

DEVELOPING LOCAL SOCIAL INFRASTRUCTURE

GRI 203-1

Nornickel's contribution to the Housing and Urban Environment national project

Relevant UN SDGs



Related federal projects

- Mortgage lending
- Housing
- Creating a comfortable urban environment

Key initiatives and focus areas

Projects aimed at developing infrastructure in the regions of operation (including under the Comprehensive Plan of Social and Economic Development of Norilsk, construction of a new Tukhard settlement for indigenous peoples, and other local infrastructure projects)

- Measures to improve reliability of the fibre optic communication line in Norilsk
- Projects to upgrade power and heat generation, electrical grids and heat networks¹
- Our Home / My Home and Your Home housing programmes²



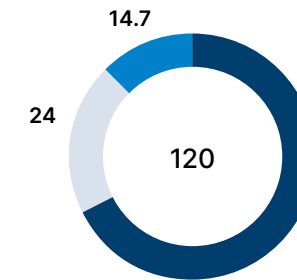
Krasnoyarsk Territory



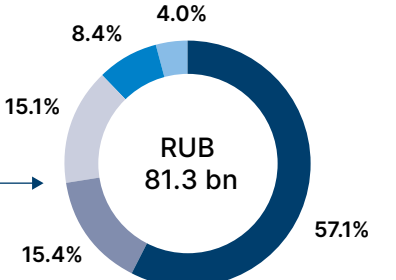
Norilsk and Taimyrsky Dolgano-Nenetsky Municipal District

In 2023, Norilsk was added to the list of key cities and towns in the Russian Arctic. In 2023, efforts to promote investment, attract highly skilled talent, and create a favourable living environment for citizens in Norilsk continued with the ongoing implementation of a four-party Agreement on Cooperation for Comprehensive Social and Economic Development of Norilsk through 2024 and further through 2035¹.

Total funding for comprehensive development through 2035
RUB bn



Focus areas of Nornickel's investments



- Nornickel
- Federal budget
- Regional budget

- Housing renovation in Norilsk
- Utilities rehabilitation and upgrade
- Safety and security
- Social infrastructure development
- Assistance in relocation to regions with favourable living conditions

For many years, the Company has undertaken a plethora of projects in Norilsk, all directed at elevating the quality of life for local communities. As Norilsk residents, we can attest to the tangible improvements. Life in our city has seen a marked progress in comfort and quality – with notable enhancements in healthcare services, educational standards, landscaping, the construction of contemporary housing, and much more.

These improvements resonate not only with locals, but are also valued by the thousands of newcomers who relocate to Norilsk for opportunities offered by Nornickel's facilities.

Marat Kistaubayev,

LHD operator, grade six, First Mine Mechanisation Department, Polar Construction Company (length of service with the Company – 27 years)

¹ For more details, please see the [Climate Change](#) section.
² For more details, please see the [Social Policy](#) section.

¹ For more details about the Agreement, please see the [official website](#) of the city of Norilsk.

As part of the Agreement, the Russian Government approved a Comprehensive **Plan of Social and Economic Development of Norilsk¹**, encompassing projects for the construction, upgrade, and overhaul of residential buildings, social and infrastructure facilities, thermal stabilisation of soil, as well as urban improvement and landscaping of Norilsk.

Nornickel's expenditures under the Comprehensive Plan of Social and Economic Development of Norilsk in 2023

RUB 2.9 bn

Progress under the Comprehensive Plan of Social and Economic Development of Norilsk in 2023

