

Environmental monitoring

To evaluate, monitor, and predict the environmental conditions under each project, the Company assesses the environmental setting at both the start and completion of exploration activities. The purpose of the assessment is to obtain and record reliable indicators characterising the natural environmental setting prior to the commencement of exploration.

The scope of such environmental setting assessment includes:

- analysis of available geological, geochemical, hydrogeological, hydrometeorological, and environmental data

- identification of disturbed lands through the analysis of aerial and satellite images and ground surveys
- sampling of environmental media (soil, surface water, bottom sediments, vegetation, background radiation)
- establishment of monitoring sites for hazardous exogenous geological processes.

The results of these studies inform the assessment of the environmental impact of exploration activities. Exploration is accompanied by annual monitoring of environmental media, including surface waters and snow cover, along with observations of hazardous exogenous geological processes. Through such monitoring, Nor Nickel identifies and assesses the impact of exploration on ecosystems, supporting informed management decisions on environmental protection and ensuring the environmental safety of indigenous livelihoods.

Alongside the monitoring, the Company implements a set of measures to protect subsoil, soil, vegetation, and water bodies. Upon completion of drilling, disturbed land undergoes rehabilitation, including the decommissioning of drilling sites, neutralisation of soil contaminated with fuel and lubricants, land levelling and restoration to a condition suitable for its intended use.

The negative environmental impact of exploration activities related to development of deposits was found to be insignificant, demonstrating the effectiveness of our environmental protection measures. For more details on the environmental impact of exploration, including a list of sources, types, and affected components, as well as the Company's environmental protection measures, please see [Nor Nickel's 2023 Sustainability Report](#).



Biodiversity

Biodiversity impact management

SASB EM-MM-160a.1 / UNCTAD B.6.1

Under its [2031 Environmental and Climate Change Strategy](#), the Company aims to ensure that its operations cause zero biodiversity loss.

The Company has in place [PJSC MMC Norilsk Nickel's Position Statement on Biodiversity](#), which outlines the key principles and commitments

as well as allocates responsibilities within the Group's corporate organisation to effectively manage its impact on ecosystems. Our biodiversity impact management system covers all life cycle phases of the Company's projects.

Nor Nickel's biodiversity principles

Nor Nickel's biodiversity principles

- Sustainable use of natural resources
- Ambition to protect and conserve the population and species diversity of terrestrial and aquatic living organisms
- Adherence to the boundaries of protected areas and recognition of their value
- Aspiration to prevent biodiversity loss

Nor Nickel's biodiversity commitments

- Identify and assess risks to and potential adverse impacts on biodiversity
- Make efforts to protect ecosystems from the introduction of invasive alien species
- Comply with national legislation and biodiversity-related requirements of international standards and associations
- Monitor the state of biodiversity
- Prohibit exploration and mining activities at World Heritage sites and UNESCO biosphere reserves, as well as in protected areas designated by the national legislation and in accordance with IUCN management categories 1–4
- Consult with stakeholders and collaborate with authorised organisations on biodiversity studies, monitoring, and conservation efforts
- Develop and follow the mitigation hierarchy to manage risks to and impacts on biodiversity
- Ensure that any new activities or changes to existing operations comply with commitments regarding protected areas

Impact on biodiversity in terms of value chain and life cycle stages

GRI 3-3 / TNFD Sa, Sd, Ra

Nornickel’s mining, processing, and energy facilities are organised into production clusters located in shared areas, exerting both individual and cumulative environmental impacts. Given their technological interconnections and geographical proximity, it is impractical

to categorise enterprises along the value chain for biodiversity monitoring purposes. Biodiversity impact management varies depending on the location of the Group’s industrial sites.

Biodiversity conservation matters are also included in the relevant section of [PJSC MMC Norilsk Nickel’s Supplier Code of Conduct](#), which is binding for the Company’s contractors.

