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Approved by the Board of Directors of PJSC Uralkali
(Minutes 403 dated 04.03.2022)

The Industrial Safety Policy Declaration of PJSC Uralkali

With this public Declaration, PJSC Uralkali confirms its standing commitment to maintain positive and socially responsible leadership in all of its activities including industrial safety of its hazardous production facilities.

Industrial safety of hazardous production facilities is a top priority for the Company, which fully acknowledges its responsibility to the society for ensuring industrial safety of its hazardous production facilities and consistently creates conditions to help direct and contractor employees understanding that industrial safety is a priority and ongoing and proposed safety-related tasks have to be implemented unconditionally and timely.

PJSC Uralkali has the following industrial safety goals:

- Continuous and effective assurance of reliable and safe operation of hazardous production facilities with the lowest possible risks of failures and incidents;
- Prevention of failures, incidents and process violations during operation of process equipment, buildings and structures;
- Prevention of occupational injuries and diseases among employees during operation of hazardous production facilities including response to potential failures or incidents.

To achieve these goals, the Company assumes the following commitments:

- Observe industrial safety rules in relation to its hazardous production facilities;
- Prevent workplace incidents, reduce to the lowest possible extent the risk of emergencies, maintain continuous preparedness of technical and human resources for potential emergency response measures;
- Identify, analyse, assess, manage and reduce occupational and industrial safety risks;
- Ensure operation of a multi-tiered monitoring of operations to ensure industrial safety compliance;
- Continuously improve the industrial safety management system including its effectiveness and efficiency through monitoring and introduction of leading policies and experience;
- Increase accountability and personal involvement of every employee in industrial safety compliance;
- Continuously improve industrial safety competences and knowledge of employees;
- Require all contractors working at hazardous production facilities of the Company to observe the same industrial safety standards and regulations as those adopted by the Company;
- Ensure availability of reliable information about the state of industrial safety at hazardous production facilities of the Company;
- Implement this Policy based on social partnership principles through a direct dialogue with employees.

Implementation of this Policy is an industrial safety undertaking of PJSC Uralkali. This Policy is a publicly available document.