



Awards

HR and youth engagement

- Nornickel retained leadership in key rankings of the best employers:
 - First place among employers in the metals and mining industry, 17th place in the Technical Professions category, 45th place in the Business Professions category, and 55–59th place in the IT Professions category, according to the annual Best Company Award by the Changellenge career platform
 - Eleventh place in the Best in Their Target Audience category according to FutureToday
 - Second place in the ranking of Russia's best employers and winner in the Mining and Processing category according to the Talantist sociological study of employer brand perception in Russia by Russia – Land of Opportunity and ANCOR Group
 - Gold in the Forbes Best Employers ranking
 - Top score (Group 1) in the annual employer ranking by RBC
- Nornickel's projects received the HR IMPACT 2024 award in several categories:
 - Digital transformation: Supernika – the best digital transformation project in HR
 - Diversity & inclusion: Women in Mining – the best equal opportunities project
 - Culture & community: In Good Company – the best corporate culture development project
- The Polar Division's corporate projects won the Creating the Future competition:
 - Second place in the Art Workshop category – the Star Corporation festival
 - First place in the Community of Communities category – the Nornickel Dynasties project
 - First place in the Leaders of the Future category – the Career Guidance Networking (part of the Career Navigator project)
- Nornickel was recognised as a Friend of Youth by the Federal Agency for Youth Affairs for creating an ecosystem of projects for young people. The following projects received awards:
 - For school students: Peremena: Change Starts with You, City of Occupations, and IMAKE
 - For university students: Your Move, I Am a Professional, and Conquerors of the North
 - For young specialists: Those Who Care, In Good Company, the Arctic forums, Working Youth Forum, and Biryusa
- Nornickel's interactive career guidance portal for school students, City of Occupations, won RB Digital Awards 2024 in the Corporate Pilot category.
- At the Employer Brand Summit (EMBRAS) international award, Nornickel won gold in the Innovation category for the Supernika project and silver in the Open Dialogue category for the In Good Company project.
- Two of Nornickel's projects won the Silver Archer national award: In Good Company and Building the Future: Nurturing Engineering Talent.

Social projects and charity

- Nornickel became the top performer in the social investment category according to a survey by the international publication Mining Magazine.
- Nornickel became a Partner of National Projects, with four social projects reaching the finals of the Our Contribution national award.
- Nornickel won its second national Responsible Business Leadership award. The Company earned recognition as a leader for its achievements in sustainability: the judging panel commended the Committed to Health and Care programme and the programme to promote the social and economic development of Taimyr.
- Nornickel won the Corporate Philanthropy Leaders competition in two categories:
 - First place for the Committed to Health and Care programme
 - Second place for the Creative Industries Cluster project
- At the 3rd Arena national competition, Nornickel received an award for the Aika sports centre in the Best Sports Organisation for the Whole Family category.
- The documentary Legends of Memory: White Stone Prayer won the MineMovie 2024 Grand Prix in the Best Social Project Film category.
- The Zapolyarye health resort won a series of awards:
 - Second place in the Top 100 Russian Health Resorts rating
 - Five prizes across all categories of the Top 5 Customer-Focused Health Resorts: first place in the Best Medical Department category; second place in the Best Room and Best Restaurant categories; and third place in the Best Recreation Space and Best Space for Children categories
 - Best 3-Star Hotel and Best Health Resort in the National Hotel Awards

Environment

- The Axioma project received an honourable mention at BRICS Solutions Awards in the Climate and Environmental Technologies category and an award of the 5th Reliable Partner – Ecology all-Russian competition of the best local environmental protection practices in the Best Project Implemented in the Russian Arctic category.
- Nornickel won three awards at the ECOTECH-LEADER forum:
 - Emissions Reduction – for the Sulphur Project, reducing sulphur dioxide emissions in Norilsk by 20% in 2024 and 45% in 2025–2026
 - Eco-Transport – for the Group enterprise that transports gas fuel from the Taimyr Peninsula to consumers
 - Environmental Education – for the Artistic Perspectives of Exploration: The Explorer and the Artist project, celebrating the completion of the Big Scientific Expedition’s second year

Innovation and technology

- Nornickel’s N TRAVEL project (a digital ecosystem for travel and business trips) was recognised with the Digital Pyramid 2024 award as the Best Digital Solution for Managing Virtual Teams and was also ranked among the top-15 best travel management companies, becoming a leader in business travel in the INDEX BBT ranking.
- Nornickel won four awards at the Mining Industry 4.0 competition:
 - Digitisation of Underground Mining – for the implementation of advanced digital solutions
 - Practical Import Substitution – for the Kola site’s metals and mining enterprise for its initiative advancing Russian-made technologies
 - AI-Based Solution for Mining – for the Trans-Baikal Division’s mining and processing enterprise
 - Occupational Health and Safety – another recognition of projects of the Trans-Baikal Division’s mining and processing enterprise
- Nornickel received the Project of the Year IT awards:
 - Best RPA Solution of the Year – for a project to migrate robots from UiPath to PIX RPA without compromising functionality
 - Best Corporate Superapp – for the Supernika mobile app, recognised as unique in the Russian market
- The Polar Division’s production enterprise won the anniversary 10th Priority 2024 national award for achievements in industrial technologies in the Metallurgy and Industrial Digital Twins categories.
- Nornickel won the Guides of Meanings contest: its guided tour to an enterprise, featuring mining machinery training simulators, outpaced 2.5 thousand other tourist projects.
- Nornickel’s tax-monitoring project won the Mercury national award in the Project of the Year: Finance Automation category. The solution enabled real-time verification of more than 97% of the Company’s turnover, maximising the transparency of financial operations.

Information transparency and sustainability reporting

- Nornickel was ranked among top-10 best corporate websites by BCS Express, reaffirming its leading corporate practices and providing complete and transparent information about its business performance, investment plans, and outlook.
- Nornickel joined the leaders of the IR rating compiled by Smart-Lab, a major independent investor community.
- The Siberian Perspective sustainability summit was a finalist of the People Are Key: Companies Investing in the Future, the 17th all-Russian competition of corporate projects. The initiative was also awarded a special mention in the international category of ERP HONOURS 2024.
- Nornickel won the Change Management. Visionaries contest in two categories: Best Corporate Governance Disclosure and Best Social Impact Disclosure.
- Responsible Business Leadership national award – a first-class prize and an honourable mention for contributions to strategic goals in the relevant areas (categories).
- The 27th Moscow Exchange Annual Report Competition – first place in the Best Sustainability Report category.
- RAEX Annual Report Competition 2024 – first place in the Best Annual Sustainability Report category and third place in the Best Sustainability Report Design category.
- AK&M Sustainability Reporting Rating 2023: RESG 1, the highest level of sustainability disclosure in reporting.
- ARC Awards International XXXVIII:
 - Silver in Sustainability Report: Americas & Europe (PDF version)

