

ESG DATABOOK

Period: 2021 - 2022 years

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1.1.1	Energy consumption within the organization	GRI 302-1
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Standards' indices		
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Standards' indices		
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3.3.2	Political contributions	GRI 415-1
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No.	Indicator	UoM	2021 year	2022 year	Dynamics (growth rate)	Standards' indices	Notes
Energy							
Energy consumption within the organization							
1	Total consumption	GJ	1 743 933	1 855 331	6 %	GRI 302-1	
Emissions							
Significant air emissions							
1	Total air pollutant emissions, including:	tons	87	104,1	20 %	GRI 305-7	
1.1	solid	tons	1	1,1	10 %		Ni-emissions
1.2	VOCs	tons	16	26	63 %		
1.3	other emissions of gaseous and liquid pollutants into the atmosphere	tons	70	77	10 %		Hydrogen sulfide, ammonia
Emissions of ozone-depleting substances (ODS)							
1	Generation of ozone-depleting substances	kg	0	0	n/a	GRI 305-6	
Water							
Water withdrawal							
1	Total water withdrawal	thous. m3	11 742	11 062	-6 %	GRI 303-3	
1.1	Surface water bodies	thous. m3	11 420	10 740	-6 %		
1.2	Underground sources	thous. m3	318	319	0 %		
1.3	From municipal and other water supply systems	thous. m3	3	3	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	n/a		
Water consumption							
1	Total water consumption	thous. m3	11 742	11 062	-6 %		
1.1	domestic and other needs	thous. m3	3	3	0 %		
1.2	process needs	thous. m3	11 738	11 059	-6 %		
1.2.1	including recycled water	thous. m3	0	0	n/a		
1.2.2	including recycled (reusable) water	thous. m3	83	106	28 %		
Water discharge							
1	Total water discharge	thous. m3	11 809	11 140	-6 %	GRI 303-4	
1.1	By destination		XXX	XXX	XXX		
1.1.1	Surface water bodies	thous. m3	11 809	11 137	-6 %		
1.1.2	Underground water bodies	thous. m3	0	0	n/a		
1.1.3	Seawater or ocean water	thous. m3	0	0	n/a		
1.1.4	To municipal and other water supply systems	thous. m3	3	3	0 %		
1.1.4.1	including wastewater transferred to third parties for use	thous. m3	0	0	n/a		
1.2	By category of water quality		XXX	XXX	XXX		
1.2.1	freshwater	thous. m3	0	0	n/a		
1.2.2	other	thous. m3	11 813	11 140	-6 %		
2	Discharge of pollutants in wastewater	thous. tons	31	31	0 %		
2.1	Number of violations of discharge limits for pollutants in wastewater	unit	0	0	n/a		
3	Change (+/-) of water in reservoirs	thous. m3	0	0	n/a		
Biodiversity and Rehabilitation							
Amount of land disturbed							
1	Total land disturbed, opening balance	ha	46	46	0 %	GRI MM1	NNH industrial area inc. landfill area
Waste							
Waste generated							
1	Total	ton	11 854	9 676	-18 %	GRI 306-3	
1.1	Hazardous waste	ton	10 813	8 677	-20 %		
1.2	Non-hazardous waste	ton	1 041	999	-4 %		
1.2.1	including mining and processing waste	ton	0	0	n/a		
1.2.2	including non-mining and processing waste	ton	1 041	999	-4 %		