Initiatives	Progress in 2023	Nornickel's investment in 2023 (RUB mln)
Construction of two multi-storey residential buildings located at 2B, 2C 50th October Anniversary St.	Active construction phase: floor construction, window installation, in-situ concrete work, wall masonry, and heating system installation in progress	572.8
Construction of four mid-rise residential buildings located at 29, 31 Laureatov St., 23 Pavlova St., and 7/10 Kirova St.	Positive opinion on the design documents for the projects issued by the state expert review agency. Installation of metal structures of the building frame, flights of stairs, elevator shafts underway at 23 Pavlova St., and 7/10 Kirova St. Permafrost recovery monitored in order to make a decision on the feasibility of construction on the land plots at 29, 31 Laureatov St.	905.3
Construction of an outpatient clinic for 1,000 visits per shift in the Talnakh District	Soil testing conducted, expert opinions received for five volumes of design documents. Design works underway	43.1
Provision of social payments for the purchase of housing to the residents of Norilsk relocating from Russia's Far North region	Social payments provided in line with the approved plan	830.0
Overhaul of a building to accommodate a kindergarten for 236 children in the Kayerkan District	Overhaul stage in progress	230.4
Integrated territory development in the Oganer municipal area of Norilsk (construction of eight residential buildings, a school for up to 1,100 children and a kindergarten for up to 270 children)	Design documents for the projects submitted for state expert review. Development of engineering documents underway	118.5
Construction (reconstruction) of houses in Norilsk's Central District	The Company's obligations to finance the activities of the City Administration in 2023 met	66.6
Reconstruction, overhaul (upgrade) of the municipal sewage system	Engineering and design for the overhaul of the municipal sewage system on Mira St., Leningradskaya St., and Komsomolskaya St. completed. Construction and installation works for the municipal sewage system on Mira St. started	112.6
Development of design and estimate documents and construction of a new water intake on the Norilskaya River	Engineering surveys and design of a new water intake on the Norilskaya River underway	34.8

¹ Order of the Russian Government No. 3528-r dated 10 December 2021.

Furthermore, the Company is running a number of additional initiatives for the renovation of Norilsk. These include sports, educational, cultural, and other infrastructure projects aimed at improving the quality of life for the city's local communities. Among other things,

- Repairs of the Fedorovsky Polar State University building
- Reconstruction of a building to create the Arctic Museum of Modern Art
- Construction of a swimming pool in Norilsk's Central District, a multidisciplinary innovative children's

education centre named after Vladimir Dolgikh in Norilsk's Central District (up to 1,100 students), a student campus, an Ice Arena in Norilsk's Central District, and a residential building for non-local teams at 15 Kirov St.

Design works now underway for all the facilities.

In addition, construction and installation works are underway to reconstruct a building located in Norilsk to accommodate the Tower, an all-season

public space. The new space will become a venue for business meetings, social events, and important municipal decision-making. The building itself is a cultural heritage site and contributes to the scenery of the city's historical part. The Tower will combine historical architecture and modern development trends.

The visualisation of Norilsk is now available on the [Norilsk 2035 digital platform](#) (for more details, please see the [Digital Technology](#) section).

Central District

Progress of the planned

59 projects as at the end of 2023:

- 10 projects completed
- 13 projects in progress
- 11 projects at the design stage
- 25 projects deemed prospective

Kayerkan

Progress of the planned

1 project as at the end of 2023:

- 1 project completed

Talnakh

Progress of the planned

12 projects as at the end of 2023:

- 1 project completed
- 3 projects in progress
- 8 projects deemed prospective

Snezhnogorsk

Progress of the planned

1 project as at the end of 2023:

- 1 project completed

Oganer

Progress of the planned

10 projects as at the end of 2023:

- 1 project completed
- 5 projects at the design stage
- 4 projects deemed prospective

Dudinka, one of the key operational locations of Nornickel, was also added to the federal list of key cities and towns in the Russian Arctic. In 2024, renovation plan for Dudinka is to be drafted in an effort to advance the comprehensive development of the Russian North.



Area
2,366.800 km²
(13.9% of Russia's territory)¹

Population
2,847,826 people



Mineral resources

- Oil, gas, coal, platinum and PGMs, copper, nickel, cobalt, lead, zinc, bauxite, gold, silver, iron



Industry

- Non-ferrous metallurgy
- Mining
- Solid fuel-based power and hydropower generation



Nornickel's performance in the Krasnoyarsk Territory

- Headcount: 57,200 employees²
- Average monthly salary: RUB 179,400
- Employee-related social expenses: RUB 4.5 bn

¹ Krasnoyarsk Territory Today.
² Krasnoyarsk Territory and Norilsk Industrial District

Krasnoyarsk Territory



Key areas of cooperation with the Krasnoyarsk Territory

Economic

- Implementation of major investment projects in the Krasnoyarsk Territory
- Heat and power supply to the communities and companies in Norilsk, Dudinka, and Igarka
- Participation in the Northern Supply Haul programme in the Arctic
- Development of a tourist cluster
- Promotion of commercial activity of indigenous communities of the North – creating conditions and infrastructure for the traditional use of natural resources
- Development of transport and the telecommunication infrastructure

