

Company location: Dudinka, Krasnoyarsk Krai, Russian Federation

Form in which the Annual General Shareholders' Meeting will be held: absentee voting

Final date voting ballots will be accepted: May 19, 2021.

VOTING BALLOT  
for the Annual General Meeting  
of Shareholders of Public Joint  
Stock Company  
Mining and Metallurgical Company  
Norilsk Nickel

Full name of the person entitled to attend and vote at the Annual General Shareholders' Meeting: (from the database)

Registration No: (from the database)

Item 1 on the agenda: Ratifying the 2020 Annual Report from PJSC MMC Norilsk Nickel.	
Number of votes for the person entitled to attend and vote on this issue at the Annual General Shareholders' Meeting: (from the database)	
To ratify the 2020 report from PJSC MMC Norilsk Nickel	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes

- The 2020 Annual Report from PJSC MMC Norilsk Nickel is posted on the official website for PJSC MMC Norilsk Nickel on the Internet: <http://www.normik.ru> (in the section For Investors and Shareholders/Shareholders/Shareholders' Meeting) as part of the materials for the annual general shareholder's meeting on May 19<sup>th</sup>, 2021

Item 2 of the agenda: Ratifying the 2020 Annual Accounting (Financial) Statements from PJSC MMC Norilsk Nickel.	
Number of votes for the person entitled to attend and vote on this issue at the Annual General Shareholders' Meeting: (from the database)	
To ratify the 2020 Annual Accounting (financial) Statements of PJSC MMC Norilsk Nickel.	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes

- The 2020 Annual Accounting (financial) Statements from PJSC MMC Norilsk Nickel are posted on the official website for PJSC MMC Norilsk Nickel on the Internet: <http://www.normik.ru> (in the section For Investors and Shareholders/Shareholders/Shareholders' Meeting) as part of the materials for the annual general shareholder's meeting on May 19<sup>th</sup>, 2021

Item 3 of the agenda: Approval of the 2020 PJSC MMC Norilsk Nickel Consolidated Financial Statements.	
Voting power of the person entitled to attend and vote on this issue at the Annual General Meeting of Shareholders: (from the data base)	
To approve 2020 PJSC MMC Norilsk Nickel consolidate financial statements.	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes

- The 2020 PJSC MMC Norilsk Nickel Consolidated Financial Statements are included into the 2020 Annual Report from PJSC MMC Norilsk Nickel posted on the official website for PJSC MMC Norilsk Nickel on the Internet: <http://www.normik.ru> (in the section For Investors and Shareholders/Shareholders/Shareholders' Meeting) as part of the materials for the annual general shareholder's meeting on May 19<sup>th</sup>, 2021

Item 4 of the agenda: Distribution of profit of PJSC MMC Norilsk Nickel for 2020, including payment (declaration) of dividends, based on the results of 2020	
Voting power of the person entitled to attend and vote on this issue at the Annual General Meeting of Shareholders: (from the data base)	
1. Approve the distribution of profit of PJSC MMC Norilsk Nickel in 2020 in accordance with the recommendation of the Board of Directors of PJSC MMC Norilsk Nickel, included in the report of the Board of Directors of PJSC MMC Norilsk Nickel with the motivated position of the Board of Directors of PJSC MMC Norilsk Nickel on the items of the agenda of Annual General Meeting of shareholders of PJSC MMC Norilsk Nickel. 2. Pay monetary dividends on ordinary shares of PJSC MMC Norilsk Nickel for 2020 in cash in the amount of RUB 1 021,22 per ordinary share. 3. Set June 1, 2021 as the record date for determining persons eligible to receive the dividends.	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes

Item 5 of the agenda: Election of members of the Board of Directors of PJSC MMC Norilsk Nickel		
Number of votes for the person entitled to attend and vote at the Annual General Shareholders' Meeting: (from the database)		
(Number of votes for the person entitled to attend and vote at the Annual General Shareholders' Meeting, multiplied by 13):		
IN FAVOR <input type="checkbox"/> _____ votes		
To elect the following persons as members of the Board of Directors:		Votes for each
1. <b>Sergey Valentinovich Barbashev</b>	First Vice President, Head of Corporate Security and Member of the Management Board of PJSC MMC Norilsk Nickel 1	
2. <b>Sergey Leonidovich Batekhin</b>	General Director and Chairman of the Management Board of LLC Holding Company INTERROS	
3. <b>Alexey Vladimirovich Bashkirov</b>	Managing Director of LLC Winter Capital Advisors	
4. <b>Sergey Borisovich Bratukhin</b>	President of LLC Invest AG	
5. <b>Sergey Nikolaevich Volk</b>	Senior Banker of PJSC Sberbank of Russia	
6. <b>Marianna Alexandrovna Zakharova</b>	First Vice President for Corporate Governance, Asset Management and Legal Affairs and Member of the Management Board of PJSC MMC Norilsk Nickel	
7. <b>Luchitsky Stanislav Lvovich</b>	Deputy CEO – Head of Geology, Technology and Engineering, member of the Management Board, RUSSDRAGMET LLC	
8. <b>Roger Llewelyn Munnings</b>	Independent Director of PJSC LUKOIL and PJSC AFK Sistema	
9. <b>Gareth Peter Penny</b>	Member of the Board of Directors of Amulet Diamond Corp; Non-Executive Chairman of Ninety One Pls and Ninety One Ltd.	