Assessment of Nornickel’s impact on biodiversity

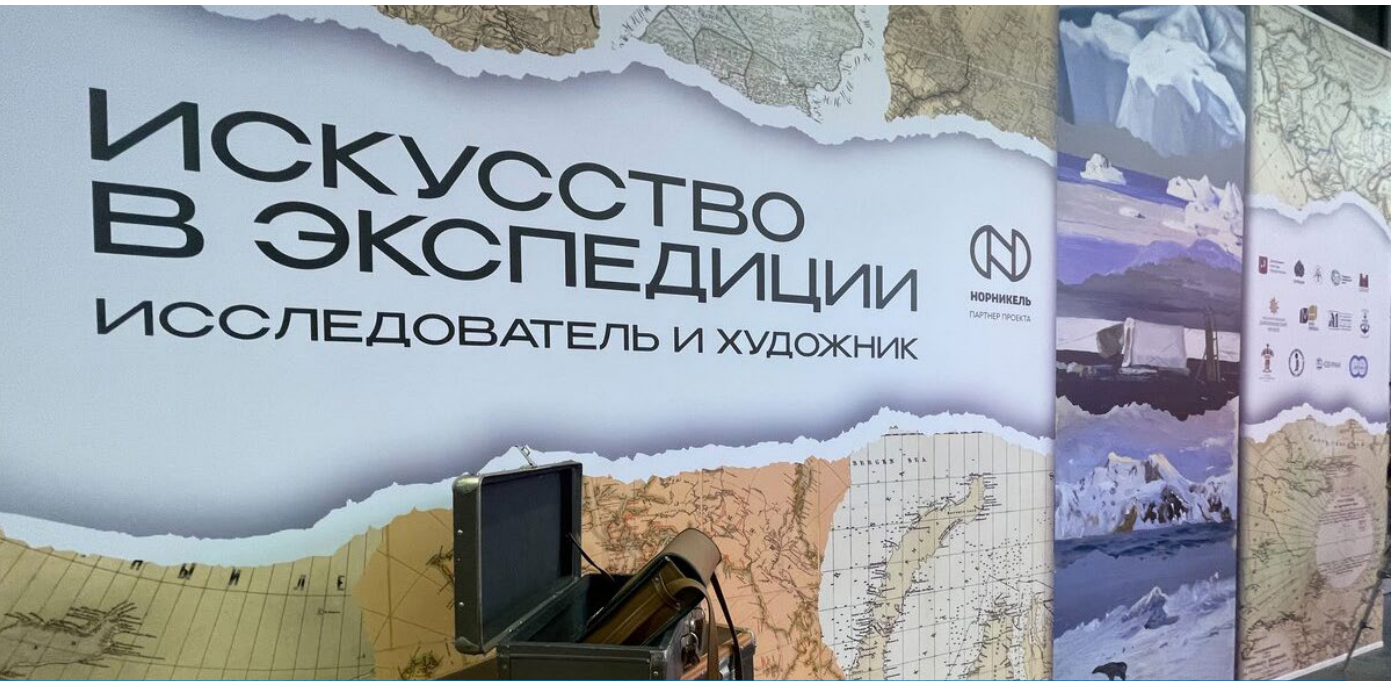
GRI 304-1

Big Scientific Expedition¹

As part of developing a comprehensive biodiversity impact management system, Nornickel launched the Big Scientific Expedition – a large-scale project aimed at conducting baseline ecosystem surveys. The project’s primary objective is to collect up-to-date data on biodiversity across the Company’s footprint and to develop recommendations for mitigating environmental impact. The biodiversity survey became the most extensive ecosystem study since the Soviet era.

The key feature of the Big Scientific Expedition was collaboration between researchers and scientists from nature reserves who have the most complete statistical data on biodiversity within their respective areas over the past decades.

The expeditions involved a detailed study of the ecosystems near the Company’s mining, production, and energy facilities across three regions: the Trans-Baikal Territory, the Murmansk Region, and the Taimyr Peninsula.



Artistic Perspectives of Exploration: The Explorer and the Artist project

In 2024, the Company supported an artistic and educational initiative titled “Artistic Perspectives of Exploration: The Explorer and the Artist”, celebrating the completion of the Big Scientific Expedition’s second year. The project included several exhibitions, alongside a broad educational programme.

As part of the project, Russia’s leading specialist museums and private collectors presented exhibits from their collections dedicated to the cultural understanding of the North and expeditions in the Russian Arctic in the last 400 years.

Research highlights

The research studies updated the delineation of the impact areas of the Company’s facilities and assessed biodiversity both in areas adjacent to production sites (within the impact areas) and in locations beyond the radius of negative impact, where plant and animal communities original/typical of the region are found

Indicator species reflecting the condition of local ecosystems were identified

Key factors and extent of negative impact of the Company’s facilities on the biodiversity of local ecosystems were identified

Nornickel continues refining the IEHI to ensure the most efficient assessment of the environmental impact of industrial enterprises.

The biodiversity of plant, vertebrate, and invertebrate species was assessed. More than 1,370 species of key groups of organisms were recorded

An Integrated Ecosystem Health Indicator (IEHI) was calculated, serving as a basis for the Company’s target biodiversity KPI²

Nornickel continues its track record of partnering with research institutions for biodiversity conservation.