Social

- Implementation of the Programme for Promoting Social and Economic Development of the Taimyrsky Dolgano-Nenetsky Municipal District in 2020–2024
- Support for vocational and supplementary education
- Implementation of the World of New Opportunities charitable programme, the World of Taimyr and the Students of Taimyr initiatives, and the Plant of Goodness corporate volunteering programme; supporting and promoting local and regional public initiatives

Environmental

- Implementation of the Sulphur Programme and other initiatives to improve the environmental performance of production facilities
- Restoration and landscaping of urban territories
- Rehabilitation of areas affected by environmental incidents
- Development of Taimyr's specially protected natural areas
- Release of the juveniles of valuable fish species into water bodies
- Organisation and backing of environmental campaigns

Key projects in the Krasnoyarsk Territory

Social and economic partnership

1. Projects implemented under the Cooperation Agreement with the Krasnoyarsk Territory
2. Projects implemented under the Agreement on Air Passenger Transportation
3. Projects implemented by the Norilsk Development Agency
4. Convention of Social Entrepreneurs from the North

Quality of life

6. Comprehensive plan of social and economic development of the city of Norilsk
7. Our Home / My Home and Your Home employee housing programmes
8. We Are the City! social technologies forum
9. Agreement on cooperation aimed at providing support to the indigenous peoples of the North

Environmental

12. Increase in the Taimyr HPP Cascade capacities
13. Sulphur Programme (SO₂ capture at the Company's existing and planned facilities)
14. Clean Norilsk
15. Programme to build local treatment facilities
16. Zero Negative Environmental Impact campaign
17. Land rehabilitation programme
18. Release of the juveniles of valuable fish species into water bodies

Transport

5. Reconstruction of bridges in the Norilsk Industrial District

Sports

10. Federation of Northern Multisport Races
11. Support for the Bobrovoy Log Fun Park

Krasnoyarsk

In 2023, Nornickel-supported projects in Krasnoyarsk included the launch of the Yudinskaya Valley eco-park, ongoing renovation of the Krasnoyarsk State Opera and Ballet Theatre, and support for the Bobrov Log Fun Park.

Also, in response to the request of Krasnoyarsk's Mayor, Polar Division made a donation of RUB 49.9 mln in 2023 for the purchase of ten heated bus shelters to make the city's urban environment more comfortable.

Bobrov Log Fun Park

In 2023, the Bobrov Log Fun Park launched Snow Class, a major social project for 4th to 8th-grade school students, enabling them to learn alpine skiing during free time aligned with their school schedule. The project minimises parental involvement by offering round-trip bus transportation for students, providing them with rental ski equipment (boots, skis, helmets, goggles), ski passes for the training slope's conveyor belt, group lessons with instructors, and a snack. Snow Class students benefit from a 40% discount off the regular training price.

Presently, 270 students take part, with another 568 applications received from 40 schools across Krasnoyarsk. The project is planned to be expanded further to cover up to 1,000 children.

In 2023, the First Youth Forum on financial literacy "Health and Wealth in Bobrov Log: Invest wisely!" was held in the fun park. Experts, analysts, and bloggers spoke before school graduates and students. They discussed financial literacy and shared tips on how to manage your own money. The event, among other things, focused

on hands-on skills in pocket money management and personal budgeting. The turnout exceeded 300 participants.

The Green School project, which offered workshops, lectures, fun games, and a trade fair for children, was accomplished in the reporting year. A separate module of the Green School focused on specially protected natural areas that contribute to combating climate change. In 2023, two academic shifts of the school were held (four days each).

270 school students

take part in the Snow Class project

568 applications received from 40 schools across the city

up to **1,000** children projected further expansion of the project



Murmansk Region

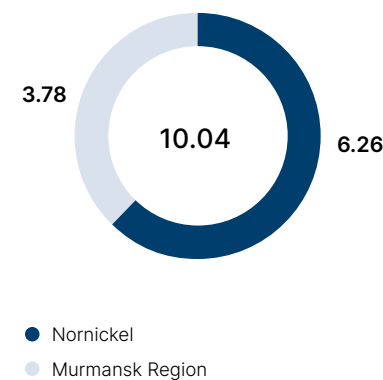
The cooperation agreement between the Government of the Murmansk Region and MMC Norilsk Nickel was signed back in 2019. In 2020 to 2022, a total of 36 projects were accomplished, with a combined investment of RUB 3.2 bn, including the delivery of an MRI scanner module to Monchegorsk, the repair and fit-out of the Monchegorsk Polytechnic College, and the improvement of energy

efficiency of educational facilities. The Kola Metals and Mining Educational Cluster is in the making based on vocational schools in Monchegorsk and the Pechengsky District. It is set to build a strong talent pipeline for the region's advanced industries.

