

# ESG DATABOOK OF NORILSK NICKEL HARJALTA OY

Period: 2023 - 2025



This document contains data on Norilsk Nickel Harjavalta Oy for the period of 2023-2025 yy, and includes key sustainability indicators with reference to GRI Standards (Global Reporting Initiative), including reference to selected GRI 14: Mining Sector 2024 disclosures, SASB (Sustainability Accounting Standard, International Sustainability Standards Board), ERSR (European Sustainability Reporting Standards) and UNCTAD (Guidance on Core Indicators for Sustainability and SDG Impact Reporting). ESG Databook is a tool for reflecting the main results and quantitative ESG-related data of Norilsk Nickel Harjavalta Oy.

Standards' indices	
<b>1 Climate, Environment →</b>	
<b>1.1 Energy</b>	GRI 302-1; GRI 14.1.2 SASB EM-MM-130a.1
1.1.1 Energy consumption within the organization	ESRS E1-5 – Energy consumption and mix paragraph N937
<b>1.2 Emissions</b>	
1.2.1 Significant air emissions	GRI 305-7 GRI 14.3.2 SASB EM-MM-120a.1 ESRS E2-4 – Pollution of air, water and soil paragraph N928 (a)
1.2.2 Emissions of ozone-depleting substances (ODS)	GRI 305-6 UNCTAD B.4.1
<b>1.3 Water</b>	
1.3.1 Water withdrawal	GRI 303-3; GRI 14.7.4 SASB EM-MM-140a.1
1.3.2 Water used	UNCTAD B.1.1 ESRS E3-4 – Water consumption paragraph N928 (c)
1.3.3 Water discharge	GRI 303-4 GRI 14.7.5 SASB EM-MM-140a.2
<b>1.4 Biodiversity and Rehabilitation</b>	
1.4.1 Amount of land disturbed	GRI 14.8.6
<b>1.5 Waste</b>	
1.5.1 Waste generated	GRI 306-3; GRI 14.5.4 UNCTAD B.2.3 SASB EM-MM-150a.7 ESRS E5-5 – Resource outflows paragraph N937 (a) GRI 306-5; GRI 14.5.5
1.5.2 Waste diverted from disposal	UNCTAD B.2.2 SASB EM-MM-150a.8 ESRS E5-5 – Resource outflows paragraph N937 (b)
1.5.3 Waste directed to disposal	GRI 306-5; GRI 14.5.6 ESRS E5-5 – Resource outflows paragraph N937 (c)

Standards' indices	
<b>2 Social →</b>	
<b>2.1 Staff</b>	GRI 2-7
2.1.1 Employees	ESRS S1-6 – Characteristics of the undertaking's employees – paragraph N950 (a); paragraph N952 (a); (b)
2.1.2 Diversity of employees	GRI 405-1; GRI 14.21.5 UNCTAD C.1.1 ESRS S1-9 – Diversity metrics paragraph N966 (b)
2.1.3 New employee hires and employee turnover	GRI 401-1 GRI 14.17.3 ESRS S1-6 – Characteristics of the undertaking's employees paragraph N950 (c)
2.1.4 Parental leave	GRI 401-3; GRI 14.17.5 GRI 14.21.3 ESRS S1-15 – Work-life balance metrics paragraph N993 (b)
2.1.5 Workers who are not employees	GRI 2-8
2.1.6 Additional information about employees	GRI 14.9.6
2.1.7 Collective bargaining agreements	GRI 2-30; GRI 402-1 GRI 14.8.2; GRI 14.17.6 UNCTAD C.4.1 SASB EM-MM-310a.1 ESRS S1-8 – Collective bargaining coverage and social dialogue – paragraph N960 (a)
2.1.8 Average hours of training per year per employee	GRI 404-1; GRI 14.21.4; GRI 14.17.7 UNCTAD C.2.1 ESRS S1-13 – Training and skills development metrics paragraph N983 (b); paragraph N984
2.1.9 Percentage of employees receiving regular performance and career development reviews	GRI 404-3 ESRS S1-13 – Training and skills development metrics paragraph N983 (a); paragraph N984
<b>2.2 Occupational health and safety</b>	
2.2.1 Work-related injuries and ill health	GRI 403-9 GRI 14.16.10 GRI 403-10 GRI 14.16.11 SASB EM-MM-320a.1 UNCTAD C.3.2 ESRS S1-14 – Health and safety metrics paragraph N988 (b); (c); (d)
2.2.2 Worker participation, consultation, and communication on occupational health and safety	GRI 403-4; GRI 14.16.5 GRI 403-5; GRI 14.16.6 SASB EM-MM-320a.1
2.2.3 Workers covered by an occupational health and safety management system	GRI 403-8; GRI 14.16.9 ESRS S1-14 – Health and safety metrics paragraph N988 (a)
<b>2.3 Human rights</b>	
2.3.1 Incidents of discrimination and corrective actions taken	GRI 406-1; GRI 14.21.7 ESRS S1-17 – Incidents, complaints and severe human rights impacts paragraph N9103 (a)
2.3.2 Significant disputes relating to land use, customary rights of local communities and indigenous peoples	-
2.3.3 Information on strikes and other work stoppages due to labor disputes	GRI 14.20.3 SASB EM-MM-310a.2 GRI 407-1; GRI 14.20.2 GRI 408-1; GRI 14.18.2 GRI 409-1; GRI 14.19.2 GRI 413-1; GRI 14.10.2 SASB EM-MM-210a.3
2.3.4 Information on the business unit	

Standards' indices	
<b>3 Corporate Governance →</b>	
<b>3.1 Anti-corruption</b>	
3.1.1 Communication and training about anti-corruption policies and procedures	GRI 205-2; GRI 14.22.3 UNCTAD D.2.2
3.1.2 Confirmed incidents of corruption	GRI 205-3; GRI 14.22.4 UNCTAD D.2.1 ESRS G1-4 – Incidents of corruption or bribery paragraph N924 (a); paragraph N925 (a); (b); (c)
<b>3.2 Senior management</b>	
3.2.1 Proportion of senior management hired from the local community	GRI 202-2 GRI 14.9.6
<b>3.3 Compliance</b>	
3.3.1 Compliance with laws and regulations	GRI 2-27
3.3.2 Political contributions	GRI 415-1; GRI 14.24.2 ESRS G1-5 – Political influence and lobbying activities – paragraph N925 (b.i)
<b>4 Other →</b>	
<b>4.1 Supply chain</b>	
4.1.1 New suppliers that were screened using environmental and social criteria	GRI 308-1; GRI 414-1 GRI 14.17.9; GRI 14.18.3; GRI 14.19.3 ESRS G1-2 – Management of relationships with suppliers paragraph N915 (b)
<b>4.2 Industrial site characteristics</b>	
4.2.1 Information on industrial site of Norilsk Nickel Harjavalta Oy	GRI 14.11.3; GRI 14.12.2 GRI 14.13.2; GRI 14.25.2 SASB EM-MM-160a.2; SASB EM-MM-160a.3 SASB EM-MM-210a.1; SASB EM-MM-210a.2