Waste diverted from disposal					GRI 306-4
Waste diverted from disposal - Onsite					XXX XXX XXX
1	Total	ton	0	0	n/a
Waste diverted from disposal - Offsite					XXX XXX XXX
2	Total	ton	851	711	-16 %
2.1	Hazardous waste	ton	178	52	-71 %
2.2	Non-hazardous waste	ton	673	659	-2 %
2.2.1	including mining and processing waste	ton	0	0	n/a
2.2.2	including non-mining and processing waste	ton	673	659	-2 %
3	Preparation for reuse	ton	0	0	n/a
3.1	Hazardous waste	ton	0	0	n/a
3.2	Non-hazardous waste	ton	0	0	n/a
3.2.1	including mining and processing waste	ton	0	0	n/a
3.2.2	including non-mining and processing waste	ton	0	0	n/a
4	Recycling	ton	851	711	-16 %
4.1	Hazardous waste	ton	178	52	-71 %
4.2	Non-hazardous waste	ton	673	659	-2 %
4.2.1	including mining and processing waste	ton	0	0	n/a
4.2.2	including non-mining and processing waste	ton	673	659	-2 %
5	Other recovery operations	ton	0	0	n/a
5.1	Hazardous waste	ton	0	0	n/a
5.2	Non-hazardous waste	ton	0	0	n/a
5.2.1	including mining and processing waste	ton	0	0	n/a
5.2.2	including non-mining and processing waste	ton	0	0	n/a
Waste directed to disposal					GRI 306-5
Waste directed to disposal - Onsite					XXX XXX XXX
1	Total	ton	5 077	6 405	26 %
1.1	Hazardous waste	ton	5 077	6 405	26 %
1.2	Non-hazardous waste	ton	0	0	n/a
1.2.1	including mining and processing waste	ton	0	0	n/a
1.2.2	including non-mining and processing waste	ton	0	0	n/a
2	Incineration (with energy recovery)	ton	0	0	n/a
2.1	Hazardous waste	ton	0	0	n/a
2.2	Non-hazardous waste	ton	0	0	n/a
2.2.1	including mining and processing waste	ton	0	0	n/a
2.2.2	including non-mining and processing waste	ton	0	0	n/a
3	Incineration (without energy recovery)	ton	0	0	n/a
3.1	Hazardous waste	ton	0	0	n/a
3.2	Non-hazardous waste	ton	0	0	n/a
3.2.1	including mining and processing waste	ton	0	0	n/a
3.2.2	including non-mining and processing waste	ton	0	0	n/a
4	Landfilling	ton	3 368	4 724	40 %
4.1	Hazardous waste	ton	3 368	4 724	40 %
4.2	Non-hazardous waste	ton	0	0	n/a
4.2.1	including mining and processing waste	ton	0	0	n/a
4.2.2	including non-mining and processing waste	ton	0	0	n/a
5	Other disposal operations	ton	1 709	1 681	-2 %
5.1	Hazardous waste	ton	1709	1681	-2 %
5.2	Non-hazardous waste	ton	0	0	n/a
5.2.1	including mining and processing waste	ton	0	0	n/a
5.2.2	including non-mining and processing waste	ton	0	0	n/a
Waste directed to disposal - Offsite					XXX XXX XXX
6	Total	ton	5 926	2 537	-57 %
6.1	Hazardous waste	ton	5558	2196	-60 %
6.2	Non-hazardous waste	ton	369	341	-8 %
6.2.1	including mining and processing waste	ton	0	0	n/a
6.2.2	including non-mining and processing waste	ton	369	341	-8 %
7	Incineration (with energy recovery)	ton	526	605	15 %

7.1	Hazardous waste	ton	159	266	67 %
7.2	Non-hazardous waste	ton	368	339	-8 %
7.2.1	including mining and processing waste	ton	0	0	n/a
7.2.2	including non-mining and processing waste	ton	368	339	-8 %
8	Incineration (without energy recovery)	ton	839	1 909	128 %
8.1	Hazardous waste	ton	839	1 909	128 %
8.2	Non-hazardous waste	ton	0	0	n/a
8.2.1	including mining and processing waste	ton	0	0	n/a
8.2.2	including non-mining and processing waste	ton	0	0	n/a
9	Landfilling	ton	1	23	2200 %
9.1	Hazardous waste	ton	0	21	n/a
9.2	Non-hazardous waste	ton	1	2	100 %
9.2.1	including mining and processing waste	ton	0	0	n/a
9.2.2	including non-mining and processing waste	ton	1	2	100 %
10	Other disposal operations	ton	4 560	0	n/a
10.1	Hazardous waste	ton	4 560	0	n/a
10.2	Non-hazardous waste	ton	0	0	n/a
10.2.1	including mining and processing waste	ton	0	0	n/a
10.2.2	including non-mining and processing waste	ton	0	0	n/a

