

ESG DATABOOK OF NORILSK NICKEL HARJALTA OY

Period: 2022 - 2024



This document contains data on Norilsk Nickel Harjavalta Oy for the period of 2022-2024 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		Standards' indices		Standards' indices	
1	Climate, Environment →	2	Social →	3	Corporate Governance →
1.1	Energy	2.1	Staff	3.1	Anti-corruption
1.1.1	Energy consumption within the organization	2.1.1	Employees	3.1.1	Communication and training about anti-corruption policies and procedures
	GRI 302-1; GRI 14.1.2 SASB EM-MM-130a.1 ESRS E1-5 – Energy consumption and mix paragraph N937		GRI 2-7 ESRS S1-6 – Characteristics of the undertaking's employees – paragraph N950 (a); paragraph N952 (a; b) GRI 405-1; GRI 14.21.5 UNCTAD C.1.1		GRI 205-2; GRI 14.22.3 UNCTAD D.2.2
1.2	Emissions	2.1.2	Diversity of employees	3.1.2	Confirmed incidents of corruption
1.2.1	Significant air emissions		GRI 405-1; GRI 14.21.5 UNCTAD C.1.1 ESRS S1-9 – Diversity metrics paragraph N956 (b) GRI 401-1		GRI 205-3; GRI 14.22.4 UNCTAD D.2.1
	GRI 305-7 GRI 14.3.2 SASB EM-MM-120a.1 ESRS E2-4 – Pollution of air, water and soil paragraph N928 (a)	2.1.3	New employee hires and employee turnover		ESRS G1-4 – Incidents of corruption or bribery paragraph N924 (a); paragraph N925 (a; b; c)
1.2.2	Emissions of ozone-depleting substances (ODS)		GRI 14.17.3 ESRS S1-6 – Characteristics of the undertaking's employees paragraph N950 (c) GRI 401-3; GRI 14.17.5	3.2	Senior management
	GRI 305-6 UNCTAD B.4.1	2.1.4	Parental leave	3.2.1	Proportion of senior management hired from the local community
1.3	Water		GRI 14.21.3 ESRS S1-15 – Work-life balance metrics paragraph N993 (b)	3.3	Compliance
1.3.1	Water withdrawal	2.1.5	Workers who are not employees	3.3.1	Compliance with laws and regulations
	GRI 303-3; GRI 14.7.4 SASB EM-MM-140a.1		GRI 2-8 GRI 14.9.6		GRI 2-27
1.3.2	Water used	2.1.6	Additional information about employees	3.3.2	Political contributions
	UNCTAD B.1.1 ESRS E3-4 – Water consumption paragraph N928 (c)		GRI 2-30; GRI 402-1 GRI 14.8.2; GRI 14.17.6 UNCTAD C.4.1 SASB EM-MM-310a.1		GRI 415-1; GRI 14.24.2 ESRS G1-5 – Political influence and lobbying activities – paragraph N925 (b.i)
1.3.3	Water discharge	2.1.7	Collective bargaining agreements	4	Other →
	GRI 303-4 GRI 14.7.5 SASB EM-MM-140a.2		ESRS S1-8 – Collective bargaining coverage and social dialogue – paragraph N960 (a) GRI 404-1; GRI 14.21.4; GRI 14.17.7 UNCTAD C.2.1	4.1	Supply chain
1.4	Biodiversity and Rehabilitation	2.1.8	Average hours of training per year per employee	4.1.1	New suppliers that were screened using environmental and social criteria
1.4.1	Amount of land disturbed		ESRS S1-13 – Training and skills development metrics paragraph N983 (b); paragraph N984		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)
	GRI 14.8.6	2.1.9	Percentage of employees receiving regular performance and career development reviews	4.2	Industrial site characteristics
1.5	Waste		GRI 404-3 ESRS S1-13 – Training and skills development metrics paragraph N983 (a); paragraph N984	4.2.1	Information on industrial site of Norilsk Nickel Harjavalta Oy
1.5.1	Waste generated	2.2	Occupational health and safety		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
	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 306-4; GRI 14.5.5 UNCTAD B.2.2		GRI 403-9 GRI 14.16.10 GRI 403-10 GRI 14.16.11 SASB EM-MM-320a.1 UNCTAD C.3.2		
1.5.2	Waste diverted from disposal	2.2.1	Work-related injuries and ill health		
	UNCTAD B.2.2 SASB EM-MM-150a.8 ESRS E5-5 – Resource outflows paragraph N937 (b)		ESRS S1-14 – Health and safety metrics paragraph N988 (b; c; d)		
1.5.3	Waste directed to disposal	2.2.2	Worker participation, consultation, and communication on occupational health and safety		
	GRI 306-5; GRI 14.5.6 ESRS E5-5 – Resource outflows paragraph N937 (c)		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)		
		2.3	Human rights		
			GRI 406-1; GRI 14.21.7		
		2.3.1	Incidents of discrimination and corrective actions taken		
			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		
		2.3.4	Information on the business unit		
			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		

