engaged in shift-camp work but permanently residing in the Far North.

³ According to the collective bargaining agreement and local regulations, such categories of employees are not excluded from benefits; however, in practice, travel expenses are not reimbursed since no vacation is granted to such employees.

⁴ The benefit is available to employees who have the Company as their main employer.

⁵ The benefit is available to employees who have the Company as their main employer with workplaces in the Far North.

⁶ According to the collective bargaining agreement and local regulations, such categories of employees are not excluded from the reimbursement of expenses associated with relocation, it is practically possible. No severance pay is provided by mutual agreement.

⁷ Work under a fixed-term employment contract.

⁸ At Kola MMC, there is no seasonal work; employees do not work seasonally.

⁹ The benefit is available to employees who have Kola MMC as their primary employer with workplaces in the Far North, including employees engaged in shift-camp work and permanently residing in the Far North.

¹⁰ The benefit is available to employees who have Kola MMC as their main employer.

Benefits	Full-time work		Temporary work		Seasonal work		Part-time work
	part-time work	full-time work	part-time work	full-time work	full-time work	part-time work	
Health resort treatment and vacations	+	+	+	-	-	-	- ²
Vouchers for children's wellness recreation tours	+	+	+	-	-	-	- ¹
Pension plans	+	+	+	-	-	-	- ¹
Termination benefits (apart from those prescribed by the applicable laws)	+	+	+	-	-	-	-

Benefits for employees of GRK Bystrinskoye

GRI 401-2

Benefits	Full-time work		Temporary work		Seasonal work ³		Part-time work
	full-time work	part-time work	full-time work	part-time work	full-time work	part-time work	
Reimbursement of vacation travel expenses (incl. return fare)	+	+	+	+	-	-	+
All kinds of financial aid	+	+	+	+	-	-	- ⁴
Health resort treatment and vacations	+	+	+	-	-	-	- ⁴
Vouchers for children's wellness recreation tours	+	+	+	-	-	-	- ⁴
Pension plans ⁵	-	-	-	-	-	-	-
Termination benefits (apart from those prescribed by the applicable laws)	+	+	+	+	-	-	-

¹ The benefit is available to employees who have Kola MMC as their main employer.

² The benefit is available to employees who have Kola MMC as their main employer with workplaces in the Far North.

³ At GRK Bystrinskoye, no seasonal work is carried out; employees do not work seasonally.

⁴ The benefit is available to employees who have GRK Bystrinskoye as their main employer.

⁵ GRK Bystrinskoye does not offer pension plans.

Benefits for employees of the Head Office

GRI 401-2

Benefits	Full-time work		Temporary work		Seasonal work ¹		Part-time work
	full-time work	part-time work	full-time work	part-time work	full-time work	part-time work	
Reimbursement of vacation travel expenses (incl. return fare)	+ ²	+ ²	+ ²	+ ²	-	-	- ²
All kinds of financial aid	+	+	+	+	-	-	- ³
Health resort treatment and vacations ⁴	-	-	-	-	-	-	-
Vouchers for children's wellness recreation tours	+	+	+	+	-	-	- ³
Pension plans	+	+	+	+	-	-	- ³
Termination benefits (apart from those prescribed by the applicable laws)	+	+	+	+	-	-	-

Headcount by type of employment, gender and region, employees

GRI 2-7, 2-8

Indicator	2021			2022			2023		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
TOTAL HEADCOUNT IN RUSSIA AS AT THE LATEST REPORTING DATE	77,755	54,663	23,092	83,103	—	—	83,065	—	—
CONTRACTORS WHOSE WORK IS CONTROLLED BY THE GROUP, AS AT THE LATEST REPORTING DATE	1,129	784	345	907	—	—	1,013	—	—
EMPLOYEES AS AT THE LATEST REPORTING DATE, INCLUDING:	76,626	53,879	22,747	82,196	57,930	24,266	82,052	57,708	24,344
• in the Norilsk Industrial District	—	—	—	55,470	—	—	55,282	40,338	14,944
• in the Krasnoyarsk Territory (except for NID)	—	—	—	3,455	—	—	3,370	2,361	1,009
• in the Kola Peninsula (Murmansk Region)	—	—	—	12,404	—	—	12,152	8,789	3,363

¹ At the Head Office, no seasonal work is carried out; employees do not work seasonally.

² The benefit is available to employees who have the Company as their main employer with workplaces in the Far North.

³ The benefit is available to employees who have the Company as their main employer.