<sup>1</sup> Hereinafter the job titles are specified as of the time of nomination.

10. <b>Maxim Vladimirovich Poletaev</b>	Deputy CEO, JSC Russian Aluminium Management	
11. <b>Vyacheslav Alexeevich Solomin</b>	Executive Director, Deputy CEO – COO, Member of the Board EN+ Holding IPJSC	
12. <b>Evgeny Arkadievich Schwartz</b>	Lead researcher at the Department of Physical Geography and Environmental Management Problems of the Federal State Budgetary Scientific Institution, Institute of Geography of the Russian Academy of Sciences	
13. <b>Robert Willem John Edwards</b>	Independent Non-Executive Director, Chaarat Gold Holdings Ltd; Director, Scriptfert New Zealand Ltd (pvt); Principal, Highcross Resources Ltd.	
<b>AGAINST</b>		<b>votes</b>
<b>ABSTAINED</b>		<b>votes</b>

- When electing members to the Board of Directors, voting is cumulative, i.e. the number of votes held by each shareholder is multiplied by the number of persons to be elected to the Board of Directors (13). The shareholder may give all the votes so received in favor of one candidate or allocate them among two or more candidates. A fractional vote received as a result of multiplying the number of votes held by a shareholder who owns a fractional share by the number of persons to be elected to the Company's Board of Directors may be given to one candidate only.

<b>Item 6 on the agenda: Electing members to the Internal Audit Commission at PJSC MMC Norilsk Nickel.</b> Number of votes for the person entitled to attend and vote on this issue at the Annual General Shareholders' Meeting: (from the database)		
<b>Election of members to the Internal Audit Commission</b>		
1. <b>Alexey Sergeevich Dzybalov</b>	Manager of Strategic Investment Management Department, CJSC RUSAL	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes
2. <b>Anna Viktorovna Masalova</b>	Financial Director for LLC Pizza Restaurants	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes
3. <b>Georgiy Eduardovich Svanidze</b>	Director of Financial Department, CJSC INTERROS Holding Company	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes
4. <b>Vladimir Nikolaevich Shilkov</b>	CEO, Invest AG	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes
5. <b>Elena Alexandrovna Yanevich</b>	CEO Interpromising LLC	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes

<b>Item 7 on the agenda: Approving the Auditor of RAS statements for PJSC MMC Norilsk Nickel</b> Number of votes for the person entitled to attend and vote on this issue at the Annual General Shareholders' Meeting: (from the database)	
To approve JSC KPMG as the Auditor of Russian Accounting Standards financial statements for PJSC MMC Norilsk Nickel for 2021.	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes

<b>Item 8 on the agenda: Approving the Auditor of IFRS consolidated financial statements for PJSC MMC Norilsk Nickel</b> Number of votes for the person entitled to attend and vote on this issue at the Annual General Shareholders' Meeting: (from the database)	
To approve JSC KPMG as the Auditor of Consolidated Financial Statements for PJSC MMC Norilsk Nickel for 2021 and Interim Consolidated Financial Statements for the first half of 2021.	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes

<b>Item 9 on the agenda: Remuneration for and reimbursement of expenses incurred by members of the Board of Directors at PJSC MMC Norilsk Nickel</b> Number of votes for the person entitled to attend and vote on this issue at the Annual General Shareholders' Meeting: (from the database)	
<p>1. To establish that the Members of the Board of Directors of PJSC MMC Norilsk Nickel shall receive remuneration and reimbursement of expenses related to performance of their duties in accordance with the Policy on Remuneration of Members of the Board of Directors of PJSC MMC Norilsk Nickel approved by the AGM resolution on May 13, 2020.</p> <p>2. The Chairman of the Board of Directors of PJSC MMC Norilsk Nickel elected as the Chairman of the Board of Directors at the first meeting of the Board of Directors held after this Meeting shall receive remuneration, reimbursement of expenses related to performance of his/her duties and casualty insurance in the following amounts and procedure:</p> <p>2.1. remuneration in the amount of USD 1,000,000 (one million) per year shall be paid out on a quarterly basis in equal installments in rubles at the exchange rate set by the Central Bank of the Russian Federation on the last business day of the reporting quarter. The remuneration amount is indicated after deducting taxes under the applicable Russian laws. The above remuneration shall be established for the period from the date when a Director is elected as the Chairman of the Board of Directors to the end of his/her term as the Chairman of the Board of Directors;</p> <p>2.2. in case a person elected as the Chairman of the Board of Directors at the first meeting of the Board of Directors held after this Meeting is not elected as a Member of the Board of Directors at the Annual General Meeting of the Shareholders 2021 and as the Chairman of the newly elected Board of Directors, or in case his/her powers as the Chairman of the Board of Directors are terminated earlier than the Annual General Meeting of the Shareholders 2021, s/he shall receive additional remuneration in the amount of USD 1,000,000.00 less the remuneration paid to him/her for his/her duties as the Chairman of the Board of Directors from the date s/he has been elected as such at the first meeting of the Board of Directors held after this Meeting. The above-mentioned additional remuneration shall be paid out on a quarterly basis in equal installments till June 10, 2022 in rubles at the exchange rate set by the Central Bank of the Russian Federation on the last business day of the reporting quarter. The additional remuneration amount is indicated after deducting taxes under the applicable Russian laws. If s/he is again elected as the Chairman of the Board of Directors before the Annual General Meeting of the Shareholders 2021, no remuneration for performance of his/her duties as the Chairman of the Board of Directors provided for in subpar. 2.1 of this paragraph shall be paid to him/her;</p> <p>2.3. The Chairman of the Board of Directors shall be compensated the expenses confirmed by documents related to performance of his/her duties in accordance with the Policy on Remuneration of Members of the Board of Directors of PJSC MMC Norilsk Nickel approved by the AGM resolution on May 13, 2020;</p> <p>2.4. PJSC MMC Norilsk Nickel shall at its own expense provide life insurance for the Chairman of the Board of Directors against the following risk in the performance of official duties:</p> <p>- "Accidental death" and "serious bodily injury in an accident" (or disability resulting from an accident) per risk and in aggregate through the term of insurance with a coverage in the amount of at least USD</p>	IN FAVOR <input type="checkbox"/> _____ votes AGAINST <input type="checkbox"/> _____ votes ABSTAINED <input type="checkbox"/> _____ votes

3,000,000 (three million);

- "Injury in an accident (or temporary disability resulting from an accident) with the coverage in amount of at least USD 100,000 (one hundred thousand)

The new version of the Policy on Remuneration of Members of the Board of Directors of PJSC MMC Norilsk Nickel is posted on the official website for PJSC MMC Norilsk Nickel on the Internet: <http://www.nornik.ru>. (in the section For Investors and Shareholders/Disclosure of information/Internal Documents and Policies/Corporate Codes and Policies).

**Item 10 on the agenda: Remuneration for the Audit Commission at PJSC MMC Norilsk Nickel.**

Number of votes for the person entitled to attend and vote on this issue at the Annual General Shareholders' Meeting: (from the database)

To set the remuneration for any Audit Commission member at PJSC MMC Norilsk Nickel who is not employed by the Company at the amount of RUB 1,800,000 (one million eight hundred thousand) per annum before taxes, payable in equal amounts twice per year. The amount above is before taxes, in accordance with applicable Russian Federation legislation.

IN FAVOR  \_\_\_\_\_ votes  
AGAINST  \_\_\_\_\_ votes  
ABSTAINED  \_\_\_\_\_ votes

**Item 11 on the agenda: Approval for interested party transactions to reimburse losses incurred by members of the Board of Directors and the Management Board at PJSC MMC Norilsk Nickel.**

Number of votes for the person entitled to attend and vote on this issue at the Annual General Shareholders' Meeting: (from the database)

To authorize associated transactions that represent related party transactions for all members of the Board of Directors and the Management Board of PJSC MMC Norilsk Nickel, the subject matter of which implies the obligation of PJSC MMC Norilsk Nickel to indemnify the members of the Board of Directors and the Management Board of PJSC MMC Norilsk Nickel for any and all losses which the above-mentioned persons may incur as a result of their election to the above-mentioned positions to the amount of no more than USD 115,000,000 (one hundred fifteen million) per transaction.

