GRI quantitative indicators disclosure

Direct economic value generated and distributed[1] (RUB bn)

GRI 201-1

Indicator	2018	2019	2020	2021	2022
Direct economic value generated	734.6	884.6	1123.3	1324.1	1183.6
Economic value distributed, including:	684.6	918.4	990.5	1141.2	919.5
• operating expenses[2]	228.5	239.1	449.0	281.8	281.0
• community investments and charity[3]	12.9	14.4	36.4	76.0	24.9
• payroll and other employee remuneration and benefits, including payroll taxes	128.8	136.8	146.6	163.6	222.9
• payments to providers of capital (interest, dividends[4])	243.1	383.7	213.8	412.2	202.8
• gross tax payments	71.3	144.4	144.8	207.6	187.8
Economic value retained	50.0	-33.8	132.8	182.9	264.1

Structure of the Board of Directors and the Management Board

GRI 405-1

Indicator	Board of Directors		Management Board	
	Men	Women	Men	Women
Under 30	0 (0%)	0 (0%)	0 (0%)	0 (0%)
30–50	5 (38.5%)	3 (23%)	4 (40%)	2 (20%)
Over 50	5 (38.5%)	0 (0%)	2 (20%)	2 (20%)

[1] Calculated on an accrual basis under the IFRS. The Company used an in-house calculation methodology developed in line with the GRI Standards.
[2] Since 2020, this line has included environmental and decommissioning provisions.
[3] Excluding CAPEX.
[4] Taking into account dividends accrued.

Total water withdrawal (mcm)

GRI 303-3, SASB EM-MM-140a.1

Indicator		Total water withdrawal from external sources[1]	Including			
			from surface water bodies	from underground sources	natural water inflow	Effluents from third parties and from municipal water supplies and other water utilities (excluding NTEC)
Group's total	2022	353.1	233.2	24.4	61.9	33.6
	2021	351.2	224.9	29.4	57.4	39.5
	2020	374.9	259.8	30.9	46.7	37.5
	2019	319.3	227.3	26.3	36.5	29.2
	2018	356.8	254.3	28.3	44.2	30.1
Including: Polar Division and Norilskenergo[2]	2022	26.2	0.0	0.0	24.2	1.9
	2021	29.8	0.0	0.0	24.36	5.5
	2020	25.6	0.0	0.0	20.1	5.5
	2019	26.5	0.0	0.0	12.85	13.7
	2018	38.1	0.02	0.0	22.4	15.7
Including: Norilsk-Taimyr Energy Company	2022	261.1	217.2	23.9	2.7	17.3
	2021	257.9	209.7	28.8	2.04	17.4
	2020	286.0	234.62	30.63	2.7	18.0
	2019	240.2	212.8	26.1	0.0	1.3
	2018	269.5	241.2	28.3	0.0	0.0
Including: Kola MMC	2022	39.1	12.3	0.0	13.3	13.6
	2021	32.5	11.1	0.0	13.1	8.3
	2020	38.2	21.3	0.0	8.7	8.3
	2019	27.9	13.2	0.0	6.1	8.6
	2018	32.8	11.7	0.0	12.4	8.7

[1] Excluding water reused from NTEC networks.
[2] Included in water withdrawal from NTEC.

Water withdrawal by water source and type in 2022 (mcm)

GRI 303-3, SASB EM-MM-140a.1

Indicator	2022 год
Total water withdrawal	353.1
Water from surface water bodies, including:	233.2
• fresh water	223.2
• other water	0.0
Water from underground sources, including:	24.4
• fresh water	24.4
• other water	0.0
Effluents from third parties and from municipal water supplies and other water utilities (excluding NTEC), including:	33.6
• fresh water	9.2
• other water	24.4
Natural water inflow, including:	61.9
• fresh water	0.0
• other water	61.9
Water from NTEC, including:	85.6
• fresh water	85.6
• other water	0.0
Sea or ocean water, including:	0.0
• fresh water	0.0
• other water	0.0

Water bodies used for water withdrawal and waste water discharge[1]

