

## ESG DATABOOK OF NORILSK NICKEL HARJAVALTA OY

Period: 2021 - 2023



This document contains data on Norilsk Nickel Harjavalta Oy for the period of 2021-2023 yy. and includes key sustainability indicators with reference to GRI Standards (Global Reporting Initiative), 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>	
1.1.1 Energy consumption within the organization	GRI 302-1 SASB EM-MM-130a.1 ESRS E1-5 – Energy consumption and mix paragraph N°37
<b>1.2 Emissions</b>	
1.2.1 Significant air emissions	GRI 305-7 SASB EM-MM-120a.1 ESRS E2-4 – Pollution of air, water and soil paragraph N°28 (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 SASB EM-MM-140a.1
1.3.2 Water used	UNCTAD B.1.1 ESRS E3-4 – Water consumption paragraph N°28 (c)
1.3.3 Water discharge	GRI 303-4 SASB EM-MM-140a.2
<b>1.4 Biodiversity and Rehabilitation</b>	
1.4.1 Amount of land disturbed	-
<b>1.5 Waste</b>	
1.5.1 Waste generated	GRI 306-3 UNCTAD B.2.3 SASB EM-MM-150a.7 ESRS E5-5 – Resource outflows paragraph N°37 (a)
1.5.2 Waste diverted from disposal	GRI 306-4 UNCTAD B.2.2 SASB EM-MM-150a.8 ESRS E5-5 – Resource outflows paragraph N°37 (b)
1.5.3 Waste directed to disposal	GRI 306-5 ESRS E5-5 – Resource outflows paragraph N°37 (c)

	Standards' indices
<b>2 Social →</b>	
<b>2.1 Staff</b>	
2.1.1 Employees	GRI 2-7 ESRS S1-6 – Characteristics of the undertaking's employees paragraph N°50 (a); paragraph N°52 (a; b)
2.1.2 Diversity of employees	GRI 405-1 UNCTAD C.1.1 ESRS S1-9 – Diversity metrics paragraph N°66 (b)
2.1.3 New employee hires and employee turnover	GRI 401-1 ESRS S1-6 – Characteristics of the undertaking's employees paragraph N°50 (c)
2.1.4 Parental leave	GRI 401-3 ESRS S1-15 – Work-life balance metrics paragraph N°93 (b)
2.1.5 Workers who are not employees	GRI 2-8
2.1.6 Additional information about employees	-
2.1.7 Collective bargaining agreements	GRI 2-30 GRI 402-1 UNCTAD C.4.1 SASB EM-MM-310a.1 ESRS S1-8 – Collective bargaining coverage and social dialogue paragraph N°60 (a)
2.1.8 Average hours of training per year per employee	GRI 404-1 UNCTAD C.2.1 ESRS S1-13 – Training and skills development metrics paragraph N°83 (b); paragraph N°84
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 N°83 (a); paragraph N°84
<b>2.2 Occupational health and safety</b>	
2.2.1 Work-related injuries and ill health	GRI 403-9 GRI 403-10 SASB EM-MM-320a.1 UNCTAD C.3.2 ESRS S1-14 – Health and safety metrics paragraph N°88 (b; c; d)
2.2.2 Worker participation, consultation, and communication on occupational health and safety	GRI 403-4
2.2.3 Workers covered by an occupational health and safety management system	GRI 403-8 ESRS S1-14 – Health and safety metrics paragraph N°88 (a)
<b>2.3 Human rights</b>	
2.3.1 Incidents of discrimination and corrective actions taken	GRI 406-1 ESRS S1-17 – Incidents, complaints and severe human rights impacts paragraph N°103 (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	SASB EM-MM-310a.2

