

Key figures of the report

CHRB D.3.1

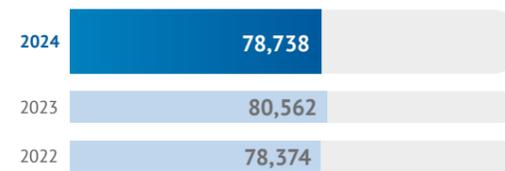
Throughout its duration from 2003 to 2024, the programme to improve workplace amenities saw investments totalling

RUB 21.7 billion

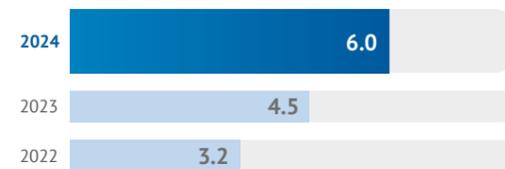
with overhauls carried out at

187 facilities in 2024

The Nornickel Group's average headcount

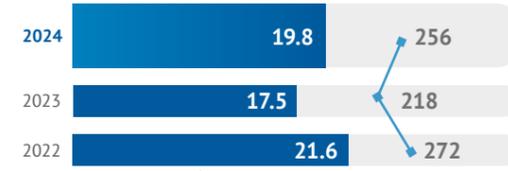


Spending on improvements in workplace amenities (RUB bn)



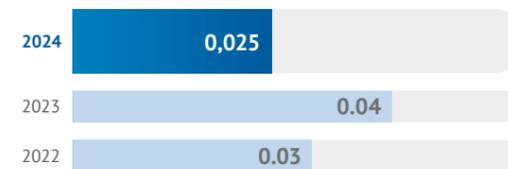
Health and safety

Health and safety expenses



■ Health and safety expenses, RUB bn
 ■ Expenses per employee, RUB thousand

FIFR



In 2024, average monthly pay at the Company was

2.1 times higher than Russia's average¹

Percentage of total employees covered by collective bargaining agreements

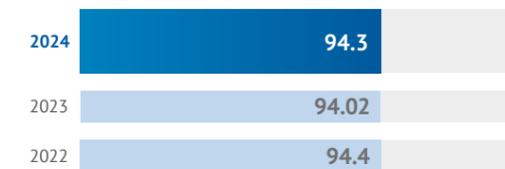
94.3%

Average monthly salary (Group-wide) (RUB thousand)



Freedom of association

Percentage of total employees covered by collective bargaining agreements (%)



Respect for basic human rights

0 cases of forced, compulsory, or child labour



¹ Calculated with regard to the average nominal monthly salary accrued to the employees of organisations that are not small-sized enterprises in Russia. The minimum wage in the Nornickel Group is 2.1 times higher than the living wage applicable in Russia as at 1 January 2024.