

Corporate Healthcare project

The Company has in place the Corporate Healthcare project across its key regions of operation, designed to set up a network of advanced healthcare centres with the latest medical equipment and highly qualified professionals.

237 types of services

>5,000 thousand healthcare services provided

21.5 thousand general practitioners' visits

As at the end of 2024, 31 medical facilities and 4 healthcare centres were put into operation. Performance of healthcare facilities in the Norilsk Industrial District and the Kola site from December 2021 to 31 December 2024:

14 focus areas

31.2 thousand paramedic visits

4.3 mln pre-trip and pre-shift check-ups

Housing programmes

The Company runs housing programmes (Our Home / My Home and Your Home) offering employees the opportunity to acquire

apartments in the Moscow and Tver Regions, Krasnodar Territory, and Yaroslavl on special terms.

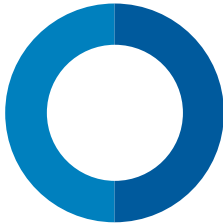
**Our Home / My Home programme**  
Commercial lease agreements with a purchase option

**Your Home programme**  
Sales and purchase agreement with payment by instalments

Participants: highly skilled and sought-after employees under 50 years of age with at least five years of continuous service, whose occupation/position falls within the priority focus areas.

**Housing programmes co-financing mechanism**

The **Company** pays up to 50% of the apartment cost, but in any case not more than RUB 3 million



The rest is paid by the **employee** within a certain period of employment with the Company (from five to ten years)

6,358

apartments provided to Norinckel employees since the start of the housing programmes (including 240 in 2024)

RUB

>28.8 bn

total investments in housing programmes (the purchase of apartments and infrastructure development)

24

business units and branches of the Norinckel Group covered by the programmes in Norilsk, the Taimyrsky Dolgano-Nenetsky Municipal District, Krasnoyarsk, and the Murmansk Region

Upholding the rights of local community members

For more details, please see [Section 4.3, Rights of Indigenous Peoples](#).

As part of its commitment to respecting the rights of local communities, Norinckel identifies three key areas of focus: fostering a favourable social environment – through the management of positive social impacts and infrastructure projects; ensuring a favourable environmental context by reducing a negative environmental footprint; and a particular focus on engagement with indigenous communities.

Healthy social environment

For many years, Norinckel has prioritised creating conditions and opportunities for the residents of Norilsk, Monchegorsk, and other host areas.

[Urban Environment Quality Index](#) of the [Russian Ministry of Construction, Housing, and Utilities](#) is a tool for assessing the quality of the physical urban environment and the conditions for its development. The Index is assessed across 36 parameters, with an average score of 200 points for 2023 (out of a maximum of 360).

