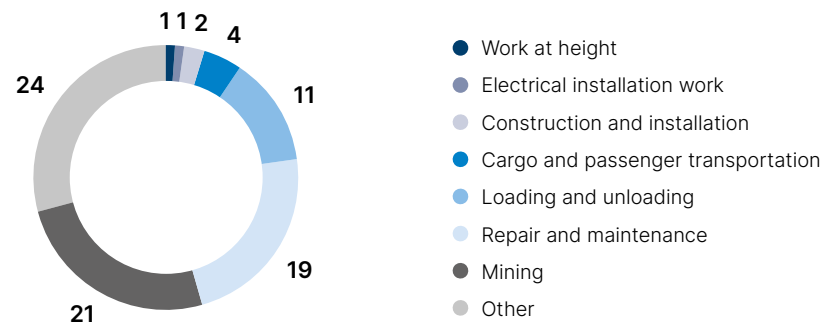


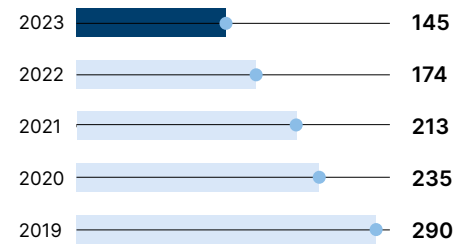
WORK-RELATED INJURIES

SASB EM-MM-320a.1, GRI 403-9, 403-10

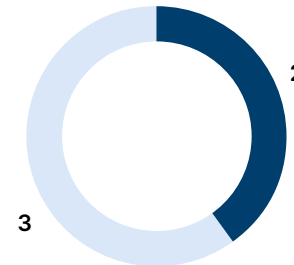
Number of injuries by work type in 2023



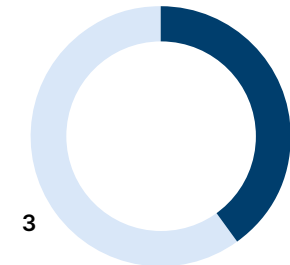
Occupational diseases identified



Number of fatalities by work type in 2023



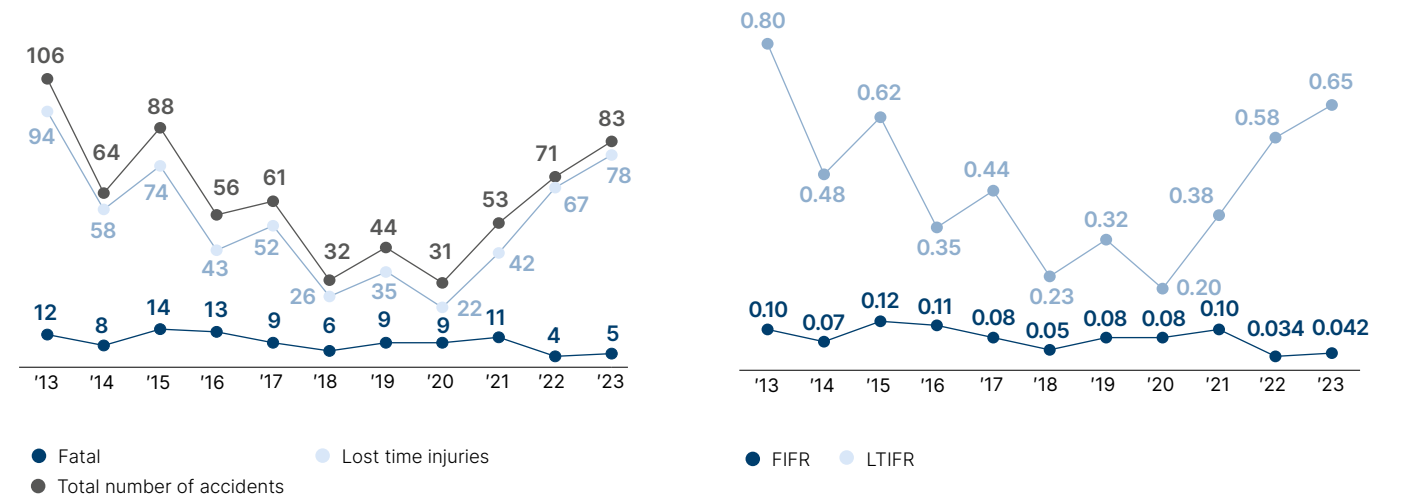
Number of fatalities by accident type in 2023



In 2023, the Group had five fatalities, two of which were caused by the collapse of structures at Kola and Norilsk divisions, another two occurred due to the run-over by underground equipment, and the last one came as a result of a drilling rig falling from a height at a mine.



Dynamics of accidents and work-related injury rates¹



In 2023, the Group had 78 lost time injuries, with lost time injury frequency rate (LTIFR) standing at 0.65. The increase in lost time

injury frequency rate (LTIFR) from 2020 to 2023 is associated with a new approach to recording, classifying, and investigating accidents.

