

SASB Metals & Mining content index

Topic	SASB code	Metric	Disclosure	Page/Link	Comment
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions	Full	Greenhouse Gas Emissions section	–
		Percentage covered under emissions-limiting regulations		–	No emissions-limiting regulations are imposed in Russia
	EM-MM-110a.2	Discussion of long- and short-term strategies or plans to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Full	Climate Change and Sustainable Growth Strategy sections	–
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants:			
		CO	Full	Air section	Carbon oxide emissions stood at 11,588.7 t in 2024
		NO _x (excluding N ₂ O)			Nitrogen oxide emissions (expressed as NO2) amounted to 6,138 t in 2024
		SO _x			Sulphur dioxide emissions stood at 1,269,019.8 t in 2024
		Particulate matter (PM10)			Emissions of particulate matter amounted to 11,002.4 t in 2024
		Mercury (Hg)			There were no air emissions of mercury in 2024
		Lead (Pb)			Air emissions of lead and its inorganic compounds (expressed as lead) stood at 8.37 t in 2024
		Volatile organic compounds (VOCs)			Emissions of volatile organic compounds amounted to 2,471.5 t in 2024
Energy Management	EM-MM-130a.1	Total energy consumed	Full	Energy Consumption and Energy Efficiency section	139,574 TJ (including purchase and sale of energy within the Group)
		Percentage of grid electricity			140,254 TJ (including purchase and sale of energy outside the Group)
		Percentage of renewable energy			The Company discloses the share of purchased electricity (including resold electricity) as a percentage of total energy consumption (6%) 11.9%
Water Management	EM-MM-140a.1	Total water withdrawn	Partial	GRI Quantitative Indicators Disclosure appendix	321.2 Mcm
		Total water consumed		GRI Content Index appendix	Water consumption according to the GRI methodology – 67.8 Mcm.
					The calculation does not exclude water withdrawn and discharged at different water management sites as the Group does not keep such records
	EM-MM-140a.2	Percentage of total water withdrawn and consumed in regions with high or extremely high baseline water stress			There are no Group entities that withdraw or consume significant volumes of water in regions with high or extremely high baseline water stress
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Not disclosed	–	–
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Full	GRI Quantitative Indicators Disclosure appendix	801,143 t
	EM-MM-150a.5	Total weight of tailings produced	Full		31,433,572 t
	EM-MM-150a.6	Total weight of waste rock generated	Full	Waste and Tailings Storage Facilities section	137,655,146 t
	EM-MM-150a.7	Total weight of hazardous waste generated	Full		7,023 t (hazard classes 1–3)
	EM-MM-150a.8	Total weight of hazardous waste recycled	Partial		11,769 t (waste management methods, including reuse, are determined as per statistical reporting form 2-TP (waste))
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Full		There were no significant incidents associated with hazardous materials and waste management in 2024
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Full		–

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Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Full	Environmental Management section	–
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: predicted to occur	Full	–	0%
		actively mitigated			At Nornickel's key production sites (in the Norilsk Industrial District, Murmansk Region, and Trans-Baikal Territory), no acid rock drainage is predicted to occur, actively mitigated, or under treatment or remediation
		under treatment or remediation			
	EM-MM-160a.3	Percentage of proved reserves in or near sites with protected conservation status or endangered species habitat	Full	–	0%
		Percentage of probable reserves in or near sites with protected conservation status or endangered species habitat			None of the Group's deposits (ore occurrences) are located in or near (within 5 km) sites with protected conservation status or endangered species habitat
Security, Human Rights, & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of proved reserves in or near areas of conflict	Full	–	0%
		Percentage of probable reserves in or near areas of conflict			The Group's deposits (ore occurrences) are not located in or near areas of conflict
	EM-MM-210a.2	Percentage of proved reserves in or near indigenous land	Full	–	0%
		Percentage of probable reserves in or near indigenous land			The Group's deposits (ore occurrences) are not located in or near (within 5 km) indigenous land ¹
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Full	Engagement with Indigenous Peoples and Respect for Human Rights sections	–
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Full	Contribution to the Development of Local Communities, Engagement with Indigenous Peoples, and Improving the Well-Being of Local Communities sections	–
	EM-MM-210b.2	Number of non-technical delays	Full	–	There were no such delays
		Duration of non-technical delays			
Labour Practices	EM-MM-310a.1	Percentage of active workforce employed under collective agreements	Full	Nornickel's HR Strategy section	94.3% of Group employees are covered by collective bargaining agreements
	EM-MM-310a.2	Number of strikes and lockouts	Full	Nornickel's HR Strategy section	There were no such incidents
		Duration of strikes and lockouts			
Workforce Health & Safety	EM-MM-320a.1	Explanations regarding strikes and lockouts that occurred	Partial	Work-Related Injuries and H&S Training sections	
		ALL-incidence rate:			
		among employees of Russian business units			0.66
					The rate is calculated for all employees of the Group's Russian business units per million hours worked and takes into account the number of individuals affected by work-related lost-time injuries or fatalities
					0.54
		among contractor employees			
		Fatality rate (FIFR):			
		among employees of Russian business units			FIFR = 0.025
					The rate is calculated for all employees of the Group's Russian business units per million hours worked
		among contractor employees			FIFR = 0.017
		Near miss frequency rate			Not disclosed
		Average hours of health, safety, and emergency response training for (a) direct employees			(a) 55 h – average time spent on pre-certification and health and safety training per employee
		(b) contract employees			(b) Not disclosed

¹ Sector disclosure, GRI 14.11.3.

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Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Full	Business Ethics and Anti-Corruption section	–
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Full	–	There are no operations in such countries
Tailings Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table	Full	Waste and Tailings Storage Facilities section	–
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Full	GRI Quantitative Indicators Disclosure appendix	–
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Full		–
Activity Metric	EM-MM-000.A	Production			
		Production of metal ores	Full	–	The Company does not produce ore for sale
		Production of finished metal products:		Key Figures section (for more details, please see Nornickel's 2024 Annual Report)	
		nickel			205 kt
		copper			433 kt
		palladium			2,761.6 koz
		platinum			667.6 koz
	EM-MM-000.B	Total number of employees	Partial	Nornickel's HR Strategy section	79,587 permanent employees – headcount as at the latest reporting date
		Percentage of contractor employees		GRI Quantitative Indicators Disclosure appendix	Percentage of contractor employees is not disclosed