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APPROVED
by resolution of the Annual General Meeting of PJSC Uralkali
Minutes No. 90 dated 25 June 2026

REGULATIONS ON THE BOARD OF DIRECTORS OF PUBLIC JOINT STOCK COMPANY URALKALI

(new version)

Moscow, 2026

1. GENERAL

1.1. These Regulations on the Board of Directors of Public Joint Stock Company Uralkali (the Regulations) were developed in accordance with Russian legislation and the charter (the Charter) of Public Joint Stock Company Uralkali (the Company).

1.2. The Regulations set out the objectives and authority of the Company's Board of Directors (the Board), and describe how the Board operates and interacts with other governing bodies of the Company.

1.3. These Regulations are approved by the Company's general shareholders' meeting (the General Meeting) and may only be amended, supplemented or cancelled by resolution of the General Meeting.

1.4. The Board is a collective governing body of the Company responsible for general oversight of the Company with the exception of the matters reserved for the General Meeting. The Board is governed by Russian legislation, the Charter, resolutions of the General Meeting, these Regulations, and other internal documents of the Company. The Board also acts in accordance with the latest version of the Code of Corporate Governance recommended by the Bank of Russia.

1.5. Resolutions of the General Meeting are binding on the Board subject to its area of competence.

1.6. Resolutions of the Board are binding on executive bodies and employees of the Company.

2. OBJECTIVES OF THE BOARD

2.1. The Board has the following key objectives and areas of competence:

- Representation of the interests of all shareholders of the Company as its owners and ensuring regular reporting to the shareholders;
- Protection of the rights and legal interests of the shareholders as provided for by Russian legislation and the Charter including the rights of the shareholders to receive dividends and co-manage the Company;
- Provision of information about the Company's activities to its shareholders and other interested parties in a timely manner;
- Formulation and subsequent follow-up of the development strategy of the Company;
- Ensure the Company receives the highest possible profits, is in a sustainable financial condition, and its activities are competitive and efficient;
- Overall management of the Company's activities;
- Continuous oversight over the executive bodies of the Company and evaluation of their performance;
- Oversight over the risk management and internal control system in the Company; ensuring reliability and completeness of financial (accounting) statements of the Company, and effectiveness and independence of external audit;
- Oversight over corporate governance practices in the Company;
- Development of a remuneration policy for members of the Board, executive bodies and other key officers of the Company;
- Monitoring of conflicts of interests; prevention, identification and resolution of internal conflicts between the Company's bodies, shareholders and employees.
- Oversight over operational efficiency and continuous improvement of human rights policies in the Company;
- Oversight over the Company's information policy.

2.2. To meet these objectives, the Board shall comply with the following principles:

- Decisions of the Board shall be made on the basis of reliable information about the Company's activities;
- There shall be no restrictions as to the rights of the shareholders to co-manage the Company's activities and obtain information about the Company;
- The interests of different groups of shareholders shall be balanced, and the Board shall make unbiased decisions for the benefit of all shareholders of the Company;
- Rights of shareholders and investors to obtain information about the Company's activities shall be respected.

3. RIGHTS AND DUTIES OF DIRECTORS

3.1. A member of the Board (a Director) shall be entitled to:

- Receive all documents and materials necessary for the Director's work from members of governance bodies of the Company, as well as from other officers and employees of the Company. The said documents shall be provided to the Director within five business days from the date of a written request of the Director; the documents shall be requested and provided via the secretary of the Board (Secretary);
- Review minutes of in-person and absentee meetings of the Board (Board minutes) and other collective bodies of the Company, and obtain copies thereof;
- Request convocation of an in-person or absentee meeting of the Board;
- Request that his/her separate opinion on agenda items or resolutions be inserted into the Board minutes;
- Attend the General Meeting and respond to questions from its participants related to the Company's activities;

- Request that experts and consultants be engaged at the expense of the Company to consider matters related to the Company's activities;
- Receive remuneration for his/her duties and be reimbursed for any expenses incurred in connection with the performance of his/her duties as a Director in accordance with the Regulations on Remuneration and Reimbursement of the Members of the Board of Directors of PJSC Uralkali;
- Resign from the Board at any time subject to prior written notice to the Board and the Company via the Secretary.