GRI 303-1, SASB EM-MM-140a.1

Branches and business units	Water bodies used for water withdrawal and the scale of impact associated with the Company	Water bodies used for wastewater discharge and the scale of impact associated with the Company
Polar Division	Water is withdrawn from the Yenisey River, the water bodies of the Norilsk-Pyasino water system and the Kara Sea.	Wastewater is discharged into water bodies of the Yenisey River and Norilsk-Pyasino water system.
Polar Transport Division		
Medvezhy Ruchey		
Norilskgazprom		
Norilsktransgaz		
Norilsknickelremont		
Polar Construction Company		
Norilsk Production Support Complex		
NN Technical Services		
Taimyr Fuel Company		
Yenisey River Shipping Company		
Norilsk Airport		
NTEC		
Renons		
Lesosibirsk Port		
Murmansk Transport Division	Water is withdrawn from the water bodies of the Barents Sea.	Wastewater is discharged into the water bodies of the Barents Sea.
Kola MMC		
Taimyr Fuel Company		
GRK Bystrinskoye	Water is withdrawn from the water bodies of the Amur River.	Wastewater is discharged into the water bodies of the Amur River.
Vostokgeologiya		
Zapolyarye Health Resort	Water is withdrawn from the Black Sea.	Wastewater is discharged into the Black Sea.

[1] The Company does not make a material impact on the water bodies specified. Water is withdrawn within the established limits. Waster water is discharged in accordance with the relevant permits and predominantly within the established limits.

Water use, including water recycling (mcm)

Indicator		Total water used	Including				Water recycled and reused as percentage of total water used (%)
			utility water	production	Including		
					Water reused	Water recycled	
Group's total	2022	1345,9	21.6	1324,3	27.1	1077.8	82.1
	2021	1280.8	25.2	1255.6	31.6	1052.0	84.6
	2020	1458.1	23.0	1435.1	31.2	1229.0	86.4
	2019	1343.5	18.8	1324.7	30.7	1141.3	87.2
	2018	1412.1	20.1	1392.0	31.5	1178.5	85.7
Including: Polar Division and Norilskenergo	2022	435.6	5.2	430.4	23.4	350.3	85.8
	2021	460.8	14.9	445.9	27.7	384.2	89.3
	2020	471.2	13.6	457.6	27.7	384.2	89.4
	2019	461.2	10.5	450.7	29.4	388.7	90.7
	2018	463.5	12.1	451.4	29.2	389.5	90.4
Including: NTEC	2022	715.6	9.9	705.7	0.9	584.2	81.8
	2021	626.9	0.9	626.0	0.9	514.2	82.2
	2020	764.5	0.9	763.6	0.1	641.1	84
	2019	656.5	0.9	655.6	0.1	551.1	84.1
	2018	709.1	1.00	708.1	1.1	578.2	81.7
Including: Kola MMC	2022	109.8	1.8	108.0	0.1	88.7	80.9
	2021	100.3	1.8	98.5	0.1	98.4	98.2
	2020	141.4	1.6	139.8	0.2	139.7	98.9
	2019	156.5	1.7	154.9	0.1	150	95.9
	2018	171.6	1.8	169.8	0.0	158.6	92.4

Total effluents[1] and pollutants discharged[2]

GRI 303-4

Indicator			Total effluents (mcm)	Including				Pollutants in effluents (kt)
				Insufficiently treated	Contaminated untreated	Treated to standard quality at treatment facilities	Standard clean (without treatment)	
Group's total		2022	168.0	34.1	40.7	3.7	89.5	208.6
		2021	193.8	33.8	60.3	4.9	94.8	237.0
		2020	202.4	33.1	54.8	4.3	110.2	244.3
		2019	142.4	26.2	36	4.6	75.6	210.6
		2018	164.5	31	34.3	6.6	92.6	232.4
Including:	Polar Division and Norilskenergo	2022	23.5	1.0	22.1	0.4	0.0	26.6
		2021	37.0	1.2	35.4	0.4	0.0	60.0
		2020	33.7	1.7	31.6	0.4	0.0	66.7
		2019	23.7	1.4	21	0.8	0.5	58.3
		2018	35	3.7	28.7	1.9	0.7	72.7
	NTEC	2022	95.8	0.0	6.7	0.0	89.1	3.4
		2021	88.2	0.0	6.9	0.0	81.3	3.0
		2020	104.9	0.0	8.8	0.1	96.1	3.0
		2019	74.6	0.0	2.1	0.004	72.5	1.1
		2018	91.6	0.0	0.0	0.0	91.6	1.4
	Kola MMC	2022	26.7	26.4	0.3	0.0	0.0	129.1
		2021	27.5	25.9	0.9	0.7	0.0	122.0
		2020	25.8	25.1	0.7	0.0	0.0	126.7
		2019	22.1	21.8	0.3	0.0	0.0	124.4
		2018	25.6	25.5	0.1	0.0	0.0	148

[1] Effluents are measured instrumentally with certified gauges and also indirect indicators as approved by the territorial office of the Federal Water Resources Agency.
[2] The main pollutants of the Group include substances dominating in the volume of wastewater: suspended solids, oil products, metals, and nitrogen compounds.

