

Nornickel’s human rights achievements in 2024

Respecting employee rights

UNGP’s RF C4.3, UNGPs RF C6.5

Nornickel gives every employee equal opportunities to exercise their labour rights. This includes non-discriminatory access to employment, equal opportunities for professional growth, a safe working environment, and protection from all forms of forced or unfair labour.


Throughout its operations, the Company consistently addresses socially significant challenges to improve working conditions and enhance the quality of life for employees and their families. Employee support programmes in place

at the Company provide access to healthcare services, educational and housing initiatives, and a range of social benefits.


Working conditions

CHRB A.1.2.b


In accordance with the Russian Labour Code and the Working Conditions Policy, the Company guarantees its employees the following.




The working week shall not exceed 40 hours¹ and every employee shall be entitled to a minimum uninterrupted rest period of 42 hours per week




The working time for production staff shall not exceed 8 hours a day in line with the general rule




For full-time employees working between 10:00 pm and 6:00 am, working time shall be reduced by one hour, with no reduction in pay



Employees shall be entitled to a minimum rest break of 30 minutes per every working day



Employees shall be entitled to additional rest breaks due to specific process flow requirements and for production and labour management purposes



Employees may work a second job outside their main working hours

Nornickel employees are entitled to a 28-day paid annual basic leave and additional paid leaves for those working in the Far North and equivalent regions, exposed to adverse and/or hazardous working conditions, or as otherwise provided by law. Employees may reschedule or split up their leaves, subject to agreement with their supervisors.

On an annual basis, the Company covers round-trip travel to a holiday destination for employees in the Far North and equivalent regions and their families, including associated baggage fees.

Made with Care

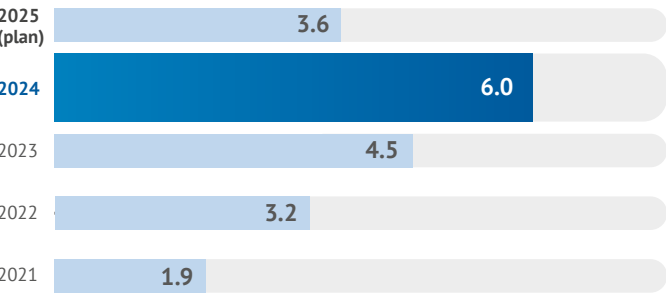
Nornickel believes that comfortable working conditions and workplace amenities reduce work-related injuries, enhance employee motivation and engagement, and improve their health.

For more than 20 years, the Company has been running Made with Care, a workplace welfare facility repair programme aiming to provide employees with comfortable working conditions.

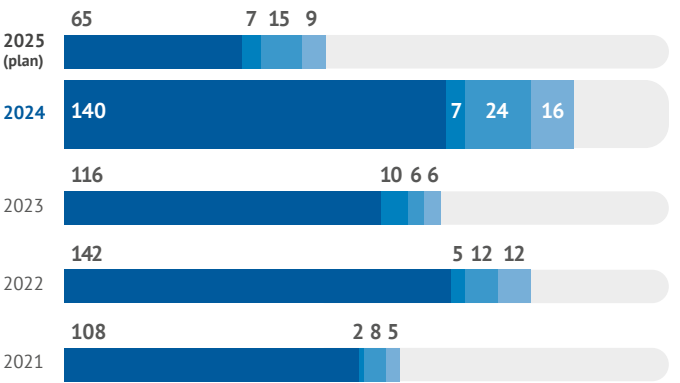
In 2024, the programme set a new record for the number of facilities renovated, the scope of work completed, and the number of employees whose working conditions were significantly improved.

Programme results for 2003–2024	Results for 2024	Plans for 2025
<ul style="list-style-type: none">• 1,035 welfare facilities repaired• 496 portable buildings purchased• Total costs: RUB 21.7 bn	<ul style="list-style-type: none">• 187 welfare facilities overhauled• Total area of repaired facilities: 25 thousand sq m• Workplace amenities improved for more than 11.8 thousand employees• The total cost of the works amounted to RUB 6 bn (net of VAT)	<ul style="list-style-type: none">• 96 welfare facilities repaired (22 thousand sq m)• Repair of several entrances, common use areas, and façades of administrative facilities• Planned costs: RUB 3.6 bn

Costs of the programme to improve workplace amenities (RUB bn)



Welfare facilities overhauled



¹ Except for when a cumulative approach to time-keeping is used, or when there are no fixed working hours, or as otherwise provided by Russian labour laws, where employees may be requested to work outside their regular working hours.

22

collective bargaining agreements signed by Group entities

94.3%

of Nornickel employees covered by collective bargaining agreements

6.8%

of Group employees are members of trade unions

76.2%

of Group employees are represented by social and labour councils

Collective bargaining agreement

CHRB D.3.3

Nornickel and its Russian business units make sure that their employees are free to form and join trade unions of their choice, and respect their right to freedom of association and collective bargaining. Employees may exercise this right without prior authorisation and without fear of pressure, intimidation, or retaliation.

In 2024, the collective bargaining agreements of MMC Norilsk Nickel and three other Group entities were extended for three years. The updated agreements stepped up targeted support for certain employee categories (e.g. revising financial assistance limits, expanding guarantees for employees with disabilities, increasing reimbursement levels for employees' relocation costs after terminating their employment in the Far North, and more). During collective bargaining, representatives of employees and the employer agreed to extend for another three years the existing collective bargaining agreement, keeping all guarantees, compensations, and social programmes unchanged.