	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 UNCTAD D.2.2
3.1.2 Confirmed incidents of corruption	GRI 205-3 UNCTAD D.2.1 ESRS G1-4 – Incidents of corruption or bribery paragraph N°24 (a); paragraph N°25 (a; b; c)
<b>3.2 Senior management</b>	
3.2.1 Proportion of senior management hired from the local community	GRI 202-2
<b>3.3 Compliance</b>	
3.3.1 Compliance with laws and regulations	GRI 2-27
3.3.2 Political contributions	GRI 415-1 ESRS G1-5 – Political influence and lobbying activities paragraph N°25 (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 ESRS G1-2 – Management of relationships with suppliers paragraph N°15 (b)
<b>4.2 Industrial site characteristics</b>	
4.2.1 Information on industrial site of Norilsk Nickel Harjavalta Oy	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	2021 year	2022 year	2023 year	Dynamics (growth rate)	Relevant GRI Standard's indices	Relevant ESRS Standard's Requirements	Other relevant Standards' indices	Notes
<b>Energy</b>										
<b>Energy consumption within the organization</b>										
							GRI 302-1	E1-5 – Energy consumption and mix paragraph N°37	SASB EM-MM-130a.1	
1	Total consumption	GJ	1 743 933	1 855 331	1 742 400	-6 %				
2	Total consumption	MWh	484 426	515 370	484 000	-6 %				
<b>Emissions</b>										
<b>Significant air emissions</b>										
							GRI 305-7	E2-4 – Pollution of air, water and soil paragraph N°28 (a)	SASB EM-MM-120a.1	
1	Total air pollutant emissions, including:	tons	87	104,1	43	-59 %				
1.1		solid tons	1	1,1	0,9	-18 %				Ni-emissions
1.2		VOCs tons	16	26	18	-31 %				
1.3	other emissions of gaseous and liquid pollutants into the atmosphere	tons	70	77	24	-69 %				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>										
							GRI 303-3		SASB EM-MM-140a.1	
1	Total water withdrawal	thous. m3	11 742	11 062	11 205	1 %				
1.1	Surface water bodies	thous. m3	11 420	10 740	10 907	2 %				
1.2	Underground sources	thous. m3	318	319	294	-8 %				
1.3	From municipal and other water supply systems	thous. m3	3	3	4	33 %				
	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>										
								E3-4 – Water consumption paragraph N°28 (c)	UNCTAD B.1.1	
1	Total amount of water used	thous. m3	11 742	11 062	11 205	1 %				
1.1	for household and other needs	thous. m3	3	3	4	33 %				
1.2	for production needs	thous. m3	11 738	11 059	11 201	1 %				
1.2.1		including recycling water	0	0	0	n/a				
1.2.2		including recycling (reusable) water	83	106	93	-12 %				
<b>Water discharge</b>										
							GRI 303-4		SASB EM-MM-140a.2	
1	Total water discharge	thous. m3	11 809	11 140	11 256	1 %				
1.1	By destination		XXX	XXX	XXX	XXX				
1.1.1	Surface water bodies	thous. m3	11 809	11 137	11 252	1 %				
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	3	3	4	33 %				
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				
1.2.2	other	thous. m3	11 813	11 140	11 256	1 %				
2	Discharge of pollutants in wastewater	thous. tons	31	31	18,2	-41 %				
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
<b>Waste</b>										
<b>Waste generated</b>										
							GRI 306-3	E5-5 – Resource outflows paragraph N°37 (a)	UNCTAD B.2.3 SASB EM-MM-150a.7	
1	Total	ton	11 854	9 676	8 126	-16 %				
1.1	Hazardous waste	ton	10 813	8 677	7 334	-15 %				
1.2	Non-hazardous waste	ton	1 041	999	792	-21 %				
1.2.1		including mining and processing waste	0	0	0	n/a				
1.2.2		including non-mining and processing waste	1 041	999	792	-21 %				
<b>Waste diverted from disposal</b>										
							GRI 306-4	E5-5 – Resource outflows paragraph N°37 (b)	UNCTAD B.2.2 SASB EM-MM-150a.8	
<b>Waste diverted from disposal - Onsite</b>										
1	Total	ton	0	0	0	n/a				
<b>Waste diverted from disposal - Offsite</b>										
2	Total	ton	851	711	507	-29 %				
2.1	Hazardous waste	ton	178	52	7	-87 %				
2.2	Non-hazardous waste	ton	673	659	500	-24 %				
2.2.1		including mining and processing waste	0	0	0	n/a				
2.2.2		including non-mining and processing waste	673	659	500	-24 %				
3	Preparation for reuse	ton	0	0	0	n/a				
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	0	0	0	n/a				
3.2.2		including non-mining and processing waste	0	0	0	n/a				
4	Recycling	ton	851	711	507	-29 %				
4.1	Hazardous waste	ton	178	52	7	-87 %				