NOx, SOx and other significant air emissions, including their type and weight[1] (kt)

GRI 305-7

Indicator			Group's total	Polar Division	NTEC	Kola MMC
Total amount		2022	1819.4	1778.9	9.8	16.4
		2021	1646.9	1601.4	12.6	19.6
		2020	1968.1	1857.5	10.1	83.4
		2019	1952.7	1819.2	10.6	110.8
		2018	1926.6	1789.0	11.7	117.4
Including:	NOx	2022	9.7	1.1	6.0	1.4
		2021	11.4	0.7	8.3	1.4
		2020	10.0	0.6	6.9	1.6
		2019	10.3	0.5	7.2	1.8
		2018	11.2	0.6	8.0	1.7
	Sulphur dioxide	2022	1778.4	1764.9	0.1	13.1
		2021	1601.4	1585.2	0.1	15.7
		2020	1910.8	1836.9	0.0	73.2
		2019	1898.1	1798.6	0.0	99.4
		2018	1869.6	1764.4	0.0	104.8
	Solids	2022	10.7	5.8	0.0	0.8
		2021	8.9	3.9	0.0	1.2
		2020	14.6	4.1	0.0	6.1
		2019	13.3	4.2	0.0	7.0
		2018	14.5	5.5	0.0	7.6

[1] Air pollutant emissions are determined on the basis of the Environmental Monitoring and Industrial Control data: emissions are calculated as per the applicable methodologies using data on feedstock and equipment running time, through sampling and analysing flue gases, direct measurements with gas analysers, etc.

Total weight of waste by type and disposal method (mt)

GRI 306-3, 306-4, 306-5, SASB EM-MM-150a.8

Indicator		Total (mt)	Including			
			Polar Division	Kola MMC	GRK Bystrinskoye[1]	Medvezhy Ruchey
Waste-related activity	Waste generation	2022	166.3	13.9	7.3	85.1	59.1
		2021	156.4	13.7	7.5	85.5	49.0
		2020	145.2	14.8	8.1	87.5	34.8
		2019	36.4	15.6	7.9	–	12.4
		2018	30.7	15.7	8.3	–	6.6
	Waste input from third parties	2022	2.0	0.3	0.0	0.0	1.6
		2021	1.6	0.3	0.0	0.0	1.2
		2020	1.0	0.1	0.0	0.0	0.5
		2019	0.6	0.6	0.0	–	0.06
		2018	3.1	3.0	0.0	–	0.03
	In-house waste recovery	2022	30.0	8.1	4.0	4.4	13.4
		2021	23.7	6.1	4.0	3.9	9.7
		2020	34.3	10.5	6.1	12.1	5.2
		2019	22.8	14.3	4.2	–	4.2
		2018	21.6	15.8	2.5	–	3.4
	In-house waste treatment	2022	0.0004	0.0	0.0003	0.0	0.0
		2021	0.0001	0.0	0.0	0.0	0.0
		2020	0.004	0.0	0.002	0.0	0.0
		2019	0.003	0.0	0.001	–	0.0
		2018	0.006	0.0	0.006	–	0.0
	Waste transfer to third parties (for recovery or treatment)	2022	3.1	1.8	0.02	0.002	1.3
		2021	5.76	5.39	0.04	0.003	0.2
		2020	3.48	3.23	0.04	0.003	0.2
		2019	0.50	0.24	0.014	–	0.2
		2018	1.52	0.03	0.01	–	1.5

[1] In 2020, Bystrinsky GOK was included in the reporting perimeter after it reached its design capacity in the reporting period. Its significant waste figures are driven by the first stage of the deposit development, which involves large volumes of waste generation, mainly overburden, to support further operations.

