

UNCTAD indicator		Page	Disclosure status	Information/comments
C.4 Coverage of collective agreements	C.4.1: percentage of employees covered by collective agreements	138	Disclosed	–
<b>D Institutional area</b>				
D.1 Corporate governance disclosures	D.1.1: number of Board meetings and attendance rate	–	Disclosed	Number of Board of Directors meetings – 38 Attendance rate – 100%
	D.1.2: number and percentage of female Board members	–	Disclosed	The proportion of women on the Board of Directors is 23% (three out of 13 members)
	D.1.3: Board members	–	Disclosed	Disclosed in the 2022 Annual Report <sup>1</sup>
	D.1.4: number of meetings of the audit committee and attendance rate	–	Disclosed	Number of meetings of the Audit Committee – 15 (of which two jointly with other committees). Attendance rate – 100%
	D.1.5: compensation: total compensation per Board member(both executive and non-executive directors)	–	Disclosed	The 2022 Annual Report <sup>1</sup> discloses the total amount of compensations paid to the members of the Board of Directors.
D.2 Anti-corruption practices	D.2.1: amount of fines paid or payable due to settlements	351–352	Disclosed	–
	D.2.2: average hours of training on anti-corruption issues per year per employee	253–254	Partially disclosed	No records are kept on the length (in hours) of anti-corruption training. Reporting in the Company is based on the GRI standards; it means the Report discloses the number and proportion of employees trained in anti-corruption policies and practices.

# TCFD disclosures

Section	Disclosure	Page	Assured by the auditor
<b>Governance</b> Describe the Board's oversight of climate-related risks and opportunities	• Describe the Board's oversight of climate-related risks and opportunities	53	Assured
	• Describe the management's role in assessing and managing climate-related risks and opportunities	53, 231	Assured
<b>Strategy</b> Disclose the actual and potential impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	• Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	57	Not assured
	• Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	27, 49	Assured
	• Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	22, 28, 59	Not assured
<b>Risk management</b> Describe how the organisation identifies, assesses, and manages climate-related risks	• Describe the organisation's processes for identifying and assessing climate-related risks	57, 239	Not assured
	• Describe the organisation's processes for managing climate-related risks	60, 238	Assured
	• Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	238	Assured
<b>Metrics and targets</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks	• Describe the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	43	Assured
	• Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	61	Assured
	• Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	43	Assured

<sup>1</sup> <https://www.nornickel.com/investors/reports-and-results/annual-reports/>.