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No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
Energy								
Energy consumption within the organization								
1	Total consumption	GJ	1 855 331	1 742 400	1 717 200	-1 %		GRI 302-1 GRI 14.1.2 SASB EM-MM-130a.1
2	Total consumption	MWh	515 370	484 000	477 000	-1 %		ESRS E1-5 – Energy consumption and mix paragraph N°37
Emissions								
Significant air emissions								
1	Total air pollutant emissions, including:	tons	104,1	43	69	60 %		GRI 305-7 GRI 14.3.2
1.1	solid	tons	1,1	0,9	0,8	-11 %	Ni-emissions	SASB EM-MM-120a.1
1.2	VOCs	tons	26	18	27	50 %		ESRS E2-4 – Pollution of air, water and soil paragraph N°28 (a)
1.3	other emissions of gaseous and liquid pollutants into the atmosphere	tons	77	24	41	71 %	Hydrogen sulfide, ammonia	
Emissions of ozone-depleting substances (ODS)								
1	Generation of ozone-depleting substances	kg	0	0	0	n/a		GRI 305-6 UNCTAD B.4.1
Water								
Water withdrawal								
1	Total water withdrawal	thous. m3	11 062	11 205	11 158	0 %		
1.1	Surface water bodies	thous. m3	10 740	10 907	10 911	0 %		
1.2	Underground sources	thous. m3	319	294	243	-17 %		GRI 303-3 GRI 14.7.4
1.3	From municipal and other water supply systems	thous. m3	3	4	4	0 %		SASB EM-MM-140a.1
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		
Water used								
1	Total amount of water used	thous. m3	11 062	11 205	11 158	0 %		
1.1	for household and other needs	thous. m3	3	4	4	0 %		UNCTAD B.1.1
1.2	for production needs	thous. m3	11 059	11 201	11 154	0 %		ESRS E3-4 – Water consumption paragraph N°28 (c)
1.2.1	including recycling water	thous. m3	0	0	0	n/a		
1.2.2	including recycling (reusable) water	thous. m3	106	93	103	11 %		
Water discharge								
1	Total water discharge	thous. m3	11 140	11 256	11 338	1 %		
1.1	By destination		XXX	XXX	XXX	XXX		
1.1.1	Surface water bodies	thous. m3	11 137	11 252	11 334	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	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
1.2.2	other	thous. m3	11 140	11 256	11 338	1 %		SASB EM-MM-140a.2
1.3	Discharge of water into water bodies by degree of water treatment	thous. m3	11 140	11 256	11 338	1 %		
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	11 256	11 338	1 %		
1.3.4	clean as per standard (no treatment)	thous. m3	0	0	0	n/a		
2	Discharge of pollutants in wastewater	thous. tons	31	18,2	15,7	-14 %	including SO4	
2.1	Number of violations of discharge limits for pollutants in wastewater	unit	0	0	0	n/a		