Indicator		Total (mt)	Including			
			Polar Division	Kola MMC	GRK Bystrinskoye[1]	Medvezhy Ruchey
Waste transfer to third parties (for disposal)	2022	0.7	0.2	0.0	0.0	0.01
	2021	0.6	0.2	0.0	0.0	0.01
	2020	0.2	0.1	0.0	0.001	0.01
	2019	0.6	0.1	0.0	–	0.01
	2018	1.6	0.1	0.0	–	1.5
Waste landfilling at in-house waste disposal sites	2022[1]	0.74	0.72	0.02	0.01	0.0
	2021	127.5	6.0	3.4	77.3	40.4
	2020	111.2	2.3	2.7	76.33	29.9
	2019	6.0	3.2	2.8	–	8.0
	2018	11.0	3.7	5.8	–	0.0

Waste management in 2022 by hazard class and waste type (kt)

GRI 306-3, 306-4, 306-5, SASB EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8

Indicator	Hazard class I	Hazard class II	Hazard class III	Hazard class IV	Hazard class V	Total	Including hazard classes I –IV waste (% of total)
Generation	0.02	0.04	5.7	1,529.4	164,742.7	166,277.8	0.9
Waste generation after processing	0.0	0.0	1.6	1.2	0.0	2.8	100
Waste input from third parties	0.0	0.0	0.9	127.6	1,841.4	1,969.9	6.5
In-house waste recovery, including	0.0	0.0	1.9	0.2	29,964.7	29,966.7	0.0
• direct recycling	0.0	0.0	0.0	0.0	17,812.7	17,812.7	0.0
• other recovery activities	0.0	0.0	1.9	0.1	12,152.0	12,154.0	0.02
In-house waste treatment	0.0	0.02	0.3	0.1	0.0	0.4	91.8
Waste transfer to third parties (for processing)	0.0	0.0	0.1	1.4	9.3	10.8	14.0
Waste transfer to third parties (for recovery)	0.0	0.0	3.3	18.8	3,078.1	3,100.1	0.7
Waste transfer to third parties (for treatment)	0.003	0.001	1.0	0.8	0.3	2.2	85.4
Waste transfer to third parties (for disposal)	0.0	0.0	0.0	311.9	391.5	703.4	44.3
Transfer to local municipal solid waste operator	0.0	0.0	0.0	15.3	1.3	16.6	92.1
Waste disposal at in-house waste disposal sites	0.0	0.0	0.0	477.3	263.0	740.3	64.5
Waste handed over for economic utilisation (recovered at intragroup facilities or by contractors)	0.0	0.0	5.2	19.0	33,042.7	33,066.9	0.1
Waste handled (treated or disposed at intragroup facilities or by contractors)	0.003	0.021	1.4	806.8	665.5	1,473.8	54.8

[1] In 2022, the calculation methodology was changed in line with GRI 306-5, with this indicator including landfilling only since 2022.

List of protected species identified in the Company's impact area

GRI 304-4

List of protected species identified in Norilsk and Energy Divisions' area of operation based on observations during the warm season (9 species in total)

Species	Red List of the International Union for Conservation of Nature (IUCN) (status)	Red Data Book of the Russian Federation (status)	Red Data Book of the Krasnoyarsk Territory (status)	Red Data Book of the Yamal-Nenets Autonomous Area (status)
Animal				
Whooper swan (Cygnus cygnus)	LC	No	5, a sparse species with groupings varying degrees of vulnerability and knowledge	No
White-tailed eagle (Haliaeetus albicilla)	LC	5, Least Concern	5, a rare widespread species	5, a sparse species with recovering populations.
Peregrine falcon (Falco peregrinus)	LC	3, vulnerable	3, a rare, widespread, easily vulnerable species	3, a rare vulnerable species
Gyrfalcon (Falco rusticolus)	LC	2, endangered	2, a rare, declining, vulnerable species	1, a rare endangered species with sharply declining numbers
Golden plover (Pluvialis apricaria)	LC	No[1]	Not listed	No
Black-throated loon (Gavia arctica)	LC	No[2]	Not listed[3]	No
Bean goose (Anser fabalis fabalis)	LC	2, endangered	2, a rare, declining subspecies	No
Bean goose (Anser fabalis middendorffii)	LC	2, vulnerable	2, a vulnerable declining subspecies	No
Plants				
Northern spikemoss (Seleginella selaginoides (L.) P. Beauv. ex Schrank & Mart.	No	No	2, a vulnerable declining species	No

[1] Only the subspecies Pluvialis apricaria apricaria (Linnaeus, 1758) inhabiting the European part of the Russian Federation, is included in the Red Data Book of the Russian Federation.
[2] Individual populations of the Central European population (Central Federal District, Novgorod, Pskov, Leningrad and Vologda regions in the Northwestern Federal District) and the population from the south of the Far East (Amur and Sakhalin regions, Khabarovsk and Primorye territories) are listed in the Red Data Book of the Russian Federation.
[3] Only the Sayan population, which inhabits the south of the Krasnoyarsk Territory, is listed in the Red Data Book of the Krasnoyarsk Territory.

