

Training at Nornickel

Human rights training

CHRB B.1.5

In the reporting year,

60 thousand employees received training on upholding and protecting human rights

Employee training is a key element of the human rights due diligence system and an important tool for building professional competencies of employees.

Sustainability is one of the key focus areas of training. Nornickel offers both basic sustainability training and dedicated courses, covering topics such as climate, corporate governance, and more.

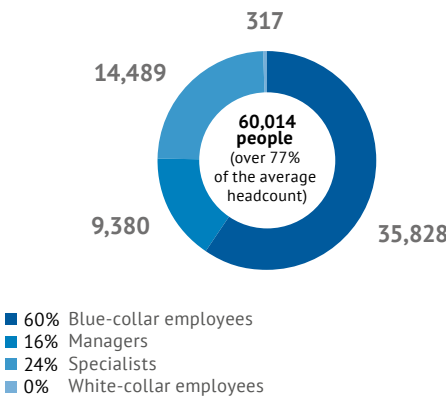
In 2024, the Company launched a corporate training course devoted to Nornickel's sustainable development, which also addresses the upholding and protection of human rights. By the year's end, over 15 thousand Company employees had been trained under the programme.

Particular emphasis in training is also placed on health and safety. Employees are offered briefings and comprehensive training courses, including dedicated modules tailored to the specifics of our operations.

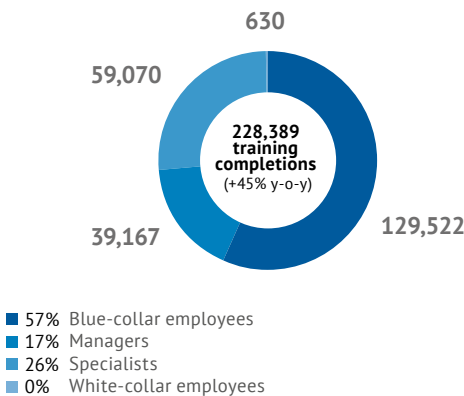
In line with the training strategy, training programmes targeting critical competencies involve all personnel categories, without exception. In the reporting year, 60 thousand employees received training on upholding and protecting human rights, demonstrating the Company's commitment to fostering a safe and sustainable working environment and contributing to the achievement of Russia's national goals.

Critical competencies¹ training indicators in 2024

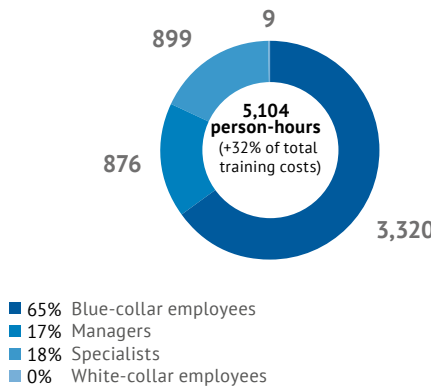
Employees covered by training programmes on critical competencies



Employees covered by training programmes on critical competencies (training completions)

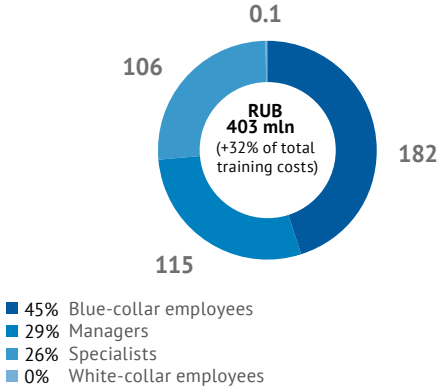


Training on critical competencies (thousand person-hours)



The Company actively fosters employee competencies, with a focus on modern challenges and emerging technology trends. Amid rapid digitalisation, training

Critical competencies training costs (RUB mln)



is delivered in various formats – from webinars to tailored courses powered by innovative software solutions and technologies.

Special human rights training course

The course achieved a

96.2%

success rate, indicating improved legal literacy among employees with regard to human rights and reinforcing the principles of respect, inclusion, and fairness in the workplace

In 2024, over 230 Company employees completed a dedicated human rights training course designed not only to enhance their understanding of relevant rights and responsibilities but also to promote respect for the rights of colleagues, partners, and local communities across the Company's footprint. The course covers key aspects of upholding human rights, the Company's role in their protection, and the available channels for submitting complaints and reports. This course was made mandatory for employees responsible for physical security within the Company.

A total of

1.4 thousand

security personnel are involved daily across the Group's facilities to ensure their protection and physical security

Human rights training for employees of security providers

CHRB D.3.7

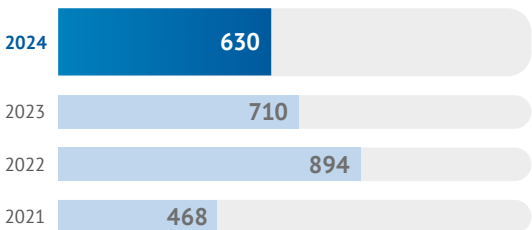
A total of more than

5 thousand

employees of 20 major security providers are engaged in this area

Among other provisions, PJSC MMC Norilsk Nickel's Human Rights Policy addresses concerns related to the use of force and firearms. As part of their professional training, all private security officers are required to complete dedicated programmes and pass a qualification exam, the requirements for which are established by the Russian Government. The training programme covers key topics such as protecting the life and health of citizens, providing first aid, and the safe handling

Training sessions held for employees of security providers



¹ The following competencies are identified as critical: occupational health and safety, ESG, digital proficiency / digital literacy.