

# AWARDS AND ACCOLADES

## Social

- Nornickel won the Grand Prix at the 16th Russian national contest It's All about People: Companies Investing in the Future.
- We retained leadership in key rankings of the best employers:
  - 22nd place among 129 finalists (Russia's largest companies), 1st place among the largest industrial companies, 24th place in the Top 50 companies with highly developed HR processes according to HeadHunter;
  - employer group I consisting of 25 companies (without any ranking within) in the RBC Employer Rankings (November 2023);
  - gold prize awarded by Forbes in its 125 best employers rating, platinum prizes in the Employees and Society category and the Corporate Governance category, and gold prize in the Environment category;
  - Best Employer according to the Best Company Award 2024, a ranking compiled by Changellenge based on a survey of students and graduates from the leading universities: 1st place in the metals industry, 20th place in the Technical Professions nomination, 57th place in the Business Professions nomination, and the 53/57th places in the IT Professions nomination;
  - 8th place in the Best Employers among Their Target Audience category in Future Today's ranking, which takes into account the opinions of Russian university students;
  - best employer brand in the metals industry according to Crystal Pyramid 2023, an award for achievements in personnel and human capital management.
- Made with Care programme won in the WORKPLACE comfort category of the WOW!HR award and in the category Reconstruction of the Internal Environment for Users of an Industrial Facility according to the Green Property Awards.
- Building the Future: Nurturing Engineering Talent project:
  - 1st place in HR HERO, the nomination of the best integrated HR projects of the WOW!HR award;
  - 1st place in the category Best Project Contributing to the Development of Education in the Russian Federation according to the rating of the Donors Forum (Leaders of Corporate Charity project);
  - gold in the Federation Grand category of the 17th HR Brand award by HeadHunter;
  - 3rd place in the Human Resource Management. Large Business nomination at the 16th Russian national contest It's All about People: Companies Investing in the Future;
  - 1st place in the Employer Image category according to the International EMBRAS Awards (Employer Branding Awards);
  - diploma for contribution to addressing strategic human potential development issues of the Responsible Business Leadership national award.
- Let's Do It environmental marathon won a silver award in the Best Eco-Education Project nomination according to the Donors Forum rating (Leaders of Corporate Charity project).
- Plant of Goodness corporate volunteering programme took the 1st place in the Good Deeds category according to the International EMBRAS Awards (Employer Branding Awards).
- New People for New Industries: Recruitment without Borders programme ranked 2nd in the Business Result category of the International EMBRAS Awards (Employer Branding Awards).
- Tsifronickel Kids, an interactive digital project, was among the Top 3 winners of the national Graduate Award competition in the Best Project for Working with Schoolchildren category.
- Learning to Learn Digital Academy project won the Grand Prix in the HR Project of 2023 category of the Crystal Pyramid 2023 award.
- Career Navigator project received a silver award of the Creating the Future competition.
- Implementation of the Comprehensive Plan for Social and Economic Development of Norilsk through 2035 was awarded a diploma in the Contribution to Sustainable Development of Territories nomination of the Responsible Business Leadership national award.
- Zapolyarye Health Resort ranked among 5 winners of the Russian Hospitality Awards 2022 (Best Health Hotel nomination). Experts praised the quality and variety of the recreational services of the health resort, the high level of medical facilities and infrastructure in general.
- According to the results of the Best ESG Projects in Russia programme, the winners in the Gender Equality. Inclusion and Diversity category were MMC Norilsk Nickel and Women in Mining Russia (WIM RU).

## Environmental

- Nornickel was awarded for the best environmental project in the Russian Arctic (Clean Norilsk programme) based on the results of the 5th national contest of best environmental practices Reliable Partner in Ecology.
- Nornickel won the Sustainability Project of the Year nomination of the Russian Mining Excellence award for its Sulphur Programme.
- Nornickel won the Sustainable Development category of the Company of the Future award for implementing the first stage of the Sulphur Programme at Nadezhda Metallurgical Plant in Norilsk.
- The Sulphur Programme and the Clean Norilsk Programme were awarded diplomas of the Responsible Business Leadership national award

- for Contribution to Addressing Strategic Environmental and Climate Issues.
- Based on the results of the Best ESG Projects of Russia programme, Nornickel's technology for restoring bioproductivity of Arctic lakes won the nomination Conservation of Terrestrial Ecosystems. Support for Environmental Research and Education Projects.

## Innovation and technology

- Nornickel's solution (recording quantities during ore transportation) won the Mining Industry 4.0 contest for the best digitalisation project in the mining and metals sector in the Practical Import Substitution category.
- Supernika corporate application for employees was recognised as the IT project of the year
- in the mobile app category according to the national TADVISER IT Prize awards.
- Based on the results of the Best ESG Projects of Russia programme, Nornickel's digital twin of a plant for environmental monitoring won the Industry, Innovation and Infrastructure. Digital Transformation category.

- Murmansk Transport Division received a commendation from the Russian Ministry of Transport for its achievements in the upgrade of transport technologies and contribution to the safety of navigation.

## Competencies

- The PMO team of Nornickel's IT Department won the Project Olympus open nationwide competition, taking the 1st place in the Project Management System nomination and the 2nd place in the Competent Project Management Office nomination.
- Nornickel Sputnik service support line won two professional awards: Best Customer Service and Best Customer Service Manager.
- YRSC won the Shipping Company Engaged in River Cargo Transportation nomination. The experts praised the company's major achievements, safety and social responsibility.
- Nornickel's HR team was awarded the 2nd degree diploma of the Crystal Pyramid 2023 award.

## Information transparency and sustainability reporting<sup>1</sup>

- 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
IIEH	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

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