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
3	Change (+/-) of water in reservoirs	thous. m3	0	0	0	n/a		
Biodiversity and Rehabilitation								
Amount of land disturbed								
1	Total land disturbed, opening balance	ha	46	46	46	0 %	NNH industrial area inc. landfill area	GRI 14.8.6
Waste								
Waste generated								
1	Total	ton	9 676	8 126	5 157	-37 %		GRI 306-3
1.1	Hazardous waste	ton	8 677	7 334	4 531	-38 %		GRI 14.5.4
1.2	Non-hazardous waste	ton	999	792	626	-21 %		UNCTAD B.2.3
1.2.1	including mining and processing waste	ton	0	0	0	n/a		SASB EM-MM-150a.7
1.2.2	including non-mining and processing waste	ton	999	792	626	-21 %		ESRS E5-5 – Resource outflows paragraph N°37 (a)
Waste diverted from disposal								
Waste diverted from disposal - Onsite								
1	Total	ton	0	0	0	n/a		
Waste diverted from disposal - Offsite								
2	Total	ton	711	507	357	-30 %		
2.1	Hazardous waste	ton	52	7	23	229 %		
2.2	Non-hazardous waste	ton	659	500	334	-33 %		
2.2.1	including mining and processing waste	ton	0	0	0	n/a		
2.2.2	including non-mining and processing waste	ton	659	500	334	-33 %		
3	Preparation for reuse	ton	0	0	0	n/a		
3.1	Hazardous waste	ton	0	0	0	n/a		GRI 306-4
3.2	Non-hazardous waste	ton	0	0	0	n/a		GRI 14.5.5
3.2.1	including mining and processing waste	ton	0	0	0	n/a		UNCTAD B.2.2
3.2.2	including non-mining and processing waste	ton	0	0	0	n/a		SASB EM-MM-150a.8
4	Recycling	ton	711	507	357	-30 %		ESRS E5-5 – Resource outflows paragraph N°37 (b)
4.1	Hazardous waste	ton	52	7	23	229 %		
4.2	Non-hazardous waste	ton	659	500	334	-33 %		
4.2.1	including mining and processing waste	ton	0	0	0	n/a		
4.2.2	including non-mining and processing waste	ton	659	500	334	-33 %		
5	Other recovery operations	ton	0	0	0	n/a		
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		
Waste directed to disposal								
Waste directed to disposal - Onsite								
1	Total	ton	6 405	5 771	3 261	-43 %		
1.1	Hazardous waste	ton	6 405	5 771	3 261	-43 %		
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	Incineration (with energy recovery)	ton	0	0	0	n/a		
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		

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
3	Incineration (without energy recovery)	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	ton	0	0	0	n/a		
3.2.2	including non-mining and processing waste	ton	0	0	0	n/a		
4	Landfilling	ton	4 724	3 136	2 636	-16 %		
4.1	Hazardous waste	ton	4 724	3 136	2 636	-16 %		
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	Other disposal operations	ton	1 681	2 635	625	-76 %		
5.1	Hazardous waste	ton	1 681	2 635	625	-76 %		
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		
	Waste directed to disposal - Offsite		XXX	XXX	XXX	XXX		
6	Total	ton	2 537	1 849	1 538	-17 %		
6.1	Hazardous waste	ton	2196	1557	1 256	-19 %		
6.2	Non-hazardous waste	ton	341	292	282	-3 %		
6.2.1	including mining and processing waste	ton	0	0	0	n/a		
6.2.2	including non-mining and processing waste	ton	341	292	282	-3 %		
7	Incineration (with energy recovery)	ton	605	418	356	-15 %		
7.1	Hazardous waste	ton	266	134	92	-31 %		
7.2	Non-hazardous waste	ton	339	284	264	-7 %		
7.2.1	including mining and processing waste	ton	0	0	0	n/a		
7.2.2	including non-mining and processing waste	ton	339	284	264	-7 %		
8	Incineration (without energy recovery)	ton	1 909	1 405	1 164	-17 %		
8.1	Hazardous waste	ton	1 909	1 405	1 164	-17 %		
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	Landfilling	ton	23	26	18	-31 %		
9.1	Hazardous waste	ton	21	18	0	-100 %		
9.2	Non-hazardous waste	ton	2	8	18	125 %		
9.2.1	including mining and processing waste	ton	0	0	0	n/a		
9.2.2	including non-mining and processing waste	ton	2	8	18	125 %		
10	Other disposal operations	ton	0	0	0	n/a		
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		

GRI 306-5
 GRI 14.5.6
 ESRS E5-5 – Resource outflows
 paragraph №37 (c)