3.2. The Directors cannot be remunerated, directly or indirectly, for influencing decisions of the Board.

3.3. The Directors shall be liable to the Company for any losses caused by their wrongful actions or inaction in accordance with applicable laws. Directors who voted against (or who did not participate in the vote on) a decision that caused the Company to incur losses shall not be held liable for such decision.

A Director must:

- Participate in the work of the Board;
- Be loyal to the Company;
- Act reasonably, in good faith, and with due care in relation to the Company's activities;
- Act in the interests of the entire Company as opposed to individual shareholders, officers or other persons;
- Act within the area of competence of the Board and in compliance with the objectives of the Board;
- Not disclose or use for his/her personal benefit or for the benefit of third parties any confidential and/or insider information concerning the Company's activities that has become known to him/her;
- Adhere to Russian and other applicable laws on insider information and market manipulation;
- Make reasonable decisions;
- Assess risks and negative consequences during decision-making;
- Inform the Board of a potential conflict of interest in the manner described in these Regulations;
- Notify the Board, the Revision Commission, and the audit organisation of the Company of information specified in Article 82 of the Federal Law "On Joint Stock Companies"; and inform the Board of any changes in said information in a timely manner;
- Participate in expert reviews of projects and programmes proposed by the Board;
- Inform other Directors of any known violations of the laws or the Company's Charter or other internal documents by any employee (including officers) of the Company;
- Participate in the work of the Board Committees according to the Regulations on such Committees.

4. CHAIRPERSON, DEPUTY CHAIRPERSONS, AND SENIOR INDEPENDENT DIRECTOR

4.1. The chairperson and deputy chairperson(s) of the Board (the Chairperson and Deputy Chairperson(s), respectively) shall be elected by and from among the Directors by a majority vote of the total number of the Directors, and the votes of former Directors shall not be counted. The Chairperson shall have no more than two deputies.

The Chief Executive Officer (CEO) of the Company cannot simultaneously be the Chairperson.

4.2. The Board may at any time re-elect its Chairperson and Deputy Chairpersons by a majority vote of the total number of the Directors, and the votes of former Directors shall not be counted.

Former Directors shall mean, in particular:

- A Director who filed a voluntary resignation notice to the Chairperson and the CEO via the Secretary;
- A Director who was disqualified by a court;
- A Director who has limited legal capacity or who was declared legally incapable by a court;
- A Director who has died.

4.3. The Chairperson shall:

- Represent the Board and act on its behalf in its relations with the Company's executive bodies and shareholders, and third parties, and sign documents issued by the Board;
- Organise and ensure efficient work of the Board;
- Convene in-person or absentee meetings of the Board and preside over Board meetings;
- Determine the format of Board meetings (in-person or absentee);
- Determine agendas of Board meetings;
- Arrange minuting of Board meetings;
- Invite, if necessary, officers and employees of the Company, advisers, experts, and shareholders of the Company, and other persons to Board meetings;
- Give his/her consent to the use by the Directors and meeting invitees of video, photo, and sound recording equipment in the meeting room;
- Assess the performance of the Directors;

- Perform other actions provided for by the Federal Law "On Joint Stock Companies", the Charter, the Regulations on the General Shareholders Meeting of the Company, and these Regulations.

4.4. If the Chairperson is unable to attend a meeting (due to leave or business travel, etc.), the function of convening a meeting (determining the agenda, signing a notice of meeting etc.) shall be performed by the Deputy Chairperson (or a Deputy Chairperson if two were elected).

4.5. If the Chairperson is unable to attend a meeting, the functions of the presiding chairperson at the meeting shall be performed by a Deputy Chairperson in accordance with a decision of the Board adopted by a majority of the Directors present at the meeting. If both the Chairperson and all Deputy Chairpersons are absent, the functions of the presiding chairperson shall be performed by any Director in accordance with a decision of the Board adopted by a majority of the Directors present at the meeting.

