


СОГЛАСОВАНО
 Постановлением ООО "ЛПР АО "УМЗ"
 Протокол № 14 от « 18 » 12 2025 : UMP JSC Employees
 Председатель ООО "ЛПР АО "УМЗ"»
 А.В. Феоктистов
 « 18 » 12 2025
 31.12.2025 № 14-03-04/1216

APPROVED BY
 Senior Deputy Executive Board Chairman -
 Chief Operating Officer


 V. Vakhnenko
 « 18 » 12 2025

**UMP JSC Comprehensive Plan for Improving Working Conditions, Occupational Safety
 and Health Measures for 2026**

No.	Action description	Action due date, quarter	Source of funding	Expected social efficiency as a result of implementation of measures, people (Total/including for women)							
				reduced probability of accidents	reduced likelihood of injuries	reduced likelihood of diseases	improved working conditions	Mark of completion			
1	2	3	4	5	6	7	8	9			
<i>Uranium Operations (responsible for implementation of activities - UO Director)</i>											
1	Building 4/4a Workshop "V" premises No.117. Replacement of paint coating on steel floor(Improvement of labour conditions)	1	self-cost						150	27	
2	Building 4/4a Workshop "V" premises No.220. Partial replacement of paint coating on walls (Improvement of labour conditions)	2	self-cost						150	27	
3	Building 4/4a Workshop "V" premises No.003. Partial replacement of paint coating on walls(Improvement of labour conditions)	2	self-cost						20	11	
4	Building 4/4a Workshop "V" premises No.209. Замена лакокрасочного покрытия стен и потолка (Improvement of labour conditions)	3	self-cost						150	27	
5	Building 600 Workshop "R" Pellet Production Unit, Premises No. 180. Partial replacement of plastic flooring with metal flooring.(Improvement of labour conditions)	4	self-cost						8	7	

6	Building 600 Workshop "R" Powder Production Unit Premises No. 145 (corridor) axes 19-20. Replacement of plastic flooring with metal flooring. (Improvement of labour conditions)	4	self-cost							59	19	
7	Building 600 Workshop "R" Installation of split systems (Improvement of microclimate at workplaces)	4	capex							18	8	
8	Building 4/4a Workshop "V" Installation of split systems (Improvement of microclimate at workplaces)	4	capex							14	1	
9	Building 600. Personnel master point. Routine maintenance (Improvement of labour conditions)	4	self-cost							17	7	
10	Building 4/4a Workshop "V". Repair of sanitary checkpoints (Improvement of sanitary and household conditions)	4	self-cost							182	35	
Total				0	0	0	0	0	0	768	169	
<i>Beryllium Operations (responsible for implementation of activities - BO Director)</i>												
11	Building No. 3. Current renovation of premises No. 360, dispatch center for CU CMU technologists	1	self-cost							41	2	
12	Building No. 602. Beryllium bronze billets production area. Expansion of Induga furnace area	2	capex							19		
13	Building No. 3. Current repairs of premises No. 434 (Locksmith Workshop, elevation + 11.50)	2	self-cost							9		
14	Procurement and installation of filters for removing sulfur dioxide from the air supplied to RPE	3	self-cost					121				

15	Building No. 1. Replacement of 700 W mercury vapor lamps with 150 W LED lamps (72 pcs.)	3	self-cost							140	9	
16	Building No. 602. Current renovation of ladies changing room with installation of partitioned cubicles in the shower area	4	self-cost							10	10	
17	Installation of split systems in BO premises	4	capex							36	13	
	Total			0	0	0	0	121	0	255	34	
<i>Tantalum Operations (responsible for implementation of activities – TO Director)</i>												
18	Building No. 58. Procurement of EK-9P thermal guns (2pcs.)	4	capex							15		
19	Building No. 58. Procurement of HSZ-J 1t (h-3m) manual chain hoist	4	capex							10		
20	Building No. 10. Procurement and installation of split system to improve microclimate in room No. 407	4	capex							2		
21	Procurement of electric and oil heaters for room No. 408 in Building No. 58 and room No. 305 in Building No. 30A (2 pcs.)	4	capex			30				57		
22	Procurement of SGA-15 hydraulic puller (1 pc.)	4	capex							10		
23	Building No. 57. Procurement of Makita 9404 belt sanders (2 pcs.)	4	capex							2		
24	Building No. 57. Procurement of TOR PMS2000-1600 manual hydraulic stacker (1 pc.)	4	capex			15						