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

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
Staff								
Employees								
1	Number of employees on the last date of the reporting period	persons	295	291	296	2 %		GRI 2-7 ESRS S1-6 – Characteristics of the undertaking's employees paragraph №50 (a); paragraph №52 (a); b)
1.1		men persons	218	216	216	0 %		
1.1.1		women persons	77	75	80	7 %		
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	283	290	2 %		
2.1.1		men persons	212	211	212	0 %		
2.1.2		women persons	71	72	78	8 %		
2.2	including part-time	persons	12	8	6	-25 %		
2.2.1		men persons	6	5	4	-20 %		
2.2.2		women persons	6	3	2	-33 %		
3	Breakdown by type of employment contracts		XXX	XXX	XXX	XXX		
3.1	including permanent	persons	261	260	258	-1 %		
3.1.1		men persons	194	194	188	-3 %		
3.1.2		women persons	67	66	70	6 %		
3.2	including temporary (except seasonal)	persons	34	31	38	23 %		
3.2.1		men persons	24	22	28	27 %		
3.2.2		women persons	10	9	10	11 %		
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		
Diversity of employees								
1	Employees per employee category		XXX	XXX	XXX	XXX		GRI 405-1 GRI 14.21.5 UNCTAD C.1.1 ESRS S1-9 – Diversity metrics paragraph №66 (b)
1.1	blue-collar workers	persons	167	162	164	1 %		
1.1.1		men persons	156	152	153	1 %		
1.1.2		women persons	11	10	11	10 %		
1.2	experts and white-collar workers	persons	94	95	97	2 %		
1.2.1		men persons	39	41	41	0 %		
1.2.2		women persons	55	54	56	4 %		
1.3	managers	persons	34	34	35	3 %		
1.3.1		men persons	23	23	22	-4 %		
1.3.2		women persons	11	11	13	18 %		
2	Percentage of employees per employee category		XXX	XXX	XXX	XXX		
2.1	blue-collar workers	%	57 %	56 %	55 %	-0 pp.		
2.1.1		men %	72 %	70 %	71 %	+0 pp.		
2.1.2		women %	14 %	13 %	14 %	+0 pp.		
2.2	experts and white-collar workers	%	32 %	33 %	33 %	+0 pp.		
2.2.1		men %	18 %	19 %	19 %	+0 pp.		
2.2.2		women %	71 %	72 %	70 %	-2 pp.		
2.3	managers	%	12 %	12 %	12 %	+0 pp.		
2.3.1		men %	11 %	11 %	10 %	-0 pp.		

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
2.3.2		women	%	14 %	15 %	16 %	+2 pp.	
3	Employees breakdown by age			XXX	XXX	XXX	XXX	
3.1		under 29 years old inclusive	persons	47	39	44	13 %	
3.2		30 to 44 years old inclusive	persons	104	102	95	-7 %	
3.3		over 45 years old	persons	144	150	157	5 %	
4	Percentage of employees breakdown by age			XXX	XXX	XXX	XXX	
4.1		under 29 years old inclusive	%	16 %	13 %	15 %	+1 pp.	
4.2		30 to 44 years old inclusive	%	35 %	35 %	32 %	-3 pp.	
4.3		over 45 years old	%	49 %	52 %	53 %	+1 pp.	
5	Percentage of employees by gender			XXX	XXX	XXX	XXX	
5.1		men	%	74 %	74 %	73 %	-1 pp.	
5.2		women	%	26 %	26 %	27 %	+1 pp.	
New employee hires and employee turnover								
1	Number of hired employees		persons	75	51	63	24 %	
1.1.1		men	persons	43	31	19	-39 %	
1.1.2		women	persons	32	20	44	120 %	
1.2.1		under 29 years old inclusive	persons	55	41	50	22 %	
1.2.2		30 to 44 years old inclusive	persons	15	3	7	133 %	
1.2.3		over 45 years old	persons	5	7	6	-14 %	
2	Rate of new employee hires		%	25 %	18 %	21 %	+4 pp.	
2.1.1		men	%	20 %	14 %	9 %	-6 pp.	
2.1.2		women	%	42 %	27 %	55 %	+28 pp.	
2.2.1		under 29 years old inclusive	%	117 %	105 %	114 %	+9 pp.	
2.2.2		30 to 44 years old inclusive	%	14 %	3 %	7 %	+4 pp.	
2.2.3		over 45 years old	%	3 %	5 %	4 %	-1 pp.	
3	Number of employees who leave the organization due to dismissal or any other reason		persons	57	81	62	-23 %	
3.1.1		men	persons	37	51	16	-69 %	
3.1.2		women	persons	20	30	46	53 %	
3.2.1		under 29 years old inclusive	persons	34	60	46	-23 %	
3.2.2		30 to 44 years old inclusive	persons	14	10	9	-10 %	
3.2.3		over 45 years old	persons	9	11	7	-36 %	
4	Employee turnover		%	19 %	28 %	21 %	-7 pp.	
4.1.1		men	%	17 %	24 %	7 %	-16 pp.	
4.1.2		women	%	26 %	40 %	58 %	+18 pp.	
4.2.1		under 29 years old inclusive	%	72 %	154 %	105 %	-49 pp.	
4.2.2		30 to 44 years old inclusive	%	13 %	10 %	9 %	-0 pp.	
4.2.3		over 45 years old	%	6 %	7 %	4 %	-3 pp.	
Parental leave								
1	Number of employees on parental leave up to 1.5/3 years (at the end of the period)		persons	13	10	14	40 %	
1.1		men	persons	7	5	10	100 %	
1.2		women	persons	6	5	4	-20 %	
2	Number of employees who returned from parental leave up to 1.5/3 years (during the period)		persons	11	7	12	71 %	