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No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
<b>Energy</b>								
<b>Energy consumption within the organization</b>								
1	Total consumption	GJ	1 742 400	1 717 200	1 677 832	-2 %		GRI 302-1 GRI 14.1.2 SASB EM-MM-130a.1 ESRS E1-5 – Energy consumption and mix paragraph N937
2	Total consumption	MWh	484 000	477 000	466 064	-2 %		
<b>Emissions</b>								
<b>Significant air emissions</b>								
1	Total air pollutant emissions, including:	tons	43	69	31	-55 %		GRI 305-7 GRI 14.3.2 SASB EM-MM-120a.1 ESRS E2-4 – Pollution of air, water and soil paragraph N928 (a)
1.1	solid	tons	0,9	0,8	1,0	25 %	Ni-emissions	
1.2	VOCs	tons	18	27	25	-7 %		
1.3	other emissions of gaseous and liquid pollutants into the atmosphere	tons	24	41	5	-88 %	Hydrogen sulfide, ammonia	
<b>Emissions of ozone-depleting substances (ODS)</b>								
1	Generation of ozone-depleting substances	kg	0	0	0	n/a		GRI 305-6 UNCTAD B.4.1
<b>Water</b>								
<b>Water withdrawal</b>								
1	Total water withdrawal	thous. m3	11 205	11 158	10 812	-3 %		
1.1	Surface water bodies	thous. m3	10 907	10 911	10 472	-4 %		
1.2	Underground sources	thous. m3	294	243	336	38 %		GRI 303-3 GRI 14.7.4 SASB EM-MM-140a.1
1.3	From municipal and other water supply systems	thous. m3	4	4	4	0 %		
1.4	Other (third-party wastewater, natural water inflow, seawater or ocean water, water produced as a process by-product)	thous. m3	0	0	0	n/a		
<b>Water used</b>								
1	Total amount of water used	thous. m3	11 205	11 158	10 812	-3 %		
1.1	for household and other needs	thous. m3	4	4	4	0 %		UNCTAD B.1.1
1.2	for production needs	thous. m3	11 201	11 154	10 808	-3 %		ESRS E3-4 – Water consumption paragraph N928 (c)
1.2.1	including recycling water	thous. m3	0	0	0	n/a		
1.2.2	including recycling (reusable) water	thous. m3	93	103	118	15 %		
<b>Water discharge</b>								
1	Total water discharge	thous. m3	11 256	11 338	10 761	-5 %		
1.1	By destination		XXX	XXX	XXX	XXX		
1.1.1	Surface water bodies	thous. m3	11 252	11 334	10 761	-5 %		
1.1.2	Underground water bodies	thous. m3	0	0	0	n/a		
1.1.3	Seawater or ocean water	thous. m3	0	0	0	n/a		
1.1.4	To municipal and other water supply systems	thous. m3	4	4	4	0 %		
1.1.4.1	including wastewater transferred to third parties for use	thous. m3	0	0	0	n/a		
1.2	By category of water quality		XXX	XXX	XXX	XXX		
1.2.1	freshwater	thous. m3	0	0	0	n/a		GRI 303-4 GRI 14.7.5 SASB EM-MM-140a.2
1.2.2	other	thous. m3	11 256	11 338	10 756	-5 %		
1.3	Discharge of water into water bodies by degree of water treatment	thous. m3	11 256	11 338	10 756	-5 %		
1.3.1	insufficiently treated	thous. m3	0	0	0	n/a		
1.3.2	contaminated with no treatment	thous. m3	0	0	0	n/a		
1.3.3	treated at treatment facilities as per standards	thous. m3	11 256	11 338	10 756	-5 %		
1.3.4	clean as per standard (no treatment)	thous. m3	0	0	0	n/a		
2	Discharge of pollutants in wastewater	thous. tons	18,2	15,7	16	2 %	including SO4	
2.1	Number of violations of discharge limits for pollutants in wastewater	unit	0	0	0	n/a		
3	Change (+/-) of water in reservoirs	thous. m3	0	0	0	n/a		
<b>Biodiversity and Rehabilitation</b>								
<b>Amount of land disturbed</b>								
1	Total land disturbed, opening balance	ha	46	46	46	0 %	NNH industrial area inc. landfill area	GRI 14.8.6
<b>Waste</b>								
<b>Waste generated</b>								
1	Total	ton	8 126	5 157	29 075	464 %		GRI 306-3 GRI 14.5.4 UNCTAD B.2.3 SASB FM-MM-150a.7
1.1	Hazardous waste	ton	7 334	4 531	10 053	122 %	The amount of waste in 2025 has been exceptionally large because previously formed waste soil and process waste, as well as waste material excavated	
1.2	Non-hazardous waste	ton	792	626	19 022	2939 %		

