

Approved by a resolution
of the Board of Directors
(Minutes No 403 dated 04.03.2022)

POLICY

The Charity and Sponsorship Policy of PJSC Uralkali

Public Joint Stock Company Uralkali		
2022	The Charity and Sponsorship Policy of PJSC Uralkali	Page 2/5

Contents

1.	PURPOSE AND GOALS.....	3
2.	PRINCIPLES OF CHARITY AND SPONSORSHIP ACTIVITIES	3
3.	KEY ELEMENTS OF CHARITY AND SPONSORSHIP ACTIVITIES	3
4.	ALLOCATION AND SPENDING OF CHARITY AND SPONSORSHIP BUDGETS.....	4
5.	INFORMATION SUPPORT	4
6.	FINAL PROVISIONS.....	4

Public Joint Stock Company Uralkali		
2022	The Charity and Sponsorship Policy of PJSC Uralkali	Page 3/5

1. Purpose and goals

- 1.1. The Charity and Sponsorship Policy (hereinafter, the Policy) of PJSC Uralkali (hereinafter, Uralkali or the Company) was created to organize consistent and systematic charity and sponsorship activities of the Company in line with legislative requirements and Uralkali's ESG Strategy.
- 1.2. The Policy serves the following goals:
 - 1.2.1. Formalise key elements of charity and sponsorship activities to improve their transparency;
 - 1.2.2. Determine key principles of charity and sponsorship activities;
 - 1.2.3. Define the procedure of disclosing information about charity and sponsorship activities.

2. Principles of charity and sponsorship activities

- 2.1. Uralkali performs its charity and sponsorship activities in line with the following principles:
 - 2.1.1. Compliance with legal and regulatory requirements related to charity and sponsorship;
 - 2.1.2. Transparency and openness of information;
 - 2.1.3. Feasibility and efficiency of the Company's spending on charity and sponsorship activities;
 - 2.1.4. Accommodation of interests and needs of local communities;
 - 2.1.5. High social value of projects proposed for financing and implementation.
- 2.2. Uralkali refrains from charity and sponsorship activities in relation to political organisations, governmental bodies or public officials (with the exception of projects whose ultimate beneficiaries are the society in general or specific individuals in need).

3. Key elements of charity and sponsorship activities

- 3.1. The elements of the Company's charity and sponsorship activities were selected with due consideration of Uralkali's ESG Strategy, and are also consistent with the UN Sustainable Development Goals.
- 3.2. Charity activities in the Company's areas of operations include the following elements:
 - 3.2.1. Education and support to children:
 - Support to pre-school, educational and scientific institutions;
 - Support to children with illnesses, and to homes for children and infants.
 - 3.2.2. Healthcare: support to medical and health institutions.
 - 3.2.3. Sports: assistance in fitness and mass sports.
 - 3.2.4. Culture: support of cultural and recreational events.
 - 3.2.5. Infrastructure development:

Public Joint Stock Company Uralkali		
2022	The Charity and Sponsorship Policy of PJSC Uralkali	Page 4/5

- Support of development of transport infrastructure, social and cultural facilities and events in the Company's areas of operations;
- Co-financing of events for socio-economic development of the Perm Region;
- Assistance in law enforcement.

3.2.6. Charity to individuals: support of socially vulnerable and unprotected community groups.

3.3. Sponsorship activities include the following main elements:

3.3.1. Sports: support of sports events.

3.3.2. Science: support to scientific projects in areas corresponding to the Company's core activities.

3.3.3. Culture: support in preparation for and implementation of exhibitions, cultural and educational events associated with promotion of the Company's products.

3.3.4. Other activities not prohibited by applicable laws.

4. Allocation and spending of charity and sponsorship budgets

4.1. The budget for charity and sponsorship activities is preliminarily approved as part of the approval of the overall budget of the Company.

4.2. The charity budget is based on sub-budgets of subdivisions of the Company authorised to perform charity activities, arrange relevant events, and distribute financial aid to individuals.

4.3. Funds are then allocated to implement this Policy.

5. Information support

5.1. To improve efficiency and transparency of charity and sponsorship activities, the Company's non-financial reporting includes, on an annual basis, information about key charity and sponsorship activities and actual spending for the reporting period.

5.2. Information about charity and sponsorship activities of the Company is published in the corporate newsletter RU.DA and/or using other communication channels.

5.3. Also, information about ongoing or upcoming activities is published in other mass media.

6. Final provisions

6.1. This Policy is subject to an approval by the Board of Directors.

6.2. Any amendment to this Policy, if such need arises, will be presented for consideration of the Board of Directors.

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

Public Joint Stock Company Uralkali		
2022	The Charity and Sponsorship Policy of PJSC Uralkali	Page 5/5

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