

JSC 'Dehkanabad Potash Plant'

Stakeholder Engagement Plan (SEP)

1. Introduction

This Stakeholder Engagement Plan (SEP) has been developed by JSC "Dehkanabad Potash Plant" (hereinafter referred to as "the Company") to ensure systematic and effective engagement with stakeholders.

The plan supports the Company's commitment to transparency, mutual understanding, and sustainable development.

2. Objectives

- To identify and prioritize key stakeholders affected by or interested in the Company's operations.
- To establish regular communication mechanisms to maintain trust and mutual benefit.
- To collect and respond to stakeholder feedback in a timely and transparent manner.
- To integrate stakeholder perspectives into business decisions and sustainability planning.

3. Stakeholder Identification and Prioritization

The Company identifies stakeholders based on their level of influence and interest in Company operations.

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

4. Methods and Frequency of Engagement

Stakeholder Group	Engagement Method	Frequency	Responsible Department
Employees	Staff meetings, surveys, intranet updates	Quarterly	HR Department
Customers	Satisfaction surveys, direct communication	Annually	Marketing Dept.
Suppliers	Contract reviews, supplier audits	Semi-annually	Procurement Dept.
Local Communities	Public meetings, social programs	Annually	PR & CSR Dept.
Government Authorities	Official correspondence, inspections	As required	Legal Dept.
Shareholders	Annual meetings, reports	Annually	Management Board

5. Communication Channels

- Official website: <https://uzkimyosanoat.uz>
- Corporate email: info@dkz.uz
- Stakeholder feedback form and grievance hotline available at the Company's main office.

6. Monitoring and Evaluation

The effectiveness of stakeholder engagement activities will be reviewed annually.

KPIs include the number of engagement events held, stakeholder satisfaction scores, and resolved grievances.

7. Responsibilities

The Corporate Development and Public Relations Department is responsible for coordinating SEP implementation.

Each department head is accountable for communication with relevant stakeholder groups and reporting outcomes to management.

8. Review and Update

This SEP is reviewed once every three years or as necessary, following major organizational or operational changes.

Prepared by:

Corporate Development and Public Relations Department

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