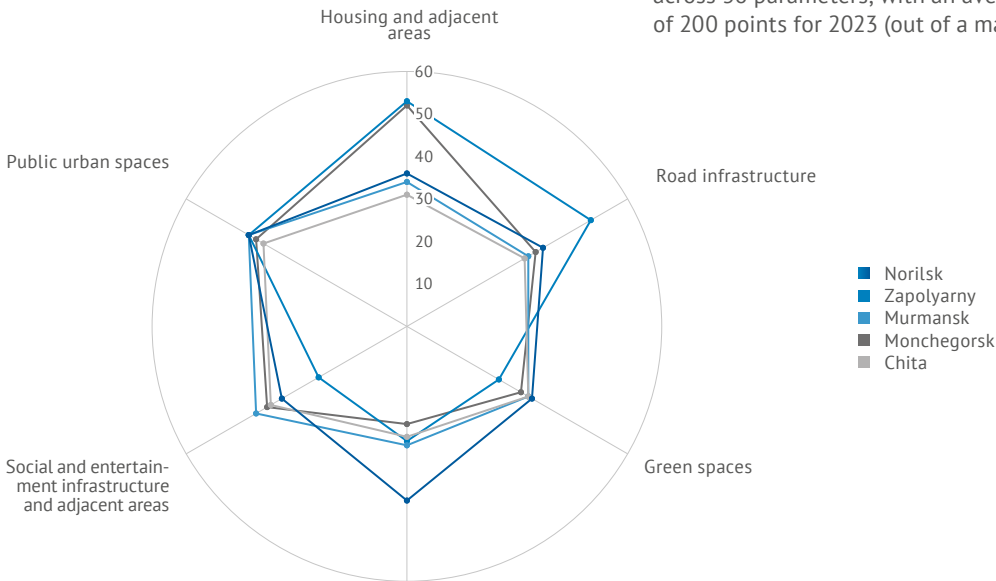
Monchegorsk  
220 points

Norilsk  
225 points

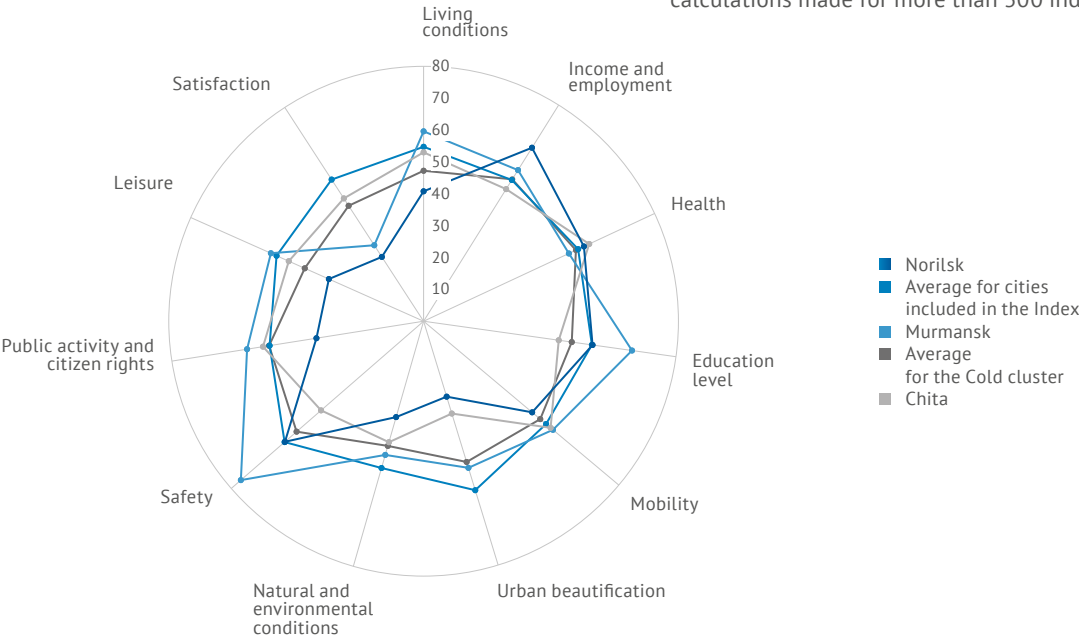
Zapolyarny  
222 points

Murmansk  
212 points

Chita  
198 points



In 2023, the [City Life Index](#) developed by VEB. RF and its partners included 218 Russian cities, including Norilsk, Chita, and Murmansk, with assessments covering 11 focus areas and calculations made for more than 300 indicators.



The Company fosters dialogue with local communities, empowering residents to engage in decisions that impact their rights and interests. Through its ongoing support for urban development and entrepreneurship, the Company helps expand opportunities for self-fulfilment and a better quality of life for residents.

The World of New Opportunities flagship charitable programme run by Norickel since 2015 is the key tool to achieve this goal<sup>1</sup>.

**>21 thousand**  
people residing in the Company's regions of operations took part in the World of New Opportunities programme in 2024

**4 dimensions**  
of the World of New Opportunities programme  
**DEVELOP!, INVENT!, ACT!, CREATE!**

**3 key target regions**  
the Krasnoyarsk Territory (Norilsk, Taimyrsky Dolgano-Nenetsky District), the Murmansk Region (Monchegorsk and the Pechengsky District), and the Trans-Baikal Territory (Chita and the Gazimuro-Zavodsky District)

**RUB 388 mln**  
Total funding allocated in 2024

Activities of territorial development agencies

Local communities primarily engage in shaping the new appearance of their urban environments under Norickel's projects through urban

development agencies, which are established and supported by the Company.

Norilsk Development Agency

Monchegorsk Development Agency

Second School Centre  
for Community Initiatives  
of the Pechengsky District

These agencies offer educational, informational, advisory, marketing, and other forms of support to local residents; they also contribute to infrastructure development, the creation of business activity centres, and act as a liaison between government authorities and local