Ecosystem services

TNFD Sb, Ra

In 2024, Nornickel conducted an assessment of ecosystem services – the tangible and intangible benefits people derive from nature, including those arising from ecosystem use.

As part of this assessment, stakeholders were surveyed to evaluate the importance of listed ecosystem services, determine their frequency and purpose of use, identify specific natural resources used

by respondents, assess the availability of alternative resource sources, and more. According to the survey, a total of 24 relevant ecosystem services were identified at the Norilsk site and within the Energy Division, with five of them prioritised. A total of 28 ecosystem services, including five priority ones, are relevant for the Kola site.

The assessment provided an updated view of the Company’s impact on ecosystems across its regions of operation and validated the effectiveness of the selected environmental protection measures.

¹ For more details on the Big Scientific Expedition, please see [Nornickel’s website dedicated to biodiversity conservation](#), [Sustainability Reports for 2021–2023](#), and the [relevant report of the Siberian Branch of the Russian Academy of Sciences](#).

² A description of the IEHI is available in [Nornickel’s 2023 Sustainability Report](#).

Biodiversity conservation efforts

TNFD Sb

Nornickel is developing initiatives to reduce the pressure on ecosystems based on the “avoid–reduce–restore–compensate” principle. This approach helps mitigate the indirect impact of the Company’s operations on biodiversity.

Nornickel goes beyond reducing its indirect impact on biodiversity, implementing additional corrective measures.

Facility	Biodiversity-related initiatives in 2024
The Trans-Baikal Division's mining and processing enterprise	<ul style="list-style-type: none">Reforestation followed by silvicultural treatments In 2024, the Company planted over 174 thousand pine saplings in the Trans-Baikal Territory across an area of 87 haNearly 150 thousand common carp fry were released into Lake Shaksha in the regional Ivano-Arakhleisky Nature ParkParticipation of volunteers in improving the territory of the Adon-Chelon environmental awareness complex and the Daursky State Nature Biosphere Reserve's cordon, as well as in constructing an enclosure for the semi-free maintenance of Altai argali (Altai Mountain sheep) for subsequent reintroduction under the Biodiversity Conservation and Ecotourism Development national project
Norilsk Industrial District facilities	<ul style="list-style-type: none">3 million fingerlings of Siberian sturgeon and nelma were released into water bodies of the Krasnoyarsk TerritoryAllocation of grants for implementing projects related to environmental activities, including: establishing an arts and crafts studio to promote applied creativity among children using natural materials; creating a learning lab space for organising research and entrepreneurial activities for school students; developing environmental awareness initiatives; and organising environmental clean-up campaigns in coastal and tundra areasOrganisation of an environmental initiative involving volunteers from among the Company's employees, their families, and local community members, featuring activities such as creating eco-trails, cleaning and landscaping, workshops, and children's games
The Kola site's metals and mining enterprise	<ul style="list-style-type: none">Monitoring of the state of biodiversity in the Kandalaksha, Pasvik, and Lapland Nature Reserves. A comprehensive survey of the north-western part of the Murmansk Tundra Reserve was held for the first timeMonitoring of the wild reindeer population listed in Russia's Red Data BookA total of 5 kg of pine seeds (about 710 thousand seeds) were sown across an area of 2.2 ha About 216 thousand pine seedlings were grownOrganisation of a rescue operation for a Red Data Book humpback whale with the support of NornickelEstablishment of a Freshwater Pearl Mussel Reintroduction Centre (for a threatened species of Unionoida bivalves)Organisation of a first regional environmental forum jointly with the Ministry of Natural Resources, Ecology, and Fisheries of the Murmansk RegionImplementation of a project to enhance salmon stocks on the Kola Peninsula through egg planting. This technology is 90% more effective than releasing fingerlings for restocking purposesInstallation of special hatchery nests containing brown trout eggs in the Moncha River, Tikhanka River, and Kumuzhy CreekOver 10 thousand pine saplings were planted as part of the Save the Forest nationwide campaign

Implementation of an unmanned aircraft system for environmental monitoring

In 2024, an unmanned aircraft system (UAS), unprecedented for Russia, was deployed at the Kola site's metals and mining enterprise. The UAS is designed for online air monitoring while airborne, surface water sampling with delivery to the operator, visual monitoring of site conditions, detection of thermal anomalies, identification of damage,

and detection of violations of operating rules and standards (a proprietary solution of the Company). The device can be used not only at industrial facilities but also in protected areas to monitor animal populations.