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
1.2.1	including mining and processing waste	ton	0	0	0	n/a	from the new landfill basin no. 3, have been utilized in the closure of landfill basin no. 4 in the factory area.	ESRS E5-5 – Resource outflows
1.2.2	including non-mining and processing waste	ton	792	626	19 022	2939 %		
<b>Waste diverted from disposal</b>								
<b>Waste diverted from disposal - Onsite</b>			XXX	XXX	XXX	XXX		
1	<b>Total</b>	<b>ton</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>n/a</b>		
<b>Waste diverted from disposal - Offsite</b>			XXX	XXX	XXX	XXX		
2	<b>Total</b>	<b>ton</b>	<b>507</b>	<b>357</b>	<b>466</b>	<b>31 %</b>		
2.1	Hazardous waste	ton	7	23	13	-43 %		
2.2	Non-hazardous waste	ton	500	334	453	36 %		
2.2.1	including mining and processing waste	ton	0	0	0	n/a		
2.2.2	including non-mining and processing waste	ton	500	334	453	36 %		
3	<b>Preparation for reuse</b>	<b>ton</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>n/a</b>		
3.1	Hazardous waste	ton	0	0	0	n/a		
3.2	Non-hazardous waste	ton	0	0	0	n/a		
3.2.1	including mining and processing waste	ton	0	0	0	n/a		
3.2.2	including non-mining and processing waste	ton	0	0	0	n/a		
4	<b>Recycling</b>	<b>ton</b>	<b>507</b>	<b>357</b>	<b>320</b>	<b>-10 %</b>		
4.1	Hazardous waste	ton	7	23	9	-61 %		
4.2	Non-hazardous waste	ton	500	334	311	-7 %		
4.2.1	including mining and processing waste	ton	0	0	0	n/a		
4.2.2	including non-mining and processing waste	ton	500	334	311	-7 %		
5	<b>Other recovery operations</b>	<b>ton</b>	<b>0</b>	<b>0</b>	<b>146</b>	<b>n/a</b>		
5.1	Hazardous waste	ton	0	0	4	n/a	Preparation of waste-based fuel before its delivery for use as energy	
5.2	Non-hazardous waste	ton	0	0	142	n/a	Waste handling and pre-treatment, such as storage, sorting, combining, cutting, crushing and baling, before the actual recovery of the waste	
5.2.1	including mining and processing waste	ton	0	0	0	n/a		
5.2.2	including non-mining and processing waste	ton	0	0	0	n/a		
<b>Waste directed to disposal</b>								
<b>Waste directed to disposal - Onsite</b>			XXX	XXX	XXX	XXX		
1	<b>Total</b>	<b>ton</b>	<b>5 771</b>	<b>3 261</b>	<b>26 833</b>	<b>723 %</b>	Previously formed waste soil and process waste, as well as waste material excavated from the new landfill basin no. 3, have been utilized in the closure of landfill basin no. 4 in the factory area.	GRI 306-4 GRI 14.5.5 UNCTAD B.2.2 SASB EM-MM-150a.8 ESRS E5-5 – Resource outflows paragraph N°37 (b)
1.1	Hazardous waste	ton	5 771	3 261	8 329	155 %		
1.2	Non-hazardous waste	ton	0	0	18 500	n/a		
1.2.1	including mining and processing waste	ton	0	0	0	n/a		
1.2.2	including non-mining and processing waste	ton	0	0	0	n/a		
2	<b>Incineration (with energy recovery)</b>	<b>ton</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>n/a</b>		
2.1	Hazardous waste	ton	0	0	0	n/a		
2.2	Non-hazardous waste	ton	0	0	0	n/a		
2.2.1	including mining and processing waste	ton	0	0	0	n/a		
2.2.2	including non-mining and processing waste	ton	0	0	0	n/a		
3	<b>Incineration (without energy recovery)</b>	<b>ton</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>n/a</b>		
3.1	Hazardous waste	ton	0	0	0	n/a		
3.2	Non-hazardous waste	ton	0	0	0	n/a		
3.2.1	including mining and processing waste	ton	0	0	0	n/a		
3.2.2	including non-mining and processing waste	ton	0	0	0	n/a		
4	<b>Landfilling</b>	<b>ton</b>	<b>3 136</b>	<b>2 636</b>	<b>1 496</b>	<b>-43 %</b>	Process sludge has been utilized in landfill closure, and therefore not as much of it has been placed in the landfill.	
4.1	Hazardous waste	ton	3 136	2 636	1 496	-43 %		
4.2	Non-hazardous waste	ton	0	0	0	n/a		
4.2.1	including mining and processing waste	ton	0	0	0	n/a		
4.2.2	including non-mining and processing waste	ton	0	0	0	n/a		
5	<b>Other disposal operations</b>	<b>ton</b>	<b>2 635</b>	<b>625</b>	<b>25 337</b>	<b>3954 %</b>	Previously formed waste soil and process waste, as well as waste material excavated from the new landfill basin no. 3, have been utilized in the closure of landfill basin no. 4 in the factory area.	
5.1	Hazardous waste	ton	2 635	625	6 837	994 %		
5.2	Non-hazardous waste	ton	0	0	18 500	n/a		
5.2.1	including mining and processing waste	ton	0	0	0	n/a		
5.2.2	including non-mining and processing waste	ton	0	0	18 500	n/a		
<b>Waste directed to disposal - Offsite</b>			XXX	XXX	XXX	XXX		
6	<b>Total</b>	<b>ton</b>	<b>1 849</b>	<b>1 538</b>	<b>1 776</b>	<b>15 %</b>		
6.1	Hazardous waste	ton	1557	1 256	1 708	36 %		

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
6.2	Non-hazardous waste	ton	292	282	68	-76 %		
6.2.1	including mining and processing waste	ton	0	0	0	n/a		
6.2.2	including non-mining and processing waste	ton	292	282	68	-76 %		
7	<b>Incineration (with energy recovery)</b>	<b>ton</b>	<b>418</b>	<b>356</b>	<b>92</b>	<b>-74 %</b>		
7.1	Hazardous waste	ton	134	92	29	-68 %		
7.2	Non-hazardous waste	ton	284	264	63	-76 %		
7.2.1	including mining and processing waste	ton	0	0	0	n/a		
7.2.2	including non-mining and processing waste	ton	284	264	182	-31 %		
8	<b>Incineration (without energy recovery)</b>	<b>ton</b>	<b>1 405</b>	<b>1 164</b>	<b>1 492</b>	<b>28 %</b>		
8.1	Hazardous waste	ton	1 405	1 164	1 492	28 %		
8.2	Non-hazardous waste	ton	0	0	0	n/a		
8.2.1	including mining and processing waste	ton	0	0	0	n/a		
8.2.2	including non-mining and processing waste	ton	0	0	0	n/a		
9	<b>Landfilling</b>	<b>ton</b>	<b>26</b>	<b>18</b>	<b>192</b>	<b>967 %</b>		
9.1	Hazardous waste	ton	18	0	187	-100 %		
9.2	Non-hazardous waste	ton	8	18	5	-72 %		
9.2.1	including mining and processing waste	ton	0	0	0	n/a		
9.2.2	including non-mining and processing waste	ton	8	18	5	-72 %		
10	<b>Other disposal operations</b>	<b>ton</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>n/a</b>		
10.1	Hazardous waste	ton	0	0	0	n/a		
10.2	Non-hazardous waste	ton	0	0	0	n/a		
10.2.1	including mining and processing waste	ton	0	0	0	n/a		
10.2.2	including non-mining and processing waste	ton	0	0	0	n/a		

Due to rounding, some totals may not correspond with the sum of the separate figures.