In the absence of the Chairperson, the presiding chairperson of the meeting shall be elected during the meeting, before consideration of agenda items. The motion to elect the presiding chairperson of the meeting shall be put to vote by the CEO or a Director.

4.6 If the notice of an absentee meeting is signed by a Deputy Chairperson, the Deputy Chairperson signing the notice shall automatically be considered the presiding chairperson at such meeting and shall sign the meeting minutes.

4.7. A Senior (Leading) Independent Director may be elected from amongst the elected Directors who meet the criteria of independence applied in the Company (including those recognised as independent Directors on the basis of a decision of the Board); the Senior (Leading) Independent Director will coordinate the activities of independent Directors and liaise with the Chairperson. Other objectives of the Senior Independent Director shall be determined with consideration of the best corporate governance practices, and shall depend on the goals of the Company.

5. BOARD SECRETARY

5.1. The Secretary may be appointed from among the Directors.

An individual who is not a Director can also be appointed the Secretary.

The Secretary shall be appointed for the same period as the term of office of the Board that has appointed him/her.

5.2. The person discharging the duties of the CEO cannot simultaneously serve as the Secretary.

5.3. The Secretary may resign voluntarily from his/her position at any time by giving a prior written notice to the Board.

5.4. The Board may terminate the appointment of the Secretary at any time.

5.5. The Secretary shall provide organisational support to the Board during and between its meetings, communicate resolutions passed by the Board to the relevant officers of the Company responsible for implementing such resolutions, and issue and certify copies of and extracts from minutes of Board meetings.

5.6. The Secretary shall not disclose commercial and other confidential information about the Company.

6. CONVOCATION OF BOARD MEETINGS

The Right to Request a Board Meeting

6.1. In-person and absentee Board meetings can be convened by the Chairperson or a Deputy Chairperson (if the Chairperson is unable to attend for good reason) on his/her own initiative or upon a request from a Director, the Revision Commission, the audit organisation, the Management Board, the CEO, or other persons as allowed by the Federal Law "On Joint Stock Companies" and the Charter.

Once the Board has been elected by an annual or extraordinary General Meeting, the first meeting of the newly elected Board shall be convened by the CEO within five business days from the date of compilation of the voting report and execution of the General Meeting minutes or (if resolutions and voting results were announced at the General Meeting) from the date of announcement of the resolutions and voting results. If the CEO fails to convene the first meeting of the Board within the indicated timeframe, the meeting may be convened by any Director. The first meeting of the Board is convened, inter alia, for the purpose of electing the Chairperson and the Secretary, and to address any other matters reserved for the Board.

6.2. A request to convene a Board meeting shall be submitted (sent) to the Chairperson via the Secretary.

The request shall contain the following details:

- Reference to the initiator of the meeting (name of the requesting individual or legal person or the requesting body of the Company);
- Agenda items and proposed resolutions;
- Reasons for consideration of the proposed agenda items;
- Information (materials) necessary to review the request;
- Address to which the reply should be sent.

6.3. The request to convene a Board meeting shall be signed by the initiator of said request.

If the request is made by a collective body of the Company, the request shall be signed by the chairperson of such body.

All documents necessary to pass resolutions on the proposed agenda items should be attached to the request.

6.4. The Chairperson shall not have the right to refuse convocation unless the initiator is not entitled to request convocation of a Board meeting in accordance with the provisions of the Federal Law "On Joint Stock Companies".

6.5. The Chairperson shall, within three business days from the date of any such request, grant or reject the request.

The date of the request shall be the date of its receipt by the Company.

6.6. The Chairperson shall notify the initiators of the meeting of his/her decision within seven business days from the date of his/her decision.

6.7. A Board meeting convened upon request of persons specified in Clause 6.1 shall be held within ten business days from the date of the request.

