

## Road safety

Since 2023, Nornickel has been implementing a set of measures aimed at improving road safety. In the reporting year, 3 thousand Nornickel drivers and 1 thousand contractor employees were trained in defensive driving. Three internal trainers were certified to deliver defensive driving courses, and three audits of approved training providers were conducted to assess the quality of driver training.

In 2024, the Company began introducing distinct focus areas within transport safety, including underground transport, rail transport, aviation, maritime and river transport, and the transportation of hazardous goods. These updates expanded the scope of responsibility for transport safety,

consolidated oversight within a centralised structure, and improved safety management across all modes of transport.

For the first time, a dedicated session for road safety officers was held in Saint Petersburg. The event presented a vision for an integrated transport safety management system and provided a platform for sharing best practices.

# Prevention of occupational diseases

RUB  
**471** mln

Medical examination costs in 2024

GRI 403-3

GRI 14.16.4

In order to study and reduce the potential impact of workplace factors and prevent occupational diseases, Nornickel regularly monitors employee health.

Employees undergo compulsory pre-employment medical examinations, followed by scheduled, regular, and ad hoc medical check-ups. Those working in hazardous conditions are subject to periodic medical examinations at certified healthcare institutions authorised to conduct pre-employment and periodic check-ups, assess fitness for duty, and determine whether a disease is work-related, within the timeframes established by law.

Before each shift or trip, employees are examined on site through pre-shift and pre-trip check-ups.

The Company provides employees working in hazardous conditions with preventive nutrition, milk, or other equivalent food products in line with applicable legislation and Nornickel's internal regulations.

RUB **1,971** mln

Special nutrition and milk costs in 2024

## Corporate Healthcare

GRI 403-6

GRI 14.16.7

People are Nornickel's most valuable asset – its key capital and resource. The physical and mental well-being of employees directly affects productivity and the Company's overall performance. Ensuring accessible, timely, and high-quality medical care – both through medical centres and onsite medical aid posts at industrial facilities – is a strategic priority for Nornickel. This commitment is reflected in the Company's 2030 Socially Sustainable Development Strategy.

For the past five years, Nornickel has been implementing a corporate healthcare development project. It includes the construction and upgrade of medical infrastructure, recruitment of highly qualified medical professionals, adoption of advanced information technologies, and support for public healthcare in the Company's regions of operation.

In cities where Nornickel employees and their families live, the Company has established a process for conducting comprehensive assessments of local healthcare systems and their specific components. These analytical efforts provide a deep insight into the operations of healthcare institutions, helping to identify strengths, pinpoint areas for improvement, and adapt strategies to enhance the quality of medical services.

At the same time, information campaigns are underway to promote healthy lifestyles, alongside dedicated health programmes<sup>1</sup>. Advanced solutions are being introduced to give employees across all regions access to expert, timely information on effective ways to take care of their health, contributing to improved well-being and quality of life.

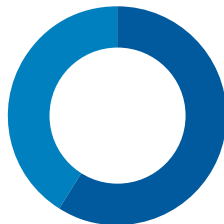
### Corporate Healthcare in figures

OPEX for corporate healthcare in 2024

RUB **1.5** bn

CAPEX for corporate healthcare in 2024

RUB **1.3** bn

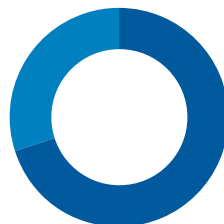


Total planned investments:

>RUB **10** billion

Current funding (2019–2024):

RUB **5.9** billion

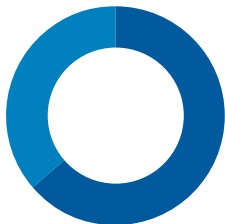


Total number of planned healthcare facilities:

**7**

Number of commissioned facilities (2019–2024):

**4**



Total number of medical aid posts and health check rooms to be upgraded:

>**70**

Number of commissioned facilities (2019–2024):

>**30**

<sup>1</sup> Healthy Woman of the North (Monchegorsk), Healthy Heart, and Diabetes School (Norilsk, Dudinka).

