

Social

The 2030 Socially Sustainable Development Strategy covers four focus areas:

1



Health and safety

2



Talent management and corporate culture

3



Developing technologies and products to foster technological and social progress

4



Involvement in the lives of local communities and society at large

The Socially Sustainable Development Strategy supports Nornickel’s strategic priorities

	Safety and environment	Strategy for sustainable development	Modernisation and technology-driven growth
Priorities	<ul style="list-style-type: none"> No major accidents and employee fatalities across Company assets Minimisation of environmental impacts across key areas, including climate, water, air, land, and biodiversity 	Maximisation of the current capacity potential of mines, concentrators, and metallurgical assets	<ul style="list-style-type: none"> Equipment upgrades and restoration of buildings and structures Energy infrastructure upgrades Technology-driven expansion of production capabilities
Key challenges	<ul style="list-style-type: none"> Development of new capabilities in environmental impact reduction technologies Transformation of an employee safety culture and enhancement of safety risk management 	Ensuring the availability of qualified personnel to match production configuration of approved projects	<ul style="list-style-type: none"> Deployment of new technologies to reduce human labour requirements Training for new employees
Socially Sustainable Development Strategy goals supporting the Company’s priorities	<ul style="list-style-type: none"> 1 Achieving zero fatalities and reducing workplace injuries and occupational diseases 4 Minimising social risks related to the Company’s operations 4 Fostering sustainable social and economic development across the Company’s footprint 4 Contributing to the well-being of society nationally and internationally 	<ul style="list-style-type: none"> 2 Attracting young talent and experienced professionals and reducing the turnover rate to 8% by 2026 4 Fostering sustainable social and economic development across the Company’s footprint 	<ul style="list-style-type: none"> 1 Mitigating physical risks through process upgrades and automation 1 Aligning workplace conditions with employee needs 2 Driving talent retention through professional growth and development opportunities, with the goal of reducing the turnover rate to 8% by 2026 3 Developing technologies and products to foster technological and social progress 4 Minimising social risks related to the Company’s operations

x Focus area of the Socially Sustainable Development Strategy



For more details on Nornickel’s Socially Sustainable Development Strategy targets and measures to achieve them, please see the Company’s [Sustainability Report](#).