⁴ The Head Office does not offer any health resort treatment programmes.

Indicator	2021			2022			2023		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
• in Moscow and other regions of Russia	—	—	—	8,006	—	—	8,182	3,653	4,529
• in the Trans-Baikal Territory	—	—	—	2,861	—	—	3,066	2,567	499
EMPLOYEES WORKING UNDER FIXED-TERM CONTRACTS (TEMPORARY AND SEASONAL JOBS) AS AT THE LATEST REPORTING DATE, INCLUDING:	3,944	2,353	1,591	4,497	2,755	1,742	4,836	3,238	1,598
• in the Norilsk Industrial District	2,616	—	—	2,709	—	—	3,247	2,374	873
• in the Krasnoyarsk Territory (except for NID)	136	—	—	116	—	—	84	53	31
• in the Kola Peninsula (Murmansk Region)	194	—	—	180	—	—	202	96	106
• in Moscow and other regions of Russia	898	—	—	1,353	—	—	1,210	646	564
• in the Trans-Baikal Territory	100	—	—	139	—	—	93	69	24
EMPLOYEES WORKING UNDER UNLIMITED CONTRACTS (PERMANENT JOBS) AS AT THE LATEST REPORTING DATE, INCLUDING:	72,682	51,526	21,156	77,699	55,184	22,515	77,216	54,470	22,746
• in the Norilsk Industrial District	48,652	—	—	52,761	—	—	52,035	37,964	14,071
• in the Krasnoyarsk Territory (except for NID)	3,929	—	—	3,339	—	—	3,286	2,308	978
• in the Kola Peninsula (Murmansk Region)	11,719	—	—	12,224	—	—	11,950	8,693	3,257
• in Moscow and other regions of Russia	5,769	—	—	6,653	—	—	6,972	3,007	3,965
• in the Trans-Baikal Territory	2,613	—	—	2,722	—	—	2,973	2,498	475
FULL-TIME EMPLOYEES AS AT THE LATEST REPORTING DATE, INCLUDING:	75,773	53,312	22,461	81,404	57,405	23,999	81,204	57,177	24,027
• in the Norilsk Industrial District	—	—	—	54,932	—	—	54,732	39,942	14,790
• in the Krasnoyarsk Territory (except for NID)	—	—	—	3,422	—	—	3,336	2,348	988
• in the Kola Peninsula (Murmansk Region)	—	—	—	12,359	—	—	12,113	8,769	3,344
• in Moscow and other regions of Russia	—	—	—	7,843	—	—	7,970	3,556	4,414
• in the Trans-Baikal Territory	—	—	—	2,848	—	—	3,053	2,562	491

Indicator	2021			2022			2023		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
PART-TIME EMPLOYEES AS AT THE LATEST REPORTING DATE, INCLUDING:	80	29	51	88	27	61	143	44	99
• in the Norilsk Industrial District	—	—	—	3	—	—	30	15	15
• in the Krasnoyarsk Territory (except for NID)	—	—	—	7	—	—	11	2	9
• in the Kola Peninsula Industrial District (Murmansk Region)	—	—	—	16	—	—	14	7	7
• in Moscow and other regions of Russia	—	—	—	58	—	—	86	20	66
• in the Trans-Baikal Territory	—	—	—	4	—	—	2	0	2

New and terminated employments (by gender, age and region of operations)

employees

GRI 401-1

Indicator	2021	2022	2023
New hires, including:	17,642	20,726	13,344
• male	12,568	14,926	9,824
• female	5,074	5,800	3,520
29 y. o. and below	6,077	7,099	5,593
30 through 44 y. o.	8,098	9,485	5,387
45 y. o. and above	3,467	4,142	2,364
• in the Norilsk Industrial District	12,125	14,693	8,304
• in the Kola Peninsula (Murmansk Region)	1,327	1,846	1,334
• in the Krasnoyarsk Territory (except for NID)	923	964	781
• in Moscow and other regions of Russia	2,648	2,656	1,807
• in the Trans-Baikal Territory	619	567	1,118
Terminated employments, including:	14,803	14,281	13,484
• male	10,697	10,366	9,968
• female	4,106	3,915	3,516

Indicator	2021	2022	2023
29 y. o. and below	3,534	4,032	3,941
30 through 44 y. o.	6,255	5,546	5,336
45 y. o. and above	5,022	4,703	4,207
• in the Norilsk Industrial District	10,065	10,416	8,399
• in the Kola Peninsula (Murmansk Region)	1 616	1 345	1 587
• in the Krasnoyarsk Territory (except for NID)	973	795	863
• in Moscow and other regions of Russia	1 593	1 308	1 724
• in the Trans-Baikal Territory	564	417	911