4.2	Non-hazardous waste	ton	673	659	500	-24 %
4.2.1	including mining and processing waste	ton	0	0	0	n/a
4.2.2	including non-mining and processing waste	ton	673	659	500	-24 %
5	<b>Other recovery operations</b>	<b>ton</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>n/a</b>
5.1	Hazardous waste	ton	0	0	0	n/a
5.2	Non-hazardous waste	ton	0	0	0	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	0	n/a
<b>Waste directed to disposal</b>			GRI 306-5		E5-5 – Resource outflows paragraph N°37 (c)	
<b>Waste directed to disposal - Onsite</b>			XXX	XXX	XXX	XXX
1	<b>Total</b>	<b>ton</b>	<b>5 077</b>	<b>6 405</b>	<b>5 771</b>	<b>-10 %</b>
1.1	Hazardous waste	ton	5 077	6 405	5 771	-10 %
1.2	Non-hazardous waste	ton	0	0	0	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>3 368</b>	<b>4 724</b>	<b>3 136</b>	<b>-34 %</b>
4.1	Hazardous waste	ton	3 368	4 724	3 136	-34 %
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>1 709</b>	<b>1 681</b>	<b>2 635</b>	<b>57 %</b>
5.1	Hazardous waste	ton	1 709	1 681	2 635	57 %
5.2	Non-hazardous waste	ton	0	0	0	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	0	n/a
<b>Waste directed to disposal - Offsite</b>			XXX	XXX	XXX	XXX
6	<b>Total</b>	<b>ton</b>	<b>5 926</b>	<b>2 537</b>	<b>1 849</b>	<b>-27 %</b>
6.1	Hazardous waste	ton	5558	2196	1557	-29 %
6.2	Non-hazardous waste	ton	369	341	292	-14 %
6.2.1	including mining and processing waste	ton	0	0	0	n/a
6.2.2	including non-mining and processing waste	ton	369	341	292	-14 %
7	<b>Incineration (with energy recovery)</b>	<b>ton</b>	<b>526</b>	<b>605</b>	<b>418</b>	<b>-31 %</b>
7.1	Hazardous waste	ton	159	266	134	-50 %
7.2	Non-hazardous waste	ton	368	339	284	-16 %
7.2.1	including mining and processing waste	ton	0	0	0	n/a
7.2.2	including non-mining and processing waste	ton	368	339	284	-16 %
8	<b>Incineration (without energy recovery)</b>	<b>ton</b>	<b>839</b>	<b>1 909</b>	<b>1 405</b>	<b>-26 %</b>
8.1	Hazardous waste	ton	839	1 909	1 405	-26 %
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>1</b>	<b>23</b>	<b>26</b>	<b>13 %</b>
9.1	Hazardous waste	ton	0	21	18	-14 %
9.2	Non-hazardous waste	ton	1	2	8	300 %
9.2.1	including mining and processing waste	ton	0	0	0	n/a
9.2.2	including non-mining and processing waste	ton	1	2	8	300 %
10	<b>Other disposal operations</b>	<b>ton</b>	<b>4 560</b>	<b>0</b>	<b>0</b>	<b>n/a</b>
10.1	Hazardous waste	ton	4 560	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	2021 year	2022 year	2023 year	Dynamics (growth rate)	Relevant GRI Standard's indices	Relevant ESRS Standard's Requirements	Other relevant Standards' indices	Notes
<b>Staff</b>										
<b>Employees</b>							GRI 2-7	S1-6 – Characteristics of the undertaking's employees paragraph N°50 (a); paragraph N°52 (a; b)		
1	Number of employees on the last date of the reporting period	persons	283	295	291	-1 %				
1.1		men	215	218	216	-1 %				
1.1.1		women	68	77	75	-3 %				
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	275	283	283	0 %				
2.1.1		men	209	212	211	0 %				
2.1.2		women	66	71	72	1 %				
2.2	including part-time	persons	8	12	8	-33 %				
2.2.1		men	6	6	5	-17 %				
2.2.2		women	2	6	3	-50 %				
3	Breakdown by type of employment contracts		XXX	XXX	XXX	XXX				
3.1	including permanent	persons	255	261	260	0 %				
3.1.1		men	194	194	194	0 %				
3.1.2		women	61	67	66	-1 %				
3.2	including temporary (except seasonal)	persons	28	34	31	-9 %				
3.2.1		men	21	24	22	-8 %				
3.2.2		women	7	10	9	-10 %				
3.3	including seasonal	persons	0	0	0	n/a				
3.3.1		men	0	0	0	n/a				
3.3.2		women	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>							GRI 405-1	S1-9 – Diversity metrics paragraph N°66 (b)	UNCTAD C.1.1	
1	Employees per employee category		XXX	XXX	XXX	XXX				
1.1	blue-collar workers	persons	161	167	162	-3 %				
1.1.1		men	152	156	152	-3 %				
1.1.2		women	9	11	10	-9 %				
1.2	experts and white-collar workers	persons	87	94	95	1 %				
1.2.1		men	38	39	41	5 %				
1.2.2		women	49	55	54	-2 %				
1.3	managers	persons	35	34	34	0 %				
1.3.1		men	25	23	23	0 %				
1.3.2		women	10	11	11	0 %				
2	Percentage of employees per employee category		XXX	XXX	XXX	XXX				
2.1	blue-collar workers	%	57 %	57 %	56 %	-1 pp.				
2.1.1		men	71 %	72 %	70 %	-1 pp.				
2.1.2		women	13 %	14 %	13 %	-1 pp.				
2.2	experts and white-collar workers	%	31 %	32 %	33 %	+1 pp.				
2.2.1		men	18 %	18 %	19 %	+1 pp.				
2.2.2		women	72 %	71 %	72 %	+1 pp.				
2.3	managers	%	12 %	12 %	12 %	+0 pp.				
2.3.1		men	12 %	11 %	11 %	+0 pp.				
2.3.2		women	15 %	14 %	15 %	+0 pp.				
3	Employees breakdown by age		XXX	XXX	XXX	XXX				
3.1	under 29 years old inclusive	persons	34	47	39	-17 %				
3.2	30 to 44 years old inclusive	persons	110	104	102	-2 %				
3.3	over 45 years old	persons	139	144	150	4 %				
4	Percentage of employees breakdown by age		XXX	XXX	XXX	XXX				
4.1	under 29 years old inclusive	%	12 %	16 %	13 %	-3 pp.				
4.2	30 to 44 years old inclusive	%	39 %	35 %	35 %	-0 pp.				
4.3	over 45 years old	%	49 %	49 %	52 %	+3 pp.				
5	Percentage of employees by gender		XXX	XXX	XXX	XXX				
5.1		men	76 %	74 %	74 %	+0 pp.				
5.2		women	24 %	26 %	26 %	-0 pp.				
<b>New employee hires and employee turnover</b>							GRI 401-1	S1-6 – Characteristics of the undertaking's employees, paragraph N°50 (c)		
1	Number of hired employees	persons	53	75	51	-32 %				
1.1.1		men	36	43	31	-28 %				
1.1.2		women	17	32	20	-38 %				
1.2.1	under 29 years old inclusive	persons	45	55	41	-25 %				
1.2.2	30 to 44 years old inclusive	persons	5	15	3	-80 %				
1.2.3	over 45 years old	persons	3	5	7	40 %				
2	Rate of new employee hires	%	19 %	25 %	18 %	-8 pp.				
2.1.1		men	17 %	20 %	14 %	-6 pp.				
2.1.2		women	25 %	42 %	27 %	-15 pp.				
2.2.1	under 29 years old inclusive	%	132 %	117 %	105 %	-12 pp.				
2.2.2	30 to 44 years old inclusive	%	5 %	14 %	3 %	-11 pp.				
2.2.3	over 45 years old	%	2 %	3 %	5 %	+1 pp.				

