

Regulation on Quarterly Employee Bonus Payments

Approved by: Dehqonobod Potash Plant JSC Management Board

Chairman (Acting): T. Zaripov

Agreed with: Chairman of the Supervisory Board: N. Kochkinov

Date: 2023

1. General Provisions

This Regulation defines the procedure for awarding quarterly bonuses to employees of Dehqonobod Potash Plant JSC (hereinafter referred to as the Company) based on the main results of production and economic activity. It has been developed in accordance with the Civil Code, the Labor Code, the Law 'On Joint-Stock Companies and the Protection of Shareholders' Rights', Presidential Decree No. PF-3202 (January 24, 2003), Cabinet of Ministers Resolutions No. 207 (July 28, 2015) and No. 166 (March 29, 2021), as well as the Company Charter.

2. Definitions

Quarterly bonus – monetary incentive awarded to employees for achievements during the reporting period. The amount of the bonus is not permanent and depends on performance indicators.

Work experience – the duration of an employee's labor activity.

Management – the collegial executive body responsible for the Company's day-to-day operations.

SYK – Integrated Performance Indicator (KPI aggregate).

3. Scope

This Regulation applies to full-time employees of Dehqonobod Potash Plant JSC working under an employment contract.

4. Purpose

The Regulation aims to enhance employee motivation and material interest in improving production efficiency. Bonuses are calculated within the limits of the wage fund based on the performance of departments and divisions.

5. Calculation of Bonuses

The amount of the bonus is proportional to the employee's monthly salary (base rate). The Management Board may adjust the coefficient based on financial capacity and the business plan.

Newly hired employees become eligible for bonuses after three months of work. Employees who have passed labor safety tests are eligible for bonuses. Those who fail such tests are not.

Employees whose employment contracts are terminated are not entitled to bonuses.

6. Evaluation of Performance (SYK)

Employee performance is evaluated as follows:

- Below 40% – Unsatisfactory
- 40% to 60% – Low
- 60% to 80% – Insufficient
- 80% to 90% – Average
- 90% to 100% – Satisfactory
- Above 100% – High

If target values cannot be reached due to reasons beyond employee control, the Company may revise the performance indicators accordingly.

7. Conditions for Non-Payment or Partial Reduction

Bonuses are not paid to employees who:

- Frequently skip work without excuse, appear under the influence of alcohol or drugs, or commit theft.
- Have violated production discipline, safety, or technological processes.

Depending on the severity, bonuses may be reduced up to 50–100% for misconduct, product defects, or negligence.

8. Final Provisions

This Regulation comes into effect from the date of approval. Amendments or cancellations are made by order of the Company. Disputes related to the implementation of this Regulation are reviewed by Company management, and if unresolved, may be referred to the court in accordance with the legislation of the Republic of Uzbekistan.

Responsible Person

The Head of the HR and Labor Department of Dehqonobod Potash Plant JSC is responsible for the implementation of this Regulation.