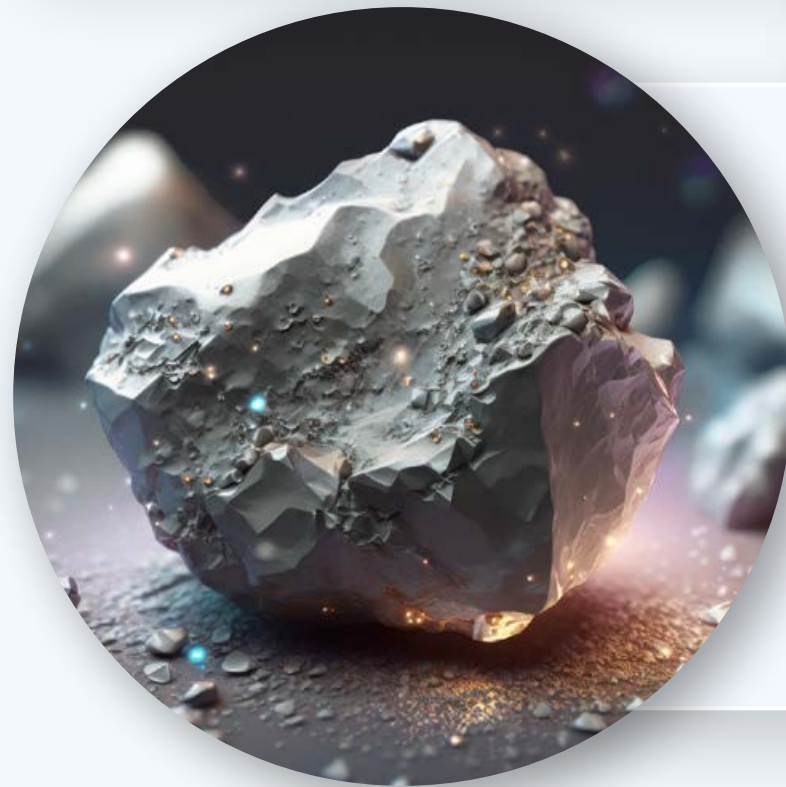


# Company profile

The Norilsk Nickel Group is the leader in Russia’s metals and mining industry and the largest palladium and Class I nickel producer globally as well as a leading producer of platinum and copper, which are essential for the development of a low-carbon economy and green transport. The Company also produces cobalt, rhodium, silver, gold, iridium, ruthenium, and selenium.

The Company also produces

**Co** · **Rh** · **Ag** · **Au** · **Ir** · **Ru** · **Se**  
 cobalt · rhodium · silver · gold · iridium · ruthenium · selenium



## Mission and values

Efficiently using natural resources and equity, we supply mankind with non-ferrous metals, which make the world a more reliable place to live in, and help people to realise their aspirations for development and technological progress

### KEY ASSET

The Company views its people as the key asset and is willing to invest in their professional and personal development while enabling a corporate culture that would help it and its people to successfully achieve their core mission

**>80** THOUSAND  
employees

**184** THOUSAND  
average pay

**RUB 1.3** BN  
invested in employee development in 2023

#### Reliability

Addressing any challenges to ensure success for the business

#### Efficiency

Delivering against our targets in due time and at minimum cost

#### Professionalism

Effectively delivering a strong performance

#### Responsibility

A desire to honour our commitments and take on responsibility for our decisions

#### Growth

Effective production ramp-up and upgrade, leverage of groundbreaking technologies, and development of our people

#### Collaboration

Ability and desire of our employees to achieve goals through teamwork