List of rare and protected species identified in the area of Kola Division facilities (4 species in total)

Species	Red List of the International Union for Conservation of Nature (IUCN) (status)	Red Data Book of the Russian Federation (status)	Red Data Book of the Krasnoyarsk Territory (status)
Plants			
Heath spotted-orchid (Dactylorhiza maculata)	LC	No	Biosurveillance
Fragrant orchid (Gymnadenia conopsea)	LC	No	3
Animals			
Whooper swan (Cygnus cygnus)	LC	No	3, rare, near threatened
Golden eagle (Aquila chrysaetos)	LC	3, vulnerable	3, rare, near threatened

List of rare and protected species identified in the area of Trans-Baikal Division facilities (12 species in total)

Species	Red List of the International Union for Conservation of Nature (IUCN) (status)	Red Data Book of the Russian Federation (status)	Red Data Book of the Krasnoyarsk Territory (status)
Animals			
Falcated duck (Anas falcata)	NT	2, endangered	1
Greater spotted eagle (Aquila clanga)	VU	2, endangered	1
Demoiselle crane (Anthropoides virgo)	LC	2, vulnerable	1, CITES, Appendix II
Eurasian curlew (Numenius arquata)	EN	2, vulnerable	3
Yellow-breasted bunting (Emberiza aureola)	CR	2, critically endangered	2
Hen harrier (Circus syaneus)	No	No	2
Chinese bush warbler (Bradypterus taczanovskius)	No	No	4
Plants			
Slipper orchard (Cypripedium macranthos)	LC	3	3
Bugbane (Cimicifuga dahurica)	No	No	3
Dwarf daylily (Hemerocallis minor)	No	No	2
Lilium pumilum	No	No	2
Siberian rowan (Sorbus sibirica)	No	No	3

List of rare and protected species identified in the area as part of marine surveys in the NSR and at the port of Murmansk (13 species in total)

Species	Red Data Book of the Krasnoyarsk Territory	Red Data Book of the Murmansk Region	Red Data Book of the Russian Federation	Red List of the International Union for Conservation of Nature (IUCN)
Murmansk port				
Lesser black-backed gull (Larus fuscus)	No	No	5	LC
NSR (Dudinka–Murmansk)				
Birds				
Northern gannet (Sula bassana)	No	3	-	LC
Great cormorant (Phalacrocorax carbo)	No	3	-	LC
European shag (Phalacrocorax aristotelis)	No	3	3	LC
Barnacle goose (Branta leucopsis)	No	3	-	LC
Common eider (Somateria mollissima)	No	5	No	NT
Peregrine falcon (Falco peregrinus)	3	2	2	LC
Great skua (Catharacta skua)	No	3	-	LC
Common murre (Uria aalge)	No	-	3	LC
Horned lark (Eremophila alpestris)	No	3	-	LC
Mammals				
Harbour porpoise (Phocoena phocoena)	No	No	4	LC
Common minke whale (Balaenoptera acutorostrata)	No	No	No	LC
Large whale sp. humpback whale (Megaptera novaeangliae) or fin whale (Balaenoptera physalus)	No	No	1 (2)[1]	LC/VU

0 – probably extinct;
1 – endangered;
2 – decreasing number;
3 – rare;
4 – uncertain status;
5 – rehabilitated and rehabilitating;
6 — bio surveillance: species needing constant monitoring of their status.

[1] 1 – humpback whale (Megaptera novaeangliae) and 2 – northern fin whale (Balaenoptera physalus physalus).