25	Building No. 3. Procurement of floor fans (8 pcs.)	4	capex							8		
Total					0	0	45	0	0	0	104	0
<i>Test Center (responsible for implementation of activities - TC Chief)</i>												
26	Procurement of anti-icing pads to reduce the likelihood of injuries (92 pcs.)	1	self-cost			92	85					
27	Procurement of BALLU UHB-910 H air humidifiers to improve the microclimate (5 pcs.)	3	self-cost							20	18	
28	Procurement of electric and oil radiators (heaters) to improve working conditions (10 pcs.)	3	self-cost							15	12	
29	Procurement of tool bags (4 pcs.)	3	self-cost							5		
30	Procurement of headlamps (12 pcs.)	3	self-cost							5		
31	Procurement of water purification jugs (14 pcs.)	3	self-cost					20	18			
32	Procurement and installation of vertical blinds in rooms to improve working conditions (111 m ²)	4	self-cost							50	45	
33	Procurement of Monblan insulated special suits (10 sets) to protect against low temperatures, wind, and moisture	4	self-cost					10	10			
34	Procurement of Hobot-268 window cleaning robot to ensure safe working conditions (1 pc.)	4	capex			10	10					

35	Procurement of a new model/new version of IVS-4 vibration isolator to reduce likelihood of injuries (1pc.)	4	capex			10	10					
36	Procurement of APV-4 automatic four-channel air aspirator (4pcs.)	4	capex							9	9	
37	Procurement of new muffle furnaces with more even heating to reduce likelihood of injuries (6 pcs.)	4	capex			50	50					
38	Procurement of upgraded Resanta CAI-250 welding machine (1 pc.). Cooling system of the new machine prevents overheating during welding, which reduces the likelihood of injuries.	4	capex			1						
39	Procurement of an improved laboratory refrigerator Biryusa (1pc.). Even freezing of the rear wall and even temperature distribution inside the chamber helps to reduce likelihood of overheating and fire	4	capex	10	10							
40	Procurement of laboratory furniture for improvement of labour conditions	4	capex							50	50	
41	Procurement and installation of split systems to improve microclimate at workplaces	4	capex							20	15	
42	Building No. 609. Replacement of windows in production areas to improve microclimate and working conditions	4	self-cost							4	4	
43	Building No. 609. Current repair of premises to improve working conditions and sanitary conditions	4	self-cost							50	48	
	Total			10	10	163	155	30	28	228	201	

54	To reduce injuries, installation of a metal ladder in industrial well No. 1	1	self-cost			16						
55	To improve lighting in the workplace, replacement of fluorescent lamps with LED lamps in control room of Building No. 660	2	self-cost							5		
56	To increase lighting at night, procurement and installation of 90W LED spotlight in the engine compartment of Building 13	2	self-cost							6		
57	Installation of a metal ladder in heat well No. 45 to reduce injuries	2	self-cost			16						
58	Carrying out routine repairs in room 115 of Building 13 to reduce the spread of fungus and improve sanitary conditions of wall panels	2	self-cost							30		
59	Installation of a metal ladder in industrial well No. 91 to reduce injuries	2	self-cost			16						
60	Installation of a split-system air conditioner to create favorable temperature and humidity conditions in room No. 211 of Building 13	3	capex							2		
61	Installation of a split-system air conditioner to create favorable temperature and humidity conditions in room No. 204/2 of Building No. 664	3	capex							7		
62	Installation of a split-system air conditioner to create favorable temperature and humidity conditions in room No. 204 of Building 36	3	capex							2		
63	Procurement of MG81001-A radio technician glasses with replaceable lenses and backlighting to improve working conditions when servicing communications equipment	3	self-cost							4		
64	Installation of a metal ladder in industrial well No. 1a to reduce injuries	3	self-cost			16						
65	Replacement of the entrance door in room No. 113a of Building 13 to minimize the risk of injuries	3	self-cost			35						