3	Number of employees who leave the organization due to dismissal or any other reason	persons	54	57	81	42 %		
3.1.1	men	persons	34	37	51	38 %		
3.1.2	women	persons	20	20	30	50 %		
3.2.1	under 29 years old inclusive	persons	35	34	60	76 %		
3.2.2	30 to 44 years old inclusive	persons	11	14	10	-29 %		
3.2.3	over 45 years old	persons	8	9	11	22 %		
4	Employee turnover	%	19 %	19 %	28 %	+9 pp.		
4.1.1	men	%	16 %	17 %	24 %	+7 pp.		
4.1.2	women	%	29 %	26 %	40 %	+14 pp.		
4.2.1	under 29 years old inclusive	%	103 %	72 %	154 %	+82 pp.		
4.2.2	30 to 44 years old inclusive	%	10 %	13 %	10 %	-4 pp.		
4.2.3	over 45 years old	%	6 %	6 %	7 %	+1 pp.		
<b>Parental leave</b>							GRI 401-3	S1-15 – Work-life balance metrics paragraph N993 (b)
1	Number of employees on parental leave up to 1.5/3 years (at the end of the period)	persons	13	13	10	-23 %		
1.1	men	persons	7	7	5	-29 %		
1.2	women	persons	6	6	5	-17 %		
2	Number of employees who returned from parental leave up to 1.5/3 years (during the period)	persons	10	11	7	-36 %		
2.1	men	persons	7	7	5	-29 %		
2.2	women	persons	3	4	2	-50 %		
3	Total number of employees who were granted parental leave in the reporting year	persons	8	9	8	-11 %		
3.1	men	persons	7	7	5	-29 %		
3.2	women	persons	1	2	3	50 %		
<b>Workers who are not employees</b>							GRI 2-8	
1	Number of workers who are not employees but whose work is controlled by the organization	persons	1	1	1	0 %		
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	295	304	306	0 %		
1.1	blue-collar workers	persons	167	173	174	0 %		
1.1.1	men	persons	156	160	160	0 %		
1.1.2	women	persons	11	13	13	6 %		
1.2	experts and white-collar workers	persons	92	96	98	2 %		
1.2.1	men	persons	35	43	42	-3 %		
1.2.2	women	persons	57	53	56	6 %		
1.3	managers	persons	36	35	34	-5 %		
1.3.1	men	persons	26	24	23	-6 %		
1.3.2	women	persons	10	11	11	-2 %		
2	<b>Number of employees on the last date of the reporting period</b>	persons	283	295	291	-1 %		
2.1	including Finnish nationals	persons	282	294	289	-2 %		
2.2	including non-Finnish nationals	persons	1	1	2	100 %		
<b>Collective bargaining agreements</b>							GRI 2-30 GRI 402-1	S1-8 – Collective bargaining coverage and social dialogue paragraph N960 (a)  UNCTAD C.4.1 SASB EM-MM-310a.1
1	Availability of collective agreements in Norilsk Nickel Harjavalta Oy	yes/no	yes	yes	yes	n/a		
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		
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		
<b>Average hours of training per year per employee</b>							GRI 404-1	S1-13 – Training and skills development metrics paragraph N983 (b); paragraph N984  UNCTAD C.2.1
1	<b>Scope of training</b>	man-hours	7 167	7 705	8 880	15 %		
1.1.1	men	man-hours	5 513	6 120	6 530	7 %		
1.1.2	women	man-hours	1 654	1 585	2 350	48 %		
1.2.1	managers	man-hours	644	524	1 095	109 %		
1.2.2	experts and white-collar workers	man-hours	1 660	2 176	3 271	50 %		
1.2.3	blue-collar workers	man-hours	4 863	5 006	4 513	-10 %		
2	<b>Average hours of training per year</b>	hours	25	26	31	17 %		
2.1.1	men	hours	26	28	30	8 %		
2.1.2	women	hours	24	21	31	52 %		
	managers	hours	18	15	32	109 %		
2.2.1								
2.2.2	experts and white-collar workers	hours	19	23	34	49 %		
2.2.3	blue-collar workers	hours	30	30	28	-7 %		
<b>Percentage of employees receiving regular performance and career development reviews</b>							GRI 404-3	S1-13 – Training and skills development metrics paragraph N983 (a); paragraph N984
1	Number of employees who received a regular performance and career development review during the reporting period	persons	247	273	230	-16 %		
1.1	men	persons	185	199	173	-13 %		
1.2	women	persons	62	74	57	-23 %		