GRI 401-1
GRI 14.17.3
ESRS S1-6 – Characteristics of the undertaking's employees paragraph №50 (c)

GRI 401-3
GRI 14.17.5
GRI 14.21.3

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
2.1		men persons	7	5	9	80 %		ESRS S1-15 – Work-life balance metrics paragraph №93 (b)
2.2		women persons	4	2	3	50 %		
3	Total number of employees who were granted parental leave in the reporting year	persons	9	8	12	50 %		
3.1		men persons	7	5	10	100 %		
3.2		women persons	2	3	2	-33 %		
Workers who are not employees								
1	Number of workers who are not employees but whose work is controlled by the organization	persons	1	1	1	0 %	Koski-Lammi	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		
Additional information about employees								
1	Average number of employees across the reporting period	persons	304	306	310	1 %		GRI 14.9.6
1.1	blue-collar workers	persons	173	174	175	1 %		
1.1.1		men persons	160	160	163	2 %		
1.1.2		women persons	13	13	12	-11 %		
1.2	experts and white-collar workers	persons	96	98	100	2 %		
1.2.1		men persons	43	42	41	-3 %		
1.2.2		women persons	53	56	59	5 %		
1.3	managers	persons	35	34	35	4 %		
1.3.1		men persons	24	23	23	-1 %		
1.3.2		women persons	11	11	12	15 %		
2	Number of employees on the last date of the reporting period	persons	295	291	296	2 %		
2.1	including Finnish nationals	persons	294	289	294	2 %		
2.2	including non-Finnish nationals	persons	1	2	2	0 %		
Collective bargaining agreements								
1	Availability of collective agreements in Norilsk Nickel Harjavalta Oy	yes/no	yes	yes	yes	n/a		GRI 2-30
1.1	Share of employees covered by collective agreements	%	100 %	100 %	100 %	+0 pp.		GRI 402-1 GRI 14.8.2
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
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 %		SASB EM-MM-310a.1 ESRS S1-8 – Collective bargaining coverage and social dialogue paragraph №60 (a)
4	Do the Collective Bargaining Agreements cover health and safety issues?	yes/no	yes	yes	yes	n/a		
Average hours of training per year per employee								
1	Scope of training	man-hours	7 705	8 880	10 598	19 %		GRI 404-1 GRI 14.21.4 GRI 14.17.7 UNCTAD C.2.1 ESRS S1-13 – Training and skills development metrics
1.1.1		men man-hours	6 120	6 530	7 688	18 %		
1.1.2		women man-hours	1 585	2 350	2 909	24 %		
1.2.1		managers man-hours	524	1 095	1 347	23 %		
1.2.2	experts and white-collar workers	man-hours	2 176	3 271	3 384	3 %		
1.2.3	blue-collar workers	man-hours	5 006	4 513	5 867	30 %		
2	Average hours of training per year	hours	26	31	36	17 %		
2.1.1		men hours	28	30	36	18 %		
2.1.2		women hours	21	31	36	16 %		

