

Abbreviations

AA1000SES	AA1000 Stakeholder Engagement Standard
CHI	Compulsory health insurance
CHRB	Corporate Human Rights Benchmark
CTL	Corporate Trust Line
ESG	Environmental, social, and governance
FIFR	Fatal injury frequency rate
FPIC	Free, prior and informed consent
FZ	Federal law
GRI	Global Reporting Initiative
ICMM	International Council on Mining and Metals
IFC	International Finance Corporation
ILO	International Labour Organization
IRMA	Initiative for Responsible Mining Assurance
ISO	International Organization for Standardization
KPI	Key performance indicator
LTIFR	Lost time injury frequency rate
PJSC	Public joint stock company
SO2	Sulphur dioxide
UN	United Nations
UNGPs	United Nations Guiding Principles on Business and Human Rights
VHI	Voluntary health insurance
VPSHR	Voluntary Principles on Security and Human Rights

Glossary

Business units	Subsidiaries of PJSC MMC NORILSK NICKEL
Complaint/report	Message containing information on a current or potential issue pertaining to the Company's activities and raising a legitimate concern, as well as on an adverse impact on the Company's stakeholders and employees, violation of human rights, protection of assets and corporate interests, prevention of abuse, theft, and other violations at the Company's units
Corporate Trust Line	The Company's internal grievance mechanism for receiving and addressing complaints pertaining to breaches of ethics, security risks, and human rights violations
Grievance mechanism	Additional corporate procedure available to external stakeholders (local and indigenous communities, suppliers, or contractors, etc.)
Human rights	Rights that belong to every person in the world regardless of their origin, gender, ethnicity, religion, language, or status
Human rights due diligence	Set of measures that includes assessing impacts and risks in the value chain and conducting business responsibly in order to prevent and mitigate human rights abuses and hold businesses accountable for such abuses in which the businesses may be implicated through their own operations or relationships
Human rights risk	Potential adverse impact on right holders resulting in their rights being infringed or restricted and arising inadvertently from the Company's activities and/or violation of the Company's policies and codes by its employees
Indigenous small-numbered peoples of the North	Peoples traditionally living within the Company's operating regions, who lead a traditional way of life and have a special legal status
Nornickel Group	PJSC MMC NORILSK NICKEL and its subsidiaries
Risk	The effect of uncertainty on objectives
Stakeholder engagement	The Company's activities aimed at identifying stakeholders' expectations and concerns and their engagement in the decision-making process
Stakeholders	Individuals, legal entities, groups, associations, and other organisations whose interests can be potentially affected by the Company's operations, as well as parties that can influence it