

Contents

About the Nornickel Group	1	Nornickel’s human rights achievements in 2024	26
About the Report	1	Respecting employee rights.....	26
Key figures of the Report	2	Upholding the rights of local community members.....	31
Human rights at Nornickel between 2014 and 2024	4	Rights of indigenous peoples.....	34
Commitment to human rights	6	Contribution to upholding the rights of supplier employees	38
Nornickel’s policy statement on human rights	6	Contacts and sources of information about the report	39
List of human rights priorities	8	Abbreviations	40
Internal documents on human rights	10	Glossary	41
Nornickel’s 2030 socially sustainable development strategy.....	11	Indicators under the UN Guiding Principles on business and human rights (UN Guiding Principles Reporting Framework).....	42
Governance structure, responsibilities, and oversight of human rights.....	12	Indicators under the Corporate Human Rights Benchmark (CHRB)	44
Nornickel’s human rights due diligence procedure	14	Review by the UN Global Compact Network Russia for MMC Norilsk Nickel’s 2024 Human Rights Report.....	47
What was done in 2021–2024 as part of the human rights due diligence system?.....	15	Disclaimer	49
Improvements to the human rights due diligence system in 2024	15		
Identification and assessment of human rights risks and impacts.....	16		
Management of human rights risks.....	17		
Training at nornickel	18		
Human rights training	18		
Stakeholder engagement	20	APPROVED by the Board of Directors of MMC Norilsk Nickel Minutes No. GMK/16-pr-sd dated 26.05.2025	
Remedies and grievance mechanisms	21	RECOMMENDED FOR APPROVAL by the Sustainable Development and Climate Change Committee of MMC Norilsk Nickel’s Board of Directors Minutes No. 1 dated 20.05.2025	
Corporate trust line	21	APPROVED by the Management Board of MMC Norilsk Nickel Minutes No. GMK/11-pr-p dated 07.05.2025	
Grievance mechanism	24		
Remedies for local and indigenous communities	25		

About the Nornickel Group

The Norilsk Nickel Group (“Nornickel”, the “Group”, the “Nornickel Group”, or the “Company”) is a diversified metals and mining holding company, the world’s largest producer of palladium and metal nickel, and one of the leading global producers of platinum, copper, rhodium, and cobalt. Nornickel’s key competitive advantages include a vertically integrated production chain that spans a unique mineral resource base and a full production cycle, from ore mining to refining, along with its own energy, logistics, and infrastructure assets.

The Group’s production facilities are located in Russia, including in the Norilsk Industrial District, on the Kola Peninsula, in the Trans-Baikal Territory,

and in Finland. The Head Office of PJSC MMC NORILSK NICKEL (the Group’s parent company) is based in Moscow.

Nornickel holds leading positions among industrial companies operating in the Russian Arctic. The Company’s enterprises play a vital role in the development of Norilsk, Dudinka, Monchegorsk, and Zapolyarny, contributing to the social and economic development and stability of these cities.

About the Report

Nornickel plays a significant role in the social and economic development of its operating regions by creating jobs, building infrastructure, and implementing various initiatives to support local growth. However, the key factor driving the Company’s sustainable growth and success is the people living across Nornickel’s footprint. Working in the harsh climate of the Far North, Nornickel employees ensure uninterrupted production and bring ambitious projects to life. The hard work, professionalism, and dedication of its people lie at the heart of Nornickel’s achievements, driving the Company forward and securing its position as an industry leader.

Nornickel’s success would not be possible without a well-structured system that fosters respect for every individual involved in the Company’s operations. The Company fully acknowledges its responsibilities and upholds high social standards, placing particular emphasis on protecting labour rights, ensuring safe and comfortable working environment, and supporting the professional and personal growth of its people. Nornickel firmly believes that long-term success is only possible when every individual involved in its operations feels protected, respected, and engaged in a shared mission.

To demonstrate its commitment to international standards and national goals, the Company publishes its Human Rights Report, which complements the corporate Sustainability Report. This Report details the Company’s approach to upholding human rights, demonstrating how these principles are integrated into both daily operations and strategic initiatives. Nornickel’s 2024 Human Rights Report is the Company’s third publication of its kind, highlighting the consistency and continuity of its efforts in this area.

The Company’s Human Rights Report discloses information in compliance with the parameters and metrics outlined in key international human rights guidelines, such as the UN Guiding Principles on Business and Human Rights (UNGPs) and the Corporate Human Rights Benchmark (CHRB).

Disclosure boundaries in this Human Rights Report coincide with the boundaries outlined in [Nornickel’s 2024 Sustainability Report](#) in terms of key topics and aspects.