Maternity and childhood protection

CHRB D.3.9

Nornickel fosters conditions that enable employees to successfully balance their professional responsibilities with a fulfilling family life. The Company considers dismissal or discrimination based on pregnancy or marital status unacceptable, guarantees the right to parental leave, and provides support during childbirth and child-rearing. In addition, the Company carries out initiatives aimed at supporting and promoting the development of employees' children.



Terms of financial assistance and lump-sum payments

	Employee category	Terms	Frequency	Amount (RUB thousand)
Maternity	Employees on maternity leaves	Upon occurrence	In a lump sum	Top-up payment to match their fixed or average wages
Employees giving birth to or adopting a child	One of the parents	For each child	In a lump sum	20–30 (depending on the region)
Leave to care for children up to three years of age	Employees on childcare leave	Payable per child in the specified age bracket	Monthly	3.5–5 (depending on the region)
Per employee with a disabled child	Parents of a disabled child (up to 18 years of age)	For each disabled child	Quarterly	10–15 (depending on the region)

Nornickel supports the leisure and health of employees' children aged 8 to 14 by providing them with subsidised summer camp vouchers. The programme is aimed at organising recreation for unaccompanied children in specialised childcare facilities located in regions with favourable

climate conditions. In 2024, a total of 1,656 children of Nornickel employees spent their summer holidays at specialised childcare facilities, including a recreation camp in Anapa and a session for a sports team held at the Universiade Village in Kazan.



Health and safety

CHRB D.3.4

Employee health and safety is one of Nornickel's strategic priorities. This priority is set out in the Company's three corporate values, the 2030 Socially Sustainable Development Strategy,

Key Focus Areas in Occupational Health and Safety for 2023–2025, and MMC Norilsk Nickel's Occupational Health and Safety Policy.

Work-related injuries

Indicator	2020	2021	2022	2023	2024
FIFR	0.08	0.10	0.03	0.04	0.025
LTIFR	0.21	0.38	0.58	0.65	0.64
Total number of work-related accidents under the Russian labour laws	31	53	71	83	78 ¹
Fatal work-related injuries	9	11	4	5	3
Occupational diseases identified	235	213	174	145	139
Occupational disease rate (ODR)	2.21	1.94	1.49	1.21	1.18
Injury rate ²	0.28	0.48	0.61	0.69	0.66

Achieving zero fatalities is a public goal of the Company. The increase in lost time injury frequency rate (LTIFR) from 2020 is associated with a new approach to recording, classifying, and investigating accidents. Following another update to the Golden Rules of Safety, the Company has tightened penalties for concealing work-related accidents starting in 2021. In this way, Nornickel seeks to obtain complete information on all injuries in order to promptly analyse, respond, and mitigate health and safety risks.

Care for health

Nornickel also pays particular attention to the health of its employees by providing access to high-quality and timely medical care.

Multidisciplinary medical centres operate at the Kola site and in the Norilsk Industrial District for Group employees and their covered relatives, with appointments available under both VHI and CHI policies. Before starting their working day (shift), employees undergo pre-shift and pre-trip check-ups. Dental services are available at three medical aid stations at Nornickel's production sites.

¹ Excluding one accident until its work-related status and severity are determined.

² The injury rate is calculated per million hours worked and takes into account the number of individuals affected by work-related lost-time injuries or fatalities as well as the number of medical treatment cases without lost time (i.e. beyond first aid).

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.

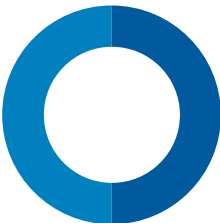
Our Home / My Home programme
Commercial lease agreements with a purchase option

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).

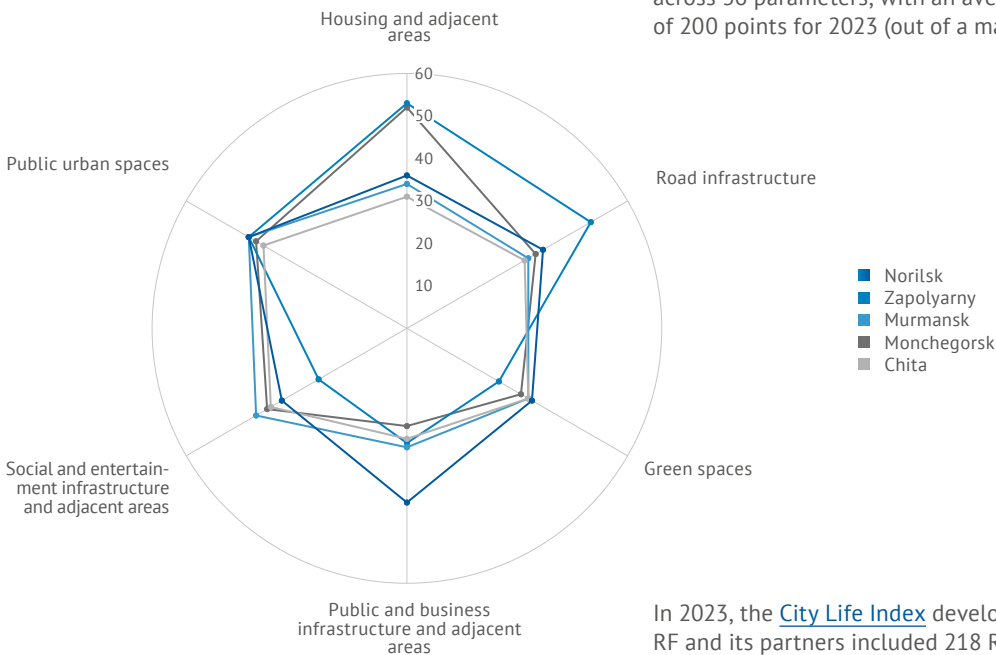
Monchegorsk
220 points

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.

