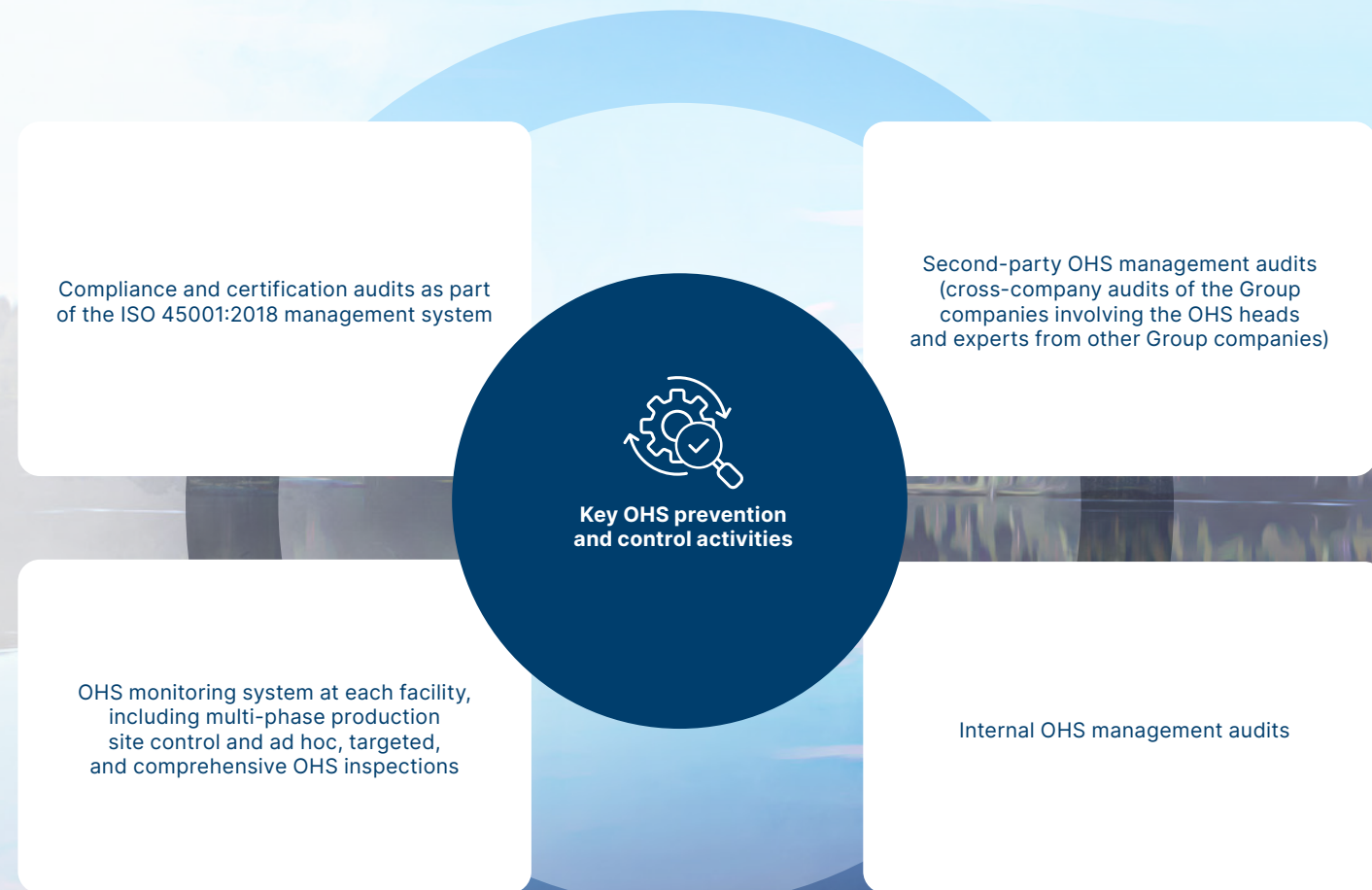


# OHS CONTROL AND PREVENTION

Nornickel regularly implements prevention and control activities to avert work-related injuries.



## Key occupational health and safety performance indicators for accident prevention

KPIs	2019	2020	2021	2022	2023
<b>Audits conducted</b>					
By health and safety committees, '000	>29.8	>48.5	>50.3	>47.7	>49.7
Target audits conducted by managers, senior experts and committees of the Group's facilities and business units, '000	9.6	10.6	11.1	11.4	15.2
Ad hoc audits, '000	15.5	27.0	23.0	21.9	30.4
Number of comprehensive audits of occupational health and safety and relevant management systems	126	164	182	174	183
Coupons removed from the books of employees violating occupational health and safety requirements, '000	1.8	1.1	1.1	0.6	0.6
Employees subject to disciplinary action for the violation of occupational health and safety requirements, '000	6.3	5	3.3	2.1	1.9
Employees with reduced bonus payments, '000	>11.9	>10.0	>8.0	>6.5	>6.0
<b>TOTAL, RUB MLN</b>	<b>&gt;69.0</b>	<b>&gt;59.0</b>	<b>&gt;66.0</b>	<b>&gt;61.5</b>	<b>&gt;88.6</b>
Employees incentivised for occupational health and safety involvement and lower workplace injury rate as per the audit results, '000	>6.5	>5.0	>5.0	>4.0	>1.8 <sup>1</sup>
<b>TOTAL, RUB MLN</b>	<b>&gt;57</b>	<b>&gt;59</b>	<b>&gt;69</b>	<b>&gt;58</b>	<b>&gt;19.7</b>

The Company has in place the Cardinal Safety Rules mandatory for all staff members. Failure to abide by them leads to employee dismissal. In 2023, 50 employees were fired for breaking the Cardinal Safety Rules.

<sup>1</sup> The decrease in the number of employees incentivised for occupational health and safety involvement and lower work-related injury rate as per the audit results was due to the change in the bonus award criteria.

## Occupational health and safety competitions

Nornickel has a corporate standard on organising team and individual OHS competitions for representatives of all the Group companies.

Team competitions are held across seven groups of Nornickel's production facilities.

During individual competitions, participants demonstrate their accomplishments in implementing initiatives, improvements,

ensuring zero accident and injury rates, contributing to production, engaging personnel in OHS activities, and raising awareness.

**In 2023, results of individual competitions were announced with the following awards granted:**

**12 winners** of occupational health and safety competitions in 2023

 **1 person**

**Best Occupational Health and Safety Head**

 **5 people**

**Best Occupational Health and Safety Line Manager**

 **1 person**

**Best Occupational Health and Safety Specialist**

 **5 people**

**Best Occupational Health and Safety Compliant Worker**



## Occupational health and safety communication

Nornickel runs an ongoing Safe Labour communications programme.

### Safe Labour programme highlights



In 2023, the Company worked to develop a new communications programme to foster safety culture dubbed Life and Safety – Work Environment providing for a unified internal communications system to inform employees. We plan to use dedicated apps, groups and chats

to regularly publish posts on OHS, including guides, description of various workplace situations, statistics, process flows, as well as trainings and tests to check the users' knowledge.

Broad media coverage of occupational safety topics is designed to shift employees' mindsets and augment their vested interest in their work safety. This strategic approach helps minimise injury, occupational disease, and workplace accident rates.