Social performance

Benefits for employees of Polar Division

GRI 401-2

Benefits	Full-time work		Temporary work[2]		Seasonal work		Part-time work
	full-time work	part-time work	full-time work	part-time work	full-time work	part-time work	
Reimbursement of vacation travel expenses (incl. return fare)	+	+	+	+	+[1]	+[1]	–[3]
All kinds of financial aid	+	+	+	+	+	+	+
Health resort treatment and vacations	+	+	+	+	–	–	–
Vouchers for children's wellness recreation tours	+	+	+	+	–	–	–
Pension plans	+	+	+	+	–	–	–
Termination benefits (apart from those prescribed by the applicable laws)	+	+	+	+	+[4]	+[4]	+[4]

[1] According to the collective bargaining agreement and local regulations, such categories of employees are not excluded from benefits; however, in practice, travel expenses are not reimbursed since no vacation is granted to such employees.
[2] Work under a fixed-term employment contract.
[3] According to the local regulations such categories of employees are excluded from the reimbursement of expenses associated with relocation.
[4] According to the collective bargaining agreement and local regulations, such categories of employees are not excluded from the reimbursement of expenses associated with relocation, it is practically possible. No severance pay is provided by mutual agreement.

Benefits for employees of Kola MMC

Benefits	Full-time work		Temporary work[1]		Seasonal work[2]		Part-time work
	full-time work	part-time work	full-time work	part-time work	full-time work	part-time work	
Reimbursement of vacation travel expenses (incl. return fare)	+	+	+	+	–	–	–
All kinds of financial aid	+	+	+	+	–	–	–[3]
Health resort treatment and vacations	+	+	+	+	–	–	–[3]
Vouchers for children's wellness recreation tours	+	+	+	+	–	–	–[3]
Pension plans	+	+	+	+	–	–	–
Termination benefits (apart from those prescribed by the applicable laws)	+	+	+	+	–	–	–

[1] According to the collective bargaining agreement and local regulations, such categories of employees are not excluded from benefits; however, in practice, travel expenses are not reimbursed since no vacation is granted to such employees.
[2] According to the local regulations such categories of employees are excluded from the reimbursement of expenses associated with relocation.
[3] According to the collective bargaining agreement and local regulations, such categories of employees are not excluded from the reimbursement of expenses associated with relocation, it is practically possible. No severance pay is provided by mutual agreement.

Headcount by type of employment, gender and region (employees)

GRI 2-7, 2-8

Indicator	2022		
	Total	Male	Female
Total[1] headcount in Russia as at the latest reporting date	83,103	–	–
Contractors whose work is controlled by the Group, as at the latest reporting date	907	–	–
Employees as at the latest reporting date, including:	82,196	57,930	24,266
• in the Norilsk Industrial District	55,470	–	–
• in the Krasnoyarsk Territory (except for NID)	3,455	–	–
• in the Kola Peninsula Industrial District (Murmansk Region)	12,404	–	–
• in Moscow and other regions of Russia	8,006	–	–
• in the Trans-Baikal Territory	2,861	–	–
Employees working under fixed-term contracts (temporary and seasonal jobs) as at the latest reporting date, including:	4,497	2,755	1,742
• in the Norilsk Industrial District	2,709	–	–
• in the Krasnoyarsk Territory (except for NID)	116	–	–
• in the Kola Peninsula Industrial District (Murmansk Region)	180	–	–
• in Moscow and other regions of Russia	1,353	–	–
• in the Trans-Baikal Territory	139	–	–
Employees working under unlimited contracts (permanent jobs) as at the latest reporting date, including:	77,699	55,184	22,515
• in the Norilsk Industrial District	52,761	–	–
• in the Krasnoyarsk Territory (except for NID)	3,339	–	–
• in the Kola Peninsula Industrial District (Murmansk Region)	12,224	–	–
• in Moscow and other regions of Russia	6,653	–	–
• in the Trans-Baikal Territory	2,722	–	–
Full-time employees as at the latest reporting date, including:	81,404	57,405	23,999
• in the Norilsk Industrial District	54,932	–	–
• in the Krasnoyarsk Territory (except for NID)	3,422	–	–
• in the Kola Peninsula Industrial District (Murmansk Region)	12,359	–	–
• in Moscow and other regions of Russia	7,843	–	–
• in the Trans-Baikal Territory	2,848	–	–
Part-time employees as at the latest reporting date, including:	88	27	61
• in the Norilsk Industrial District	3	–	–
• in the Krasnoyarsk Territory (except for NID)	7	–	–
• in the Kola Peninsula Industrial District (Murmansk Region)	16	–	–
• in Moscow and other regions of Russia	58	–	–
• in the Trans-Baikal Territory	4	–	–

[1] The Company has no significant seasonal fluctuations in the number of contractors. The year-on-year decline in the number of contractors in 2022 mainly results from the hiring of additional FTEs.

