



Corporate Secretary

The role of the Corporate Secretary is to ensure compliance with the procedures established by applicable laws and Nornickel’s internal documents for the protection of shareholder rights and legitimate interests, and to monitor such compliance. The Corporate Secretary is appointed by the Board of Directors for a three-year term. The Board of Directors may terminate the office of the Corporate Secretary before the end of the term. The functions, rights, and responsibilities of the Corporate Secretary, as well as the procedure for the Corporate Secretary’s appointment and activities, are governed by the [Regulations on the Corporate Secretary](#).

The Corporate Secretary reports administratively to the President while being accountable to and supervised by the Board of Directors.

In December 2024, the Board of Directors extended the Corporate Secretary’s term for another three years.

In 2025, the Academy of Independent Directors, jointly with the Russian Union of Industrialists and Entrepreneurs,

Key functions

- Participating in the preparation and holding of Shareholders’ Meetings / voting in absentia.
- Preparing and holding meetings of the Board of Directors and its committees.
- Contributing to the improvement of Nornickel’s corporate governance framework and practice.
- Managing the activities of the Company’s Secretariat.
- Performing other functions as set out in Nornickel’s internal documents.

awarded Nornickel’s Corporate Secretary the honorary title of Russian Corporate Governance Visionary for achievements in the development of corporate governance.

Also, at the end of 2025, the National Corporate Secretaries Association confirmed that the Company’s Corporate Secretary holds the qualification Corporate Secretary of a Business Company (Level 7).

Informing the Board of Directors of violations: The Company’s Corporate Secretary promptly informs the Board of Directors by e-mail, as the fastest means of communication, of any identified violations of applicable laws and the Company’s internal documents. The Audit Committee is provided with reports on the handling of complaints, as well as reports on fraud and corruption.

Executive bodies

The President, acting as the sole executive body, and the Management Board, acting as the collective executive body, are responsible for Nornickel’s day-to-day operations. The procedures of the Management Board are determined by the [Regulations on the Management Board](#).

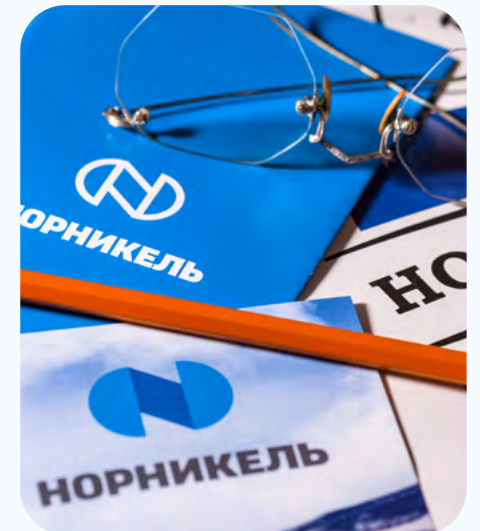
Executive bodies ensure:

- the implementation of resolutions passed by the Board of Directors and the General Meeting of Shareholders;
- the implementation of Nornickel’s key plans and programmes;
- the continuous operation of a robust risk management and internal control system (RMICS).

President

The President is elected by the Shareholders’ Meeting for an indefinite term. The President reports to the Board of Directors and the Shareholders’ Meeting.

Members of the Management Board are elected by the Board of Directors for an indefinite term. Under the Company’s Articles of Association, the Board of Directors may terminate the office and employment contract of any member of the Management Board at any time.



Management Board

In 2025, the Company’s Management Board began the year with 14 members. At year-end, the Management Board comprised 13 members.

In 2025, the Company’s Management Board held 28 meetings in absentia and reviewed 45 matters.

28 meetings

held in 2025