6.8. The Chairperson or a Deputy Chairperson (in the absence of the Chairperson) is obliged to convene a Board meeting to decide on the following matters:

- Convocation of the annual General Meeting and adoption of related procedural resolutions;
- Approval of the annual report of the Company;
- Review of shareholders' proposals to add items to the agenda of the annual General Meeting and to nominate candidates for election to the bodies of the Company in compliance with the procedure specified in the Federal Law "On Joint Stock Companies" and to adopt decisions to put the indicated items on the agenda of the annual General Meeting or to include candidates in the list of candidates nominated for election to the bodies of the Company or to reject such proposals;
- Convocation of an extraordinary General Meeting to elect new members of the Board and/or the Revision Commission when the number of members of the Board and/or the Revision Commission falls below the number constituting the quorum of the Board and/or the Revision Commission as per the Charter of the Company, respectively.

6.9. Should neither the Chairperson nor the Deputy Chairperson of the Board convene a Board meeting to decide on the matters specified in Item 6.8, such meeting may be convened by any Director.

Notices of Board Meetings

6.10. Notices of Board meetings and information (materials) that must be provided to the Directors to pass resolutions on agenda items shall be sent to each Director in such a way as to ensure their timely receipt within three business days prior to the scheduled date of the meeting.

In exceptional cases, notices may be sent one business day prior to the date of the meeting.

6.11. Draft internal documents of the Company, draft organisational structure, resolutions on issuance of securities, securities prospectuses, reports on the results of securities issuances, annual reports of the Company, descriptions of related party transactions, and other documents required by the Directors to pass resolutions, as well as draft resolutions on items put to vote, must be provided to the Directors.

6.11.1. The content of information (materials) that must be provided to the Directors to make decisions on agenda items, the form of information provision (verbal or written), and the persons responsible for the provision of information (materials) shall be determined by the CEO.

6.11.2. The Secretary shall inform the persons responsible for the provision of information (materials) of the next scheduled Board meeting's date and agenda in advance.

6.11.3. The information (materials) that must be provided to the Directors to make decisions on agenda items must be coordinated by the person responsible for the information with the CEO. If there is a special approval procedure in place dictated by internal documents of the Company, the indicated information (materials) may be provided to the Board only after the information (materials) have undergone the required approval procedure as agreed with the CEO.

6.11.4. The information (materials) that must be provided to the Directors to make decisions on agenda items, which has undergone the required approvals, must be provided by the person responsible for the information to the Secretary within three business days (in exceptional cases, one business day) prior to the date of the scheduled Board meeting, including in the English language if necessary.

The information (materials) that must be provided to the Directors to make decisions on agenda items is provided simultaneously with the notice of the Board meeting. If provision of certain information or materials is delayed, the Directors must be informed about when the missing materials will be provided and about the cause of the delay.

6.12. Notices of Board meetings shall specify the following details:

- Date, time and venue of the meeting (and, if voting at the meeting is combined with absentee voting, the

deadline for admitting voting ballots);
- Format of the meeting (in-person meeting, including a meeting combined with absentee voting, or absentee voting);
- Possibility of remote participation, details of remote participation access, including verification of identity of remote participants, possibility of being present at the venue, or indication that the meeting will be held without a venue;
- Date and time for the receipt of voting ballots, the postal address where voting ballots must be sent to (in the event of an absentee meeting);
- Name/title of the initiator of the meeting;
- Agenda of the meeting;
- List of information (materials) to be provided to Board members prior to the meeting or an explanation of how/where this information (materials) can be reviewed.

On the CEO's instructions, during the period between the date of the notice of a Board meeting and the actual date of the meeting, the Directors may also be provided with additional information and materials related to respective agenda items. During the period of preparation for a Board meeting, the Directors shall be entitled to request additional information (materials) on respective agenda items.

6.13. It is not permitted to hold a meeting at such place or time that would make attendance for the Directors significantly difficult or impossible.

6.14. Officers and employees of the Company, advisers, experts, shareholders of the Company and other persons may be invited to Board meetings on the basis of a decision of the Chairperson or a person convening the relevant meeting of the Board.

