

# Abbreviations

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| AA1000SES       | AA1000 Stakeholder Engagement Standard                         |
| CHI             | Compulsory health insurance                                    |
| CHRB            | Corporate Human Rights Benchmark                               |
| CTL             | Corporate Trust Line   |
| ESG             | Environmental, social, and governance                          |
| FIFR            | Fatal injury frequency rate                                    |
| FPIC            | Free, prior and informed consent                               |
| FZ              | Federal law  |
| GRI             | Global Reporting Initiative                                    |
| ICMM            | International Council on Mining and Metals                     |
| IFC             | International Finance Corporation                              |
| ILO             | International Labour Organization                              |
| IRMA            | Initiative for Responsible Mining Assurance                    |
| ISO             | International Organization for Standardization                 |
| KPI             | Key performance indicator                                      |
| LTIFR           | Lost time injury frequency rate                                |
| PJSC            | Public joint stock company                                     |
| SO <sub>2</sub> | Sulphur dioxide  |
| UN              | United Nations   |
| UNGPs           | United Nations Guiding Principles on Business and Human Rights |
| VHI             | Voluntary health insurance                                     |
| VPSHR           | Voluntary Principles on Security and Human Rights              |

# Glossary

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| Business units                                 | Subsidiaries of PJSC MMC NORILSK NICKEL   |
| Complaint/report                               | Message containing information on a current or potential issue pertaining to the Company's activities and raising a legitimate concern, as well as on an adverse impact on the Company's stakeholders and employees, violation of human rights, protection of assets and corporate interests, prevention of abuse, theft, and other violations at the Company's units |
| Corporate Trust Line                           | The Company's internal grievance mechanism for receiving and addressing complaints pertaining to breaches of ethics, security risks, and human rights violations  |
| Grievance mechanism                            | Additional corporate procedure available to external stakeholders (local and indigenous communities, suppliers, or contractors, etc.)   |
| Human rights                                   | Rights that belong to every person in the world regardless of their origin, gender, ethnicity, religion, language, or status  |
| Human rights due diligence                     | Set of measures that includes assessing impacts and risks in the value chain and conducting business responsibly in order to prevent and mitigate human rights abuses and hold businesses accountable for such abuses in which the businesses may be implicated through their own operations or relationships   |
| Human rights risk                              | Potential adverse impact on right holders resulting in their rights being infringed or restricted and arising inadvertently from the Company's activities and/or violation of the Company's policies and codes by its employees   |
| Indigenous small-numbered peoples of the North | Peoples traditionally living within the Company's operating regions, who lead a traditional way of life and have a special legal status   |
| Nornickel Group                                | PJSC MMC NORILSK NICKEL and its subsidiaries  |
| Risk   | The effect of uncertainty on objectives   |
| Stakeholder engagement                         | The Company's activities aimed at identifying stakeholders' expectations and concerns and their engagement in the decision-making process   |
| Stakeholders                                   | Individuals, legal entities, groups, associations, and other organisations whose interests can be potentially affected by the Company's operations, as well as parties that can influence it  |