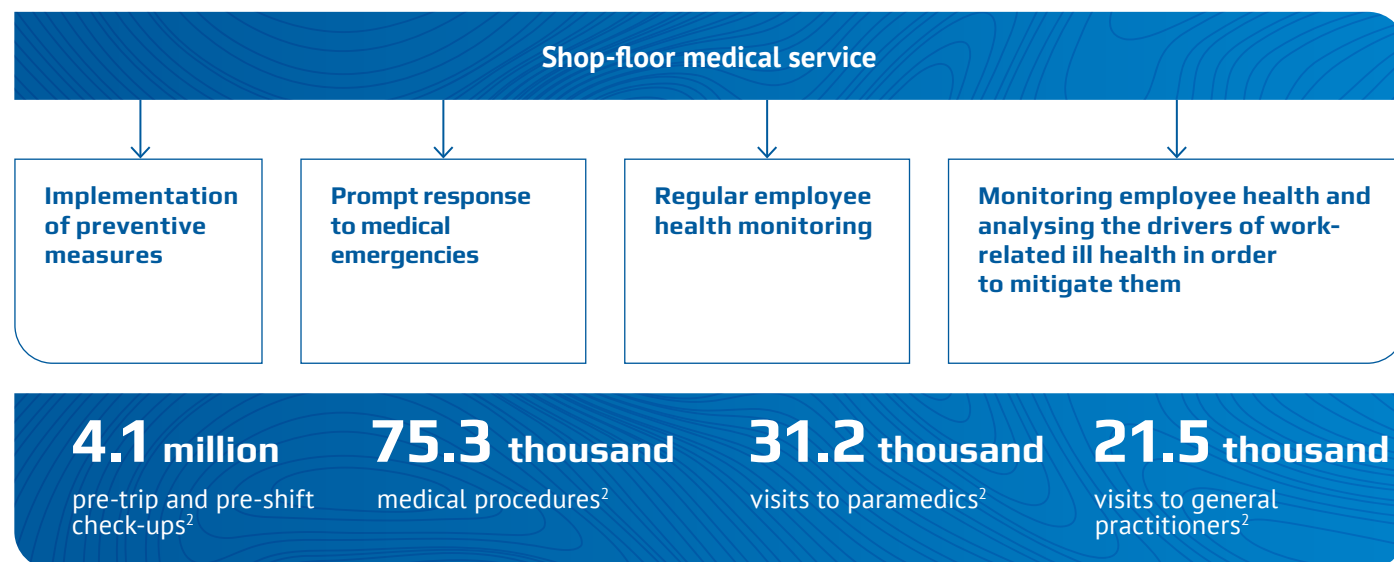
## Medical centres

- 1 Central outpatient facility in Norilsk** (established in 2021)
  - 14 primary healthcare areas
  - 237 types of medical services<sup>1</sup>
  - 300.5 thousand medical services provided (since launch)
- 2 Dudinka Medical Centre (DMC)** (established in 2023)
  - 11 primary healthcare areas
  - 236 types of medical services<sup>1</sup>
  - 17.1 thousand medical services provided (since launch)
- 3 MRI centre in Monchegorsk** (established in 2023)
  - 6 diagnostic and consultation areas
  - 106 types of medical services
  - 1.8 thousand MRI scans performed (since launch)

- 4 Medical centre in the Talnakh District of Norilsk**
  - A medical centre in Talnakh was commissioned in December 2024
- 5 Disease prevention centre in Monchegorsk** (scheduled for commissioning in 2027)
- 6 Medical centre in the Kayerkan District of Norilsk** (scheduled for commissioning in 2025, with planned medical licensing)
- 7 Medical centre in the Central District of Norilsk** (scheduled for commissioning in 2030)