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
<b>Staff</b>								
<b>Employees</b>								
1	Number of employees on the last date of the reporting period	persons	291	296	286	-3 %		
1.1		men persons	216	216	210	-3 %		
1.1.1		women persons	75	80	76	-5 %		
2	Number of employees on the last date of the reporting period breakdown by type of employment		XXX	XXX	XXX	XXX		
2.1	including full-time	persons	283	290	276	-5 %		
2.1.1		men persons	211	212	204	-4 %		
2.1.2		women persons	72	78	72	-8 %		
2.2	including part-time	persons	8	6	10	67 %		
2.2.1		men persons	5	4	6	50 %		
2.2.2		women persons	3	2	4	100 %		
3	Breakdown by type of employment contracts		XXX	XXX	XXX	XXX		
3.1	including permanent	persons	260	258	263	2 %		GRI 2-7 ESRS S1-6 – Characteristics of the undertaking's employees paragraph №50 (a); paragraph №52 (a; b)
3.1.1		men persons	194	188	191	2 %		
3.1.2		women persons	66	70	72	3 %		
3.2	including temporary (except seasonal)	persons	31	38	23	-39 %		
3.2.1		men persons	22	28	19	-32 %		
3.2.2		women persons	9	10	4	-60 %		
3.3	including seasonal	persons	0	0	0	n/a		
3.3.1		men persons	0	0	0	n/a		
3.3.2		women persons	0	0	0	n/a		
4	Total external (i.e.who is employed elsewhere) part-time employees at the end of the reporting year	persons	0	0	0	n/a		
<b>Diversity of employees</b>								
1	Employees per employee category		XXX	XXX	XXX	XXX		
1.1	blue-collar workers	persons	162	164	159	-3 %		
1.1.1		men persons	152	153	149	-3 %		
1.1.2		women persons	10	11	10	-9 %		
1.2	experts and white-collar workers	persons	95	97	93	-4 %		
1.2.1		men persons	41	41	40	-2 %		
1.2.2		women persons	54	56	53	-5 %		
1.3	managers	persons	34	35	34	-3 %		
1.3.1		men persons	23	22	21	-5 %		
1.3.2		women persons	11	13	13	0 %		
2	Percentage of employees per employee category		XXX	XXX	XXX	XXX		
2.1	blue-collar workers	%	56 %	55 %	56 %	+1 pp.		GRI 405-1 GRI 14.21.5 UNCTAD C.1.1 ESRS S1-9 – Diversity metrics paragraph №66 (b)
2.1.1		men %	70 %	71 %	71 %	+0 pp.		
2.1.2		women %	13 %	14 %	13 %	-1 pp.		
2.2	experts and white-collar workers	%	33 %	33 %	33 %	+0 pp.		
2.2.1		men %	19 %	19 %	19 %	+0 pp.		
2.2.2		women %	72 %	70 %	70 %	+0 pp.		
2.3	managers	%	12 %	12 %	12 %	+0 pp.		
2.3.1		men %	11 %	10 %	10 %	+0 pp.		
2.3.2		women %	15 %	16 %	17 %	+1 pp.		

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
3	Employees breakdown by age		XXX	XXX	XXX	XXX		
3.1	under 29 years old inclusive	persons	39	44	38	-14 %		
3.2	30 to 44 years old inclusive	persons	102	95	89	-6 %		
3.3	over 45 years old	persons	150	157	159	1 %		
4	Percentage of employees breakdown by age		XXX	XXX	XXX	XXX		
4.1	under 29 years old inclusive	%	13 %	15 %	13 %	-2 pp.		
4.2	30 to 44 years old inclusive	%	35 %	32 %	31 %	-1 pp.		
4.3	over 45 years old	%	52 %	53 %	56 %	+3 pp.		
5	Percentage of employees by gender		XXX	XXX	XXX	XXX		
5.1	men	%	74 %	73 %	73 %	+0 pp.		
5.2	women	%	26 %	27 %	27 %	+0 pp.		
<b>New employee hires and employee turnover</b>								
1	Number of hired employees	persons	51	63	38	-40 %		
1.1.1	men	persons	31	19	30	58 %		
1.1.2	women	persons	20	44	8	-82 %		
1.2.1	under 29 years old inclusive	persons	41	50	33	-34 %		
1.2.2	30 to 44 years old inclusive	persons	3	7	2	-71 %		
1.2.3	over 45 years old	persons	7	6	3	-50 %		
2	Rate of new employee hires	%	18 %	21 %	13 %	-8 pp.		
2.1.1	men	%	14 %	9 %	14 %	+5 pp.		
2.1.2	women	%	27 %	55 %	11 %	-44 pp.		
2.2.1	under 29 years old inclusive	%	105 %	114 %	87 %	-27 pp.		
2.2.2	30 to 44 years old inclusive	%	3 %	7 %	2 %	+5 pp.		
2.2.3	over 45 years old	%	5 %	4 %	2 %	+2 pp.		
3	Number of employees who leave the organization due to dismissal or any other reason	persons	81	62	52	-16 %		GRI 401-1 GRI 14.17.3 ESRS S1-6 – Characteristics of the undertaking's employees paragraph N°50 (c)
3.1.1	men	persons	51	16	12	-25 %		
3.1.2	women	persons	30	46	40	-13 %		
3.2.1	under 29 years old inclusive	persons	60	46	39	-15 %		
3.2.2	30 to 44 years old inclusive	persons	10	9	5	-44 %		
3.2.3	over 45 years old	persons	11	7	8	14 %		
4	Employee turnover	%	28 %	21 %	18 %	-3 pp.		
4.1.1	men	%	24 %	7 %	6 %	-1 pp.		
4.1.2	women	%	40 %	58 %	53 %	-5 pp.		
4.2.1	under 29 years old inclusive	%	154 %	105 %	103 %	-2 pp.		
4.2.2	30 to 44 years old inclusive	%	10 %	9 %	6 %	-3 pp.		
4.2.3	over 45 years old	%	7 %	4 %	5 %	+1 pp.		
<b>Parental leave</b>								
1	Number of employees on parental leave up to 1.5/3 years (at the end of the period)	persons	10	14	10	-29 %		
1.1	men	persons	5	10	6	-40 %		
1.2	women	persons	5	4	4	0 %		
2	Number of employees who returned from parental leave up to 1.5/3 years (during the period)	persons	7	12	8	-33 %		GRI 401-3 GRI 14.17.5 GRI 14.21.3 ESRS S1-15 – Work-life balance metrics
2.1	men	persons	5	9	6	-33 %		
2.2	women	persons	2	3	2	-33 %		