77	To reduce injuries, installation of a metal ladder in water well No. 48	4	self-cost			16						
78	To reduce the impact of lead on workers' health during cable line soldering work, procurement of a Cyclone exhaust fan for communication wells	4	self-cost							4		
79	To reduce injuries, installation of a metal ladder in heat well No. 95	4	self-cost			16						
80	To reduce the impact of electromagnetic radiation on employees, procurement and installation of system units in Building 13	4	capex							5		
81	Replacement of lead couplings with SSK 100 (armored) polyethylene couplings to reduce the impact of lead on employees' health when soldering cable lines	4	self-cost							12		
	Total			0	0	222	0	0	0	200	0	
Research Center (PIC for actions performance - RC Chief)												
82	To optimize the technological process and minimize contact between technicians and harmful substances, the laboratory needs to purchase I-160MI laboratory beryllium ionometers (7 pcs.)	4	capex					8	5			
83	In order to reduce labor-intensive, manual operations involving direct contact with harmful substances, procurement of a tantalum laser particle size analyzer ANALYSETTE 22 NeXT Micro (1 pc.) for the laboratory	4	capex					5	3			
84	In order to prevent electric current leakage through the human body, procurement of a UNI-TUT513 A megohmmeter (1 pc.) for the Technical Service	4	capex			85	44					
85	In order to prevent electric shock to employees and increase mobility when working in hard-to-reach places, procurement of Bosch GSR 180-LI cordless drill/driver, 18 V, 2x1.5 Ah, 54 Hm, case (2 pcs.) for the Technical Service	4	capex			5						

94	In order to minimize manual labor and reduce exposure to harmful and hazardous production factors, purchase of DeWalt angle grinders (2 pcs.)	3	capex							14			
95	In order to reduce the impact of hazardous production factors and facilitate rapid movement around the industrial site, purchase of NAVIGATOR 300 28 bicycles (3 pcs.)	3	capex					15					
96	In order to improve working conditions and ensure traffic safety during shunting operations, the purchase of a Kenwood TK-7302 136-174 MHz 25 W stationary radio station (frequency 154.350, pilot tone - 69.3) and a Motorola DP-1400 portable radio (minimum 5W, frequency 154.350, pilot tone - 69.3)	3	capex							12	2		
97	In order to minimize the risk of injury and improve working conditions, purchase GB-1 trolleys for moving gas cylinders (2 pcs.)	4	capex			7				7			
98	In order to minimize the risk of injury and improve working conditions, the purchase of hydraulic trucks for Euro pallets CBY-RHP 3000 (3pcs.)	4	capex			10				10			
Total						0	0	27	4	20	3	103	12
<i>Service Center (PIC for actions performance - SC Chief)</i>													
99	In order to reduce the concentration of harmful substances in the air of the working area and reduce the likelihood of accidents, restoration of the body and repair of the wheel (rotor) on the drying chamber of the aerodynamic RASK 12 in the carpentry department of the RCD	1	self-cost	10	2					10	2		
100	In order to improve working conditions and reduce the likelihood of illness, purchase and install a THERMEX ERS 100V water heater (EXX - 2pcs.)	2	capex					36	2	36	2		
101	To improve working conditions, purchase of Biryusa 6041 (UOON) refrigerator	2	capex							40	35		

