

About the Report

GRI 2-1, 2-3, 2-4, 2-5

The 2022 Sustainability Report of Nornickel Group (the "Report") is the nineteenth public non-financial report prepared by MMC Norilsk Nickel and addressed to a wide range of stakeholders.

This Report has been prepared in accordance with the GRI Standards (2021) and discloses the Company's contribution to the UN Sustainable Development Goals up to 2030.

Among others, the Report relies on the following documents: SASB Metals & Mining Sustainability Accounting Standard (2021), UNCTAD Guidance on core indicators for entity reporting on contribution towards implementation of the UN Sustainable Development Goals, recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), Reference Performance Indicators of the Russian Union

of Industrialists and Entrepreneurs (RSPP), AccountAbility Standards AA1000SES (2015) and AA1000AP (2018).

The Report covers operations of the Nornickel Group companies. For the purposes of this Report, Nornickel Group shall refer to MMC Norilsk Nickel and the entirety of operations of the Norilsk Nickel Group companies. Unless otherwise specified or required by the context, the terms "Company", "Group", "Nornickel" or "the Group companies" shall refer to Nornickel Group.

The content of the Report has been determined in accordance with the requirements of the applicable standards and guidelines, with the Company's stakeholders engaged in the process. For details about material topics and the procedure for defining them, please see the [Definition of Material Topics appendix](#). Quantitative indicators for material topics

of sustainable development are disclosed for the Group's specific operations in accordance with the Reporting Boundaries Appendix.

Each year, the Company's Report undergoes external assurance procedures, including independent professional assessment of the Report's compliance with the GRI Standards and the RSPP public verification procedure.

The Sustainable Development Department of MMC Norilsk Nickel and a dedicated working group comprising representatives of the Group's key companies supervised the preparation of the Report. The Report has been approved by MMC Norilsk Nickel's Management Board and Board of Directors.

Other sources of information about Nornickel Group

– Corporate website: <https://www.nornickel.com/>



– Nornickel's approach to sustainable development: <https://www.nornickel.com/sustainability/>



– Nornickel's annual reports: <https://www.nornickel.com/investors/reports-and-results/annual-reports/>



GRI content index

Nornickel prepared the Report in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022.

GRI standard	Disclosure number	Disclosure	Page/link	Assured by the auditor	Omission	Comments
GRI 1: Foundation 2021						
GRI 2: General Disclosures 2021						
	1. The organisation and its reporting practices					
	2-1	Organisational details	11, 285	Assured		Nature of ownership – private.
	2-2	Entities included in the organisation's sustainability reporting	304	Assured		For a list of entities included in the financial statements of Nornickel Group, please see the Group's IFRS financial statements .
	2-3	Reporting period, frequency and contact point	285, 377	Assured		Financial and sustainability reporting is prepared annually for the calendar year. The date of this report is 23.05.23.
	2-4	Restatements of information	285	Assured		Information on changes in previous periods' data is provided in the report in the footnotes below the respective figures.
	2-5	External assurance	285, 375	Assured		
	2. Activities and workers					
	2-6	Activities, value chain and other business relationships	11, 22, 27, 261	Assured		There were no significant changes in the supply chain of the core production process in the reporting year. Due to sanctions imposed on the Russian Federation, the Company is in the process of revising its list of equipment and software suppliers.
	2-7	Employees	131, 344	Assured		
	2-8	Workers who are not employees	344	Assured		The relations with such employees are mainly formalised through civil law contracts. Such contracts are usually made for temporary work, without any prevailing type of activity. There are no significant hiring fluctuations within the reporting periods, and the changes from one reporting period to another may be associated with an increasing number of FTEs (a part of the functions handed over to FTEs).
	3. Governance					
	2-9	Governance structure and composition	53, 113, 130, 189, 223, 226, 231, 236, 247, 250	Assured		Disclosure 2-9-c is provided in the Annual Report of MMC Norilsk Nickel for 2022: https://www.nornickel.com/investors/reports-and-results/annual-reports/#2022 .