

Disclosure under Order
of the Russian Ministry
of Economic Development No. 764
dated 1 November 2023¹

No.	Disclosure	Unit of measurement	2022	2023	2024	Source	Comment
Economic indicators							
1	Revenue	RUB bn	1,184.5	1,231.7	1,166.2	2024 Sustainability Report, page 15	—
2	Added value	RUB bn	892.3	822.0	714.0	—	—
3	Net added value	RUB bn	817.5	731.2	614.7	—	—
4	Total expenditure on research and development	RUB mln	84.3	198.9	192.7	2024 Sustainability Report, page 275	Includes R&D projects aimed at updating the Group's Development Strategy, expanding production, and protecting the environment
5	Labour productivity	RUB mln/person	11.4	10.3	9.1	—	Labor productivity is calculated as the ratio of value added to the average headcount (employees in the Russian Federation)
6	Total mandatory payments accrued (excluding fines and penalties), including:	RUB bn	—	—	—	—	The indicator is not disclosed. The Company will consider disclosing this information within three years
	• taxes and levies	RUB bn	—	—	—	—	
	• insurance contributions	RUB bn	—	—	—	—	
	• other mandatory payments	RUB bn	—	—	—	—	
7	Total mandatory payments paid (excluding fines and penalties), including:	RUB bn	262	281	249	2024 Sustainability Report, page 137	—
	• taxes and levies	RUB bn	—	—	—	—	—
	• insurance contributions	RUB bn	—	—	—	—	—
	• other mandatory payments	RUB bn	—	—	—	—	—
8	Domestically sourced goods, works, and services in total procurement of goods, work, and services	%	95	99	98	2024 Sustainability Report, page 269	Data are collected for procurement of materials and equipment only. Centralised tracking by supplier location is not maintained for other procurement categories

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9	Procurement of goods, works, and services from small and medium-sized businesses in total procurement from Russian companies	%	—	—	—	—	The indicator is not disclosed. The Report discloses information on the Company's expenses associated with procurement from suppliers in the key regions of operation (page 139)
10	Sustainable investments (including green investments)	RUB bn	29.5	18.2	14.4	2024 Sustainability Report, page 277 , 352	—
	Green investments	RUB bn	5.8	3.4	4.7		The cost of CAPEX projects to expand electricity and heat generation capacity, as well as power grids and heat networks
	Social investments	RUB bn	23.7	14.8	9.7		Expenditure on charitable activities including philanthropy and social investments and programmes
11	Investments in projects related to achieving technological sovereignty and structural adaptation of the Russian economy	RUB bn	—	—	—	—	The indicator is not disclosed. The Company will consider disclosing this information within three years
12	Economic exposure of business and other operations to climate risks	%	—	—	—	—	
Environmental indicators							
13	Water used from all water supply sources	Mcm	1,351.4	1,291.9	1,224.3	2024 Sustainability Report, page 327	—
14	Recirculating and recycling water supply	Mcm	1,104.9	1,067.8	991.8	2024 Sustainability Report, page 327	—
		%	81.8	82.7	81.0		
15	Total effluents	Mcm	74.8	73.0	68.7	2024 Sustainability Report, page 328	—
	including untreated water	Mcm	40.7	40.8	37.4		
16	Water efficiency (water consumption intensity)	Mcm/RUB bn	1.7	1.8	2.0	Estimated value (item 13 ÷ item 3)	—
17	Total amount of hazard class 1–5 waste generated, including:	kt	166,277.8	176,894.4	174,243.5	Nornickel's 2022 Sustainability Report , pages 337–338	—
	• hazard class 1	kt	0.02	0.02	0.01	Nornickel's 2023 Sustainability Report , page 459	
	• hazard class 2	kt	0.04	0.05	0.07		
	• hazard class 3	kt	5.7	8.0	6.9		
	• hazard class 4	kt	1,529.4	1,595.5	1,154.2	2024 Sustainability Report, page 331	
	• hazard class 5	kt	164,742.7	175,290.9	173,082.3		

¹ Retrospective data for 2022–2023 have been revised due to an adjustment of the methodology for calculating some metrics.

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18	Total hazard class 1–5 waste management, including by category ¹ :	kt	34,513.1	35,100.6	30,383.0	Nornickel's 2022 Sustainability Report, pages 337–338	
	• waste treated	kt	2.6	50.4	4.6		
	• waste landfilled	kt	1,443.7	1,153.9	806.4	Nornickel's 2023 Sustainability Report, page 419	
	• waste recovered	kt	33,066.8	33,896.3	29,573.0	2024 Sustainability Report, page 331	
	• waste reused	kt	17,812.7	18,529.8	13,448.7		
	• waste recycled	kt	—	4.9	9.0		
	• reduction of waste generation	%	6.3	6.4	–1.5		
19	Air pollutant emissions from stationary sources	kt	1,819.4	1,707.7	1,307.2	2024 Sustainability Report, page 183, 329	—
20	Greenhouse gas (GHG) emissions	mLn t of CO ₂ equivalent	8.9	8.7	8.6	2024 Sustainability Report, page 222	—
	• direct GHG emissions	mLn t of CO ₂ equivalent	8.4	8.2	8.2		
	• indirect energy GHG emissions	mLn t of CO ₂ equivalent	0.5	0.5	0.4		
21	Total environmental protection expenditure, including:	RUB bn	80.8	98.1	94.4	2024 Sustainability Report, page 92	—
	current environmental protection expenditure, including:	RUB bn	34.4	37.8	52.3		
	• air protection and climate change prevention	RUB bn	—	—	5.8		
	• wastewater management	RUB bn	—	—	5.4		
	• waste management	RUB bn	—	—	37.3		
	• biodiversity conservation and protection of natural areas	RUB bn	—	—	0.003		
	capital investments to ensure environmental protection and sustainable use of natural resources, including:	RUB bn	46.4	60.3	42.1		
	• air protection and climate change prevention	RUB bn	—	—	39.5		
	• wastewater management	RUB bn	—	—	2.5		
	• waste management	RUB bn	—	—	0.1		

¹ The indicators cover waste managed both onsite and offsite.