7. ADOPTION OF RESOLUTIONS BY THE BOARD

7.1. The Board may adopt resolutions in in-person or absentee meetings. In an in-person meeting, voting can be combined with absentee voting, in which case the documents indicating the will of the Directors voting in absentia shall be admitted until the deadline on the date of the meeting indicated in the notice of the meeting, unless the notice indicates an earlier date.

7.2. In-person and absentee Board meetings can be convened by the Chairperson or a Deputy Chairperson (if the Chairperson is unable to attend for good reason) on his/her own initiative or upon a request from a Director, the Revision Commission, the internal audit officer (head of the internal audit function), the auditing organisation, the Management Board, or the CEO. The Board shall consider items indicated in the meeting agenda, and, if required, elect the presiding chairperson of the meeting.

The Board is not permitted to amend the agenda of its meeting unless all Directors participate in the meeting.

7.3. The Directors and other persons invited to a Board meeting may submit their comments and proposals regarding the documents submitted to the Board for approval at least one day prior to the meeting via the Secretary.

7.4. When voting on agenda items, a Director shall have one vote.

7.5. The Directors shall discharge their duties personally and may not delegate their votes to another person, including another Director.

7.6. In the event of a tied vote, the Chairperson shall have the casting vote.

In-Person Meetings

7.7. An in-person meeting shall be duly constituted and quorate if it is attended by at least half of the elected Directors.

7.8. The Directors may participate in the meeting personally or remotely via electronic or technical means (by phone or video conferencing), which make it possible to identify the Director and which enable him/her to discuss and vote on agenda items. A Board meeting with remote participation can be held with the possibility of being present at the venue or without determining the venue.

7.9. In Board meetings, voting can be combined with absentee voting, in which case voting ballots indicating the will of the Directors voting in absentia shall be admitted until the deadline on the date of the meeting indicated in the notice of the meeting, unless the notice indicates an earlier date. If necessary, consideration of agenda items can be postponed (or they can be removed from the agenda) if a majority of the participating Directors agree to do so.

7.10. The Directors and meeting invitees may participate in debates, make proposals, give comments, ask questions, and provide additional information about the matters under discussion.

7.11. Resolutions at in-person or absentee meetings shall be passed by a majority vote among the participating Directors unless otherwise provided for by the Federal Law "On Joint Stock Companies" and the Charter.

7.12. Resolutions at Board meetings shall come into effect upon their adoption.

Absentee Meetings

7.13. The Board may adopt resolutions by absentee voting, i.e. without conducting an in-person meeting. Absentee voting uses voting ballots.

7.14. A notice of the meeting, voting ballots, and other information (materials) shall be sent to all Directors to the addresses specified by them using one or several means of communication (e-mail or electronic documentation system) or shall be delivered in person at least three business days prior to the ballot admission deadline. This period may be shortened by the Chairperson.

7.15. A voting ballot shall contain the following information:

- Full corporate name of the Company;
- Date and time of the ballot admission deadline;
- Full name of the voting Director;
- Address to which voting ballots must be sent;
- Wording of each item put to vote, wording of the resolution put to vote, and the following voting options: "In favour", "Against", "Abstained".

7.16. A voting ballot must be signed by the voting Director. The Directors may submit completed ballots to the Company via the Secretary, using one or more means of transmission (e-mail or electronic documentation system) or deliver them in person. Where a Director participates in absentee voting by sending a scanned copy of a signed ballot by e-mail, the original signed ballot must also be sent to the Company at the address specified on the ballot, or handed in person to the Secretary. Where an electronic ballot form is completed through the electronic documentation system used for the Company's collective bodies, the completed form must be signed with the Director's qualified electronic signature. In such cases, an electronic ballot form bearing a qualified electronic signature shall be deemed equal to a paper ballot signed by hand.

