

JSC 'Dehkanabad Potash Plant'

Stakeholder Engagement Policy

1. Purpose

This Stakeholder Engagement Policy defines the principles and approach of JSC "Dehkanabad Potash Plant" (hereinafter referred to as "the Company") in engaging with its key stakeholders.

The purpose of the Policy is to ensure transparent, responsible, and mutually beneficial cooperation with all stakeholders, taking into account their interests and expectations.

2. Scope

This Policy applies to all divisions, subsidiaries, and employees of the Company and covers all categories of stakeholders including government agencies, shareholders, employees, customers, suppliers, local communities, and partners.

3. Key Principles of Stakeholder Engagement

- Transparency: The Company ensures open and timely communication with stakeholders.
- Inclusiveness: All relevant stakeholder groups are identified and involved in discussions that affect them.
- Accountability: The Company assumes responsibility for the impact of its operations on stakeholders and society.
- Mutual Benefit: Engagement activities are aimed at achieving shared value and sustainable development.
- Continuous Dialogue: Stakeholder communication is carried out regularly through meetings, consultations, and feedback channels.

4. Stakeholder Identification and Mapping

Stakeholders are identified and prioritized based on the level of their influence and interest in the Company's activities.

Key stakeholder groups include:

- Employees and Trade Unions
- Customers and Business Partners
- Suppliers and Contractors
- Local Communities and NGOs
- Government and Regulatory Authorities
- Shareholders and Investors

5. Methods of Engagement

The Company applies various forms of communication, including:

- Public meetings, consultations, and surveys;
- Corporate website and official media channels;
- Feedback forms and hotlines;
- Community support projects and sponsorship initiatives;
- Regular reporting through ESG and sustainability disclosures.

6. Responsibilities

The overall coordination of stakeholder engagement is managed by the Corporate Development and Public Relations Department.

Department heads are responsible for maintaining continuous communication and addressing stakeholder inquiries related to their

operations.

7. Monitoring and Review

The effectiveness of stakeholder engagement activities is monitored annually.

Findings and recommendations are presented to senior management for further improvement of communication strategies and sustainability performance.

8. Final Provisions

This Policy enters into force upon approval by the General Director of JSC "Dehkanabad Potash Plant" and is reviewed at least once every three years to ensure relevance and alignment with best international practices.

Prepared by:

Corporate Development and Public Relations Department

JSC "Dehkanabad Potash Plant"