



Performance Against the UN Sustainable Development Goals

2021

Sustainable Development Goals Overview

183,3 RUB bn
we spent on
SDG-linked projects in 2020

16,4 %
of consolidated
IFRS revenue

Environment

9,7 mt of CO₂ equivalent

GHG emissions (Scope 1 and 2)
(down 2.5% y-o-y)

1.97 mt

air pollutant emissions
(up 0.7% y-o-y)

8.68 t of CO₂ / RUB mln

GHG emission intensity in 2020
(down 23.3% y-o-y)

141,237 TJ

energy consumption

1.76 t / RUB mln

air pollution intensity in 2020
(down 20.7 % y-o-y)

135 GJ / RUB mln

energy intensity in 2020
(down 22.4% y-o-y)

Labour

0.21 LTIFR

(vs 0.32 in 2019)

93.7 %

Nornickel employees covered by
collective bargaining agreements
(vs 83% in 2019)

131,800 RUB

average monthly salary at Nornickel
(up 10.9% y-o-y)

Development of local communities

46.8 RUB bn

spent on social programmes, charity, and social
infrastructure (up +32.7% y-o-y) Including
COVID-2019 response costs

20 RUB bn

spent on combating the spread
of COVID-19 in 2020–2021

84.9 RUB mln

allocated for the support of indigenous
northern minorities

End Poverty in All Its Forms Everywhere



Goal 1

Nornickel's contribution:

-  Paying salaries and providing numerous social benefits to its employees
-  Supporting regional residential, recreational, transport and healthcare infrastructure
-  Paying various taxes to the federal and regional budgets
-  Supporting local communities and indigenous people in the areas of its operations
-  Providing jobs to the inhabitants of the city of Norilsk, located above Polar Circle, where the Company is the single largest employer

End Hunger, Achieve Food Security and Improved Nutrition and Promote Sustainable Agriculture

Nornickel's contribution:

- Providing jobs to the inhabitants of the city of Norilsk, located above Polar Circle, where the Company is the single largest employer
- Sponsoring retail prices for the basket of basic goods at the captive grocery chain in the city of Norilsk
- Supporting local communities and indigenous people in the areas of its operations
- Fully managing "the Northern deliveries" of food supplies to the Taymir Peninsula by the corporate river ships during summer navigation season
- Using the captive fleet of ships with icebreaking capacity to make the deliveries of necessities during the rest of the year using the Northern Sea route



Goal 2



Ensure Healthy Lives and Promote Well-Being for All at All Ages



Goal 3

Nornickel's Occupational Health and Safety Policy gives precedence to the life and health of employees over operational performance while also demonstrating the Company's commitment to creating a safe and healthy environment.

In 2020, the Company used the facilities of Nornickel Corporate Health Centre LLC to launch the corporate healthcare service project.

Nornickel:

- Provides decent social and living conditions for its employees
- Offers healthcare and resort treatment programs to employees and their family members
- Promotes and supports sport activities
- Offers relocation programs to the residents of the city of Norilsk to the areas in Russia with favorable climate condition.
- Develops the corporate healthcare service project





We need to make sure that we have highly skilled and competent workforce to support the Company' production upgrades, onboard new technology and leverage innovations. This is why continuous training plays a key role in Nornickel's personnel development.

In 2020 the Company launched a large-scale **Digital Nornickel educational programme** to immerse employees in the digitalisation processes and develop relevant skills and competencies and **the Nornickel Academy educational platform**, a new distance training tool for the Company's employees.



Goal 4

Ensure Inclusive and Equitable Quality Education and Promote Lifelong Learning Opportunities for All



Supporting vocational educational institutions



Offering training programs to employees



Cooperating with leading Russian universities in the areas of education and R&D



Running the World of New Opportunities charity programme (grants for educational institutions and projects)



Achieve Gender Equality and Empower All Women and Girls

Nornickel provides equal opportunities for employees regardless of gender.



