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Public Joint Stock Company Uralkali

Approved by a resolution
of the Board of Directors
(Minutes No 429 dated 19.07.2023)

THE TECHNICAL POLICY OF PJSC URALKALI

Berezniki, Perm Region

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1. Purpose

This Technical Policy was developed for the following purposes:

- Maintain cost leadership in the potash industry
- Continuous improvement of operating and technical efficiency;
- Ensure short-term and long-term competitiveness;
- Ensure customer satisfaction in terms of quantity and quality of products;
- Compliance with environmental, health, safety and social requirements by means of best corporate practices as part of the Company's ESG Strategy.

2. Terms and definitions

Company PJSC Uralkali
PJSC Uralkali Public Joint Stock Company Uralkali

3. Key provisions

3.1 Pursuant to this Technical Policy, the Company assumes the following **obligations**:

- Introduce and apply modern technologies for mining and processing and minerals, and sales of products.
- Use resources efficiently to minimise cost of production;
- Use environmentally friendly technologies and equipment to reduce the environmental impact;
- Apply modern information technologies and automation tools to reduce the human factor;
- Improve the health & safety management system in line with modern standards;
- Comply with key parameters of strategic investment projects;
- Continuously improve employee qualification.

3.2 The Company is guided by the following **principles** when fulfilling its obligations:

- Systemic management of the condition of operating and technical facilities;
- Transparency and economic feasibility of technical decisions;
- Optimisation of the ownership cost of assets throughout their life cycle;
- Optimisation of management of operating facilities including standardisation of equipment types and creation of a single maintenance fund;
- Priority use of domestic equipment, material and services;
- Priority development of in-house competences in design, installation and operation of operating and technical facilities;
- Priority of partnership and long-term relations with suppliers of equipment, materials and services;
- Use of a risk-oriented approach in decision-making.

3.3 Efficient management and continuous improvement of labour production and safety ensures the Company's leadership in the potash fertiliser market.

4. Final provisions

4.1 This Technical Policy is enacted and cancelled by an internal order on the basis of a resolution of the Board of Directors.

4.2 Head of subdivisions of the Company and its subsidiaries are responsible for observing this Technical Policy.

4.3 The Technical Director of the Company is responsible for monitoring compliance with and updating this Technical Policy.

4.4 This Technical Policy is communicated by means of the Company's electronic documentation system.

4.5 This Technical Policy is published on the Company's official website at www.uralkali.com and is available to all interested parties.