Employee outflow ratio by region

%

Indicator	2021	2022	2023
Kola Peninsula (Murmansk Region)	13.6	10.8	13.1
Krasnoyarsk Territory (excluding NID)	23.9	23.0	25.6
Moscow and other regions of Russia	23.9	16.3	21.1
Norilsk Industrial District (NID)	19.6	18.8	15.2
Trans-Baikal Territory	20.8	14.6	29.7

Employee inflow ratio by region

%

Indicator	2021	2022	2023
Kola Peninsula (Murmansk Region)	11.1	14.9	11.0
Krasnoyarsk Territory (excluding NID)	22.7	27.9	23.2
Moscow and other regions of Russia	39.7	32.8	22.1
Norilsk Industrial District (NID)	23.7	26.5	15.0
Trans-Baikal Territory	22.8	19.8	36.5

Employee outflow ratio by gender and age

Indicator	2021	2022	2023
Employee outflow, total	19.4	17.4	16.4
Employee outflow, male	19.9	17.9	17.3
Employee outflow, female	18.0	16.1	14.4
Employee outflow, 29 y. o. and below	31.5	32.3	32.6
Employee outflow, 30 through 44 y. o.	16.7	13.1	12.8
Employee outflow, 45 y. o. and above	20.0	17.1	14.9

Employee inflow ratio by gender and age

Indicator	2021	2022	2023
Employee inflow, total	23.1	25.2	16.3
Employee inflow, male	23.3	25.8	17.0
Employee inflow, female	22.3	23.9	14.5
Employee inflow, 29 y. o. and below	54.1	63.2	46.3

Assessment of employees in Russia

% of average headcount

GRI 404-3

Indicator	2021				2022				2023			
	Blue-collar employees	White-collar employees	Managers	Group total	Blue-collar employees	White-collar employees	Managers	Group total	Blue-collar employees	White-collar employees	Managers	Group total
Managerial and corporate competency assessment												
Share of employees covered by competency assessment	0.7	19.7	36.3	10.0	0.6	22.4	47.5	12.6	2.3	40.4	45.5	17.8
Share of male employees covered by competency assessment	0.8	25.3	38.0	10.0	0.6	25.6	43.7	11.1	2.3	34.3	43.8	14.1
Share of female employees covered by competency assessment	0.2	17.9	31.1	9.9	0.6	19.7	58.8	19.0	2.6	45.9	50.4	27.1
Professional competency assessment												
Share of employees covered by competency assessment	0.7	15.5	36.1	8.9	0.7	19.7	36.3	10.0	2.0	23.7	21.5	9.9
Share of male employees covered by competency assessment	0.7	28.6	33.9	9.4	0.8	25.3	38.0	10.0	2.3	28.5	24.4	9.9
Share of female employees covered by competency assessment	0.4	5.2	43.1	7.8	0.2	17.9	31.1	9.9	0.6	19.2	13.0	9.9
KPI-based assessment												
Share of employees covered by KPI-based assessment	0.1	50.2	64.0	19.9	0.04	60.1	59.5	22.1	0	62.2	60.7	23.6
Share of male employees covered by KPI-based assessment	0.1	45.5	60.0	15.6	0.02	56.0	54.3	16.6	0	58.8	57.2	18.4
Share of female employees covered by KPI-based assessment	0.1	54.4	76.6	31.0	0.1	63.7	75.4	35.9	0	65.3	70.7	36.7

Indicator	2021	2022	2023
Employee inflow, 30 through 44 y. o.	21.6	25.3	12.9
Employee inflow, 45 y. o. and above	13.8	16.6	8.3

Number of employees on maternity and/or childcare leave and those back from maternity and/or childcare leave

GRI 401-3

Indicator	2021	2022	2023
Employees on maternity and/or childcare leave as at the year-end, including:	1,528	1,526	1,557
• male	58	69	91
• female	1,470	1,457	1,466
Employees back from maternity and/or childcare leave over the year, including:	771	592	623
• male	51	39	61
• female	720	553	562