7.17. Considered as participants in absentee voting shall be the Directors whose scanned copies of their voting ballots were received by the Secretary by e-mail or who completed their electronic ballot form through the electronic documentation system used for the Company's collective bodies or handed them in person before the ballot admission deadline.

7.18. An absentee meeting shall be deemed duly constituted if at least half of the elected Directors took part in the meeting (unless a greater quorum is required by law or the Charter of the Company).

7.19. A voting ballot shall be invalid if:

- The voter chose more than one voting option with respect to an item put to vote. If a voting ballot contains several items put to vote, a failure to observe the requirement above with respect to one or more items shall not render the whole ballot invalid;
- It was not signed by the voting Director.

7.20. A resolution of the Board adopted through absentee voting becomes effective from the date of the minutes of the meeting unless specified otherwise in the resolution.

Engagement of External Consultants by the Board

7.21. External consultants, experts, and other advisers may be engaged to support the Board. Such persons may be engaged (1) by decision of the Board; (2) by decision of a Board Committee; or (3) on initiative of any Director with the Chairperson's approval.

7.22. The Company shall bear the expenses of such engagement. Anticipated expenses shall be included in the budget of the Company. The engagement of and payment to external consultants for their services shall follow internal procedures adopted by the Company.

8. MINUTES OF BOARD MEETINGS

8.1. In-person Board meetings and corresponding voting results, including meetings where voting is combined with absentee voting, and absentee meetings, shall be confirmed by minutes of the Board meeting. The Board minutes shall be compiled by the Secretary within three days after the meeting or ballot admission deadline in the event of absentee voting.

8.2. The minutes shall specify:

- Date and time of the meeting, and — if voting was combined with absentee voting — also the deadline for admitting voting ballots indicating the will of the Directors who voted remotely, the venue of the meeting (or an indication that a meeting with remote participation was held with the possibility of being present at the venue or without determining the venue), or — in the event of absentee voting — the deadline for admitting voting ballots indicating the will of the Directors.
- List of the meeting participants;

- Agenda of the meeting;
- Items put to vote and voting results for each agenda item, with an indication of how each Director voted (or that a Director did not vote);
- Resolutions adopted for each agenda item;
- Agenda items not put to vote;
- Information about the person who signed the minutes;
- Information about a conflict of interest of the Directors in relation to agenda items — if required by the nature of the agenda.

Votes shall be counted by the Secretary. The minutes of the meeting shall be signed by the Chairperson (or by the chairperson presiding over the meeting if the Chairperson is absent) and the Secretary. The Chairperson or the chairperson presiding over the meeting shall be responsible for the accuracy of the minutes.

8.3. A Director who did not agree with a Board's resolution may, within three business days from the date of the meeting, submit his/her separate opinion in writing via the Secretary, which will be attached to the minutes.

8.4. The Company shall store Board minutes at the location of its executive body in the manner and for a period specified by Russian legislation.

8.5. In accordance with Russian legislation, the Secretary is obliged to provide access to Board minutes to the Directors, members of the Revision Commission, the audit organisation, and shareholders of the Company.

9. MONITORING OF BOARD RESOLUTIONS AND COMPLIANCE WITH INTERNAL BOARD AND BOARD COMMITTEE REGULATIONS

9.1. Where necessary, resolutions or instructions of the Board may be shared with third parties in the form of extracts from the relevant Board minutes. These extracts must be signed by the Secretary and sealed with the Company's stamp.

9.2. All Board's resolutions and instructions that require action and are recorded in the minutes are subject to monitoring and follow-up. Deadlines for implementation are set either by the Board itself or by the Chairperson. The Corporate Secretary is responsible for tracking progress. Persons responsible for carrying out resolutions (instructions) must respond to any status request from the Corporate Secretary within one working day.

9.3. If the Corporate Secretary does not receive the required status report, he/she may ask the CEO directly for a status report on the matter.

9.4. If a resolution genuinely cannot be implemented by the deadline, the person responsible should notify the Chairperson at least three working days before the due date and should provide a clear explanation and request an extension, copying the Corporate Secretary on that request.