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
3	Total number of employees who were granted parental leave in the reporting year	persons	8	12	8	-33 %		paragraph №93 (b)
3.1	men	persons	5	10	6	-40 %		
3.2	women	persons	3	2	2	0 %		
<b>Workers who are not employees</b>								
1	Number of workers who are not employees but whose work is controlled by the organization	persons	1	1	1	0 %		GRI 2-8
1.1	Number of non-staff employees (persons employed under civil law contracts) as of the last date of the reporting period	persons	0	0	0	n/a		
<b>Additional information about employees</b>								
1	<b>Average number of employees across the reporting period</b>	persons	306	310	304	-2 %		GRI 14.9.6
1.1	blue-collar workers	persons	174	175	171	-2 %		
1.1.1	men	persons	160	163	159	-3 %		
1.1.2	women	persons	13	12	12	0 %		
1.2	experts and white-collar workers	persons	98	100	99	-1 %		
1.2.1	men	persons	42	41	43	5 %		
1.2.2	women	persons	56	59	56	-5 %		
1.3	managers	persons	34	35	33	-5 %		
1.3.1	men	persons	23	23	20	-12 %		
1.3.2	women	persons	11	12	13	7 %		
2	<b>Number of employees on the last date of the reporting period</b>	persons	291	296	286	-3 %		
2.1	including Finnish nationals	persons	289	294	284	-3 %		
2.2	including non-Finnish nationals	persons	2	2	2	0 %		
<b>Collective bargaining agreements</b>								
1	Availability of collective agreements in Norilsk Nickel Harjavalta Oy	yes/no	yes	yes	yes	n/a		GRI 2-30 GRI 402-1
1.1	Share of employees covered by collective agreements	%	100 %	100 %	100 %	+0 pp.		
2	Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business?	yes/no	yes	yes	yes	n/a		GRI 14.8.2 GRI 14.17.6 UNCTAD C.4.1 SASB EM-MM-310a.1
3	Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement	week	9	9	9	0 %		
4	Do the Collective Bargaining Agreements cover health and safety issues?	yes/no	yes	yes	yes	n/a		ESRS S1-8 – Collective bargaining coverage and social dialogue paragraph №60 (a)
<b>Average hours of training per year per employee</b>								
1	Scope of training	man-hours	8 880	10 598	8 618	-19 %		GRI 404-1 GRI 14.21.4 GRI 14.17.7 UNCTAD C.2.1 ESRS S1-13 – Training and skills development metrics paragraph №83 (b); paragraph №84
1.1.1	men	man-hours	6 530	7 688	6 129	-20 %		
1.1.2	women	man-hours	2 350	2 909	2 489	-14 %		
1.2.1	managers	man-hours	1 095	1 347	985	-27 %		
1.2.2	experts and white-collar workers	man-hours	3 271	3 384	2 950	-13 %		
1.2.3	blue-collar workers	man-hours	4 513	5 867	4 683	-20 %		
2	Average hours of training per year	hours	31	36	25	-30 %		
2.1.1	men	hours	30	36	25	-30 %		
2.1.2	women	hours	31	36	25	-31 %		
2.2.1	managers	hours	32	38	27	-30 %		
2.2.2	experts and white-collar workers	hours	34	35	26	-25 %		
2.2.3	blue-collar workers	hours	28	36	24	-33 %		

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
<b>Percentage of employees receiving regular performance and career development reviews</b>								
1	Number of employees who received a regular performance and career development review during the reporting period	persons	230	242	286	18 %		
1.1		men persons	173	176	210	19 %		
1.2		women persons	57	66	76	15 %		
1.3	blue-collar workers	persons	114	131	159	21 %		
1.3.1		men persons	107	124	149	20 %		
1.3.2		women persons	7	7	10	43 %		
1.4	experts and white-collar workers	persons	86	89	93	4 %		
1.4.1		men persons	46	37	40	8 %		
1.4.2		women persons	40	52	53	2 %		
1.5	managers	persons	30	22	34	55 %		
1.5.1		men persons	20	15	21	40 %		
1.5.2		women persons	10	7	13	86 %		
2	Percentage of employees who received a regular performance and career development review during the reporting period	%	79 %	82 %	100 %	+18 pp.		
2.1		men %	80 %	81 %	100 %	+19 pp.		
2.2		women %	76 %	83 %	100 %	+17 pp.		
2.3	blue-collar workers	%	70 %	80 %	100 %	+20 pp.		
2.3.1		men %	70 %	81 %	100 %	+19 pp.		
2.3.2		women %	70 %	64 %	100 %	+36 pp.		
2.4	experts and white-collar workers	%	91 %	92 %	100 %	+8 pp.		
2.4.1		men %	112 %	90 %	100 %	+10 pp.		
2.4.2		women %	74 %	93 %	100 %	+7 pp.		
2.5	managers	%	88 %	63 %	100 %	+37 pp.		
2.5.1		men %	87 %	68 %	100 %	+32 pp.		
2.5.2		women %	91 %	54 %	100 %	+46 pp.		
3	Number of employees assessed by KPI in the reporting year	persons	291	296	286	-3 %		
3.1		men persons	216	216	210	-3 %		
3.2		women persons	75	80	76	-5 %		
3.3	blue-collar workers	persons	162	164	159	-3 %		
3.3.1		men persons	152	153	149	-3 %		
3.3.2		women persons	10	11	10	-9 %		
3.4	experts and white-collar workers	persons	95	97	93	-4 %		
3.4.1		men persons	41	41	40	-2 %		
3.4.2		women persons	54	56	53	-5 %		
3.5	managers	persons	34	35	34	-3 %		
3.5.1		men persons	23	22	21	-5 %		
3.5.2		women persons	11	13	13	0 %		
4	Percentage of employees assessed by KPI in the reporting year	%	100 %	100 %	100 %	+0 pp.		
<b>Occupational health and safety</b>								
<b>Work-related injuries and ill health</b>								
<b>For the entity employees for the reporting year</b>			XXX	XXX	XXX	XXX		

