

**Road safety**

In 2023, Nornickel introduced a set of measures aimed at ensuring road safety. Along with the approval of the corporate road safety standard, the current road safety status was assessed in all Group's branches and Russian business units, including audits of Nornickel's road transport companies; action plans were developed for 2023–2025 to adjust the standard with due regard to the specifics of each of the Group's companies.

To improve driving discipline and enhance driving culture, we trained 2,855 Nornickel employees, including 100% of high-risk drivers (1,318), and 287 contractor employees. The Company's

executives acted as role models for the project: in the reporting year, 18 vice presidents and directors of Nornickel took safe driving courses.

In addition, briefings have been prepared on key road safety risks, including distracted driving, the effects of driver fatigue, and seatbelt use.

According to the collected accident data, the Company had 3.54 road accidents per 1 mln kilometres driven by the end of 2023.

Meetings with representatives of Russian oil and gas companies have been organised to share experience on road safety.

**2,855 employees** took safe driving courses in 2023

**PREVENTION OF OCCUPATIONAL DISEASES**

GRI 403-3

In order to study and reduce the potential impact of production factors, as well as prevent morbidity, Nornickel consistently monitors employees' health.

Employees undergo compulsory pre-employment examinations, and regular and ad hoc medical check-ups. Those who are involved in hazardous operations are subject to regular examinations held at least once in five years by healthcare organisations authorised to conduct pre-employment and regular check-ups. These serve to assess occupational health fitness and determine if the disease is work-related.

Before starting their working day, employees undergo pre-shift and pre-trip check-ups on site.

The Company provides employees working in hazardous conditions with foods, milk, and other equivalent food products for therapeutic purposes in compliance with the applicable laws and Nornickel's by-laws.

**RUB 532 mln** medical examination expenses in 2023

**RUB 830 mln** costs related to the maintenance of medical aid posts in 2023

**RUB 1,753 mln** special food and milk expenses in 2023

