

Commitment to human rights

UNGPs RF A1.1, CHRB A.2.1

Statement of the Chairman of the Board of Directors

We are living in an era where corporate responsibility – to society, the environment, and each individual – is becoming a key driver of long-term sustainability for a business. At Norickel, respect for human rights is not just an obligation but a core value that underpins our corporate culture, informs our decisions, and guides our actions.

In 2024, as part of our ongoing efforts to strengthen the human rights due diligence system, we developed a methodology for assessing integrated human rights risk and launched a dedicated training programme for Group employees.

We remain firmly committed to advancing our social programmes and delivering on the goals of our 2030 Socially Sustainable Development Strategy, with a strong focus on enhancing employee well-being. In 2024, we allocated a record RUB 6 billion to the Made with Care programme, significantly improving workplace amenities for our employees. Equally important is fostering an environment that supports both professional development and personal growth. The Company operates

a comprehensive continuous learning system, further expanding its medical support initiatives, including access to health resort treatment. We are also continuing our Digital Investor project, which promotes employee engagement and improves financial literacy.

The Company places particular emphasis on the development of its host cities. The large-scale renovation of Norilsk is underway, with more than RUB 80 billion planned in investments by 2035. The programme includes the construction of new residential housing as well as social, cultural, and infrastructure facilities. We are also deepening our engagement with indigenous minority peoples. Updated in 2024, our corporate Policy of Engagement with Indigenous Small-Numbered Peoples is aligned with recognised international standards.

All of these efforts are aimed at ensuring the sustainable development of Norickel and strengthening our social licence to operate. And in this milestone year – our 90th anniversary – we wish to express our heartfelt gratitude to all our employees, partners, and local communities for their continued support and contributions to our shared initiatives.

Norickel's policy statement on human rights

CHRB A.1.3.b

For more details, please see the [Norickel's Human Rights Due Diligence Procedure](#) section.

Norickel complies with the national laws of the Russian Federation while adhering to international standards and corporate best practices in upholding and protecting human rights. The Company has implemented and continues to enhance its human rights due diligence system.

The Company is committed to providing a safe and comfortable working environment for everyone, fostering equitable engagement among employees, suppliers, partners, and other stakeholders.

Norickel's public policy statement on human rights

Norickel is committed to upholding the principles of equality, fairness, and respect for every individual's human rights. The Company does not tolerate any form of discrimination and prohibits the use of forced or child labour, both in its operations and throughout its supply chains. All employees – regardless of gender, ethnicity, place of residence, social status, age, beliefs, or any other factors not related to their professional abilities – are provided with equal opportunities to exercise their labour rights and realise their career potential.

The Company does not operate in, nor does it source raw materials from, conflict-affected or high human rights risk areas.

Norickel adheres to high standards of business ethics and expects its suppliers, contractors, and partners to take a similar responsible approach to human rights compliance. For more details, please see the [2024 Responsible Supply Chain Report](#).



Our values¹

People are the Company's key value. Throughout its operations spanning nine decades in the Far North, Norickel has built distinctive professional expertise that enables the Company to effectively navigate challenges of unprecedented scale and complexity while maintaining the highest standards of product quality.

These statements are consistent with Norickel's values



Efficiency

The Company's primary aspiration and a driving force behind the development of each employee's professional qualities



Safety

A fundamental priority shared by the Company and all employees



Care for people

The cornerstone of collaboration and interaction within our teams

¹ For more details on our corporate values, please see the link below: <https://norickel.ru/upload/iblock/buklet-po-cennostyam-181124.pdf>.