

# CORPORATE HEALTHCARE PROJECT

GRI 403-6

General physical and mental state, health status, and psychological stability directly affect workplace safety, labour productivity, and employee well-being. Growing a network of corporate medical facilities is one of the goals of the Company's Sustainable Social Development Strategy through 2030, which aims to provide employees, their families, and local communities with high-quality medical services, improve their accessibility and IT functions, and establish an effective corporate healthcare system.

Nornickel has been running the corporate healthcare development project since 2019. It involves the construction and upgrade of medical infrastructure facilities (healthcare centres, medical aid posts, medical examination rooms),

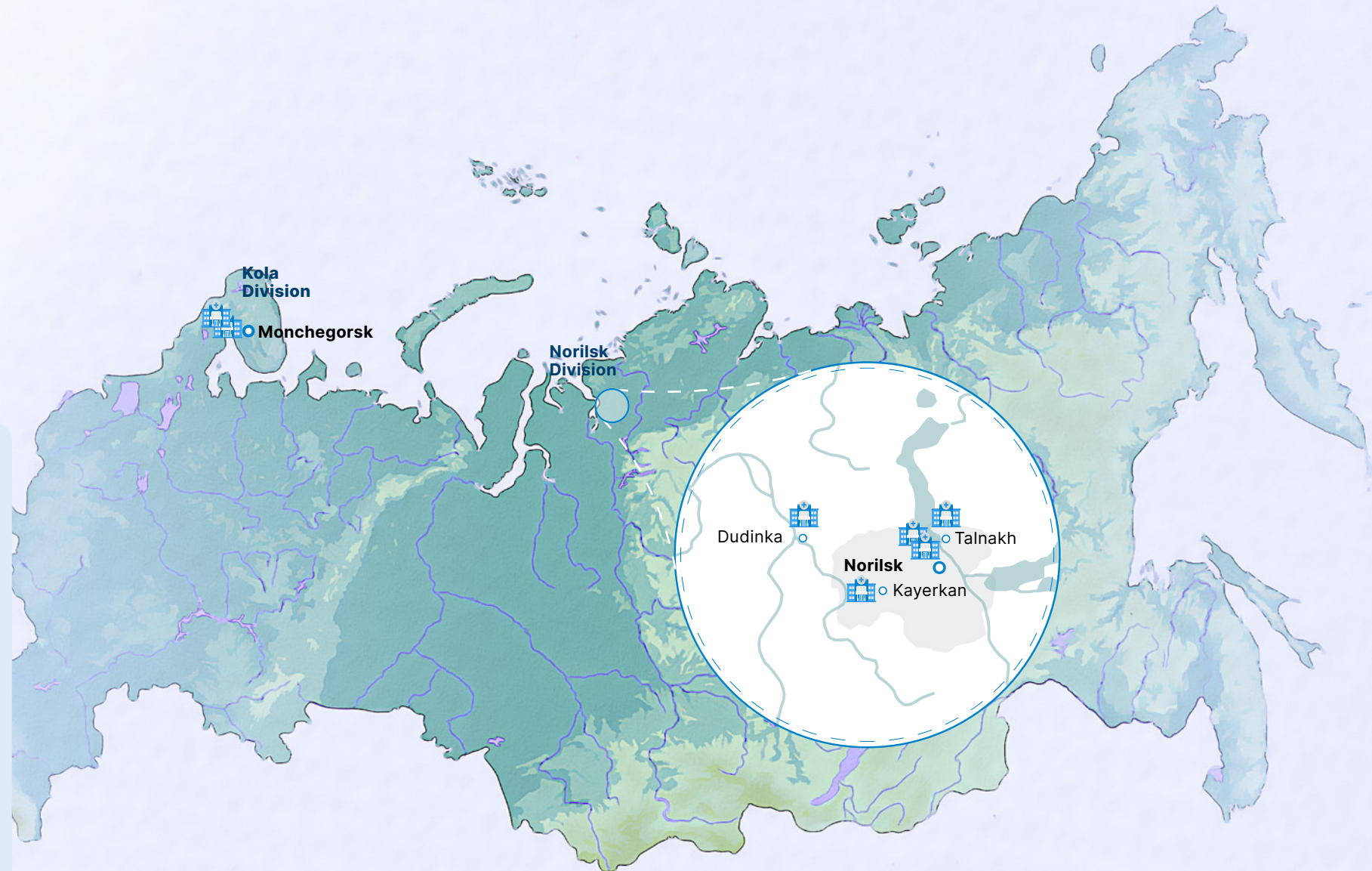
recruitment of highly qualified medical personnel, introduction of advanced information technologies, and promotion of healthcare in the regions where the Company operates.