GRI 404-3  
ESRS S1-13 – Training and skills development metrics  
paragraph №83 (a); paragraph №84

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
1	Total work-related injuries, including	persons	14	16	9	-44 %		
1.1		men persons	14	15	8	-47 %		
1.2		women persons	0	1	1	0 %		
2	Total work-related fatalities	persons	0	0	0	n/a		
2.1		men persons	0	0	0	n/a		
2.2		women persons	0	0	0	n/a		
3	High-consequence work-related injuries (excluding fatalities)	persons	1	0	1	n/a		
3.1		men persons	1	0	1	n/a		
3.2		women persons	0	0	0	n/a		
4	Total minor work-related injuries	persons	12	14	8	-43 %		
4.1		men persons	11	13	7	-46 %		
4.2		women persons	1	1	1	n/a		
5	Number of non-lost time occupational injuries requiring medical treatment	persons	1	2	0	-100 %		
6	Near miss incidents	unit	252	230	343	49 %		
7	Total man-hours worked	man-hours	476 157	480 875	467 669	-3 %		
8	LTIFR		6,30	2,08	2,10	1 %	per 1 million hours worked	
9	Incidence rate of occupational injuries		0,0103	0,0034	0,0034	0 %	per 1 person	
10	Total instances of work-related ill health, including	diagnosis	0	0	0	n/a		
10.1		men diagnosis	0	0	0	n/a		
10.2		women diagnosis	0	0	0	n/a		
11	Number of employees died from work-related ill health	persons	0	0	0	n/a		
<b>For independent non-Group contractors for the reporting year</b>			XXX	XXX	XXX	XXX		
12	Total work-related injuries, including	persons	6	5	2	-60 %		
12.1		men persons	6	5	2	-60 %		
12.2		women persons	0	0	0	n/a		
13	Total work-related fatalities	persons	0	0	0	n/a		
13.1		men persons	0	0	0	n/a		
13.2		women persons	0	0	0	n/a		
14	High-consequence work-related injuries (excluding fatalities)	persons	2	3	0	-100 %		
14.1		men persons	2	3	0	-100 %		
14.2		women persons	0	0	0	n/a		
15	Total minor work-related injuries	persons	0	0	0	n/a		
15.1		men persons	0	0	0	n/a		
15.2		women persons	0	0	0	n/a		
16	Number of non-lost time occupational injuries requiring medical treatment	persons	4	2	2	0 %		
17	Near miss incidents	unit	0	0	0	n/a		
18	Total instances of work-related ill health, including	diagnosis	0	0	0	n/a		
18.1		men diagnosis	0	0	0	n/a		
18.2		women diagnosis	0	0	0	n/a		
19	Number of employees died from work-related ill health	persons	0	0	0	n/a		
<b>For the entity employees for the reporting year</b>			XXX	XXX	XXX	XXX		
20	Total number of work-related fatalities as a result of accidents, including as a result of the following incidents:	persons	0	0	0	n/a		GRI 403-9 GRI 14.16.10 GRI 403-10 GRI 14.16.11 SASB EM-MM-320a.1 UNCTAD C.3.2 ESRS S1-14 – Health and safety metrics paragraph №88 (b; c; d)

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
20.1	Traffic accidents	persons	0	0	0	n/a		
20.2	Employee falling from height	persons	0	0	0	n/a		
20.3	Employee falling	persons	0	0	0	n/a		
20.4	Exposure to moving, rotating parts of machinery and equipment (Moving Parts)	persons	0	0	0	n/a		
20.5	Exposure to flying parts and objects (Flying Parts)	persons	0	0	0	n/a		
20.6	Falling objects	persons	0	0	0	n/a		
20.7	Moving objects	persons	0	0	0	n/a		
20.8	Rock fall	persons	0	0	0	n/a		
20.9	Interaction between self-propelled equipment and workers (pedestrians) (Self-Propelled Equipment and Worker)	persons	0	0	0	n/a		
20.10	Exposure to extreme temperatures (Extreme Temperatures)	persons	0	0	0	n/a		
20.11	Electric shock (Exposure to Electric Arcs)	persons	0	0	0	n/a		
20.12	Exposure to hazardous and noxious substances (Hazardous and Noxious Substances)	persons	0	0	0	n/a		
20.13	Damage caused by explosions (Explosion)	persons	0	0	0	n/a		
20.14	Other	persons	0	0	0	n/a		
<b>For independent non-Group contractors for the reporting year</b>			XXX	XXX	XXX	XXX		
21	Total number of work-related fatalities as a result of accidents, including as a result of the following incidents:	persons	0	0	0	n/a		
21.1	Traffic accidents	persons	0	0	0	n/a		
21.2	Employee falling from height	persons	0	0	0	n/a		
21.3	Employee falling	persons	0	0	0	n/a		
21.4	Exposure to moving, rotating parts of machinery and equipment (Moving Parts)	persons	0	0	0	n/a		
21.5	Exposure to flying parts and objects (Flying Parts)	persons	0	0	0	n/a		
21.6	Falling objects	persons	0	0	0	n/a		
21.7	Moving objects	persons	0	0	0	n/a		
21.8	Rock fall	persons	0	0	0	n/a		
21.9	Interaction between self-propelled equipment and workers (pedestrians) (Self-Propelled Equipment and Worker)	persons	0	0	0	n/a		
21.10	Exposure to extreme temperatures (Extreme Temperatures)	persons	0	0	0	n/a		
21.11	Electric shock (Exposure to Electric Arcs)	persons	0	0	0	n/a		
21.12	Exposure to hazardous and noxious substances (Hazardous and Noxious Substances)	persons	0	0	0	n/a		
21.13	Damage caused by explosions (Explosion)	persons	0	0	0	n/a		
21.14	Other	persons	0	0	0	n/a		
<b>Worker participation, consultation, and communication on occupational health and safety</b>								
1	Number of joint management-worker occupational health and safety committees (commissions)	Quantity	2	1	1	0 %		GRI 403-4 GRI 14.16.5 GRI 403-5
2	Total hours of pre-certification training in occupational health and safety	hours	2733	2 940	2 324	-21 %		GRI 14.16.6 SASB EM-MM-320a.1
<b>Workers covered by an occupational health and safety management system</b>								