Key occupational injury and occupational disease rates by gender in 2021–2023

GRI 403-9, 403-10

Indicator ¹	2021	2022	2023
Fatal workplace injuries, including:	11	4	5
• Men	11	3	5
• Women	0	1	0
FIFR	0.1	0.034	0.042
Lost time workplace injuries, including:	42	67 ²	78
• Men	36	57	69
• Women	6	10	9
LTIFR	0.38	0.58 ²	0.65
Severe occupational injury rate	0.12	0.11	0.12
Total recorded workplace injuries in accordance with the Russian labour laws (minor + severe + fatal), including:	53	71 ²	83
• Men	47	60	74
• Women	6	11	9
Severe injuries	13	13	15
• Men	11	11	15
• Women	2	2	0
Occupational diseases	213	174	145
• Men	202	156	131
• Women	11	18	14
Occupational disease rate	1.94	1.49	1.21
Lost day rate	23.39	20.75	23.21
Absentee rate ³	3.58	3.57	3.77

¹ Across Norilsk Nickel Group

² The 2022 values were updated as regards the values shown in the 2022 Sustainability Report.

³ Number of absentee rate for Moscow and other regions exclude Zapolyarye Health Resort.

Indicator ¹	2021	2022	2023
Injury rate ²	0,48	0,61 ³	0,69
Hours worked, million	109,95	116,5	120,1
Total recorded workplace injuries among contractors' employees engaged at the Group's sites, in accordance with the Russian labour laws:	30	46	32
• Men	30	43	27
• Women	0	3	5
Including fatalities:	2	4	7
• Men	2	4	7
• Women	0	0	0

Employees and contractors covered by the corporate Health and Safety Management System (HSMS)

GRI 403-8

Indicator	HSMS coverage	Including HSMS that underwent an internal audit	Including HSMS that underwent an external audit or another independent review
Headcount of the Group's business units covered by HSMS	80,677	68,609	28,109
Share of employees of the Group's business units covered by HSMS in the Group's total headcount, %	100	85	35
Headcount of contractors working at the Group's sites and covered by HSMS	15,754	14,916	3,723
Share of employees of contractors covered by HSMS in the total headcount of contractors, %	100	94.7	23.6

¹ Across Norilsk Nickel Group

² The injury rate is calculated per 1 million hours worked and takes into account the number of individuals affected by lost-time injuries or fatalities.

³ The 2022 values were updated as regards the values shown in the 2022 Sustainability Report.

Fines and non-financial sanctions related to environmental and social impacts in 2023

GRI 2-27

Indicator	Total number of non-compliances with laws and/or regulations during the reporting period	Number of non-compliances with laws and/or regulations during the reporting period: cases resulting in fines	Number of non-compliances with laws and/or regulations during the reporting period: cases resulting in non-financial sanctions	Total number of fines for non-compliance with laws and/or regulations paid during the reporting period	Including fines for non-compliance with laws and/or regulations that occurred during the reporting period	Including fines for non-compliance with laws and/or regulations that occurred in previous reporting periods	Total amount of fines paid during the reporting period, RUB	Including fines imposed in the current reporting period, RUB	Including fines imposed in previous reporting periods, RUB
TOTAL FINES AND NON-FINANCIAL SANCTIONS	657	258	399	265	236	29	27,362,909	22,366,557	4,996,352
Environmental laws and regulations	49	24	25	23	20	3	1,770,000	1,615,000	155,000
Anti-competitive behaviour and breach of antitrust laws	0	0	0	0	0	0	0	0	0
Non-compliance with labour laws	14	0	14	0	0	0	0	0	0
Non-compliance with occupational health and safety laws	33	16	17	17	17	0	1,360,000	1,360,000	0
Non-compliance with consumer protection laws, including with respect to product information and labelling	3	2	1	2	2	0	55,868	55,868	0
Non-compliance with marketing (advertising) regulations	0	0	0	0	0	0	0	0	0
Non-compliance with regulations on the impact of products and services on occupational health and safety	0	0	0	0	0	0	0	0	0
Failure to timely comply with the improvement notices issued by regulatory authorities	29	24	5	23	21	2	9,245,000	8,345,000	900,000
Non-compliance with fire safety requirements	14	1	13	0	0	0	0	0	0
Breach of sanitary and epidemiological laws unrelated to product requirements	22	11	11	10	10	0	105,000	105,000	0
Breach of capital construction laws	105	35	70	35	23	12	4,432,500	2,572,500	1,860,000
Breach of industrial safety laws	206	52	154	63	53	10	7,940,500	6,590,500	1,350,000
Breach of transportation security laws	31	1	30	0	10	0	0	0	0
Other grounds	151	92	59	92	90	2	2,454,041	1,722,689	731,352