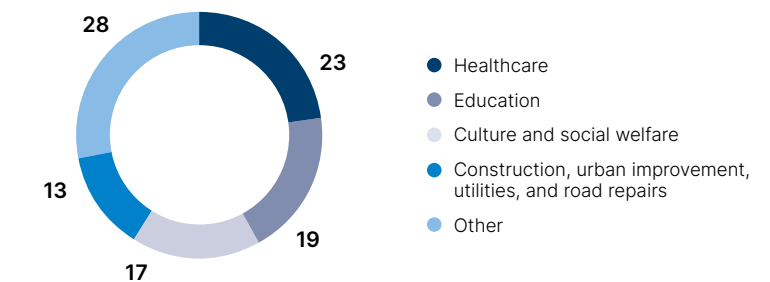
In the autumn of 2023, a new agreement was signed to drive the social and economic development

of the Murmansk Region from 2023 to 2025. The agreement entails a total investment of RUB 10.04 bn, with 62.4% of that sum to be co-funded by the Company. This amount will fuel 53 initiatives in Monchegorsk and the Pechengsky District from 2023 to 2025.

Total investment in 2023–2025, RUB mln



Focus areas of investments in 2023–2025, %



The new agreement covers a wide range of projects, including the construction of a new building for the Monchegorsk Central District Hospital, renovation of housing for doctors relocating to the region, reconstruction of community centres in Monchegorsk, Nikel, and Zapolyarny, the construction and renovation of residential, cultural, sports, and educational facilities. The document provides for designing a visitor centre for the Lapland Nature Reserve and the future tourist cluster of the Pechengsky Municipal District that will incorporate the Kola Superdeep Borehole, the Smelting Workshop, and the Kaula-Kotselvaara mine.

These projects and initiatives aim to improve the quality of life in the cities of the Murmansk Region, enhance their attractiveness for young people, and boost Arctic tourism.

2023 saw further implementation of the Programme for Social and Economic Development of the Pechengsky Municipal District through 2025 developed with participation of Nornickel. Progress under the programme included the preparation of design and estimate documents for a water intake in Nickel, the drafting of a 10-year development strategy for the Pechenga Polytechnic College, and the launch

of the Self-Employed Entrepreneurs: Path to Tourism project. While most of the programme's initiatives stay on the schedule, certain projects have been affected by the pandemic and geopolitical developments. Consequently, in 2023, adjustments were made to the programme to reflect public opinion and takeaways of strategic sessions, meetings, and discussions.

Nornickel also implements projects and initiatives beyond agreements and programmes. For instance, it supported the renovation of the Gulfstream multifunctional health and leisure centre, which opened its doors to residents and guests of Monchegorsk in 2023.

