

Key figures of the report

CHRB D.3.1

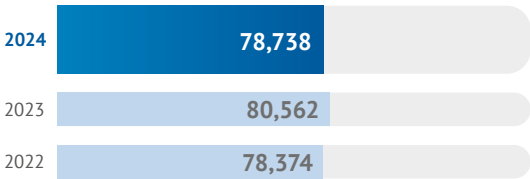
Throughout its duration from 2003 to 2024, the programme to improve workplace amenities saw investments totalling

RUB **21.7** billion

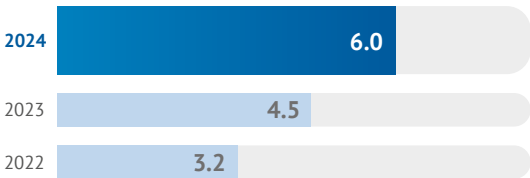
with overhauls carried out at

187 facilities in 2024

The Nornickel Group's average headcount

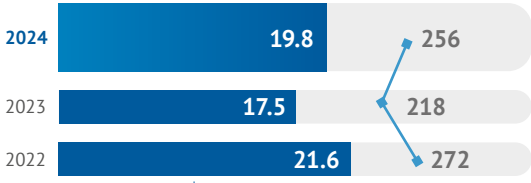


Spending on improvements in workplace amenities (RUB bn)



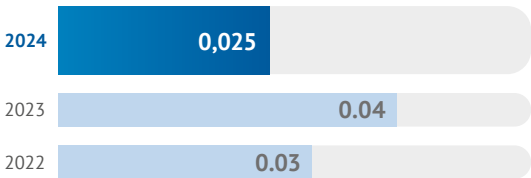
Health and safety

Health and safety expenses



■ Health and safety expenses, RUB bn
— Expenses per employee, RUB thousand

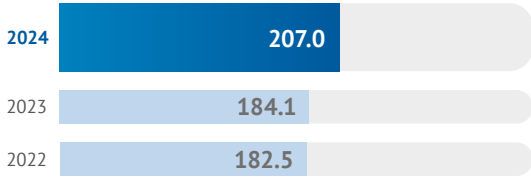
FIFR



In 2024, average monthly pay at the Company was

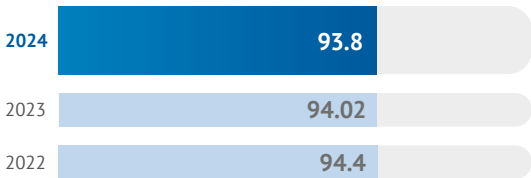
2.1 times higher than Russia's average¹

Average monthly salary (Group-wide) (RUB thousand)



Freedom of association

Percentage of total employees covered by collective bargaining agreements (%)



Respect for basic human rights

0 cases of forced, compulsory, or child labour



¹ Calculated with regard to the average nominal monthly salary accrued to the employees of organisations that are not small-sized enterprises in Russia. The minimum wage in the Nornickel Group is 2.1 times higher than the living wage applicable in Russia as at 1 January 2024.