

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

POLICY

Local Community Engagement Policy of PJSC Uralkali

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1. Purpose

- 1.1. This Local Community Engagement Policy (the Policy) of PJSC Uralkali (Uralkali or the Company) defines unified principles of engagement of regional and municipal authorities, NGOs and local communities in the Company's areas of operations.
- 1.2. The purpose of this Policy is to maintain favourable social conditions in the areas of operations and facilitate establishment of a comfortable living environment for the Company's employees and their families, and for local communities.
- 1.3. This Policy defines the basics of how the Company approaches engagement of local communities and activities to develop operating territories of Uralkali.
- 1.4. One of the purposes of creating this Policy is to support implementation of the Company's ESG Strategy, which determines Uralkali's environmental, social and governance goals.
- 1.5. By adopting this Policy, we aim to make a positive contribution towards socio-economic development of local communities. The principles given herein define our local community engagement initiatives in line with applicable laws.

2. Scope

- 2.1. This Policy applies to activities of the Company.
- 2.2. The Company takes necessary and reasonable efforts to comply with the basic principles and provisions of this Policy. To the extent possible, the Company expect similar compliance from its counterparties.

3. Uralkali's principles

- 3.1. The Company aims to improve the quality of life of local community representatives in its areas of operations.
- 3.2. The Company respects interests, views, preferences, living habits and historical heritage of local communities.
- 3.3. The Company gives due consideration of interests of local communities and tries to avoid relocation of local communities or, if unable to avoid, minimise consequences of their physical and/or economic displacement.
- 3.4. Operating areas of Uralkali are not inhabited by indigenous minorities. In the future, if projects are implemented in areas inhabited by indigenous minorities, Uralkali will engage such peoples taking into account the need to find a special approach, which would reflect their unique characteristics and regulatory specifics and which would be based on openness, respect and leading practices.
- 3.5. The Company adheres to applicable Russian and international laws, and to agreements with federal, regional and local authorities in Russia.

4. Commitments

- 4.1. Compliance with applicable laws related to local community engagement;

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- 4.2. Participation in the operating region's economic development by performing tax obligations;
- 4.3. Mandatory consideration of social and environmental risks when implementing activities;
- 4.4. Support to local employment by creating new jobs;
- 4.5. Support of development of small businesses and expansion of opportunities for local employers;
- 4.6. Preservation of favourable natural environment in areas of operations;
- 4.7. Implementation of social investments taking into account interests and needs of local communities including through active participation in the development of local infrastructure;
- 4.8. Establishment of a regular dialogue with local communities based on respectful recognition of their interests. Timely identification of stakeholders in areas of operations in line with a mechanism adopted by the Company, and analysis of stakeholders' interests and views when planning and implementing projects;
- 4.9. Regular analysis of local communities' expectations, needs and feedback received via corporate communication channels, surveys of local residents, and the weekly corporate newsletter RU.DA.

5. Engagement approaches

- 5.1. Participation in direct dialogues and negotiations as part of joint meetings, working groups and standing committees with representatives of local communities;
- 5.2. Use of surveys and questionnaires via corporate media to determine local communities' views in relation to activities proposed by the Company in areas of operations;
- 5.3. Planning and implementation of social investments and charity activities as part of socio-economic cooperation agreements with local communities, which consider interests of the parties;
- 5.4. Disclosure of up-to-date information about development plans and ESG performance of the Company via publications in the mass media;
- 5.5. Efficient collaboration with regional and municipal authorities to develop the Company's areas of operations;
- 5.6. Handling of inquiries and grievances received through feedback channels;
- 5.7. Consultations with representatives of local communities at early stages of projects and continuous consultations throughout the lifecycle of projects.

6. Responsibility for implementation

- 6.1. Implementation of this Policy is monitored by Uralkali's Chief Executive Officer.
- 6.2. The responsibility for day-to-day management of the community engagement process lies with the GR Department of Uralkali, which also develops engagement procedures and action plans on a regular basis.
- 6.3. The GR Department also registers and minutes meetings involving representatives of local communities and monitors implementation of decisions adopted in those meetings and results

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of joint efforts to deliver on commitments. A report on such activities is submitted to the CEO of Uralkali on an annual basis.

- 6.4. The responsibility for ongoing engagement of local communities and facilitation of sustainable development of Uralkali's areas of operations lies with corresponding operating units of the Company.

7. Reporting

- 7.1. The Company regularly published information about implementation of community engagement projects and initiatives.
- 7.2. Information about ongoing or proposed activities is published in mass media.
- 7.3. Results of implementation of this Policy are included in the report on the implementation of the ESG Strategy of the Company.

8. Final provisions

- 8.1. This Policy is subject to an approval by the Board of Directors.
- 8.2. 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.

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