No.	Indicator	UoM	2021 year	2022 year	Dynamics (growth rate)	Standards' indices	Notes
Staff							
Employees							
						GRI 2-7	
1	Number of employees on the last date of the reporting period	persons	283	295	4 %		
1.1		men	215	218	1 %		
1.1.1		women	68	77	13 %		
2	Number of employees on the last date of the reporting period breakdown by type of employment		XXX	XXX	XXX		
2.1	including full-time	persons	275	283	3 %		
2.1.1		men	209	212	1 %		
2.1.2		women	66	71	8 %		
2.2	including part-time	persons	8	12	50 %		
2.2.1		men	6	6	0 %		
2.2.2		women	2	6	200 %		
3	Breakdown by type of employment contracts		XXX	XXX	XXX		
3.1	including permanent	persons	255	261	2 %		
3.1.1		men	194	194	0 %		
3.1.2		women	61	67	10 %		
3.2	including temporary (except seasonal)	persons	28	34	21 %		
3.2.1		men	21	24	14 %		
3.2.2		women	7	10	43 %		
3.3	including seasonal	persons	0	0	n/a		
3.3.1		men	0	0	n/a		
3.3.2		women	0	0	n/a		
Diversity of employees							
						GRI 405-1	
1	Employees per employee category		XXX	XXX	XXX		
1.1	blue-collar workers	persons	161	167	4 %		
1.1.1		men	152	156	3 %		
1.1.2		women	9	11	22 %		
1.2	experts and white-collar workers	persons	87	94	8 %		
1.2.1		men	38	39	3 %		
1.2.2		women	49	55	12 %		
1.3	managers	persons	35	34	-3 %		
1.3.1		men	25	23	-8 %		
1.3.2		women	10	11	10 %		
2	Percentage of employees per employee category		XXX	XXX	XXX		
2.1	blue-collar workers	%	57 %	57 %	-0 pp		
2.1.1		men	71 %	72 %	+1 pp		
2.1.2		women	13 %	14 %	+1 pp		
2.2	experts and white-collar workers	%	31 %	32 %	+1 pp		
2.2.1		men	18 %	18 %	+0 pp		
2.2.2		women	72 %	71 %	-1 pp		
2.3	managers	%	12 %	12 %	-0 pp		
2.3.1		men	12 %	11 %	-1 pp		
2.3.2		women	15 %	14 %	-1 pp		
3	Employees breakdown by age		XXX	XXX	XXX		
3.1	under 29 years old inclusive	persons	34	47	38 %		

3.2	30 to 44 years old inclusive	persons	110	104	-5 %
3.3	over 45 years old	persons	139	144	4 %
4	Percentage of employees breakdown by age		XXX	XXX	XXX
4.1	under 29 years old inclusive	%	12 %	16 %	+4 pp
4.2	30 to 44 years old inclusive	%	39 %	35 %	-4 pp
4.3	over 45 years old	%	49 %	49 %	-0 pp
5	Percentage of employees by gender		XXX	XXX	XXX
5.1	men	%	76 %	74 %	-2 pp
5.2	women	%	24 %	26 %	+2 pp
New employee hires and employee turnover					
GRI 401-1					
1	Number of hired employees	persons	53	75	42 %
1.1.1	men	persons	36	43	19 %
1.1.2	women	persons	17	32	88 %
1.2.1	under 29 years old inclusive	persons	45	55	22 %
1.2.2	30 to 44 years old inclusive	persons	5	15	200 %
1.2.3	over 45 years old	persons	3	5	67 %
2	Rate of new employee hires	%	19 %	25 %	+6 pp
2.1.1	men	%	17 %	20 %	+3 pp
2.1.2	women	%	25 %	42 %	+17 pp
2.2.1	under 29 years old inclusive	%	132 %	117 %	-15 pp
2.2.2	30 to 44 years old inclusive	%	5 %	14 %	+9 pp
2.2.3	over 45 years old	%	2 %	3 %	+1 pp
3	Number of employees who leave the organization due to dismissal or any other reason	persons	54	57	6 %
3.1.1	men	persons	34	37	9 %
3.1.2	women	persons	20	20	0 %
3.2.1	under 29 years old inclusive	persons	35	34	-3 %
3.2.2	30 to 44 years old inclusive	persons	11	14	27 %
3.2.3	over 45 years old	persons	8	9	13 %
4	Employee turnover	%	19 %	19 %	+0 pp
4.1.1	men	%	16 %	17 %	+1 pp
4.1.2	women	%	29 %	26 %	-3 pp
4.2.1	under 29 years old inclusive	%	103 %	72 %	-31 pp
4.2.2	30 to 44 years old inclusive	%	10 %	13 %	+3 pp
4.2.3	over 45 years old	%	6 %	6 %	+0 pp
Parental leave					
GRI 401-3					
1	Number of employees on parental leave up to 1.5/3 years (at the end of the period)	persons	13	13	0 %
1.1	men	persons	7	7	0 %
1.2	women	persons	6	6	0 %
2	Number of employees who returned from parental leave up to 1.5/3 years (during the period)	persons	10	11	10 %
2.1	men	persons	7	7	0 %
2.2	women	persons	3	4	33 %
3	Total number of employees who were granted parental leave in the reporting year	persons	8	9	13 %
3.1	men	persons	7	7	0 %
3.2	women	persons	1	2	100 %
Workers who are not employees					
GRI 2-8					
1	Total external (i.e.who is employed elsewhere) part-time employees at the end of the reporting year	persons	0	0	n/a
2	Number of non-staff employees (persons employed under civil law contracts) as of the last date of the reporting period	persons	0	0	n/a