Area
144,900 km²¹

Population
657,085 people



Mineral resources

- Apatite, nickel, iron, copper, cobalt, palladium, platinum and PGMs, peat



Industry

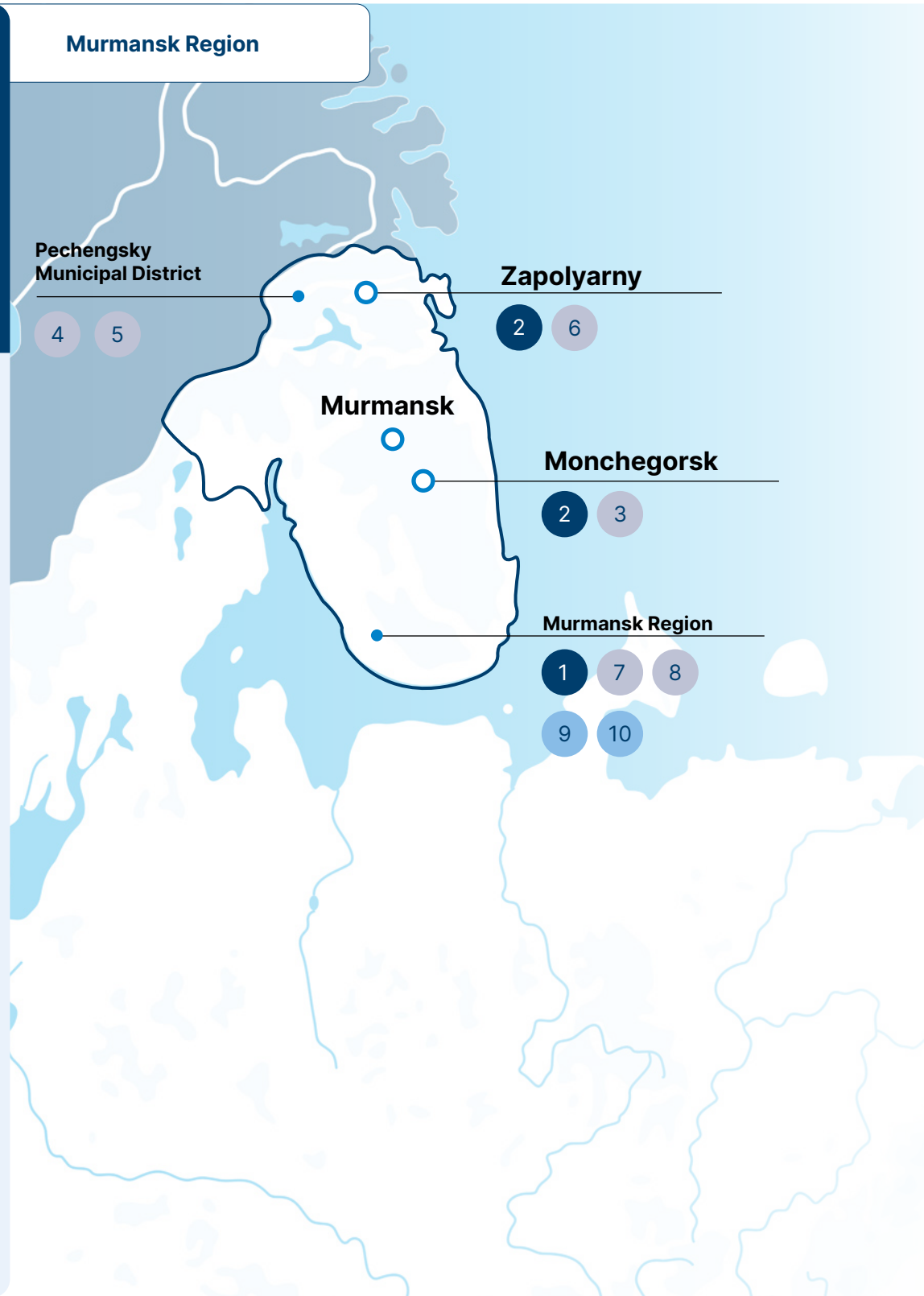
- Mining
- Metallurgy
- Fishing



Nornickel's performance in the Murmansk Region

- Headcount: 12,100 employees
- Average monthly salary: RUB 127,800
- Employee-related social expenses: RUB 1.1 bn

¹ General information about the Murmansk Region



Key areas of cooperation with the Murmansk Region

Economic

- Implementation of investment projects and development of production capacities
- Social and economic development of municipalities that are home to Kola MMC's operational activities
- Development of the transport infrastructure in the Arctic
- Development of a new tourism-driven economy along with the catering and hotel sector

Social

- Implementation of the World of New Opportunities charitable programme and the Plant of Goodness corporate volunteering programme; supporting and promoting regional public initiatives
- Development of social entrepreneurship

Environmental

- Cooperation on environmental protection, preservation of the Kola Peninsula's natural ecosystems and landscapes
- Organisation and backing of environmental campaigns.

Key projects in the Murmansk Region

Social and economic partnership

1. Projects implemented under the Cooperation Agreement with the Murmansk Region Government for 2023–2025
2. Convention of Social Entrepreneurs from the North

Quality of life

3. Projects implemented by the Monchegorsk Development Agency
4. Second School Centre for Community Initiatives of the Pechengsky District
5. Social and Economic Development Programme for the Pechengsky Municipal District of the Murmansk Region for 2021–2025
6. We Are the City! social technologies forum (organiser)
7. Programme of supporting the Murmansk Region in social infrastructure development in 2020–2024
8. Cooperation agreement with the Kola Sámi Association of the Murmansk Region

Environmental

9. Zero Negative Environmental Impact campaign
10. Release of the juveniles of valuable fish species into water bodies

TRANS-BAIKAL TERRITORY

Area

431,500 km²¹

Population

984,340 people



Mineral resources

- Copper, uranium, molybdenum, titanium, gold, tungsten, iron, zinc, silver, lead, coal



Industry

- Mining
- Production and distribution of electricity, gas and water
- Non-ferrous metallurgy
- Machinery and equipment manufacturing
- Food production



Nornickel's performance in the Trans-Baikal Territory

- Headcount: 3,000 employees
- Average monthly salary: RUB 154,500
- Employee-related social expenses: RUB 123.2 mln

¹ General information about the Trans-Baikal Territory.



