APPROVED:
By the resolution of the General Meeting of
Shareholders of OJSC “Uralkali”.
Minutes of the Meting 32 dated 17.04. 2012

AMENDMENTS TO THE REGULATIONS
ON REMUNERATION AND REIMBURSEMENT OF THE MEMBERS OF THE BOARD OF DIRECTORS OF THE OPEN JOINT STOCK COMPANY “URALKALI”

Perm Territory, Berezniki
2012

To restate Clauses 2.2-2.3 of the Regulations as follows:

2.2. The amount of annual base remuneration is equivalent to 200,000 (two hundred thousand) US dollars.
2.3. Additional remuneration is paid for performance of the following duties:

- Membership in any of the committees of the Board of Directors. The annual amount of the indicated remuneration is equivalent to 25,000 (twenty-five thousand) US dollars;
- Chairmanship of any of the committees of the Board of Directors. The annual amount of the indicated remuneration is equivalent to 25,000 (twenty-five thousand) US dollars;
- Deputy Chairmanship of the Board of Directors. The annual amount of the indicated remuneration is equivalent to 125,000 (one hundred and twenty-five thousand) US dollars.