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
<b>Information on the Occupational Health and Safety Management System (OHSMS)</b>			XXX	XXX	XXX	XXX		
1	Business unit has OHSMS in place	yes/no	yes	yes	yes	n/a		
1.2	OHSMS covers all contractor employees working at the company's sites	yes/no	yes	yes	yes	n/a		
1.3	The percentage of people in its own workforce who are covered by the OHSMS	%	100 %	100 %	100 %	+0 pp.		
1.4	OHSMS of the company duly underwent an internal audit in the reporting year	yes/no	yes	yes	no	n/a		
1.5	OHSMS of the organization has a valid external audit certificate as of December 31 of the reporting year (certification or supervisory)	yes/no	yes	yes	yes	n/a		
<b>Information on occupational health services in the company (Article 5 of ILO Convention No. 161 – Occupational Health Services Convention, 1985)</b>			XXX	XXX	XXX	XXX		
2	identification and assessment of the risks from health hazards in the workplace	yes/no	yes	yes	yes	n/a		
2.1	surveillance of the factors in the working environment and working practices which may affect workers' health, including sanitary installations, canteens and housing where these facilities are provided by the employer	yes/no	yes	yes	yes	n/a		GRI 403-8 GRI 14.16.9 ESRS S1-14 – Health and safety metrics paragraph N°988 (a)
2.2	advice on planning and organisation of work, including the design of workplaces, on the choice, maintenance and condition of machinery and other equipment and on substances used in work	yes/no	yes	yes	yes	n/a		
2.3	participation in the development of programmes for the improvement of working practices as well as testing and evaluation of health aspects of new equipment	yes/no	yes	yes	yes	n/a		
2.4	advice on occupational health, safety and hygiene and on ergonomics and individual and collective protective equipment	yes/no	yes	yes	yes	n/a		
2.5	surveillance of workers' health in relation to work	yes/no	yes	yes	yes	n/a		
2.6	promoting the adaptation of work to the worker	yes/no	yes	yes	yes	n/a		
2.7	contribution to measures of vocational rehabilitation	yes/no	yes	yes	yes	n/a		
2.8	collaboration in providing information, training and education in the fields of occupational health and hygiene and ergonomics	yes/no	yes	yes	yes	n/a		
2.9	organising of first aid and emergency treatment	yes/no	yes	yes	yes	n/a		
2.10	participation in analysis of occupational accidents and occupational diseases	yes/no	yes	yes	yes	n/a		
2.11								
<b>Human rights</b>								
<b>Incidents of discrimination and corrective actions taken</b>								
1	Total number of incidents of discrimination identified in the reporting period	pcs.	0	0	0	n/a		GRI 406-1 GRI 14.21.7 ESRS S1-17 – Incidents, complaints and severe human rights impacts paragraph N°103 (a)
<b>Significant disputes relating to land use, customary rights of local communities and indigenous peoples</b>								
1	Number of significant disputes relating to land use, customary rights of local communities	pcs.	0	0	0	n/a		-
<b>Information on strikes and other work stoppages due to labor disputes</b>								

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
1	Number of strikes during the reporting period	pcs.	0	0	0	n/a		
2	Information on strikes and other work stoppages due to labor disputes	ea	0	0	0	n/a		GRI 14.20.3
3	Total duration of work stoppages involving 1,000 or more employees lasting one full shift or longer due to labor disputes	man-days	0	0	0	n/a		SASB EM-MM-310a.2
<b>Information on the business unit</b>								
1	The business unit has implemented local community engagement, community impact assessment and community development programs	yes/no	yes	yes	yes	n/a		GRI 407-1 GRI 14.20.2 GRI 408-1
2	Is there a significant risk of child labor in the business unit?	yes/no	no	no	no	n/a		GRI 14.18.2 GRI 409-1
3	Is there a significant risk of forced or compulsory labor in the business unit?	yes/no	no	no	no	n/a		GRI 14.19.2 GRI 413-1
4	Does the business unit have risks of violation of the right to exercise freedom of association and collective bargaining?	yes/no	no	no	no	n/a		GRI 14.10.2 SASB EM-MM-210a.3

Due to rounding, some totals may not correspond with the sum of the separate figures.

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
<b>Anti-corruption</b>								
<b>Communication and training about anti-corruption policies and procedures</b>								
1	Number of employees trained in anti-corruption policies and procedures	persons	291	296	286	3 %		
1.1	managers	persons	34	35	34	3 %		
1.2	experts and white-collar workers	persons	94	97	93	4 %		
1.3	blue-collar workers	persons	162	164	159	3 %		
2	Percentage of employees trained in anti-corruption policies and procedures	%	100 %	94 %	100 %	+6 pp.		GRI 205-2 GRI 14.22.3 UNCTAD D.2.2
2.1	managers	%	100 %	100 %	100 %	+0 pp.		
2.2	experts and white-collar workers	%	99 %	94 %	100 %	+6 pp.		
2.3	blue-collar workers	%	100 %	93 %	100 %	+7 pp.		
3	Total number of hours of training of employees in anti-corruption policies and methods	man-hours	146	148	143	3 %		
3.1	Average number of hours of training of employees in anti-corruption policies and methods per person	hours	0,5	0,5	0,5	0 %		
<b>Confirmed incidents of corruption</b>								
1	Number of confirmed incidents of corruption	pcs.	0	0	0	n/a		
2	Number of confirmed cases of dismissal of employees for corruption	persons	0	0	0	n/a		
3	Number of confirmed cases of employees disciplined for corruption (criminal or administrative penalties or disciplinary sanctions imposed by the employer on relevant grounds)	persons	0	0	0	n/a		
4	Number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	pcs.	0	0	0	n/a		GRI 205-3 GRI 14.22.4 UNCTAD D.2.1
5	Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period	pcs.	0	0	0	n/a		ESRS G1-4 – Incidents of corruption or bribery paragraph №24 (a);
6	Number of public legal cases regarding corruption closed against the organization or its employees during the reporting period	pcs.	0	0	0	n/a		paragraph №25 (a; b; c)
7	Number of convictions relating to corruption against the company or its employees during the reporting period	ea	0	0	0	n/a		
8	Total amount of penalties imposed on the organization or its employees relating to corruption and paid or payable (i.e. recognized and not disputes by the penalized person) during the reporting period	EUR	0	0	0	n/a		
<b>Senior management</b>								
<b>Proportion of senior management hired from the local community</b>								
1	Number of senior executives	persons	9	8	8	0 %		
1.1	Finnish nationals	persons	9	8	8	0 %		GRI 202-2 GRI 14.21.2
1.2	non-Finnish nationals	persons	0	0	0	n/a		GRI 14.9.6
2	Percentage of senior executives: Finnish nationals	%	100 %	100 %	100 %	+0 pp.		
<b>Compliance</b>								
<b>Compliance with laws and regulations</b>								
1	<b>Total number of cases of non-compliance with legislation and/or regulatory requirements during the reporting period</b>	pcs.	0	0	0	n/a		
1.1	Violation of the environmental law	pcs.	0	0	0	n/a		
1.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	0	0	0	n/a		
2	<b>Number of cases of non-compliance with legislation and/or regulatory requirements during the reporting period resulting in imposition of penalty</b>	pcs.	0	0	0	n/a		