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
	managers	hours	15	32	38	19 %		paragraph N°83 (b); paragraph N°84
2.2.1								
2.2.2	experts and white-collar workers	hours	23	34	35	1 %		
2.2.3	blue-collar workers	hours	30	28	36	28 %		
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	273	230	242	5 %		
1.1		men persons	199	173	176	2 %		
1.2		women persons	74	57	66	16 %		
1.3	blue-collar workers	persons	153	114	131	15 %		
1.3.1		men persons	142	107	124	16 %		
1.3.2		women persons	11	7	7	0 %		
1.4	experts and white-collar workers	persons	86	86	89	3 %		
1.4.1		men persons	34	46	37	-20 %		
1.4.2		women persons	52	40	52	30 %		
1.5	managers	persons	34	30	22	-27 %		
1.5.1		men persons	23	20	15	-25 %		
1.5.2		women persons	11	10	7	-30 %		
2	Percentage of employees who received a regular performance and career development review during the reporting period	%	93 %	79 %	82 %	+3 pp.		
2.1		men %	91 %	80 %	81 %	+1 pp.		
2.2		women %	96 %	76 %	83 %	+6 pp.		
2.3	blue-collar workers	%	92 %	70 %	80 %	+10 pp.		
2.3.1		men %	91 %	70 %	81 %	+11 pp.		
2.3.2		women %	100 %	70 %	64 %	-6 pp.		
2.4	experts and white-collar workers	%	91 %	91 %	92 %	+1 pp.		
2.4.1		men %	87 %	112 %	90 %	-22 pp.		
2.4.2		women %	95 %	74 %	93 %	+19 pp.		
2.5	managers	%	100 %	88 %	63 %	-25 pp.		
2.5.1		men %	100 %	87 %	68 %	-19 pp.		
2.5.2		women %	100 %	91 %	54 %	-37 pp.		
3	Number of employees assessed by KPI in the reporting year	persons	295	291	296	2 %		
3.1		men persons	218	216	216	0 %		
3.2		women persons	77	75	80	7 %		
3.3	blue-collar workers	persons	167	162	164	1 %		
3.3.1		men persons	156	152	153	1 %		
3.3.2		women persons	11	10	11	10 %		
3.4	experts and white-collar workers	persons	94	95	97	2 %		
3.4.1		men persons	39	41	41	0 %		
3.4.2		women persons	55	54	56	4 %		
3.5	managers	persons	34	34	35	3 %		
3.5.1		men persons	23	23	22	-4 %		
3.5.2		women persons	11	11	13	18 %		

GRI 404-3
ESRS S1-13 – Training and skills development metrics
paragraph N°83 (a); paragraph N°84

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
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								
For the entity employees for the reporting year			XXX	XXX	XXX	XXX		
1	Total work-related injuries, including	persons	2	3	1	-67 %		
1.1	men	persons	2	3	1	-67 %		
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	1	0	-100 %		
3.1	men	persons	0	1	0	-100 %		
3.2	women	persons	0	0	0	n/a		
4	Total minor work-related injuries	persons	2	2	1	-50 %		
4.1	men	persons	2	2	1	-50 %		
4.2	women	persons	0	0	0	n/a		
5	Number of non-lost time occupational injuries requiring medical treatment	persons	0	1	2	100 %		
6	Near miss incidents	unit	224	252	230	-9 %		
7	Total man-hours worked	man-hours	483 405	476 157	480 875	1 %		
8	LTIFR		4,14	6,30	2,08	-67 %	per 1 million hours worked	
9	Incidence rate of occupational injuries		0,0068	0,0103	0,0034	-67 %	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		
For independent non-Group contractors for the reporting year			XXX	XXX	XXX	XXX		
12	Total work-related injuries, including	persons	6	2	2	0 %		
12.1	men	persons	6	2	2	0 %		
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	0	0	0	n/a		
14.1	men	persons	0	0	0	n/a		
14.2	women	persons	0	0	0	n/a		
15	Total minor work-related injuries	persons	6	2	2	0 %		
15.1	men	persons	6	2	2	0 %		
15.2	women	persons	0	0	0	n/a		
16	Number of non-lost time occupational injuries requiring medical treatment	persons	1	3	2	-33 %		
17	Near miss incidents	unit	0	0	0	n/a		GRI 403-9
18	Total instances of work-related ill health, including	diagnosis	0	0	0	n/a		GRI 14.16.10
18.1	men	diagnosis	0	0	0	n/a		GRI 403-10
18.2	women	diagnosis	0	0	0	n/a		GRI 14.16.11
								SASB EM-MM-320a.1

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
19	Number of employees died from work-related ill health	persons	0	0	0	n/a		ESRS S1-14 – Health and safety metrics paragraph N988 (b; c; d)
For the entity employees for the reporting year			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		
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		
For independent non-Group contractors for the reporting year			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		
Worker participation, consultation, and communication on occupational health and safety								
1	Number of joint management-worker occupational health and safety committees (commissions)	Quantity	1	2	1	-50 %		GRI 403-4 GRI 14.16.5 CDI 403.5