New and terminated employments (by gender, age and region of operations) in 2022 (employees)

GRI 401-1

Indicator	2022 год
New hires, including:	20,726
• male	14,926
• female	5,800
• 29 y. o. and below	7,099
• 30 through 44 y. o.	9,485
• 45 y. o. and above	4,142
• in the Norilsk Industrial District	14,693
• in the Kola Peninsula Industrial District (Murmansk Region)	1,846
• in the Krasnoyarsk Territory (except for NID)	964
• in Moscow and other regions of Russia	2,656
• in the Trans-Baikal Territory	567
• Terminated employments, including:	14,281
• male	10,366
• female	3,915
• 29 y. o. and below	4,032
• 30 through 44 y. o.	5,546
• 45 y. o. and above	4,703
• in the Norilsk Industrial District	10,416
• in the Kola Peninsula Industrial District (Murmansk Region)	1,345
• in the Krasnoyarsk Territory (except for NID)	795
• in Moscow and other regions of Russia	1,308
• in the Trans-Baikal Territory	417

Employee outflow ratio by region in 2022 (%)

Indicator	2022 год
Kola Peninsula Industrial District (Murmansk Region)	10.8
Krasnoyarsk Territory (excluding NID)	23.0
Moscow and other regions of Russia	16.3
Norilsk Industrial District (NID)	18.8
Trans-Baikal Territory	14.6

Employee inflow ratio by region in 2022 (%)

Indicator	2022 год
Kola Peninsula Industrial District (Murmansk Region)	14.9
Krasnoyarsk Territory (excluding NID)	27.9
Moscow and other regions of Russia	32.8
Norilsk Industrial District (NID)	26.5
Trans-Baikal Territory	19.8

Employee outflow ratio by gender and age in 2022 (%)

Indicator	2022 год
Employee outflow, total	17.4
Employee outflow, male	17.9
Employee outflow, female	16.1
Employee outflow, 29 y. o. and below	32.3
Employee outflow, 30 through 44 y. o.	13.1
Employee outflow, 45 y. o. and above	17.1

Employee inflow ratio by gender and age in 2022 (%)

Indicator	2022 год
Employee inflow, total	25.2
Employee inflow, male	25.8
Employee inflow, female	23.9
Employee inflow, 29 y. o. and below	63.2
Employee inflow, 30 through 44 y. o.	25.3
Employee inflow, 45 y. o. and above	16.6

Number of employees on maternity and/or childcare leave and those back from maternity and/or childcare leave in 2022

GRI 401-3

Indicator	2022 год
Employees on maternity and/or childcare leave as at the year-end, including:	1,526
male	69
female	1,457
Employees back from maternity and/or childcare leave over the year, including:	592
male	39
female	553

Assessment of employees in Russia in 2022 (% of average headcount)

GRI 404-3

Indicator	Blue-collar employees	White-collar employees	Managers	Group total
Competency assessment				
Share of employees covered by competency assessment	2.6	31.9	69.9	19.4
Share of male employees covered by competency assessment	3.0	39.6	71.4	19.3
Share of female employees covered by competency assessment	1.2	25.2	65.3	19.7
KPI-based assessment				
Share of employees covered by KPI-based assessment	0.04	60.1	59.5	22.1
Share of male employees covered by KPI-based assessment	0.02	56.0	54.3	16.6
Share of female employees covered by KPI-based assessment	0.1	63.7	75.4	35.9

Key occupational injury and occupational disease rates by region and gender in 2022

GRI 403-9, 403-10

Indicator	Across Norilsk Nickel Group	Kola Peninsula Industrial District	Norilsk Industrial District	Krasnoyarsk Territory (excluding NID)	Trans-Baikal Territory	Moscow and other regions
Fatal workplace injuries, including:	4	2	2	0	0	0
• Men	3	2	1	0	0	0
• Women	1	0	1	0	0	0
FIFR	0.034	0.12	0.03	0	0	0
Lost time workplace injuries, including:	66	17	43	3	2	1
• Men	56	15	35	3	2	1
• Women	10	2	8	0	0	0
LTIFR	0.57	0.92	0.56	0.48	0.41	0.09
Severe occupational injury rate	0.11	0.17	0.13	0.00	0.00	0.00
Total recorded workplace injuries in accordance with the Russian labour laws (minor + severe + fatal), including:	70	19	45	3	2	1
• Men	59	17	36	3	2	1
• Women	11	2	9	0	0	0

