

# Stakeholder recommendations

Recommendations	Company response
<b>From external stakeholders</b>	
Provide more detailed information on the Company’s decarbonisation plans. Disclose specific measures and/or technologies for achieving climate goals.	Done. Disclosed in the Climate Change and Energy Efficiency section and the climate report.
Provide more detailed information about the risks, particularly those that were not managed (and therefore neither prevented nor mitigated) during the reporting period.	Partially done. Disclosed in the relevant sections.
Disclose information about the planned scope of environmental protection initiatives to be implemented in 2023–2025, taking into account the current economic environment.	Done. Disclosed in the Environmental section.
Provide more detailed information about the best practices in waste management across Nornickel Group.	Partially done. Disclosed in the Tailings and Waste section.
Provide more information on the Company’s divisions.	Partially done. Disclosed in the Strategic Vision section.
Disclose findings of the human rights assessment.	Done. Disclosed in the Human Rights section and the Human Rights Report.
Hold public hearings on the draft Report.	To be done in the next reports
Provide more detailed information about the management’s contribution to health and safety.	To be done in the next reports
Conduct a quantitative and qualitative assessment of social investments in terms of their actual impact on stakeholders.	To be done in the next reports
Prepare an abridged version of the Report.	To be done in the next reports
Conduct independent assurance of the most significant sustainability KPIs.	To be done in the next reports
<b>From internal stakeholders</b>	
Provide more information about the opportunities created by the Company in its regions of operation.	Done. Disclosed in the Development of Local Communities section.
Ensure that sustainability metrics are aligned with the financial impact and published simultaneously with it.	To be done in the next reports
<b>Anonymous</b>	
Disclose information about the Company’s activities aimed at supporting education in the regions of its operation.	Partially done. Disclosed in the Development of Local Communities section.
Disclose more information about the Company’s programmes for young employees.	Done. Disclosed in the HR Management and Social Partnership section.
Provide more detailed information about the Company’s activities aimed at supporting small and medium-sized businesses in the regions of its operation.	Partially done. Disclosed in the Development of Local Communities section.
Provide more detailed information about IT projects.	Done. Disclosed in the Research and Development, Digital Technologies section.

# Opinion of the RSPP Council on Non-Financial Reporting

