

# DISCLOSURE UNDER ORDER OF THE MINISTRY OF ECONOMIC DEVELOPMENT OF RUSSIA NO. 764 DATED 1 NOVEMBER 2023

No.	Disclosure	Unit of measurement	2021	2022	2023	Source	Comments
<b>Economic indicators</b>							
1	Revenue	RUB bn	1,316.9	1,184.5	1,231.7	2023 Sustainability Report, page 438	—
2	Added value	RUB bn	901.2	891.4	825.4		—
3	Net added value	RUB bn	833.1	817.7	736.8		—
4	Total expenditure on research and development	RUB mln	241.43	84.3	198.8		—
5	Labour productivity	—	—	—	—		The indicator is not disclosed.
6	Total mandatory payments accrued (excluding fines and penalties), including: <ul style="list-style-type: none"> <li>taxes and levies</li> <li>insurance contributions</li> <li>other mandatory payments</li> </ul>	RUB bn	—	—	—		The Company will consider disclosing this information within three years.
7	Total mandatory payments paid (excluding fines and penalties), including: <ul style="list-style-type: none"> <li>taxes and levies</li> <li>insurance contributions</li> <li>other mandatory payments</li> </ul>	RUB bn	287	262	281	2023 Sustainability Report, page 154	The Report presents tax and non-tax payments to budgets of various levels.
8	Domestically sourced goods, work, and services in total procurement of goods, work, and services	%	96	95	99	<a href="#">2021 Sustainability Report, page 252</a> <a href="#">2022 Sustainability Report, page 319</a> 2023 Sustainability Report, page 438	Data is collected for materials and supplies only.  As for other procurement categories, there is no centralised data collection broken down by the location of suppliers.
9	Procurement of goods, works, and services from small and medium-sized businesses in total procurement from Russian companies	%	—	—	—		The <a href="#">Development of Local Communities</a> section discloses information on the Company's expenses associated with procurement from suppliers in the key regions of operation.

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10	Sustainable investment (including green investment)	RUB bn	103.7	130.4	141.8	2023 Sustainability Report, page 153, 219	Operating environmental expenditure and capital investments to ensure environmental protection and sustainable use of natural resources
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	—	—	—	—		
<b>Environmental indicators</b>							
13	Water used from all water supply sources	mcm	1,280.8	1,345.9	1,291.9	2023 Sustainability Report, page 410	—
14	Recirculating and recycling water supply	mcm %	1,083.6 84.6	1,104.9 81.8	1,067.8 82.7	2023 Sustainability Report, page 410	—
15	Total effluents, including untreated water	mcm	94.1 60.3	74.8 40.7	73.0 40.8	2023 Sustainability Report, page 411	—
16	Water use efficiency (per unit consumption)	mcm / RUB bn	1.5	1.6	1.7	Estimated value (item 13 ÷ item 3)	—
17	Total generated waste of hazard classes 1–5, including: <ul style="list-style-type: none"> <li>hazard class 1</li> <li>hazard class 2</li> <li>hazard class 3</li> <li>hazard class 4</li> <li>hazard class 5</li> </ul>	kt	156,416.09	166,277.8	176,894.4	<a href="#">2021 Sustainability Report, page 240.</a> <a href="#">2022 Sustainability Report, page 337-338.</a> 2023 Sustainability Report, page 415	For more details on waste generation by hazard class, please see the <a href="#">GRI Quantitative Indicators Disclosure</a> appendix
18	Total management of waste of hazard classes 1–5, including: <ul style="list-style-type: none"> <li>disposed of waste</li> <li>neutralised waste</li> <li>landfilled waste</li> <li>reused waste</li> <li>recycled waste</li> <li>reduction of waste generation</li> </ul>	kt	29,464.9	34,540.7	35,055.1	<a href="#">2021 Sustainability Report, page 240.</a> <a href="#">2022 Sustainability Report, page 337-338.</a> 2023 Sustainability Report, page 415	Waste handed over for economic utilisation and eliminated (disposed of, neutralised, or landfilled at intragroup facilities or by contractors). For a breakdown by category, please see the <a href="#">GRI Quantitative Indicators Disclosure</a> appendix
19	Air pollutant emissions from stationary sources	kt	1,646.9	1,819.4	1,707.7	2023 Sustainability Report, page 412	—

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20	Greenhouse gas (GHG) emissions	mt of CO <sub>2</sub> equivalent	10.3	9.9	9.7	2023 Sustainability Report, page 276	Scope 1 and 2 (including a GHG emissions provision for the Sulphur Programme and GHG emissions generated from heat and electricity supply to households)
21	Total environmental protection expenditure, including: <ul style="list-style-type: none"> <li>air protection and climate change prevention</li> <li>wastewater collection and treatment</li> <li>waste management</li> <li>preservation of biodiversity and protection of natural areas</li> </ul>	RUB bn	18.1	34.4	37.8	2023 Sustainability Report, page 219	Operating environmental protection expenditures
22	Renewable and low-carbon energy consumption	TJ, %	47	51	55	2023 Sustainability Report, page 282	—
23	Energy efficiency: energy consumption per unit of net added value	TJ / RUB '000	0.19	0.18	0.19	2023 Sustainability Report, page 439	—
<b>Social indicators</b>							
24	Total labour expenses	RUB mln	164,740	224,512	234,869	<a href="#">Consolidated Financial Statements for the years ended 31 December 2023, 2022, 2021, page 61</a>	—
25	Total average headcount, including employees with disabilities	'000 employees	73.6	78.4	80.6	2023 Sustainability Report, page 78	Number of employees with special needs is not disclosed
26	Total average payroll, including: <ul style="list-style-type: none"> <li>by position</li> <li>by gender</li> <li>by age</li> </ul>	RUB '000	145.1	182.5	184.1	2023 Sustainability Report, page 10	Average payroll by position, gender, age is disclosed starting from 2023 (page 86)
27	Total occupational health and safety expenses, including average per employee	RUB bn RUB '000	12.7 177	21.6 272	17.5 218	2023 Sustainability Report, page 134	—