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements	
2	Total hours of pre-certification training in occupational health and safety	hours	2459	2733	2 940	8 %		GRI 14.16.6 SASB EM-MM-320a.1	
Workers covered by an occupational health and safety management system									
Information on the Occupational Health and Safety Management System (OHSMS)									
1	Business unit has OHSMS in place	yes/no	yes	yes	yes	n/a			
1.1	OHSMS covers all contractor employees working at the company's sites	yes/no	yes	yes	yes	n/a			
1.2	The percentage of people in its own workforce who are covered by the OHSMS	%	100 %	100 %	100 %	+0 pp.			
1.3	OHSMS of the company duly underwent an internal audit in the reporting year	yes/no	yes	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	yes	n/a			
1.5	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	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 №88 (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	Human rights								
Incidents of discrimination and corrective actions taken									
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 №103 (a)	

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
Significant disputes relating to land use, customary rights of local communities and indigenous peoples								
1	Number of significant disputes relating to land use, customary rights of local communities	pcs.	0	0	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	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
Information on the business unit								
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	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
Anti-corruption								
Communication and training about anti-corruption policies and procedures								
1	Number of employees trained in anti-corruption policies and procedures	persons	291	291	296	2 %		
1.1	managers	persons	34	34	35	3 %		
1.2	experts and white-collar workers	persons	94	94	97	3 %		
1.3	blue-collar workers	persons	163	162	164	1 %		
2	Percentage of employees trained in anti-corruption policies and procedures	%	99 %	100 %	94 %	-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	%	100 %	99 %	94 %	-5 pp.		
2.3	blue-collar workers	%	98 %	100 %	93 %	-7 pp.		
3	Total number of hours of training of employees in anti-corruption policies and methods	man-hours	146	146	148	1 %		
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 %		
Confirmed incidents of corruption								
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		
Senior management								
Proportion of senior management hired from the local community								
1	Number of senior executives	persons	9	9	8	-11 %		
1.1	Finnish nationals	persons	9	9	8	-11 %		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.		
Compliance								
Compliance with laws and regulations								
1	Total number of cases of non-compliance with legislation and/or regulatory requirements during the reporting period	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	Number of cases of non-compliance with legislation and/or regulatory requirements during the reporting period resulting in imposition of penalty	pcs.	0	0	0	n/a		
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		
3	Number of cases of non-compliance with legislation and/or regulatory requirements during the reporting period resulting in the application of non-financial sanctions	pcs.	0	0	0	n/a		

No.	Indicator	UoM	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements	
3.1	Violation of the environmental law	pcs.	0	0	0	n/a		GRI 2-27	
3.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	0	0	0	n/a			
4	Total number of penalties for cases of non-compliance with legislation and/or regulatory requirements that were paid during the reporting period	pcs.	0	0	0	n/a			
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			
4.1	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			
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			
4.2	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			
4.2.1	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			
5	Total amount of penalties for cases of non-compliance with legislation and/or regulatory requirements that were paid during the reporting period	EUR	0	0	0	n/a			
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			
5.1	including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred within current reporting period		0	0	0	n/a			
5.1.1	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			
5.2	including penalties for cases of non-compliance with legislation and/or regulatory requirements that occurred in previous reporting periods		0	0	0	n/a			
5.2.1	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			
Political contributions									
1	Total monetary value of political contributions	EUR	0	0	0	n/a			GRI 415-1 GRI 14.24.2 ESRS 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	2022	2023	2024	Dynamics (growth rate)	Notes	Relevant Standard's indices and Requirements
Supply chain								
New suppliers that were screened using environmental and social criteria								
1	Number of new suppliers of Norilsk Nickel Harjavalta	pcs.	29	52	118	127 %		
1.1	of which were screened using environmental criteria	pcs.	29	52	118	127 %		
1.2	of which were screened using social criteria	pcs.	29	52	118	127 %		
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.	29	52	118	127 %		ESRS G1-2 – Management of relationships with suppliers paragraph №15 (b)
4.1	of which were screened using environmental criteria	pcs.	29	52	118	127 %		
4.2	of which were screened using social criteria	pcs.	29	52	118	127 %		
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	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.