Goal 5



The launch of **Women in Mining Russia** initiative and contest



Development of **leadership programmes for women**

Ensure Availability and Sustainable Management of Water and Sanitation for All



Nornickel focuses on sustainable use of water resources and pollution reduction while continuing to provide clean drinking water to local communities. The Company:

- Improves awareness about responsible use of water resources as part of the Company's corporate culture
- Works with national, regional and municipal authorities to address issues and develop a policy for sustainable use of water resources
- Factoring in responsible use of water resources when making investment and operational decisions



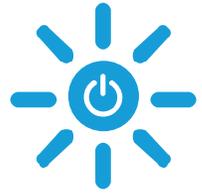
Effective management of the impact on water resources and tracking their condition across the Group's regions of operation

More sustainable and efficient use of water

Setting targets for Group companies on rational use of water in accordance with the principles of environmentally friendly production and consumption

Improvement of awareness, competencies and incentives regarding water management among the Company's employees and at its business units

Introduction of best available technologies and global best practices



Goal 7

Ensure Access to Affordable, Reliable, Sustainable and Modern Energy for All

We use an integrated approach to the energy infrastructure development, combining goals of reliability improvement with those of low-carbon economy. Nornickel makes a significant contribution to the global economic framework by facilitating the electrification of the transport system and the development of renewables and hydrogen energy.



Generating 46% of the overall electricity power from renewable sources



Supplying nickel to the producers of batteries which are used in various low carbon footprint applications, including electric vehicles



Large-scale upgrades of energy infrastructure



Helping communities in the Norilsk Industrial District and the Murmansk Region embrace energy efficient, low carbon technologies

Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All



Nornickel provides all employees with equal opportunities to develop their professional potential. Employee performance is evaluated on a fair and impartial basis, and recruitment and promotion decisions are tied exclusively to professional abilities, knowledge, and skills.



Continuous training plays a key role in Nornickel's personnel development. The Company is implementing a project focused on building a culture of dialogue between management and staff at all levels. To foster engagement and recognise employee achievements, the Company offers non-financial incentives and rewards of various categories and levels.

Build Resilient Infrastructure, Promote Inclusive and Sustainable Industrialization and Foster Innovation



Goal 9



Nornickel cooperates with federal, regional and local authorities and major Russian companies on a wide range of social and economic issues, including infrastructure projects.

Nornickel is a leader in digital technology industrial rollout in Russia. R&D and innovation play a major role in taking forward Nornickel's strategic priorities, from expanding our production to improving efficiency and reducing environmental impact.



Maintaining very extensive captive regional infrastructure, which includes gas wells, gas transportation, power plants, electricity lines, sea and river ports, airports and airlines, sea and river vessels



Leading the digitalization efforts of the Russian mining industry, rolling out communication and monitoring systems in its underground mines, rolling out data centers and SAP management information system, adopting most advanced IT systems for the mine modelling

Reduce Inequality Within and Among Countries

Nornickel supports:

- the development of local communities in the areas of its operations
- various charitable activities on the regional as well as country-wide level
- sport activities and various professional and amateur sport clubs at the regional and federal levels



Goal 10



Our Achievements in 2020:

- 829 participants of the relocation support programme
- +136% - People covered by the relocation assistance programme
- 830 mln rub - Expenses on relocating Norilsk and Dudinka residents to regions with better climate conditions
- +4% - Complementary corporate pensions paid
- 46.8 bn rub – social programmes, charity and social infrastructure (up +32.7 y-o-y)

Make Cities and Human Settlements Inclusive, Safe, Resilient and Sustainable



Nornickel supports social and local energy and heat infrastructure in the Norilsk Industrial area, invests into upgrade of production assets and environmental projects.

- 2.8 RUB bn Nornickel spent on social infrastructure development projects in 2020
 - Signed agreement with the Murmansk region about co-financing the renovation of the Murmansk Region's Bayandin Clinical Hospital and the construction of an ice arena in Monchegorsk
 - Construction of a new shipment facility for the concentrate, and shutdown of the outdated smelter shop in Nickel on the Kola site
- -21% air pollutant emissions (vs 2019)



Ensure Sustainable Consumption and Production Patterns



Nornickel is permanently investing into the reduction of environmental footprint. The Company strives to increase low-carbon energy usage and seeks to ensure the successful development of a circular economy.