Indicator	Across Norilsk Nickel Group	Kola Peninsula Industrial District	Norilsk Industrial District	Krasnoyarsk Territory (excluding NID)	Trans-Baikal Territory	Moscow and other regions
Severe injuries, including:	13	3	10	0	0	0
• Men	11	3	8	0	0	0
• Women	2	0	2	0	0	0
Occupational diseases, including:	174	52	121	1	0	0
• Men	156	34	121	1	0	0
• Women	18	18	0	0	0	0
Occupational disease rate	1.49	3.0	1.57	0.16	0	0
Lost day rate	20.75	38.09	18.24	35.85	14.78	2.46
Absentee rate[1]	3.57	4.64	3.68	3.55	1.62	1.30
Injury rate[2]	0.60	1.10	0.58	0.48	0.41	0.09
Hours worked, million	116.5	17.3	77.1	6.2	4.9	10.9
Total recorded workplace injuries among contractors' employees engaged at the Group's sites, in accordance with the Russian labour laws	46	4	39	0	3	0
• Men	43	3	37	0	3	0
• Women	3	1	2	0	0	0
Including fatalities:	4	2	2	0	0	0
• Men	4	2	2	0	0	0
• Women	0	0	0	0	0	0

[1] Number of hours worked and absentee rate for Moscow and other regions exclude Zapolyarye Health Resort.
[2] Per million hours worked.

Employees and contractors covered by the corporate Health and Safety Management System (HSMS)

GRI 403-8

Indicator	HSMS coverage	including HSMS that underwent an internal audit	including HSMS that underwent an external audit or another independent review
Headcount of the Group's business units covered by HSMS	79,907	77,857	30,885
Share of employees of the Group's business units covered by HSMS in the Group's total headcount, %	100	97	39
Headcount of contractors working at the Group's sites and covered by HSMS	12,782	9,886	1,182
Share of employees of contractors covered by HSMS in the total headcount of contractors	100	77	9

Fines and non-financial sanctions related to environmental and social impacts in 2022

GRI 2-27

Indicator	Total number of non-compliances with laws and/or regulations during the reporting period	Number of non-compliances with laws and/or regulations during the reporting period: cases resulting in fines	Number of non-compliances with laws and/or regulations during the reporting period: cases resulting in non-financial sanctions	Total number of fines for non-compliance with laws and/or regulations paid during the reporting period	including fines for non-compliance with laws and/or regulations that occurred during the reporting period	including fines for non-compliance with laws and/or regulations that occurred in previous reporting periods	Total amount of fines paid during the reporting period, RUB '000	including fines imposed in the current reporting period, RUB '000	including fines imposed in previous reporting periods, RUB '000
Total fines and non-financial sanctions	**605**	**292**	**310**	**315**	**272**	**43**	**32,023.2**	**26,973.2**	**5,050.0**
Environmental laws and regulations	84	40	41	58	38	20	5,106.5	4,036.5	1,070.0
Anti-competitive behaviour and breach of antitrust laws	0	0	0	0	0	0	0.0	0.0	0.0
Non-compliance with labour laws	13	3	10	3	3	0	90,0	90,0	0.0
Non-compliance with health and safety laws	27	18	9	18	17	1	1,500.0	1,370.0	130.0
Non-compliance with consumer protection laws, including with respect to product information and labelling	0	0	0	0	0	0	0.0	0.0	0.0
Non-compliance with marketing (advertising) regulations	0	0	0	0	0	0	0.0	0.0	0.0
Non-compliance with regulations on the impact of products and services on health and safety	0	0	0	0	0	0	0.0	0.0	0.0
Failure to timely comply with the improvement notices issued by regulatory authorities	41	23	18	25	22	3	7,440.1	6,960.1	480.0
Non-compliance with fire safety requirements	23	4	19	8	4	4	1,020.0	460.0	560.0
Breach of sanitary and epidemiological laws unrelated to product requirements	20	14	6	15	14	1	285.0	275.0	10.0
Breach of capital construction laws	58	25	33	26	22	4	4,205.0	3,565.0	640.0
Breach of industrial safety laws	179	65	114	62	56	6	10,840.0	9,030.0	1,810.0
Breach of transportation security laws	49	25	24	25	25	0	331.3	331.3	0.0
Other grounds	111	75	36	75	71	4	1,205.4	855.4	350.0