

REGULATION

On the Supplement to Wages for Continuous Work Experience

Approved by:

Chairman of the Management Board — T. Zaripov

Joint Stock Company “Dehqonobod Potash Plant” (JSC “DKZ”)

2023

1. Scope of Application

This Regulation applies to all employees of JSC “DKZ” who are included in the staff list and employed on the basis of a labor contract. It defines the rules for determining and paying a supplement to wages for continuous work experience to employees working at the enterprise.

2. General Provisions

This Regulation establishes the procedure for paying a wage supplement for continuous work experience in order to encourage employees, reduce turnover of qualified workers and specialists, and promote long-term employment at the enterprise (interruption not exceeding 30 calendar days).

The supplement for continuous work experience (hereinafter referred to as “the supplement”) is calculated monthly as a percentage of the employee’s position salary or tariff rate. Employees whose main workplace is another organization (external part-timers) are not eligible for this supplement. Internal part-time employees receive the supplement based on the tariff rate or salary of their main position.

For time-rated and piece-rated workers, the supplement is paid for the actual hours worked during the month according to the hourly tariff rate. For salaried employees, it is calculated based on actual hours worked within the five-day workweek standard.

Supplement Rates by Continuous Work Experience

Work Experience	Industrial Staff	Non-Industrial Staff
1–2 years	20%	15%
2–3 years	25%	20%
3–5 years	30%	25%
5–7 years	40%	35%
7–10 years	50%	45%

10–13 years	60%	55%
13–15 years	80%	70%
Over 15 years	100%	90%

3. Period of Validity

This Regulation is effective for 5 years from the date of its approval. Any amendments, cancellations, or extensions of the Regulation shall be made by a joint order of the Chairman of the Management Board and the Trade Union Committee.

4. Storage

The original controlled copy of this Regulation shall be kept in the Economics Department under the IHUIS–N registration number. Other controlled copies shall be kept in the Accounting Department, the Trade Union Committee, and relevant structural units of the company.