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# NORNICKEL'S CONTRIBUTION **TO THE UN SDGS AND RUSSIA'S STRATEGIC PRIORITIES**

Nornickel made a commitment to contribute to the achievement of the UN Sustainable Development Goals (SDGs) up to 2030. The Company also helps implement national projects and supports the fulfilment of Russia's national goals.

The Company has analysed UN SDGs and matched them against its own strategic priorities, material risks, goals and commitments, as well as best peer practices. The analysis showed that Nornickel makes a significant contribution to 13 SDGs, focusing specifically on Goals 3, 8, 9, 11, 12, and 13 as its core priorities.

RUB 338.5 bn spent in 2023 on SDG-linked projects (27.5% of consolidated

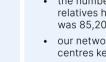
IFRS revenue).

# Nornickel's contribution to the UN SDGs in 2023 and progress along the national strategic priorities

# SDGs

Goal 3: Ensure healthy lives and promote well-being for all at all ages





- centres keeps expanding: in 2023, we opened a corporate medical centre in Dudinka and an MRI Centre in Monchegorsk and launched target healthcare programmes;
- sports events, tournaments and training exercises (drawing over 22,000 people

### Russia's strategic priorities

- National projects:
- Healthcare
- Demography

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### Nornickel contribution in 2023

• 24,600 employees and their family members took part in health resort treatment and vacation programmes;

• the number of employees and their relatives holding VHI insurance policies was 85,200 people (up 1.1% vs 2022);

• our network of corporate healthcare

• the Company organised regular corporate

to its sporting and fitness events in 2023) and launched the Sporty Nornickel corporate project.

For more details, please see the Occupational Health and Safety, Human Capital Development, and Development of Local Communities sections.

National goal:

• Maintaining the population and supporting the people's health and well-being

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## SDGs

#### Goal 4:

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



# Nornickel contribution in 2023

- In 2023, the scope of employee training increased by 45% y-o-y to 314,000 mansessions per year;
- the average number of annual training hours per employee (based on the average headcount) grew by 3% y-o-y to 88;
- the number of university students covered by Nornickel's corporate scholarship programmes increased six-fold to 454 people vs 2022;
- we created a digital encyclopedia-type platform, City of Professions, to facilitate career guidance for children in the cities where the Company operates;
- Nornickel developed an innovative educational solution, a chatbot with built-in AI to implement training programmes for line managers.

- The Company carried out projects aimed at:
- the development of a youth ecosystem in order to unlock engineering potential for kids, teenagers, and young people aged 5 to 27;
- repairs and construction of educational infrastructure across the Company's footprint:
- cooperation with universities and vocational schools, including by signing partnership agreements, developing joint educational programmes and plans, and organising internships.
- For more details, please see the Human Capital Development and Development of Local Communities sections.

#### Russia's strategic priorities

### National projects:

- Education
- Science and universities
- National goal:
- Opportunities for self-fulfilment and talent development

# SDGs

#### Goal 6:

Ensure availability and sustainable management of water and sanitation for all



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# Nornickel contribution in 2023

- In the reporting year, reused and recycled water accounted for 83% of total water consumed;
- the Company supplies water to Norilsk;
- in 2023, Yenisey River Shipping Company's fleet collected 13.3 kt of waste water and over 1 kt of waste, while also providing 4.36 kt of drinking water to vessels.

#### Russia's strategic priorities

#### National project:

Environment

S For more details, please see the Water section.

#### National goals:

- Comfortable and safe living environment
- Maintaining the population and supporting the people's health and well-being



#### Goal 7: Ensure access

to affordable, reliable, sustainable and modern energy for all



# in permafrost areas.

National projects:

to Norilsk residents;

- Comprehensive plan for upgrading and expanding core infrastructure
- Environment

#### SDGs

#### Goal 8:

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



stood at 94%;

#### National projects:

- Labour productivity
- Small and medium enterprises initiatives

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For more details, please see

the Climate Change section.

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#### Nornickel contribution in 2023

• RES share in the Group's energy consumption rose by 7 p.p. y-o-y to 55%; • the Company supplies electricity and heat

• in 2023, Nornickel began to develop a partnership project to build smallcapacity nuclear power plants

#### Russia's strategic priorities

National goal:

Comfortable and safe living environment

#### Nornickel contribution in 2023

• In 2023, Nornickel performed a salary indexation by 6.1%, with average monthly salary amounting to RUB 184,100;

• the share of employees covered by collective bargaining agreements

• the Company expanded the range of social programmes, with over 51,300 participants joining the Digital Investor motivation programme;

• we increased spending on improvements to social and working conditions by 40.6% y-o-y to RUB 4.5 bn;

• the Company builds ties with small and medium businesses across its footprint and implements initiatives to support entrepreneurs.

For more details, please see the Human Capital Development and Development of Local Communities sections.

#### Russia's strategic priorities

and support for individual entrepreneurial

National goals:

- Decent and efficient labour and successful entrepreneurship
- · Opportunities for self-fulfilment and talent development

#### NORNICKEL

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# SDGs

#### Goal 9:

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation



# Nornickel contribution in 2023

• We implemented 117 projects in IT, innovations, and digitalisation (totally funding of RUB 7.6 bn).

The Company took the following steps:

- participated in the Metallurgy and Environment industrial competence centres:
- helped foster the information security market in cooperation with developers and vendors of relevant products and services:
- implemented digital projects in the regions of operation (increasing the reliability of Norilsk Airport

# Russia's strategic priorities

#### National projects:

- Digital economy
- Environment

IT infrastructure, construction of a fibre optic communication line in the Norilsk Industrial District, creating a digital renovation platform for Norilsk);

- · took part in a project to monitor the foundations of buildings and structures in Norilsk and monitor the air quality in the regions where the Company operates.
- For more details, please see the Innovative Development section.