Collaboration with protected areas

TNFD Sb

In line with its long-term strategy to maintain biodiversity in its regions of operation and preserve the unique Arctic nature, Nornickel also organises regular volunteer campaigns, fosters scientific volunteering, supports nature reserves, and finances studies on Red Data Book animals.

As part of collaboration with the Joint Directorate of Taimyr Nature Reserves, a joint programme was developed to study the rare Putorana subspecies of snow sheep with an isolated habitat area, listed in Russia’s Red Data Book and the IUCN Red List. In 2024, comprehensive research continued to study this inhabitant of the protected areas on the Putorana Plateau, a UNESCO World Natural Heritage Site.

On the Kola Peninsula, Nornickel has traditionally collaborated with the Lapland and Pasvik Nature Reserves.

These efforts include monitoring the population of wild reindeer in the Lapland Nature Reserve, with observations and environmental assessment both in the reserve and in the facilities’ impact areas, forecasting changes, and substantiating an optimal number of species listed in the Red Data

Book to further regulate population size. In 2024, there were no indications of the Company’s impact on the ecosystems of the Lapland Nature Reserve.

Specialists from the Pasvik Nature Reserve also conduct regular environmental monitoring within the reserve’s boundaries and in areas affected by the Company’s operations. The research aims to determine the content of pollutants in ecosystems and their accumulation in plants and animals. Along with monitoring, the movement of mobile forms of heavy metals between ecosystem components is analysed, and the condition of biological organisms is assessed. In the research areas, changes in animal species distribution due to climatic shifts have also been observed. Encounters with bird species typically found further south and the wintering of previously unrecorded species have become increasingly common.

In 2024, Nornickel began its collaboration with the Kandalaksha Nature Reserve, a protected area of great importance to the Murmansk Region. The collaboration is aimed at studying the biodiversity of the Murmansk Tundra Reserve, with a comprehensive survey of its western part conducted for the first time in the reporting year. The survey identified 124 species of vascular plants and lichens (including two protected and one alien species), one species of amphibians, one species of reptiles, 47 species of birds (including four protected species), and 10 species of mammals.



Red Data Book species found in the Pasvik, Lapland, and Putoransky Nature Reserves¹ (number of fish)

GRI 304-4

Indicator	Pasvik Nature Reserve	Lapland Nature Reserve	Putoransky Nature Reserve
On the IUCN Red List, including	5	110	328
• Critically Endangered (CR)	0	0	3
• Endangered (EN)	1	1	1
• Vulnerable (VU)	2	12	12
• Near Threatened (NT)	2	8	11
• Least Concern (LC)	0	89	301
On Russia's Red Data Book, including	23	33	20 ²
• Critically Endangered (CR)	0	1	1
• Critically Endangered (CR)	2	14	0
• Vulnerable (VU)	8	15	3
• Near Threatened (NT)	10	2	1
• Least Concern (LC)	3	1	8
On the Murmansk Region's and Krasnoyarsk Territory's Red Data Books	118	163	70

In 2024, the Company continued its efforts to preserve the gyrfalcon population under an agreement with the Russian Ministry of Natural Resources and Environment.

Nornickel collaborates with the Russian Federal Research Institute of Fisheries and Oceanography (VNIRO) to monitor the condition of aquatic communities and develop science-based recommendations for replenishing biological resources in aquatic ecosystems. These recommendations include identifying sites and determining the maximum feasible volumes for releasing juvenile fish of valuable species in the Norilsk District. Similar studies will be conducted on a regular basis until 2051.

Nornickel's Head Office supports species diversity conservation efforts by its Divisions across the Company's footprint and incorporates global best practices aligned with the goals of the Kunming-Montreal Global Biodiversity Framework into its annual biodiversity conservation and monitoring activities.

A dedicated website at life.nornickel.com was launched to showcase the Company's efforts in conserving biodiversity and natural ecosystems. In 2024, the website won the Best ESG Projects in Russia award in the Biodiversity Conservation category.



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The Company's conservation measures have become more targeted and effective in practice.

Biodiversity conservation is one of the most fascinating fields of work in the Arctic, despite its harsh climate. The return of Red Data Book species to the region, and even more so the discovery of new species like the Putoranchik beetle, bring great joy.

Key environmental indicators are imposed by laws and government policies, whereas biodiversity conservation remains a voluntary commitment by the Company.

Stanislav Seleznev,
Vice President for Ecology and Industrial Safety

¹ These nature reserves are located in a relative proximity to the operations of the Kola site's metals and mining enterprise.
² Seven species are not on the IUCN Red List of Threatened Species, but are included in Russia's Red Data Book.