112	Southern site. Renovation of the security checkpoint room to improve working conditions	4	self-cost							3	1		
113	Procurement of True RMS current clamps up to 600A (AC/DC) with multimeter function to prevent electric shock to employees (1 pcs.)	4	capex			2							
114	Procurement of a VSP-250 tower, height = 7.5 m, to minimize the risk of repair personnel falling from heights by eliminating the use of stepladders or extension ladders (1 pc.)	4	capex			2							
115	Purchase of a DeWalt 150 mm angle grinder to prevent jerks during start-up, prevent the tool from falling out of the hands of repair personnel, with protection against the cutting disc jamming and flying apart (1 pc.)	4	capex			8							
116	Procurement of Bosch GSR cordless drill/driver to eliminate the use of extension cords, ensure staff mobility when performing repairs in hard-to-reach areas, and enable work to be carried out in hazardous areas and containers due to low power supply voltage up to 42V (1 pc.)	4	capex							8			
117	Installation of LG B09TS air conditioners to improve microclimate, 2 pcs.	4	capex							3	1		
Total						2	0	387	33	61	0	31	6
<i>Finished Products Storage (PIC for actions performance - FPS Chief)</i>													
118	To improve working conditions, procurement of computer desks to replace physically worn-out and non-ergonomic desks, 2 pcs.	4	capex								2	1	
119	To improve working conditions, procurement of chairs to replace physically worn and partially broken ones, 10 pcs.	4	capex								10	3	
Total						0	0	0	0	0	0	12	4
<i>Mining and Concentrating Complex (PIC for actions performance - Head of Mining and Concentrating Complex)</i>													

120	Building 15. Modular boiler room. In order to improve working conditions, routine roof repairs are planned	3	self-cost							9		
121	In order to reduce corrosion, work is planned on the crushing section. Painting of storage bunker No. 14 and metal structures	3	self-cost	90	20							
122	In order to improve working conditions, routine maintenance work is planned for the "Administrative and Utility Building" (renovation of the dining room)	3	self-cost							90	20	
123	In order to minimize the likelihood of injury, reduce the likelihood of illness, and improve working conditions, routine maintenance work is planned for the 42-bed dormitory building	3	self-cost			12		12		12		
124	Installation of floor tiles to improve working conditions and minimize the likelihood of injury to employees of the administrative and utility building	3	self-cost			2				2		
125	Building 1. Main Building. In order to improve working conditions and minimize the likelihood of employee injuries, replacement of the laboratory entrance door	3	self-cost			13				13		
	Total			90	20	27	0	12	0	126	20	
<i>Security Group (PIC for actions performance - SG Chief)</i>												
126	Procurement of AKVAFOR DWM-101S Morion flow-through water filter. For removing harmful impurities from water, including chlorine, heavy metals, organic compounds, and microorganisms	3	self-cost							118	50	
127	Purchase Aquaphor modular filters (20 pcs.) to remove harmful impurities from water, including chlorine, heavy metals, organic compounds, and microorganisms.	3	self-cost							118	50	
128	Procurement of Ballu VKH-3 heat guns, Ceramic Engine series, to improve the microclimate (5 pcs.)	4	capex					118	50			
	Total			0	0	0	0	118	50	236	100	

Ulba Design Institute (PIC for actions performance – UDI Director)

129	Installation of split systems in rooms No. 605/2, 805, 804 of Building No. 573	4	capex							4	2	
	Total			0	0	0	0	0	0	4	2	
	GRAND TOTAL			112	32	966	236	461	93	2 353	656	

Chief-HSE Department

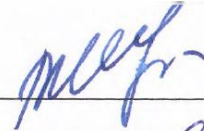
AGREED BY

Director – Production Safety

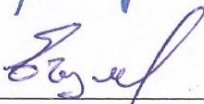
Director-Technical Preparation

Head of Ust-Kamenogorsk Office
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Sanitary and Epidemiological Control of East Kazakhstan Region, RK

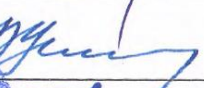
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