#### National goals:

- Digital transformation
- · Comfortable and safe living environment

# SDGs

#### Goal 10:

Reduce inequality within and among countries



## Nornickel contribution in 2023

- Expenses on relocating Norilsk and Dudinka residents to regions with better climate conditions stood at RUB 830 mln;
- the number of participants in the relocation support programme increased to 4,615 people;
- population mobility across Nornickel footprint increased (in 2023, Norilsk Airport was named an international airport);

#### Russia's strategic priorities

#### National projects:

- · Housing and urban environment
- Comprehensive plan for upgrading and expanding core infrastructure

National goals:

- the Company provides financial, consultation, educational, and other types of support to local indigenous communities.
- For more details, please see the Human Capital Development and Development of Local Communities sections.

#### Comfortable and safe living environment

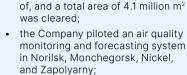
• Opportunities for self-fulfilment and talent development



SDGs

Make cities and human settlements inclusive, safe, resilient and sustainable





#### Russia's strategic priorities

National projects:

- Environment
- Housing and urban environment
- Tourism and hospitality
- Culture

#### SDGs

# Goal 12:

Ensure sustainable consumption and production patterns



#### Russia's strategic priorities

and treatment

National project:

Environment





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#### Nornickel contribution in 2023

- Pollutant emissions from Kola MMC decreased by over 90% vs 2015; • the Sulphur Programme started at Nadezhda Metallurgical Plant in Norilsk;
- since the launch of the Clean Norilsk programme, 347 abandoned buildings were dismantled, over 1 mt of waste and 80 kt of scrap metal were disposed
- the Company contributed to land improvement in the regions where it operates, housing construction, and infrastructure upgrade;
- the Company continued to implement tourism investment projects Valla Tunturi and Zatundra and support for the Bobrovy Log Fun Park (opening of new pistes; launch of Snow Class, a social, tourist, and sports project; staging other environmental, awareness-raising, and educational events).
- For more details, please see the Development of Local Communities, Air and Tailings and Waste sections.

National goals:

- Comfortable and safe living environment
- Maintaining the population and supporting the people's health and well-being

### Nornickel contribution in 2023

- In-house waste recycling and treatment amounted to 29.9 mt in 2023 (flat y-o-y);
- the Company continued to implement initiatives and projects contributing to increased waste recycling
- we continue to adopt and use more advanced production technologies and take steps to upgrade and modernise

our facilities (for instance, NMP's new furnace enables the plant to process concentrates with lower sulphur content).

For more details, please see the Tailings and Waste section.

National goal:

Comfortable and safe living environment

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SDGs

# Goal 13:

Take urgent action to combat climate change and its impacts



# Nornickel contribution in 2023

- Scope 1 and 2 GHG emissions shrank by 2% y-o-y to 9.7 mt of  $CO_2$  equivalent<sup>1</sup>;
- We implemented the Roadmap to comply with the TCFD recommendations and developed a Climate Change Action Plan through 2025;
- the Company adopted the key focus areas for carbon neutrality through 2050.
- For more details, please see the Climate Change section.

# Russia's strategic priorities

#### National project:

• Environment

National goal:

• Comfortable and safe living environment

Sor more details, please see

the Biodiversity section.

### SDGs

#### Goal 15:

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

#### Nornickel contribution in 2023

- We completed in full the rehabilitation of land plots contaminated by the fuel spill and disturbed during clean-up activities;
- 131 ha of disturbed land were rehabilitated, including landscaping of 5 ha, reforestation of 112 ha, and reclamation of 14 ha:
- we organised a second season of the Big Scientific Expedition to study biodiversity in the regions of operation.

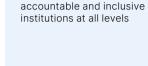
#### Russia's strategic priorities

#### National project:

Environment

#### National goal:

· Comfortable and safe living environment



SDGs

Goal 16:

Promote peaceful

for sustainable

and inclusive societies

development, provide

access to justice for all

and build effective,

# Nornickel contribution in 2023

- We informed 100% of our employees about our anti-corruption practices;
- Nornickel developed an online anticorruption course for the Board of Directors, the Management Board, and top managers;
- We organised an educational campaign on managing conflicts of interest for employees responsible for implementing anti-corruption procedures and legal team members across the Group;

### Russia's strategic priorities

### National goal:

• Decent and efficient labour and successful entrepreneurship

### SDGs

### Goal 17:

Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development



environmental safety; engaged international experts, including from the UN, to develop a new policy minorities.

# Russia's strategic priorities

- National projects:
- International cooperation and exports
- Science and universities

<sup>1</sup> Including a provision for the Sulphur Programme and GHG emissions generated from heat and electricity supply to the public.

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- the Company approved the principles of interaction among its structural units engaged in contractor due diligence and corruption risk assessment;
- we drafted communication procedures to inform employees on effective anticorruption measures, including the way, form, and frequency of educational and awareness raising events.
- For more details, please see the Business Ethics and Anticorruption section.

#### Nornickel contribution in 2023

 Produced and exported metals supporting the development of low-carbon energy; • took part in the 28th UN Climate Change Conference (COP28), the UN Economic Commission for Europe's forum in Geneva, and the Sustainable Mineral Supply Chain International Forum in Chengdu;

· built international ties in science, technology, and innovations;

• implemented a number of cooperation agreements with Rosprirodnadzor in order to preserve the environment and ensure

on interactions with indigenous northern

- Nornickel Group was represented in 25 working bodies (committees, expert and working groups, etc.) established by non-governmental organisations and government authorities.
- For more details, please see the Stakeholder Engagement and Innovative Development sections.

National goals:

- Comfortable and safe living environment
- Decent and efficient labour and successful entrepreneurship