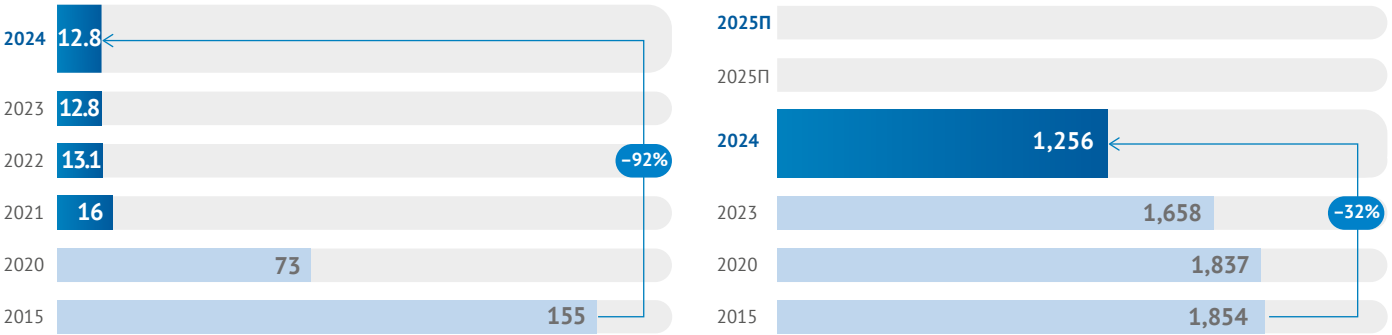
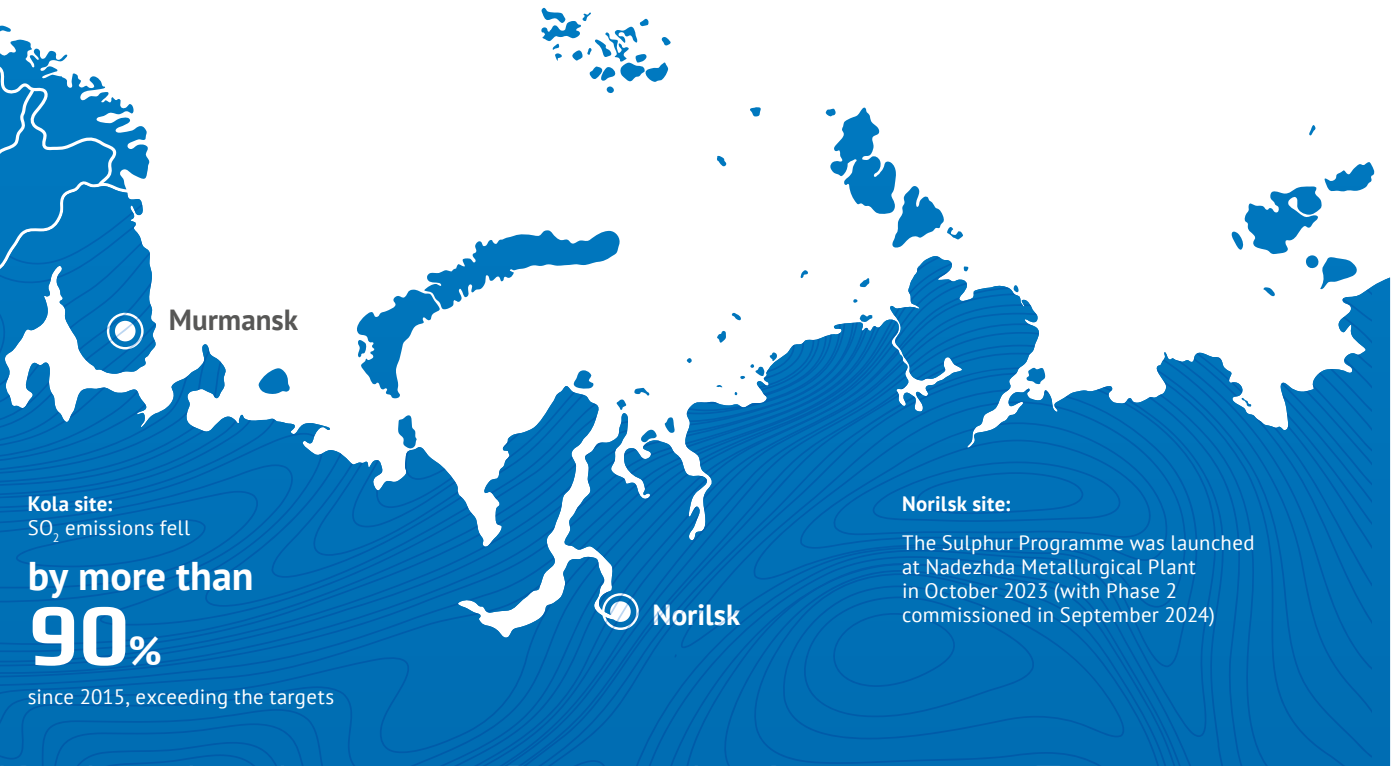
communities. They conduct large-scale population surveys and use the results to define the key areas of focus in their work.

Healthy environment

To improve local environmental conditions across its footprint, the Company is implementing a holistic Environmental and Climate Change Strategy. The Strategy covers all key areas related to the environment: air and water protection,

waste management, disturbed land rehabilitation, reforestation, and biodiversity conservation. To improve air quality in the Norilsk Industrial District and on the Kola Peninsula, the Company has been implementing the ambitious Sulphur Project<sup>1</sup> since 2015, aiming to phase out sulphur dioxide emissions by its Kola and Norilsk enterprises.

Results of the Sulphur Project



<sup>1</sup> For more details, please see the Company website at <https://nornickel.com/sustainability/projects/sulphur/>.

By the end of 2021, all activities of the Sulphur Project at the Kola site had been completed, reducing emissions by more than 90% from a 2015 baseline. The project's activities at the Norilsk site are still ongoing. The first SO<sub>2</sub> capture and recovery

facilities were launched at Nadezhda Metallurgical Plant in 2023. In 2024, the Company succeeded in reducing emissions by 32% from a 2015 baseline, with the project still ongoing.

<sup>1</sup> For more details on the World of New Opportunities programme, please see the [programme's official website](#) and [the Company website](#) as well as a [dedicated article](#).

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 (SO<sub>2</sub>), hydrogen sulphide (H<sub>2</sub>S), carbon monoxide (CO), nitrogen dioxide (NO<sub>2</sub>), 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