Key areas of cooperation with the Trans-Baikal Territory

Economic

- Bystrinskoye deposit development
- Transport infrastructure development

Social

- Training of mining industry employees
- Improvement of urban areas
- World of New Opportunities charitable programme

Environmental

- Cooperation on environmental protection, preservation of natural ecosystems and landscapes
- Release of the juveniles of valuable fish species into water bodies
- Organisation and backing of environmental campaigns

Sports

- Bystrinsky Sports project
- Trans-Baikal DartFest nationwide darts tournament
- Bystrinsky Marathon charity run

Key projects in the Trans-Baikal Territory

● Social and economic partnership

1. Projects implemented under the Cooperation Agreement with the Trans-Baikal Territory
2. Projects implemented under the Agreement on SME Support in the Trans-Baikal Territory
3. Projects implemented as part of the Programme of Social and Economic Development of the Trans-Baikal Territory in 2017–2026
4. Projects implemented under the Agreement to Support and Develop the Volunteer Movement in the Trans-Baikal Territory

● Education

5. First technological cluster for kids in the Trans-Baikal Territory

With the support of Nornickel, particularly through the efforts of GRK Bystrinskoye, the following initiatives were implemented in 2023 to promote the social and economic development of the Trans-Baikal Territory:

- involvement in educational projects across the Trans-Baikal Territory: the Young Geologist project (guided tours to GRK Bystrinskoye's facilities arranged for schoolchildren in 2023), funding for educational institutions (green light to set up ten fully-equipped Mining Classrooms in schools throughout the Trans-Baikal Territory);
- advancement of sports initiatives: launch of the Bystrinsky Sports project to develop courtyard sports throughout the entire region (football, lapta, chess, and valenki ice hockey), promotion of youth hockey (Red Machine project), funding for the rugby federation, sponsorship of Russian championships (in boxing and archery);
- restoration of the Church of the Assumption of the Blessed Virgin Mary in the village of Kalinino, Nerchinsky District: completion

of engineering and geological surveys, installation of construction scaffolding, and the commencement of emergency repair works;

- cultural events: Trans-Baikal Film Festival, Oleg Lundstrom Jazz Festival, participation of the Trans-Baikal Territory in the Russia exhibition at the All-Russia Exhibition Centre (VDNKh) in Moscow;
- industrial tourism: the Trans-Baikal Territory won the Industrial Potential category award for the Best Strategy to Unlock Regional Industrial Potential. Bystrinsky GOK was included in the Russian industrial tourism guidebook "Factory Trails".

The Company's total social investment in the region in 2023 amounted to

RUB 838 mln
(of which charitable endeavours account for RUB 215 mln)

Other Russian regions

Opening of a technological lyceum named after Vladimir Dolgikh in the Moscow Region