Additional information about employees						
1	Average number of employees across the reporting period	persons	295	304	3 %	
1.1	blue-collar workers	persons	167	173	3 %	
1.1.1		men	156	160	3 %	
1.1.2		women	11	13	17 %	
1.2	experts and white-collar workers	persons	92	96	5 %	
1.2.1		men	35	43	23 %	
1.2.2		women	57	53	-6 %	
1.3	managers	persons	36	35	-1 %	
1.3.1		men	26	24	-7 %	
1.3.2		women	10	11	13 %	
2	Number of employees on the last date of the reporting period	persons	283	295	4 %	
2.1	including Finnish nationals	persons	282	294	4 %	
2.2	including non-Finnish nationals	persons	1	1	0 %	
Collective bargaining agreements						
1	Availability of collective agreements in Norilsk Nickel Harjavalta Oy	yes/no	yes	yes	n/a	GRI 2-30
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	n/a	GRI 402-1
3	Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement	week	9	9	0 %	GRI 402-1
4	Do the Collective Bargaining Agreements cover health and safety issues?	yes/no	yes	yes	n/a	
Average hours of training per year per employee						
1	Scope of training	man-hours	7 167	7 705	8 %	GRI 404-1
1.1.1		men	5 513	6 120	11 %	
1.1.2		women	1 654	1 585	-4 %	
1.2.1	managers	man-hours	644	524	-19 %	
1.2.2	experts and white-collar workers	man-hours	1 660	2 176	31 %	
1.2.3	blue-collar workers	man-hours	4 863	5 006	3 %	
2	Average hours of training per year	hours	25	26	3 %	
2.1.1		men	26	28	9 %	
2.1.2		women	24	21	-15 %	
2.2.1	managers	hours	18	15	-16 %	
2.2.2	experts and white-collar workers	hours	19	23	21 %	
2.2.3	blue-collar workers	hours	30	30	-1 %	
Percentage of employees receiving regular performance and career development reviews						
1	Number of employees who received a regular performance and career development review during the reporting period	persons	247	273	11 %	GRI 404-3
1.1		men	185	199	8 %	
1.2		women	62	74	19 %	
1.3	blue-collar workers	persons	144	153	6 %	
1.3.1		men	136	142	4 %	
1.3.2		women	8	11	38 %	
1.4	experts and white-collar workers	persons	82	86	5 %	
1.4.1		men	37	34	-8 %	
1.4.2		women	45	52	16 %	
1.5	managers	persons	21	34	62 %	
1.5.1		men	12	23	92 %	
1.5.2		women	9	11	22 %	

