

No.	Disclosure	Unit of measurement	2021	2022	2023	Source	Comments
37	Total number of directors, including by age groups	people	13	13	13	2021 Sustainability Report, page 171. 2022 Sustainability Report, page 224. 2023 Sustainability Report, page 291-292	For more details on the Board of Directors, please see the Company's annual reports
38	Number and attendance of the Audit Committee meetings		12 100	15 100	16 100	2021 Sustainability Report, page 253. 2022 Sustainability Report, page 323. 2023 Sustainability Report, page 440	—
39	Participation in ESG indices and ratings	—	Yes	Yes	Yes	2021 Sustainability Report, page 34. 2022 Sustainability Report, page 234. 2023 Sustainability Report, page 64	—
40	Violations of the rights of Russia's indigenous minorities		0	0	0	2021 Sustainability Report, page 150. 2022 Sustainability Report, page 186. 2023 Sustainability Report, page 171	—
41	Employees occupying positions with a high degree of corruption risk exposure	—	—	—	—	—	The indicator is not disclosed. The Company will consider disclosing this information within three years.
42	Average hours of training on anti-corruption issues per year per employee	hours	—	—	—	—	No records are kept on the length (in hours) of anti-corruption training.
43	Administrative sanctions against the organisation, its subsidiaries, and affiliates for corruption		0	0	0	2021 Sustainability Report, page 196. 2022 Sustainability Report, page 252. 2023 Sustainability Report, page 346	—
44	Share of women in managerial positions in the total number of managers, including in the Board of Directors	% %	25 8	27 23	26 31	2023 Sustainability Report, page 14, 80	—

NORNICKEL'S SUPPORT FOR INITIATIVES, STANDARDS, AND PARTICIPATION IN ASSOCIATIONS FOCUSED ON SUSTAINABLE DEVELOPMENT AND CORPORATE SOCIAL RESPONSIBILITY

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International

UN initiatives

- [UN Global Compact](#)
- Sustainable Development Goals of the UN 2030 Agenda

Associations, charters, alliances, and initiatives

- [International Platinum Group Metals Association](#)
- [Nickel Institute](#)
- Together for Sustainability (TfS) initiative
- [Global Battery Alliance \(GBA\)](#)

Russian

UN initiatives

- [National Global Compact Network](#)

Associations and charters

- [National ESG Alliance](#)
- National Association of International Information Security
- Security Charter for Critical Industrial Facilities
- [Social Charter of the Russian Business](#)
- [Anti-Corruption Charter of the Russian Business](#)
- [Environmental Charter of the Krasnoyarsk Territory](#)