



**NORNICKEL**

**PRESS RELEASE**

Public Joint Stock Company "Mining and Metallurgical Company "NORILSK NICKEL" (PJSC "MMC "Norilsk Nickel", "Nornickel" or the "Company")

### **NORNICKEL PRESENTS 2022 SUSTAINABILITY HIGHLIGHTS**

**Moscow, 23 May 2023** – Nornickel has presented its 2022 sustainability highlights. The year was rife with new challenges for the Company's operations and sales, putting pressure on its strategic projects and financial resilience. Despite the turbulence, Nornickel continued its sustainability efforts.

The Company's management made a presentation of ESG highlights for a wide range of stakeholders. In line with best practices to maintain the public dialogue, Nornickel invited feedback from a number of key stakeholders and external experts and held a Q&A session.

The key achievements in 2022 include:

- **Record-breaking reduction in work-related fatalities.** The Company pursues a new strategy to enhance industrial safety, including safety culture transformation, new training programmes and incentives, and a review of the Cardinal Safety Rules. Complete elimination of fatalities remains a top strategic priority.
- **Holistic environmental strategy in action.** We are now finalising the first stage of Sulphur Programme 2.0 at Nadezhda Smelter, which is set to reduce sulphur dioxide emissions in the Norilsk Industrial District by 45%. Pilot operation and emission reductions are expected to start before the end of 2023.
- **Considerable progress towards the Company's initiative to clean up legacy waste.** In 2021 through 2022, the Group collected and removed 814 kt of waste and 71 kt of scrap metal, dismantled 262 unused buildings and structures, and cleaned some 2.6 million sq m of contaminated areas in Norilsk.
- **Reduction of wastewater discharge and higher waste recycling.** Total wastewater discharge decreased by 16.3% to 168.0 mcm, while waste recycling rose by 19.5% to 33 mt.
- **Biodiversity research in the regions of our operations unprecedented in scale and depth.** The research was carried out by several teams of scientists from the Siberian Branch of the Russian Academy of Sciences (RAS).
- **Reduction in GHG emissions.** Scope 1 and 2 GHG emissions are down from 10.3 mt to 9.9 mt. At the same time Nornickel remains the global nickel industry leader with some of the lowest GHG emissions per tonne of Ni-equivalent: 9.7 t by international standards.
- **New jobs.** Last year, the Company created around 5,000 new jobs. With key strategic projects and holistic environmental strategy underway, Nornickel is in search for new talent.

- **Increasing the Company’s appeal as an employer.** The average monthly salary rose by 26% year-on-year to RUB 183,000. Nornickel continues to lead the industry in terms of both compensation package and total benefits. The Company’s appeal as an employer is evidenced by multiple independent ratings and rankings, such as the gold prize by Forbes and the Best Metals Industry Employer in the national employer rating by HeadHunter and RBC.
- **Free, Prior and Informed Consent (FPIC).** Fine-tuning the formats of interaction with indigenous northern minorities, Nornickel was the first company to launch the Free, Prior and Informed Consent (FPIC) process in the Russian Arctic with respect to Tukhard relocation and development programme.

Also, the Company introduced a number of new features as part of its sustainability disclosures:

- **Contribution to national sustainable development projects.** For the first time ever, Nornickel’s 2022 Sustainability Report elaborates on the Company’s contribution to national projects, including Clean Country, Clean Air, Clean Water, Conservation of Unique Water Bodies, and Biodiversity Conservation and Ecotourism Development.
- **First public disclosure of a quantitative estimate of upstream Scope 3 GHG emissions.**
- **Three new reports to be made available.** For the first time ever, Nornickel plans to issue special reports on human rights and responsible supply chain (both scheduled for May 2023), as well as its first standalone climate report in mid-2023.

Vladimir Potanin, Nornickel’s President, said:

“Nornickel remains strongly committed to its sustainability strategy regardless of external factors. In our operations, we continue to prioritise resource and energy efficiency, circular economy, social and labour matters, quality of corporate governance, along with environmental and social programmes for local communities.

As for new opportunities, we rely on our green metal basket. We have already done a lot to decarbonise the global economy, and we expect the demand for our products to steadily rise, which will contribute to our sustainable and well-balanced growth.”

## ABOUT THE COMPANY

MMC Norilsk Nickel is a diversified mining and metallurgical company, the world’s largest producer of palladium and high-grade nickel and a major producer of platinum and copper. The company also produces cobalt, rhodium, silver, gold, iridium, ruthenium, selenium, tellurium, sulphur and other products.

The production units of Norilsk Nickel Group are located in the Norilsk Industrial District and Zabaykalsky Krai in Russia as well as in Finland.

MMC Norilsk Nickel shares are listed on the Moscow and Saint-Petersburg stock exchanges.

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