

Air quality monitoring in Norilsk

In 2024, Nornickel created and launched an integrated air quality monitoring system for Norilsk residents. This is one of Russia's first projects and the first project in the Arctic zone enabling real-time assessment of urban air pollution levels.

To support the system's operation, 16 environmental monitoring stations were installed in the Norilsk Industrial District to measure the air content

of sulphur dioxide (SO₂), hydrogen sulphide (H₂S), carbon monoxide (CO), nitrogen dioxide (NO₂), and dust, as well as temperature, pressure and humidity. Information on the concentrations of measured substances is updated every 20 minutes, enabling residents to plan their day and avoid unnecessary outdoor activities during unfavourable meteorological conditions.

Rights of indigenous peoples

CHRB D.3.5

Nornickel acknowledges and respects both the collective and individual rights of the indigenous peoples as enshrined in Russian and international law. The Company honours the history, cultures, traditions, and ancestral lands of indigenous peoples – the Nenets, Enets, Dolgans, Nganasans, Evenks, and Sámi – recognising their distinctiveness, heritage, and ways of life inextricably tied to their natural environment.

Policy of engagement with indigenous peoples



In 2024, Nornickel's Board of Directors approved an updated

[Policy of Engagement with Indigenous Small-Numbered Peoples](#)

0 recorded cases of indigenous rights violations in 2024

Independent experts, tribal communities, and associations of indigenous minorities participated in updating the document, enabling the comprehensive alignment with international standards, the Company's experience in implementing support projects and programmes for indigenous minorities, and the specific needs and suggestions of the indigenous peoples of Taimyr and the Murmansk Region.

The implementation of the Company's policy of engagement with indigenous peoples, along with the integration of human rights-based approaches, enables Nornickel to build sustainable and trusting

relationships with indigenous communities. Nornickel continues to consistently advance initiatives for engagement with the indigenous small-numbered peoples of the North, building a sustainable framework to support their development and foster ongoing collaboration on joint projects.

In 2025, the programme's activities are focused on implementing the Company's Policy of Engagement with Indigenous Small-Numbered Peoples, with the aim of improving quality of life, developing social infrastructure, preserving traditional economic activities, and supporting indigenous culture.

Recognition and respect for self-determined development priorities

Acknowledgement of the vulnerability of indigenous minorities

Recognition of and respect for decision-making rights

Nornickel's commitments and principles regarding engagement with indigenous peoples

Commitment to culturally appropriate consultations, agreements, and disclosure of information

Advancing engagement with indigenous peoples

Funding of projects agreed with indigenous peoples

FPIC principle

CHRB A.1.3.a.EX

The FPIC principle lies at the heart of the Company's approach to engagement with indigenous peoples. This approach guarantees that:

- **free** engagement is free from intimidation, coercion, manipulation, or persecution;
- **prior** consent is sought at early stages of conceptualisation or development of project activities, and indigenous peoples have sufficient time to make an informed decision;
- **informed** participation is ensured through full disclosure of information regarding all material aspects of a proposed activity.

For more details on examples of obtaining FPIC from indigenous peoples, please see [Nornickel's 2023 Human Rights Report](#).

Programme to support indigenous peoples

In 2024, Nornickel completed its five-year programme to support the indigenous peoples of Taimyr. Performance under the programme was reviewed by the Sustainable Development and Climate Change Committee of MMC Norilsk Nickel's Board of Directors and at meetings of the Company's executive bodies. Its results were also presented to the wider public in early 2025. The Company spent over RUB 2 billion on the programme.

For more details on the performance under this programme, please see [Nornickel's 2024 Sustainability Report](#).

Achievements and performance



Living conditions
23% of the housing stock in Volochanka and Ust-Avam settlements was renovated, significantly improving living conditions



Medical care
First aid became more accessible, as the number of rural health posts in Taimyr settlements grew by 27%



Development of traditional trades
Traditional economic activities, such as reindeer herding and traditional crafts, are actively supported, contributing to the preservation of cultural traditions



Logistics and promotion of products
A robust infrastructure has been established to support the sale of products made by the indigenous peoples of Taimyr, contributing to the improvement of their economic well-being



In 2025, MMC Norilsk Nickel has remained committed to safeguarding the rights and supporting the development of the indigenous small-numbered peoples of the North through a range of focused initiatives in the following areas:

1. Liaison with federal institutions, e.g. an agreement with the Federal Agency for Ethnic Affairs (FAEA)

The Company engages in joint initiatives with the FAEA that focus on institutional development and the inclusion of indigenous minorities in decision-making processes concerning matters that impact their legitimate interests:

- The Indigenous Peoples of Russia – Social Diplomacy nationwide educational competition programme is aimed at enhancing the qualifications, leadership skills, and expert capacity of indigenous people;
- Support for expert workshops and analytical studies, including annual independent monitoring of business–indigenous peoples relations, based on the collective position of institutions representing the indigenous small-numbered peoples of the North.

2. Implementation of charitable programmes

Support for indigenous minorities is provided as part of the long-term corporate sustainable development program:

- The World of New Opportunities charitable programme provides institutional and infrastructural conditions for the sustainable development of communities across indigenous territories;

- The World of Taimyr grant competition aims to support initiatives led by indigenous minorities and non-governmental organisations in areas such as ethnic cultural development, environmental protection, education, traditional ways of life, and cultural and tourism projects.

3. Partnerships with indigenous associations and authorities of Russian regions

The Company is consistently strengthening its engagement with indigenous peoples through agreements with federal and regional indigenous associations as well as through support received from regional authorities.

Such engagement involves supporting agreed-upon projects, including initiatives aimed at:

- developing indigenous culture and traditional economic activities;
- organising and conducting socially significant events that foster interest in and help preserve traditional indigenous activities and culture;
- implementing infrastructure initiatives as part of long-term regional programmes for the social and economic development of Taimyr.

Indigenous Communities Coordination Council

In 2021, to foster systemic dialogue with the indigenous peoples of the Taimyrsky Dolgano-Nenetsky Municipal District and improve their quality of life, Norinickel established the Indigenous Communities Coordination Council, supervised by the head of the Norilsk Division. The Coordination Council oversees Norinickel's programmes to support the indigenous peoples of Taimyr. Community members may also provide feedback on the Company's initiatives and put forward their own suggestions. In total, the Council brings together 58 tribal communities engaged in traditional economic activities on the Taimyr Peninsula.

RUB
400 mln

additionally allocated by the Coordination Council to support tribal communities, ensure they have all the necessary supplies, and help them prepare for the hunting and fishing seasons in 2021–2024 (RUB 100 million annually)

The Company's Coordination Council, which includes representatives of tribal communities of Taimyr's indigenous peoples, implements targeted projects aimed at:

- facilitating traditional nature use by providing assistance to communities in preparation for the season of traditional economic activities (hunting, fishing);
- supporting educational initiatives – the Company has extended the Taimyr Students programme, which offers comprehensive assistance to indigenous students, into 2025.