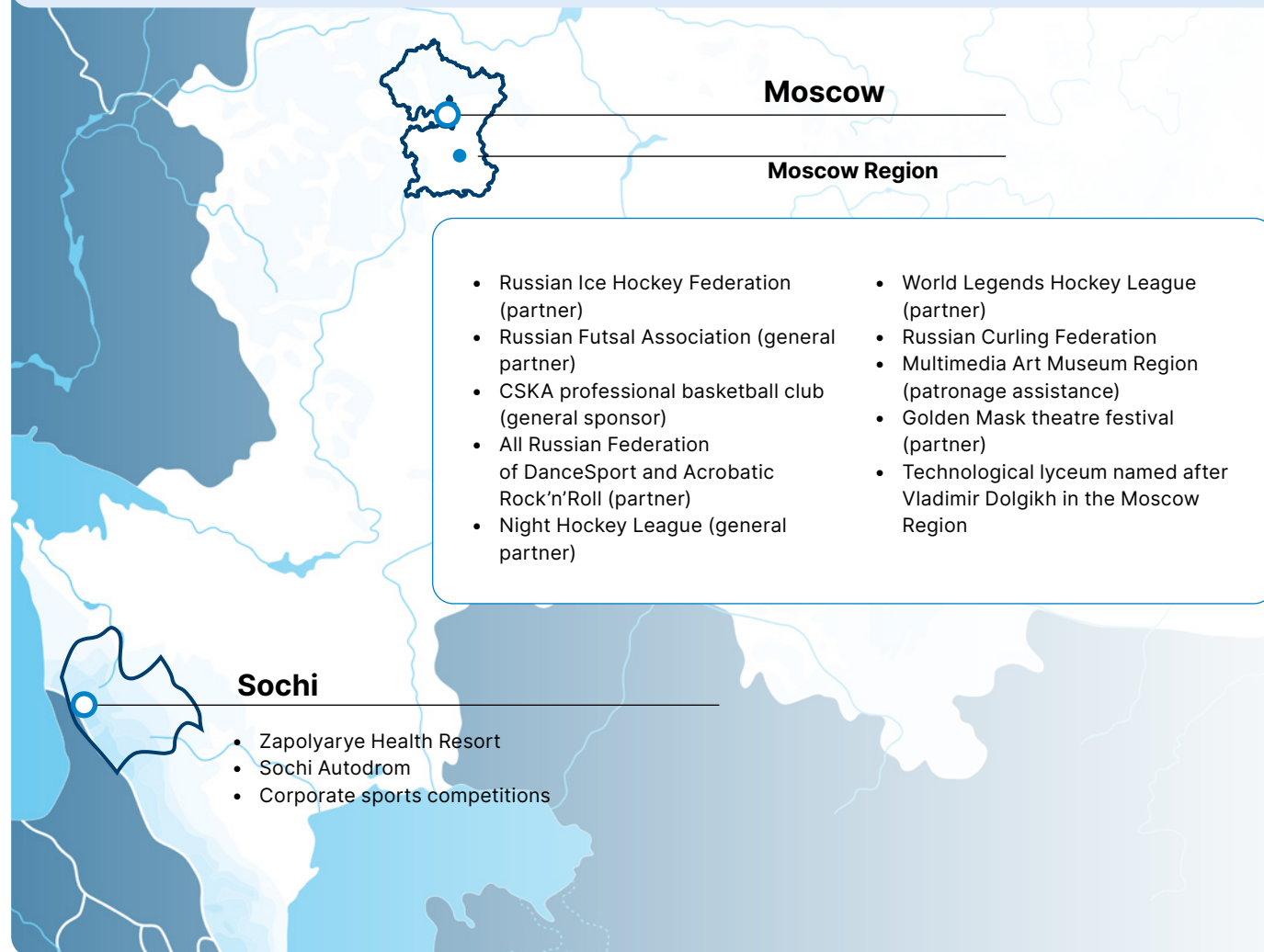
In 2023, a state-of-the-art lyceum opened its doors in the Istrinsky District of the Moscow Region with the support of Nornickel. The lyceum is one of most advanced schools in Russia ready to welcome up to 960 students and is part of an educational cluster. It also features a kindergarten for up to 320 children, a heated stadium with seating for up to 500 spectators, and children's playgrounds and sports areas. Additionally, there are plans

to construct two residential buildings to accommodate both teachers and students. The lyceum's key educational focus areas are IT, modern technologies, and engineering. Students will also study esports, economics, management, information security, and legislation. Special attention will be given to unmanned aerial vehicle technologies, gamification, and prototyping. The school provides a trilingual learning environment (Russian, English,

and Chinese). In 2023, students from 17 different regions across Russia were admitted to the lyceum.

Winners and runners-up of regional or final stages of the All-Russian School Olympiad are covered by Nornickel's scholarship programme.

Nornickel is undertaking a similar educational project in Norilsk. As part of this endeavour, the Company is set to open the High Latitude School for up to 1,100 students in 2026.



INTERACTION WITH INDIGENOUS PEOPLES

GRI 203-1, 411-1/ SASB EM-MM-210a.3, EM-MM-210b.1

Nornickel acknowledges and respects the indigenous rights enshrined in the Russian and international law. In its operations, the Company pays attention to the rights indigenous peoples have with respect to their traditional lands, territories, and associated natural resources. The Company seeks to strengthen and develop partnerships with indigenous peoples residing in the regions of operation.

0 violations of indigenous rights in 2023

18 projects funded by the World of Taimyr competition

RUB 976 mln spent by the Company on projects to support the indigenous northern peoples in 2023