## Medical aid posts and health check rooms

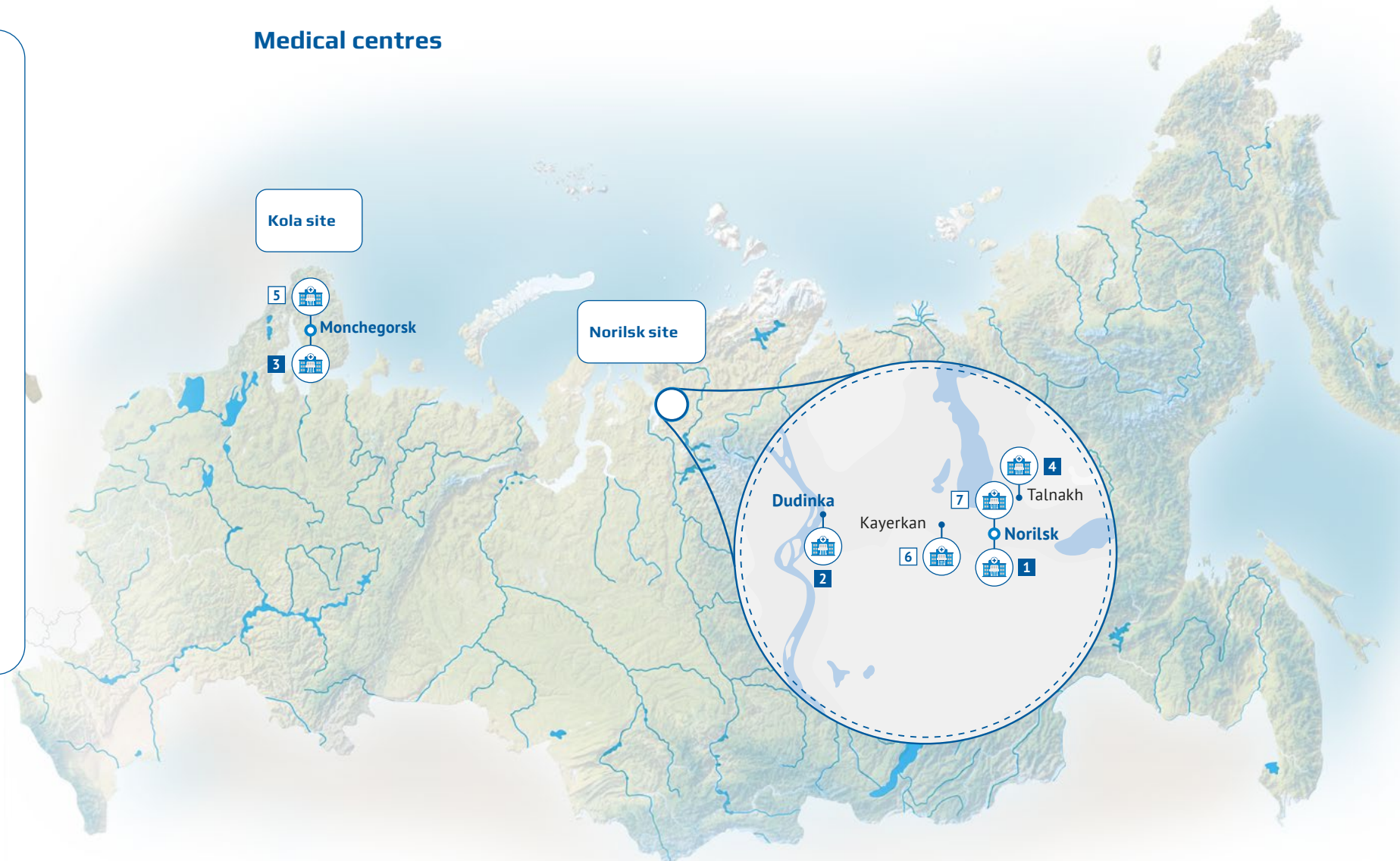
The Company has established the primary level of its corporate healthcare system – a shop-floor medical service staffed by a general practitioner, present on a regular basis. The service is designed to deliver quality medical care to employees directly on the shop floor.



<sup>1</sup> In 2024, clinical laboratory diagnostics services were launched at this facility and at the Dudinka Medical Centre.

<sup>2</sup> Cumulative total since the service was launched.

## Medical centres



## Digital Healthcare

An information system and a mobile app for employees were developed and launched, enabling employees to instantly access their medical records, book doctor appointments, and receive up-to-date information about clinic services. In addition, a disease risk assessment and electronic medical record management system was implemented.