2	Percentage of employees who received a regular performance and career development review during the reporting period	%	87 %	93 %	+6 pp
2.1		men	86 %	91 %	+5 pp
2.2		women	91 %	96 %	+5 pp
2.3	blue-collar workers	%	89 %	92 %	+3 pp
2.3.1		men	89 %	91 %	+2 pp
2.3.2		women	89 %	100 %	+11 pp
2.4	experts and white-collar workers	%	94 %	91 %	-3 pp
2.4.1		men	97 %	87 %	-10 pp
2.4.2		women	92 %	95 %	+3 pp
2.5	managers	%	60 %	100 %	+40 pp
2.5.1		men	48 %	100 %	+52 pp
2.5.2		women	90 %	100 %	+10 pp
3	Number of employees assessed by KPI in the reporting year	persons	283	295	4 %
3.1		men	213	218	2 %
3.2		women	70	77	10 %
3.3	blue-collar workers	persons	161	167	4 %
3.3.1		men	150	156	4 %
3.3.2		women	11	11	0 %
3.4	experts and white-collar workers	persons	87	94	8 %
3.4.1		men	38	39	3 %
3.4.2		women	49	55	12 %
3.5	managers	persons	35	34	-3 %
3.5.1		men	25	23	-8 %
3.5.2		women	10	11	10 %
4	Percentage of employees assessed by KPI in the reporting year	%	100 %	100 %	+0 pp
Occupational health and safety					
Work-related injuries and ill health GRI 403-9, GRI 403-10					
1	Total work-related injuries, including	persons	0	2	n/a
1.1		men	0	2	n/a
1.2		women	0	0	n/a
2	High-consequence work-related injuries (excluding fatalities)	persons	0	0	n/a
2.1		men	0	0	n/a
2.2		women	0	0	n/a
3	Total minor work-related injuries	persons	0	2	n/a
3.1		men	0	2	n/a
3.2		women	0	0	n/a
4	Total instances of work-related ill health, including	diagnosis	0	0	n/a
4.1		men	0	0	n/a
4.2		women	0	0	n/a
5	Number of micro-injuries (cases of injury without disability and transfer to another job and/or part-time work, but who visited a medical institution for treatment)	persons	15	0	-100 %
6	Near miss incidents	unit	316	224	-29 %
7	Number of employees died from occupational diseases	persons	0	0	n/a
8	Total man-hours worked	man-hours	466 208	483 405	4 %
9	LTIFR		0	4,14	n/a
for 1 million hours worked					
For the entity employees for the reporting year			XXX	XXX	XXX
10	Total number of work-related fatalities as a result of accidents, including as a result of the following incidents:	persons	-	0	n/a
For independent non-Group contractors for the reporting year			XXX	XXX	XXX
11	Total number of work-related fatalities as a result of accidents, including as a result of the following incidents:	persons	-	0	n/a

Worker participation, consultation, and communication on occupational health and safety						GRI 403-4
1	Number of joint management-worker occupational health and safety committees (commissions)	Quantity	2	1	-50 %	
Workers covered by an occupational health and safety management system						GRI 403-8
Information on the Occupational Health and Safety Management System (OHSMS)						
1	System (OHSMS)					
1.1	Business unit has OHSMS in place	yes/no	yes	yes	n/a	
1.2	OHSMS covers all contractor employees working at the company's sites	yes/no	yes	yes	n/a	
1.3	OHSMS of the company duly underwent an internal audit in the reporting year	yes/no	yes	yes	n/a	
1.4	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	n/a	
Information on occupational health services in the company (Article 5 of ILO Convention No. 161 – Occupational Health Services Convention, 1985)						
2	Identification and assessment of the risks from health hazards in the workplace					
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	n/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	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	n/a	
2.4	advice on occupational health, safety and hygiene and on ergonomics and individual and collective protective equipment	yes/no	yes	yes	n/a	
2.5	surveillance of workers' health in relation to work	yes/no	yes	yes	n/a	
2.6	promoting the adaptation of work to the worker	yes/no	yes	yes	n/a	
2.7	contribution to measures of vocational rehabilitation	yes/no	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	n/a	
2.9	organising of first aid and emergency treatment	yes/no	yes	yes	n/a	
2.10	participation in analysis of occupational accidents and occupational diseases	yes/no	yes	yes	n/a	
2.11						
Human rights						
Incidents of discrimination and corrective actions taken						GRI 406-1
1	Total number of incidents of discrimination identified in the reporting period	pcs.	0	0	n/a	
Significant disputes relating to land use, customary rights of local communities and indigenous peoples						GRI MM6
1	Number of significant disputes relating to land use, customary rights of local communities	pcs.		0	n/a	
Information on strikes and other work stoppages due to labor disputes						
1	Number of strikes during the reporting period	pcs.	0	0	n/a	GRI MM4
2	Information on strikes and other work stoppages due to labor disputes	ea	-	0	n/a	SASB EM-MM-310a.2
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	n/a	SASB EM-MM-310a.2