IN FAVOR  \_\_\_\_\_ votes  
AGAINST  \_\_\_\_\_ votes  
ABSTAINED  \_\_\_\_\_ votes

**Item 12 on the agenda: Approval for an interested party transaction for indemnity insurance for the members of the Board of Directors and the Management Board at PJSC MMC Norilsk Nickel**

Number of votes for the person entitled to attend and vote on this issue at the Annual General Shareholders' Meeting: (from the database)

To approve an interested party transaction for all members of the Board of Directors and the Management Board at PJSC MMC Norilsk Nickel and that concerns indemnification insurance for members of the Board of Directors and the Management Board at PJSC MMC Norilsk Nickel, and for officials at the Company itself and its subsidiaries who are the beneficiaries under the transaction, and that is provided by a Russian insurance company; the effective period of the indemnification insurance is one year, and the total liability limit (insurance amount), with all the coverage and extensions, with the exception of those cases spelled out directly in the insurance agreement, is not less than USD 150,000,000 (one hundred fifty million), and has an insurance premium payment for the Company not to exceed USD 5,000,000 (five million). If, based on market conditions, the insurance available to the Company at the time the transaction is entered into cannot have an established sum in the insurance agreement of USD 150,000,000 (one hundred fifty million), then an insurance agreement will be signed that has the greatest possible scope of insurance that is available to the Company at reasonable commercial terms.

IN FAVOR  \_\_\_\_\_ votes  
AGAINST  \_\_\_\_\_ votes  
ABSTAINED  \_\_\_\_\_ votes

Voting is done by ticking the square next to the option chosen. .

Additional symbols:

- tick to show that the voting is in accordance with instructions given by persons who purchased shares after the date of record to determine (finalize) persons eligible to attend and vote at the General Shareholders' Meeting, and/or in accordance with instructions given by the holders of depositary securities and other persons exercising their rights by using depositary securities.

- tick to show that the voting is done using a power of proxy issued with respect to the shares transferred.

- tick to show that a part of the shares was transferred after the date on record for determining (finalizing) the persons eligible to attend and vote at the General Shareholders' Meeting.

Voting is done by ticking the corresponding square.

Signature of the shareholder or his/her proxy \_\_\_\_\_

by virtue of the power of proxy issued on « \_\_\_ » \_\_\_\_\_ 20 \_\_\_\_\_

(specify the issuer for the power of proxy)

**The voting ballot is to be signed by the person entitled to attend and vote at the Annual General Meeting or his/her proxy. An incorrectly completed ballot will be declared null and void.**

Ballot Instructions:

If the voting is performed in accordance with instructions given by those persons that purchased shares after the date on record for determining (finalizing) those persons eligible to attend and vote at the General Shareholders' Meeting, and/or in accordance with instructions given by the holders of depositary securities or other persons exercising their rights through depositary securities, then that voter may choose more than one voting option, whereas in other cases the voter may choose only one voting option.

If the voting is performed by a power of proxy issued with respect to transferred shares, then the voter shall state the number of votes given for the chosen voting option in the field that indicates the number of votes given for the chosen option, and will make a note that the voting was performed by using a power of proxy issued with respect to the transferred shares.

if more than one voting option remains (is chosen) in the ballot in the fields for indicating the number of votes given for each option, then the number of votes given for the relevant voting option must be stated and a note made that the voting was performed in accordance with instructions given by persons who purchased shares after the date on record for determining (finalizing) those persons eligible to attend and vote at the General Shareholders' Meeting and/or in accordance with instructions given by the holders of depositary securities and other persons exercising their rights through depositary securities.

If, after the date on record for determining (finalizing) those persons eligible to attend and vote at the General Shareholders' Meeting, not all shares have been transferred, then the voter will state the number of votes given for the chosen voting option in the field for indicating the number of votes given for the chosen option, and make a note that some of the shares were transferred after the date on record for determining (finalizing) those persons eligible to attend and vote at the General Shareholders' Meeting. In cases where the instructions received with respect to shares transferred from the purchasers of such shares coincide with the voting option chosen, these votes are added together.

The documents (duly notarized copies) certifying the powers of the assignees and proxies for persons included in the list of persons eligible to participate in the Annual General Meeting shall be enclosed with the voting ballots delivered by those persons.

*Completed, signed voting ballots must be sent by mail to the following address:  
Moscow 107076, b. 5B, 18, Ulitsa Stromynka, JSC IRC – R.O.S.T.*