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28	Expenditure on preparing and holding social, sports and recreation and healthcare events for employees and their family members	RUB mln	13,158	15,254	16,442	2023 Sustainability Report, page 104	—
29	Injuries with lost time of one working day or more and fatalities, including fatalities	People	53	71	83	2023 Sustainability Report, page 430	—
		people	11	4	5		
30	Total expenditure on employee training, including average per employee	RUB mln RUB '000	952 18.3	1,447 21.1	1,277 16.8	2023 Sustainability Report, page 93	—
31	Average number of training hours per year per employee by position		69.2	85	88	2023 Sustainability Report, page 92	—
32	Share of employees covered by collective bargaining agreements in the average headcount	%	94.0	94.4	94.0	2023 Sustainability Report, page 100	—
33	Employee turnover	%	12.2	10.5	11.4	2023 Sustainability Report, page 82	—
34	Total expenses associated with social programmes not aimed at employees and their family members, including: <ul style="list-style-type: none"> <li>charitable</li> <li>housing</li> <li>healthcare</li> <li>educational</li> <li>social assistance</li> </ul>	RUB bn	40.5	34.3	27.3	2023 Sustainability Report, page 153	Nornickel's social infrastructure, social, charity, and sponsorship expenses (excluding expenses related to social programmes and benefits for employees). For a breakdown of expense items, please see page 153
<b>Governance indicators</b>							
35	Sustainable development policy and/or other relevant strategic documents in place	—	Yes	Yes	Yes	<a href="#">2021 Sustainability Report, page 23-34.</a> <a href="#">2022 Sustainability Report, page 230-234.</a> 2023 Sustainability Report, page 58	—
36	Number and attendance of Board of Directors meetings	%	43 100	38 100	46 100	<a href="#">2021 Sustainability Report, page 253.</a> <a href="#">2022 Sustainability Report, page 323.</a> 2023 Sustainability Report, page 292	—

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37	Total number of directors, including by age groups	people	13	13	13	<a href="#">2021 Sustainability Report</a> , page 171. <a href="#">2022 Sustainability Report</a> , page 224. 2023 Sustainability Report, page 291-292	For more details on the Board of Directors, please see the Company's annual reports
38	Number and attendance of the Audit Committee meetings		12 100	15 100	16 100	<a href="#">2021 Sustainability Report</a> , page 253. <a href="#">2022 Sustainability Report</a> , page 323. 2023 Sustainability Report, page 440	—
39	Participation in ESG indices and ratings	—	Yes	Yes	Yes	<a href="#">2021 Sustainability Report</a> , page 34. <a href="#">2022 Sustainability Report</a> , page 234. 2023 Sustainability Report, page 64	—
40	Violations of the rights of Russia's indigenous minorities		0	0	0	<a href="#">2021 Sustainability Report</a> , page 150. <a href="#">2022 Sustainability Report</a> , page 186. 2023 Sustainability Report, page 171	—
41	Employees occupying positions with a high degree of corruption risk exposure	—	—	—	—		The indicator is not disclosed. The Company will consider disclosing this information within three years.
42	Average hours of training on anti-corruption issues per year per employee	hours	—	—	—		No records are kept on the length (in hours) of anti-corruption training.
43	Administrative sanctions against the organisation, its subsidiaries, and affiliates for corruption		0	0	0	<a href="#">2021 Sustainability Report</a> , page 196. <a href="#">2022 Sustainability Report</a> , page 252. 2023 Sustainability Report, page 346	—
44	Share of women in managerial positions in the total number of managers, including in the Board of Directors	% %	25 8	27 23	26 31	2023 Sustainability Report, page 14, 80	—

# NORNICKEL'S SUPPORT FOR INITIATIVES, STANDARDS, AND PARTICIPATION IN ASSOCIATIONS FOCUSED ON SUSTAINABLE DEVELOPMENT AND CORPORATE SOCIAL RESPONSIBILITY

## GRI 2-28

### International

UN initiatives

- [UN Global Compact](#)
- Sustainable Development Goals of the UN 2030 Agenda

Associations, charters, alliances, and initiatives

- [International Platinum Group Metals Association](#)
- [Nickel Institute](#)
- Together for Sustainability (TfS) initiative
- [Global Battery Alliance \(GBA\)](#)

### Russian

UN initiatives

- [National Global Compact Network](#)

Associations and charters

- [National ESG Alliance](#)
- National Association of International Information Security
- Security Charter for Critical Industrial Facilities
- [Social Charter of the Russian Business](#)
- [Anti-Corruption Charter of the Russian Business](#)
- [Environmental Charter of the Krasnoyarsk Territory](#)