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
2.1	Violation of the environmental law	pcs.	0	0	0	n/a		
2.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	0	0	0	n/a		
	<b>Number of cases of non-compliance with legislation and/or regulatory requirements during the reporting period resulting in the application of non-financial sanctions</b>	pcs.	0	0	0	n/a		
3								
3.1	Violation of the environmental law	pcs.	0	0	0	n/a		
3.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	0	0	0	n/a		
	<b>Total number of penalties for cases of non-compliance with legislation and/or regulatory requirements that were paid during the reporting period</b>	pcs.	0	0	0	n/a		
4								
4.0.1	Violation of the environmental law	pcs.	0	0	0	n/a		
4.0.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	0	0	0	n/a		
	including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred within current reporting period	pcs.	0	0	0	n/a		GRI 2-27
4.1								
4.1.1	Violation of the environmental law	pcs.	0	0	0	n/a		
4.1.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	0	0	0	n/a		
	including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred in previous reporting periods	pcs.	0	0	0	n/a		
4.2								
4.2.1	Violation of the environmental law	pcs.	0	0	0	n/a		
4.2.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	0	0	0	n/a		
	<b>Total amount of penalties for cases of non-compliance with legislation and/or regulatory requirements that were paid during the reporting period</b>	EUR	0	0	0	n/a		
5								
5.0.1	Violation of the environmental law	EUR	0	0	0	n/a		
5.0.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	0	0	0	n/a		
	including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred within current reporting period		0	0	0	n/a		
5.1								
5.1.1	Violation of the environmental law	EUR	0	0	0	n/a		
5.1.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	0	0	0	n/a		
	including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred in previous reporting periods		0	0	0	n/a		
5.2								
5.2.1	Violation of the environmental law	EUR	0	0	0	n/a		
5.2.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	0	0	0	n/a		
<b>Political contributions</b>								
		EUR	0	0	0	n/a		GRI 415-1 GRI 14.24.2 ESRS G1-5 – Political influence and lobbying activities paragraph N°25 (b.i)
1	Total monetary value of political contributions							

Due to rounding, some totals may not correspond with the sum of the separate figures.

No.	Indicator	UoM	2023	2024	2025	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
<b>Supply chain</b>								
<b>New suppliers that were screened using environmental and social criteria</b>								
1	Number of new suppliers of Norilsk Nickel Harjavalta	pcs.	52	118	61	-48 %		
1.1	of which were screened using environmental criteria	pcs.	52	118	61	-48 %		
1.2	of which were screened using social criteria	pcs.	52	118	61	-48 %		
2	Percentage of new suppliers of Norilsk Nickel Harjavalta		XXX	XXX	XXX	XXX		
2.1	of which were screened using environmental criteria	%	100 %	100 %	100 %	+0 pp.		GRI 308-1
2.2	of which were screened using social criteria	%	100 %	100 %	100 %	+0 pp.		GRI 414-1
3	Number of suppliers and contractors having significant negative impacts	pcs.	0	0	0	n/a		GRI 14.17.9
3.1	of which were screened using environmental criteria	pcs.	0	0	0	n/a		GRI 14.18.3
3.2	of which were screened using social criteria	pcs.	0	0	0	n/a		GRI 14.19.3
4	Number of suppliers and contractors having no significant negative impacts	pcs.	52	118	61	-48 %		ESRS G1-2 – Management of relationships with suppliers paragraph №15 (b)
4.1	of which were screened using environmental criteria	pcs.	52	118	61	-48 %		
4.2	of which were screened using social criteria	pcs.	52	118	61	-48 %		
<b>Industrial site characteristics</b>								
<b>Information on industrial site of Norilsk Nickel Harjavalta Oy</b>								
1	Is a biodiversity management plan needed for the site?	yes/no	no	no	no	n/a		
2	Is a biodiversity management plan in place for the site?	yes/no	no	no	no	n/a		
3	Has there been any resettlement of local community due to on-site operations during the reporting period?	yes/no	no	no	no	n/a		
4	Whether artisanal or small-scale mining is used on or adjacent to the site	yes/no	no	no	no	n/a		GRI 14.11.3
5	Is Acid Rock Drainage (ARD) expected on site	yes/no	no	no	no	n/a		GRI 14.12.2
6	Are there any ARD mitigation actions taken on site	yes/no	no	no	no	n/a		GRI 14.13.2
7	Are there any actions taken to neutralize or treat ARD on site	yes/no	no	no	no	n/a		GRI 14.25.2
8	Are the deposits (ore occurrences) located at the site within or near (within 5 kilometers) specially protected natural areas or habitats of rare and endangered species	yes/no	no	no	no	n/a		SASB EM-MM-160a.2
9	Are the deposits (ore occurrences) located at the site within the boundaries or near the conflict-affected zones	yes/no	no	no	no	n/a		SASB EM-MM-160a.3
10	Are the deposits (ore occurrences) located at the site within or near (within 5 kilometers) the habitats of indigenous peoples	yes/no	no	no	no	n/a		SASB EM-MM-210a.1

Due to rounding, some totals may not correspond with the sum of the separate figures.