1.3	blue-collar workers	persons	144	153	114	-25 %
1.3.1		men persons	136	142	107	-25 %
1.3.2		women persons	8	11	7	-36 %
1.4	experts and white-collar workers	persons	82	86	86	0 %
1.4.1		men persons	37	34	46	35 %
1.4.2		women persons	45	52	40	-23 %
1.5	managers	persons	21	34	30	-12 %
1.5.1		men persons	12	23	20	-13 %
1.5.2		women persons	9	11	10	-9 %
2	Percentage of employees who received a regular performance and career development review during the reporting period	%	87 %	93 %	79 %	-14 pp
2.1		men %	86 %	91 %	80 %	-11 pp
2.2		women %	91 %	96 %	76 %	-20 pp
2.3	blue-collar workers	%	89 %	92 %	70 %	-21 pp
2.3.1		men %	89 %	91 %	70 %	-21 pp
2.3.2		women %	89 %	100 %	70 %	-30 pp
2.4	experts and white-collar workers	%	94 %	91 %	91 %	-1 pp
2.4.1		men %	97 %	87 %	112 %	+25 pp
2.4.2		women %	92 %	95 %	74 %	-20 pp
2.5	managers	%	60 %	100 %	88 %	-12 pp
2.5.1		men %	48 %	100 %	87 %	-13 pp
2.5.2		women %	90 %	100 %	91 %	-9 pp
3	Number of employees assessed by KPI in the reporting year	persons	283	295	291	-1 %
3.1		men persons	213	218	216	-1 %
3.2		women persons	70	77	75	-3 %
3.3	blue-collar workers	persons	161	167	162	-3 %
3.3.1		men persons	150	156	152	-3 %
3.3.2		women persons	11	11	10	-9 %
3.4	experts and white-collar workers	persons	87	94	95	1 %
3.4.1		men persons	38	39	41	5 %
3.4.2		women persons	49	55	54	-2 %
3.5	managers	persons	35	34	34	0 %
3.5.1		men persons	25	23	23	0 %
3.5.2		women persons	10	11	11	0 %
4	Percentage of employees assessed by KPI in the reporting year	%	100 %	100 %	100 %	+0 pp