Cooperation	Water	Waste	Renewable Energy
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Looking at widening Company’s capabilities through research and partnerships to propose closed-loop solutions to the battery supply chain in the future

Group-wide use of recycled water increased by 87 mcm (up 7.7%) due to enhanced water recycling at NTEC’s HPP-2

99% of the Group's production waste is classified as hazard class 5 (non-hazardous) waste

In 2020, the share of power from renewable sources amounted to 46% for the Group and 55% for the Norilsk Industrial District



Goal 13

The Company contributes to the global climate agenda by implementing its own long-term strategy that involves the modernisation of its production assets through the deployment of best available technologies and clean tech solutions, maintaining a low-carbon footprint among global diversified metals and mining players, improving energy efficiency and resilience to climate risks.

Take Urgent Action to Combat Climate Change and Its Impacts



Our Achievements in 2020:

- › 9.7 mtpa - scope 1+2 GHG emissions, the lowest CO2 footprint among global mining majors
- › First ever disclosures to CDP Ratings: "D" (Climate Change), "C" (Water Security)
- › Developed a new Holistic Environmental Strategy
- › Emissions reduction targets at a corporate level

Conserve and Sustainably Use the Oceans, Seas and Marine Resources for Sustainable Development



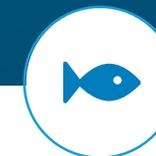
Nornickel operates captive fleet of sea and river ships as well as sea ports and terminals, which comply with all applicable ecological standards conforming with sustainable development.



5 RUB mln – funding for Putoransky State Nature Reserve to implement a project called “Lama Lake Visitor Centre – Resources and Opportunities”



Nornickel develops a monitoring programme (to monitor water bodies and soils) and rehabilitation activities for the contaminated land and river banks after the HPP-3 incident



136,000 two-month-old grayling whitebaits were released into the Yenisey waters

Life on Land

Nornickel recognises the importance of environmental protection and biodiversity and seeks to minimise any potential negative impact of its operations on biological resources. The Company's policy focuses on cooperation with nature reserves and reproduction of aquatic bioresources.



Goal 15



In 2020, our operations did not produce any significant impact on areas that are in the relative vicinity to the nature reserves and areas of high biodiversity value outside protected areas.

- Regular clean-ups of the territory and tree planting campaigns on the Kola Peninsula and in the Zabaikalsky region
- 2 334 000 ha – total area of supported nature reserves and parks
- Norilsk Nickel Harjavalta met all permit requirements for emissions, discharges and waste disposal volumes
- The Great Norilsk Expedition, a project initiated by Nornickel, was launched to conduct a comprehensive study of the environment in the Norilsk Industrial District

Promote Peaceful and Inclusive Societies for Sustainable Development, Provide Access to Justice for All and Build Effective, Accountable and Inclusive Institutions at All Levels



Goal 16

Nornickel maintains a long history of running peaceful societies in the areas of operations and supporting local communities and institutions. We train our people in basic anti-corruption measures and provide equal and fair access to the Corporate Trust Line.

100%

Operating business units involved in anti-corruption activities

0

Confirmed incidents of corruption

100%

Employees educated on anti-corruption practices

Strengthen the Means of Implementation and Revitalize the Global Partnership for Sustainable Development



Goal 17

Nornickel is an active participant in various partnerships promoting sustainable development both locally and globally, including the following memberships:



Russian Union of Industrialists and Entrepreneurs (RUIE)



International Platinum Group Metals Association and Nickel Institute



International Information Security Research Consortium



GRI Standards Pioneers and Gold Community



25 Working bodies where Nornickel is represented



New agreements with federal, regional and local authorities covering a wide range of social and economic issues, including infrastructure projects



27 000 participants from across the Company's regions of operation of the World of New Opportunities events



Plans to join sustainable development initiatives (ICMM, IRMA, TCFD)





**THANK
YOU**