No.	Indicator	UoM	2021 year	2022 year	Dynamics (growth rate)	Standards' indices	Notes
Anti-corruption							
Communication and training about anti-corruption policies and procedures						GRI 205-2	
1	Number of employees trained in anti-corruption policies and procedures	persons	244	291	19 %		
1.1	managers	persons	35	34	-3 %		
1.2	experts and white-collar workers	persons	84	94	12 %		
1.3	blue-collar workers	persons	125	163	30 %		
2	Percentage of employees trained in anti-corruption policies and procedures	%	86 %	99 %	+12 pp		
2.1	managers	%	100 %	100 %	+0 pp		
2.2	experts and white-collar workers	%	97 %	100 %	+3 pp		
2.3	blue-collar workers	%	78 %	98 %	+20 pp		
3	Total number of hours of training of employees in anti-corruption policies and methods	man-hours	-	146	n/a	UNCTAD D.2.2	
3.1	Average number of hours of training of employees in anti-corruption policies and methods per person	hours	-	0,5	n/a		
Confirmed incidents of corruption						GRI 205-3	
1	Number of confirmed incidents of corruption	pcs.	0	0	n/a		
2	Number of confirmed cases of dismissal of employees for corruption	persons	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	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	n/a		
5	Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period	pcs.	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	n/a		
7	Number of convictions relating to corruption against the company or its employees during the reporting period	ea	-	0	n/a	UNCTAD D.2.1	
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	n/a	UNCTAD D.2.1	
Senior management							
Proportion of senior management hired from the local community						GRI 202-2	
1	Number of senior executives	persons	10	9	-10 %		
1.1	Finnish nationals	persons	10	9	-10 %		
1.2	non-Finnish nationals	persons	0	0	n/a		
2	Percentage of senior executives: Finnish nationals	%	100 %	100 %	+0 pp		
Compliance							
Compliance with laws and regulations						GRI 2-27	
1	Total number of non-financial sanctions	pcs.	0	0	n/a		
1.1	Violation of the environmental law	pcs.	0	0	n/a		
1.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	0	0	n/a		
2	Total number of fines imposed	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	Total amount of fines imposed	EUR	0	0	n/a
3.1	Violation of the environmental law	EUR	0	0	n/a
3.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	0	0	n/a
Political contributions					GRI 415-1
1	Total monetary value of political contributions	EUR	0	0	n/a

No.	Indicator	UoM	2021 year	2022 year	Dynamics (growth rate)	Standards' indices	Notes
Supply chain							
New suppliers that were screened using environmental and social criteria						GRI 308-1; GRI 414-1	
1	Number of new suppliers of Norilsk Nickel Harjavalta	pcs.	8	29	263 %		
1.1	of which were screened using environmental criteria	pcs.	8	29	263 %		
1.2	of which were screened using social criteria	pcs.	8	29	263 %		
2	Percentage of new suppliers of Norilsk Nickel Harjavalta		XXX	XXX	XXX		
2.1	of which were screened using environmental criteria	%	100 %	100 %	+0 pp		
2.2	of which were screened using social criteria	%	100 %	100 %	+0 pp		
3	Number of suppliers and contractors having significant negative impacts	pcs.		0			
3.1	of which were screened using environmental criteria	pcs.		0			
3.2	of which were screened using social criteria	pcs.		0			
4	Number of suppliers and contractors having no significant negative impacts	pcs.		29			
4.1	of which were screened using environmental criteria	pcs.		29			
4.2	of which were screened using social criteria	pcs.		29			
Customer privacy							
Substantiated complaints concerning breaches of customer privacy and losses of customer data						GRI 418-1	
1	Total number of substantiated complaints concerning breaches of customer privacy received from regulatory authorities	pcs.		0			
2	Total number of substantiated complaints concerning breaches of customer privacy received from outside parties (except regulatory authorities)	pcs.		0			
3	Total number of identified leaks, thefts, or losses of customer data	pcs.		0			
Industrial site characteristics							
Information on industrial site of Norilsk Nickel Harjavalta Oy							
1	Is a biodiversity management plan needed for the site?	yes/no	no	no	n/a	GRI MM2	
2	Is a biodiversity management plan in place for the site?	yes/no	no	no	n/a	GRI MM2	
3	Has there been any resettlement of local community due to on-site operations during the reporting period?	yes/no	no	no	n/a	GRI MM5	
4	Whether artisanal or small-scale mining is used on or adjacent to the site	yes/no	no	no	n/a	GRI MM9	
5	Is Acid Rock Drainage (ARD) expected on site	yes/no	-	no	n/a	SASB EM-MM-160a.2	
6	Are there any ARD mitigation actions taken on site	yes/no	-	no	n/a	SASB EM-MM-160a.2	
7	Are there any actions taken to neutralize or treat acid rock drainage on site	yes/no	-	no	n/a	SASB EM-MM-160a.2	
8	Are the deposits (ores 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	n/a	SASB EM-MM-160a.3	
9	Are the deposits (ore occurrences) located at the site within the boundaries or near the conflict-affected zones	yes/no	-	no	n/a	SASB EM-MM-210a.1	
10	Are the deposits (ore occurrences) located at the site within or near (within 5 kilometers) the habitats of indigenous peoples	yes/no	-	no	n/a	SASB EM-MM-210a.2	