#### Occupational health and safety

##### Work-related injuries and ill health

1	Total work-related injuries, including	persons	0	2	3	50 %	GRI 403-9 GRI 403-10	S1-14 – Health and safety metrics paragraph N°88 (b; c; d)	SASB EM-MM-320a.1 UNCTAD C.3.2
1.1		men persons	0	2	3	50 %			
1.2		women persons	0	0	0	n/a			
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	0	0	0	n/a			
3.1		men persons	0	0	0	n/a			
3.2		women persons	0	0	0	n/a			
4	Total minor work-related injuries	persons	0	2	3	50 %			
4.1		men persons	0	2	3	50 %			
4.2		women persons	0	0	0	n/a			
5	Total instances of work-related ill health, including	diagnosis	0	0	0	n/a			
5.1		men diagnosis	0	0	0	n/a			
5.2		women diagnosis	0	0	0	n/a			
6	Number of non-lost time occupational injuries requiring medical treatment	persons	15	0	1	n/a			
7	Near miss incidents	unit	316	224	252	13 %			
8	Number of employees died from occupational diseases	persons	0	0	0	n/a			
9	Total man-hours worked	man-hours	466 208	483 405	476 157	-1 %			
10	LTI/FR		0	4,14	6,30	52 %			for 1 million hours worked
11	Incidence rate of occupational injuries		0,0000	0,0068	0,0103	52 %			
	<b>For the entity employees for the reporting year</b>		XXX	XXX	XXX	XXX			
	Total number of work-related fatalities as a result of accidents, including as a result of the following incidents:	persons	-	0	0	n/a			
11.1	Traffic accidents	persons	-	0	0	n/a			
11.2	Employee falling from height	persons	-	0	0	n/a			
11.3	Employee falling	persons	-	0	0	n/a			
11.4	Exposure to moving, rotating parts of machinery and equipment (Moving Parts)	persons	-	0	0	n/a			
11.5	Exposure to flying parts and objects (Flying Parts)	persons	-	0	0	n/a			
11.6	Falling objects	persons	-	0	0	n/a			
11.7	Moving objects	persons	-	0	0	n/a			
11.8	Rock fall	persons	-	0	0	n/a			
11.9	Interaction between self-propelled equipment and workers (pedestrians) (Self-Propelled Equipment and Worker)	persons	-	0	0	n/a			
11.10	Exposure to extreme temperatures (Extreme Temperatures)	persons	-	0	0	n/a			
11.11	Electric shock (Exposure to Electric Arcs)	persons	-	0	0	n/a			
11.12	Exposure to hazardous and noxious substances (Hazardous and Noxious Substances)	persons	-	0	0	n/a			
11.13	Damage caused by explosions (Explosion)	persons	-	0	0	n/a			
11.14	Other	persons	-	0	0	n/a			
	<b>For independent non-Group contractors for the reporting year</b>		XXX	XXX	XXX	XXX			
12	Total number of work-related fatalities as a result of accidents, including as a result of the following incidents:	persons	-	0	0	n/a			