Nornickel's indicators in this area are in line with the average for the global mining industry.

¹ The 2022 values were updated as regards the values shown in the [2022 Sustainability Report](#).

Investigation of fatalities

In the Company, all fatalities are subject to internal investigation and notification of the Board of Directors.

Based on the results of investigations into the collapse of structures at Kola and Norilsk divisions, measures were drafted and implemented to regulate the procedure for the maintenance and repair of ore haulage tracks, taking into account the results of instrumental non-destructive testing, a technical council was established to assess the quality of repairs, and wooden slabs for vertical mine workings were banned in favour of concrete slabs.

To eliminate the causes of accidents involving the run-over of self-propelled diesel equipment, the Company takes

a number of technical measures to equip underground machinery with a collision prevention system in order to stop the equipment when a pedestrian is in the danger zone, to build pedestrian walkways, traffic lights, curved mirrors, to develop uniform requirements for drawing up traffic patterns for vehicles and pedestrians in underground workings; safety zones were created for load-haul-dump drivers when working in the remote control mode; they also received additional training with skill testing.

The investigation of the accident involving a self-propelled drilling rig falling from a height resulted in the development of a standard design for fencing of vertical mine workings with a height difference, visualisation of hazardous

areas bearing a risk of falling from heights, provision of underground machinery drivers with up-to-date traffic patterns, and pilot tests on machinery navigation in underground mines.

Nornickel expresses its deepest condolences to the families and friends of the victims and reiterates its commitment to making zero work-related fatalities a key strategic priority. We will keep running dedicated programmes to prevent workplace accidents.

OHS SYSTEM DEVELOPMENT AND MITIGATION OF KEY RISKS

GRI 403-1, 403-2

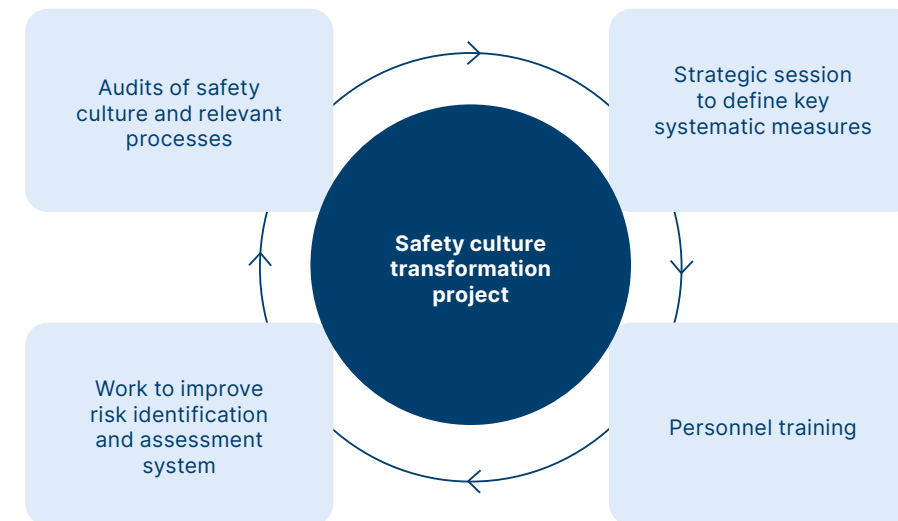
The Company plans to achieve its goals of reducing work-related injuries and eliminating fatalities by refining the Company-wide occupational health and safety system.

A 2023 milestone in this area was the decision to scale up of the project to transform the safety culture at Medvezhy Ruchey's Norilsk Concentrator to all of Polar Division's mines and Kola

MMC's Severny Mine. The project involves a persistent effort to identify and mitigate occupational risks.

The project yielded over 2,000 occupational health and safety risks identified by the workers and engineering staff at Norilsk Concentrator, Komsomolsky, Oktyabrsky, and Severny mines.

>2,000
occupational health and safety risks identified by the workers and engineering staff at Norilsk Concentrator, Komsomolsky, Oktyabrsky, and Severny mines



In 2023, Nornickel launched a dedicated unified incentive system with fixed payments for identifying occupational risks (from RUB 5,000 to RUB 10,000) depending on employee involvement in risk management. In the reporting year, 455

employees received cash benefits totalling RUB 3.4 mln. Employees are informed about this mechanism during training sessions on dynamic risk assessment; there are memos in place describing the reporting algorithm.

« We are learning to identify risks and prevent incidents, as the cost of indiscretion can be catastrophic. This process involves all employees from top managers to workers. We received training to evaluate each decision in terms of hazards. This enables employees to contribute to the development of safe production.

Alexander Shmakov,
mill operator, grade 5, Medvezhy Ruchey (length of service with the Company – 27 years)