9.5. If a Board's resolution or instruction remains unfulfilled by the deadline, the Corporate Secretary informs the Chairperson accordingly.

9.6. Should a breach of internal procedures governing the Board or its Committees be discovered, any Director may raise the matter and request that it be reviewed by the relevant Board Committee.

9.7. At least once a year, the Corporate Secretary submits a report to the Board covering the Board's overall performance over the period. This includes a summary of how resolutions and instructions have been implemented, as well as any recorded instances of non-compliance with internal procedures governing activities of the Board and its Committees.

10. ENGAGEMENT OF INDEPENDENT APPRAISERS FOR BOARD'S RESOLUTIONS

10.1. The Board shall engage an independent appraiser — or, in certain cases, an investment bank or an independent financial expert — when adopting resolutions involving:

- Determination of the value of assets (other than cash) being sold as part of a major transaction;
- Determination of the value of assets being sold or acquired in a related party transaction;
- Determination of the value of shares or stakes being bought or sold in a transaction with the Company's controlling shareholder or entities controlled by the Company's controlling shareholder;
- Determination of the market value in any other case where the law requires an independent valuation.

10.2. When preparing a matter for Board consideration that requires such a valuation, the relevant internal subdivision of the Company shall arrange for that valuation to be completed before the papers are submitted to the Board. The list of approved appraisers is to be approved by the head of that subdivision, taking into account the appraiser's track record and expertise in the relevant field. The valuation report shall be included as an appendix to the Board meeting materials.

11. IDENTIFICATION AND PREVENTION OF CONFLICTS OF INTEREST OF THE

11.1. A Director shall refrain from actions that will create or may create a conflict between his/her interests and the interests of the Company.

11.2. If a conflict of interest of a Director arises, including if the Director has a personal interest in the entry into a transaction by the Company, this Director shall immediately inform the Board by submitting a notice to the Chairperson via the Secretary or by giving a verbal notice during the relevant meeting of the Board before the matter in question is considered. The notice shall contain information about the actual conflict of interest and the grounds for the conflict. This information shall in any case be submitted before a discussion of the matter in question begins during the meeting. Before voting on agenda items in a meeting or before absentee voting, the Chairperson shall announce (or, in case of absentee voting, communicate to the Directors) any declared conflicts of interest of the Directors in relation to specific agenda items.

11.3. A Director shall refrain from voting on agenda items in relation to which he/she has a conflict of interest, and shall also refrain from discussing such agenda items.

11.4. Where the nature of the matter or the specific circumstances of the conflict warrant it, the Chairperson may ask the Director in question to leave the meeting while that item is being discussed.

12. REMUNERATION AND REIMBURSEMENT OF DIRECTORS

The Directors shall be remunerated and reimbursed in accordance with the Regulations on Remuneration and Reimbursement of the Members of the Board of Directors of PJSC Uralkali.

13. ASSESSMENT OF THE BOARD'S PERFORMANCE

The performance of the Board shall be assessed annually in the form of self-assessment or external assessment in order to improve the effectiveness of the Board. A performance assessment of the Board may include an assessment of the performance of Board Committees or other types of assessments. In exceptional cases, if deemed necessary by the Chairperson, a performance assessment of the Board for a specific year can be waived.

14. APPROVAL OF AND AMENDMENTS TO THESE REGULATIONS

14.1. These Regulations shall be approved by the General Meeting.

14.2. The resolution to approve these Regulations or any amendments or supplements hereto shall be passed by a majority vote of the holders of voting shares present at an in-person or absentee General Meeting.

14.3. If certain provisions of these Regulations become invalid in accordance with any new amendments to the Russian legislation, such provisions shall be invalid, and the Russian legislation shall prevail until the provisions in question have been amended.

14.4. Upon the approval of these Regulations by the General Meeting, the Regulations on the Board of Directors of PJSC Uralkali approved by resolution of the General Meeting on 15 June 2022 (Minutes No. 71 dated 15 June 2022) shall cease to be in force.