12.1	Traffic accidents	persons	-	0	0	n/a
12.2	Employee falling from height	persons	-	0	0	n/a
12.3	Employee falling	persons	-	0	0	n/a
12.4	Exposure to moving, rotating parts of machinery and equipment (Moving Parts)	persons	-	0	0	n/a
12.5	Exposure to flying parts and objects (Flying Parts)	persons	-	0	0	n/a
12.6	Falling objects	persons	-	0	0	n/a
12.7	Moving objects	persons	-	0	0	n/a
12.8	Rock fall	persons	-	0	0	n/a
12.9	Interaction between self-propelled equipment and workers (pedestrians) (Self-Propelled Equipment and Worker)	persons	-	0	0	n/a
12.10	Exposure to extreme temperatures (Extreme Temperatures)	persons	-	0	0	n/a
12.11	Electric shock (Exposure to Electric Arcs)	persons	-	0	0	n/a
12.12	Exposure to hazardous and noxious substances (Hazardous and Noxious Substances)	persons	-	0	0	n/a
12.13	Damage caused by explosions (Explosion)	persons	-	0	0	n/a
12.14	Other	persons	-	0	0	n/a
<b>Worker participation, consultation, and communication on occupational health and safety</b>						
GRI 403-4						
1	Number of joint management-worker occupational health and safety committees (commissions)	Quantity	2	1	2	100 %
<b>Workers covered by an occupational health and safety management system</b>						
GRI 403-8						
SI-14 – Health and safety metrics paragraph N°88 (a)						
<b>Information on the Occupational Health and Safety Management System (OHSMS)</b>						
1			XXX	XXX	XXX	XXX
1.1	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 %	+0pp.
1.4	OHSMS of the company duly underwent an internal audit in the reporting year	yes/no	yes	yes	yes	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>						
2			XXX	XXX	XXX	XXX
2.1	identification and assessment of the risks from health hazards in the workplace	yes/no	yes	yes	yes	n/a
2.2	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
2.3	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
2.4	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
2.5	advice on occupational health, safety and hygiene and on ergonomics and individual and collective protective equipment	yes/no	yes	yes	yes	n/a
2.6	surveillance of workers' health in relation to work	yes/no	yes	yes	yes	n/a
2.7	promoting the adaptation of work to the worker	yes/no	yes	yes	yes	n/a
2.8	contribution to measures of vocational rehabilitation	yes/no	yes	yes	yes	n/a
2.9	collaboration in providing information, training and education in the fields of occupational health and hygiene and ergonomics	yes/no	yes	yes	yes	n/a
2.10	organising of first aid and emergency treatment	yes/no	yes	yes	yes	n/a
2.11	participation in analysis of occupational accidents and occupational diseases	yes/no	yes	yes	yes	n/a
<b>Human rights</b>						
<b>Incidents of discrimination and corrective actions taken</b>						
GRI 406-1						
SI-17 – Incidents, complaints and severe human rights impacts paragraph N°103 (a)						
1	Total number of incidents of discrimination identified in the reporting period	pcs.	0	0	0	n/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	n/a
<b>Information on strikes and other work stoppages due to labor disputes</b>						
SASB EM-MM-310a.2						
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	n/a
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	n/a