### Target

**RUB 10 bn**  
total planned investment

**7**  
healthcare facilities

**>70**  
medical aid posts and examination rooms to be upgraded



As at the end of 2023, three healthcare centres, more than 30 medical aid posts, examination rooms, and workshop medical sections were commissioned to provide healthcare services to employees directly at work and prevent diseases.

Since their inception, healthcare facilities in the Norilsk Industrial District and Kola MMC have seen:

**2.3 mln**  
pre-trip and pre-shift check-ups

**21,300**  
paramedic visits

**34,400**  
medical procedures

**8,900**  
general practitioners' visits





## Healthcare centres

### Norilsk Division

#### Central outpatient facility in Norilsk

In late 2021, the Company opened its first corporate healthcare centre in Norilsk.

It provides medical help based on voluntary healthcare insurance (VHI) programme.




#### Central outpatient facility in 2023

-  **249 healthcare services**
-  **13 primary healthcare areas**
-  **183,500 healthcare services** provided since the facility's launch
-  **7–30 days – waiting times** for many specialists, which testifies to strong demand for healthcare services in the region

#### Dudinka Healthcare Centre

The Dudinka Healthcare Centre was put into operation in August 2023. The centre employs a general practitioner, a physiotherapist, a massage nurse, and nursing staff on a permanent basis. Experts in other medical fields from the central outpatient facility in Norilsk go the Dudinka Healthcare Centre to receive patients on a weekly basis.

#### Dudinka Healthcare Centre in 2023

-  **174 healthcare services**
-  **9 primary healthcare areas**
-  **3,103 healthcare services** provided in 2023

Work to build healthcare centres in the Talnakh, Kayerkan, and Central districts of Norilsk started in 2023. Scheduled commissioning:

- healthcare centre in the Talnakh District of Norilsk – in April 2025;
- healthcare centre in the Kayerkan District of Norilsk – in June 2025;
- healthcare centre in the Central District of Norilsk – in June 2030.

#### Disease Prevention Centre of the Corporate Health Centre

In addition to the MRI Centre, a Disease Prevention Centre is to be put into operation in 2026 on the premises of the Kolsky Health and Spa Centre.

Taking into account disease statistics and relevant trends, dedicated programmes have been implemented at healthcare centres since 2023, including Healthy Woman of the North (Monchegorsk), Healthy Heart, and Diabetes School (Norilsk, Dudinka). Training events, including lectures, excursions, and awareness raising campaigns (publications and videos) are also in place to protect employees' health.




→ For more information, please see [Nornickel's 2023 Human Rights Report](#).

### Kola Division

#### MRI Centre

In July 2023, the Magnetic Resonance Imaging (MRI) Centre with the first in the city MRI scanner was commissioned at the Kolsky Health and Spa Centre in Monchegorsk. Services are provided under voluntary and compulsory health insurance (CHI) policies.

#### MRI Centre in 2023

-  **86 healthcare services**
-  **5 primary healthcare areas**
-  **317 MRI scans** (217 under VHI, 100 under CHI policies)

## Medical aid posts and examination rooms

To address employee emergencies, take preventive measures, and monitor employee health, the Company has a workshop medical service. It is also responsible for identifying and assessing the risk of health hazards arising at the workplace, monitoring work-related health status, analysing the factors of occupational morbidity and ways to diminish them. The service seeks to deliver quality medical care to employees directly at work.



## Digital Medicine

The Company has in place the Digital Medicine programme with innovative IT solutions in healthcare, including a mobile app for employees to quickly view their medical records, book a medical appointment, and find all the necessary information about healthcare centres. The programme has been operating in the Zapolyarye Health Resort since 2021 and in Norilsk since 2022, with Dudinka and the Kola Peninsula in the process of joining the programme. Initiatives to digitise the most important medical records, create self-diagnostic workplace systems for office employees, and a system for analysing the risks of disease development are underway.

In addition, the Company is actively rolling out programmes to promote a healthy lifestyle, including solutions that can help employees from all regions receive expert and up-to-date information on how to take care of their health.

In 2023, we embarked on a project to conduct comprehensive surveys of healthcare systems and their certain areas in cities and towns where our employees and their families live.

Operating expenditures on corporate healthcare in 2023

**RUB 1,158 mln**

Capital expenditures on corporate healthcare in 2023

**RUB 526 mln**