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	• biodiversity conservation and protection of natural areas	RUB bn	—	—	—		
22	Renewable and low-carbon energy consumption	mLn kWh	—	3,927	3,912	2024 Sustainability Report, page 229	The Report discloses the amount of electricity generated by HPPs and its share in total energy consumption
		%	—	12	12		
23	Energy efficiency: energy consumption per unit of net added value	kWh/RUB mLn	—	0.05	0.06	—	Ratio of energy consumption across the Group to net value added
Social indicators							
24	Total labour costs	RUB mLn	224,512	234,869	248,029	Consolidated Financial Statements for the years ended 31 December 2024, 2023, and 2022, page 59	—
25	Total average headcount	thousand people	78.4	80.6	78.7	2024 Sustainability Report, page 70	The indicator is disclosed partially. The number of employees with special needs is not disclosed
26	Average monthly pay by position	RUB thousand	182.5	184.1	207.0	2024 Sustainability Report, page 79, 80, 81	—
	• blue-collar employees	RUB thousand	—	—	148.2		
	• managers and white-collar employees	RUB thousand	—	—	296.8		
	by gender						
	• male	RUB thousand	—	—	221.2		
	• female	RUB thousand	—	—	171.7		
	by age						
	• 18–29 years	RUB thousand	—	135.7	152.0		
	• 30–44 years	RUB thousand	—	184.4	206.0		
	• over 45 years	RUB thousand	—	204.9	230.9		
27	Total expenditure on health and safety initiatives	RUB bn	21.6	17.5	19.8	2024 Sustainability Report, page 119	—
	including average per employee	RUB thousand	272	218	256		
28	Expenditure on preparing and holding social, sports and recreation, and healthcare events for employees and their families	RUB mLn	4,670	5,076	4,707	2024 Sustainability Report, page 96	The indicator discloses information on health resort treatment and voluntary medical insurance
29	Injuries with lost time of one working day or more, including fatalities	people	71	83	78	2024 Sustainability Report, page 341	—
	including fatalities	people	4	5	3		

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30	Total expenditure on employee training	RUB mln	1,447	1,277	1,270	2024 Sustainability Report, page 88	—
	including average per employee	RUB thousand	21.1	16.8	16.3		
31	Average hours of training per year per employee	hours	85	88	126	2024 Sustainability Report, page 87	—
	Blue-collar employees	hours	84	91	142		
	White-collar employees	hours	70	65	80		
	Managers	hours	110	106	141		
32	Share of employees covered by collective bargaining agreements in the average headcount	%	94.4	94.0	94.3	2024 Sustainability Report, page 77	—
33	Turnover rate	%	10.5	11.4	12.4	2024 Sustainability Report, page 74	The ratio of resignations, dismissals for breaches of labour discipline, and negotiated terminations to the average headcount for the year
34	Total expenditure associated with social programmes not aimed at employees and their families	RUB bn	23.7	14.8	9.7	2024 Sustainability Report, page 352	Expenditure on charitable activities including philanthropy and social investments and programmes
Governance indicators							
35	Sustainable development policy and/or other relevant strategic documents in place	—	Yes	Yes	Yes	Nornickel's 2022 Sustainability Report , pages 230–234 Nornickel's 2023 Sustainability Report , page 58 2024 Sustainability Report, page 30	—
36	Number of Board meetings	meetings	38	46	27	Nornickel's 2022 Sustainability Report , page 323 Nornickel's 2023 Sustainability Report , page 292 2024 Sustainability Report, page 234	—
	Attendance	%	100	100	99		

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37	Total number of directors	people	13	13	13	Nornickel's 2022 Sustainability Report , page 224 Nornickel's 2023 Sustainability Report , pages 291–292 2024 Sustainability Report, page 233	Board members by age: 35–50 years – 31%, 51–59 years – 54%, over 60 years – 15%
38	Number of the Audit Committee meetings	meetings	15	16	12	Nornickel's 2022 Sustainability Report , page 323 Nornickel's 2023 Sustainability Report , page 449 2024 Sustainability Report, page 355	—
	Attendance	%	100	100	100		
39	Participation in ESG indices and ratings	—	Yes	Yes	Yes	Nornickel's 2022 Sustainability Report , page 234 Nornickel's 2023 Sustainability Report , page 64 2024 Sustainability Report, page 36	—
40	Violations of the rights of Russia's indigenous small-numbered peoples	violations	0	0	0	Nornickel's 2022 Sustainability Report , page 186 Nornickel's 2023 Sustainability Report , page 171 2024 Sustainability Report, page 151	—
41	Employees occupying positions with a high degree of corruption risk exposure	—	—	—	—	—	The indicator is not disclosed. The Company will consider disclosing this information in future
42	Average hours of anti-corruption training per year per employee	—	—	—	—	—	
43	Administrative sanctions against the organisation, its subsidiaries, and affiliates for corruption	sanctions	0	0	5	Nornickel's 2022 Sustainability Report , page 252 Nornickel's 2023 Sustainability Report , page 346 2024 Sustainability Report, page 256	—
44	Share of female managers in the total number of managers	%	27	26	22	2024 Sustainability Report, page 72 , 233	—
	including on the Board of Directors	%	23	31	31		