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

No.	Indicator	UoM	2021 year	2022 year	2023 year	Dynamics (growth rate)	Relevant GRI Standard's indices	Relevant ESRS Standard's Requirements	Other relevant Standards' indices	Notes
<b>Anti-corruption</b>										
<b>Communication and training about anti-corruption policies and procedures</b>							GRI 205-2		UNCTAD D.2.2	
1	Number of employees trained in anti-corruption policies and procedures	persons	244	291	291	0 %				
1.1	managers	persons	35	34	34	0 %				
1.2	experts and white-collar workers	persons	84	94	94	0 %				
1.3	blue-collar workers	persons	125	163	162	-1 %				
2	Percentage of employees trained in anti-corruption policies and procedures	%	86 %	99 %	100 %	+1 pp				
2.1	managers	%	100 %	100 %	100 %	+0 pp				
2.2	experts and white-collar workers	%	97 %	100 %	99 %	-1 pp				
2.3	blue-collar workers	%	78 %	98 %	100 %	+2 pp				
3	Total number of hours of training of employees in anti-corruption policies and methods	man-hours	-	146	146	0 %				
3.1	Average number of hours of training of employees in anti-corruption policies and methods per person	hours	-	0,5	0,5	2 %				
<b>Confirmed incidents of corruption</b>							GRI 205-3	G1-4 – Incidents of corruption or bribery paragraph №24 (a); paragraph №25 (a; b; c)	UNCTAD D.2.1	
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				
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				
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				
7	Number of convictions relating to corruption against the company or its employees during the reporting period	ea	-	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	n/a				
<b>Senior management</b>										
<b>Proportion of senior management hired from the local community</b>							GRI 202-2			
1	Number of senior executives	persons	10	9	9	0 %				
1.1	Finnish nationals	persons	10	9	9	0 %				
1.2	non-Finnish nationals	persons	0	0	0	n/a				
2	Percentage of senior executives: Finnish nationals	%	100 %	100 %	100 %	+0 pp				
<b>Compliance</b>										
<b>Compliance with laws and regulations</b>							GRI 2-27			
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	n/a				
2.1	Violation of the environmental law	pcs.	-	0	0	n/a				
2.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	-	0	0	n/a				
3	<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	n/a				
3.1	Violation of the environmental law	pcs.	-	0	0	n/a				
3.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	-	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>						
4		pcs.	-	0	0	n/a
4.0.1	Violation of the environmental law	pcs.	-	0	0	n/a
4.0.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	-	0	0	n/a
including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred within current reporting period						
4.1		pcs.	-	0	0	n/a
4.1.1	Violation of the environmental law	pcs.	-	0	0	n/a
4.1.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	-	0	0	n/a
including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred in previous reporting periods						
4.2		pcs.	-	0	0	n/a
4.2.1	Violation of the environmental law	pcs.	-	0	0	n/a
4.2.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	-	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>						
5		EUR	-	0	0	n/a
5.0.1	Violation of the environmental law	EUR	-	0	0	n/a
5.0.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	-	0	0	n/a
including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred within current reporting period						
5.1			-	0	0	n/a
5.1.1	Violation of the environmental law	EUR	-	0	0	n/a
5.1.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	-	0	0	n/a
including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred in previous reporting periods						
5.2			-	0	0	n/a
5.2.1	Violation of the environmental law	EUR	-	0	0	n/a
5.2.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	-	0	0	n/a
<b>Political contributions</b>						
1	Total monetary value of political contributions	EUR	0	0	0	n/a

GRI 415-1

G1-5 – Political influence and lobbying activities paragraph №25 (b.i)

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

No.	Indicator	UoM	2021 year	2022 year	2023 year	Dynamics (growth rate)	Relevant GRI Standard's indices	Relevant ESRS Standard's Requirements	Other relevant Standards' indices	Notes
<b>Supply chain</b>										
<b>New suppliers that were screened using environmental and social criteria</b>							GRI 308-1 GRI 414-1	G1-2 – Management of relationships with suppliers paragraph №15 (b)		
1	Number of new suppliers of Norilsk Nickel Harjavalta	pcs.	8	29	52	79 %				
1.1	of which were screened using environmental criteria	pcs.	8	29	52	79 %				
1.2	of which were screened using social criteria	pcs.	8	29	52	79 %				
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.				
2.2	of which were screened using social criteria	%	100 %	100 %	100 %	+0 pp.				
3	Number of suppliers and contractors having significant negative impacts	pcs.	-	0	0	n/a				
3.1	of which were screened using environmental criteria	pcs.	-	0	0	n/a				
3.2	of which were screened using social criteria	pcs.	-	0	0	n/a				
4	Number of suppliers and contractors having no significant negative impacts	pcs.	-	29	52	79 %				
4.1	of which were screened using environmental criteria	pcs.	-	29	52	79 %				
4.2	of which were screened using social criteria	pcs.	-	29	52	79 %				
<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			SASB EM-MM-160a.2	
2	Is a biodiversity management plan in place for the site?	yes/no	no	no	no	n/a			SASB EM-MM-160a.3	
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			SASB EM-MM-210a.1	
4	Whether artisanal or small-scale mining is used on or adjacent to the site	yes/no	no	no	no	n/a			SASB EM-MM-210a.2	
5	Is Acid Rock Drainage (ARD) expected on site	yes/no	-	no	no	n/a				
6	Are there any ARD mitigation actions taken on site	yes/no	-	no	no	n/a				
7	Are there any actions taken to neutralize or treat ARD on site	yes/no	-	no	no	n/a				
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	n/a				
9	Are the deposits (ore occurrences) located at the site within the boundaries or near the conflict-affected zones	yes/no	-	no	no	n/a				
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	n/a				

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