

"Approved"
According to 9-appendix
to protocol No. 15 dated
June 17, 2022 meetings
Supervisory Board
"Uzkimyosanoat" JSC

REGULATION OF THE COMMITTEE
ON ANTICORRUPTION AND ETHICS
UNDER THE SUPERVISORY BOARD
OF "UZKIMYOSANOAT"
JOINT STOCK COMPANY

Tashkent 2022

I. General rules

1.1. This Regulation (hereinafter referred to as the Regulation) is in accordance with the laws of the Republic of Uzbekistan "On protection of joint-stock companies and shareholders' rights", "On anticorruption", "Entrepreneurship" of the President of the Republic of Uzbekistan on further reforms to improve the environment and create conditions for sustainable economic growth through the development of the private sector" to Decree No. "On approval of management and reform strategy" approved by Appendix 1 of Resolution No. 166 of March 29, 2021 "On the management and reform strategy of state-owned enterprises in 2021 - 2025, Uzkiyosanoat joint-stock company (hereinafter - the Company's charter, the Regulation on the Supervisory Board and other regulatory legal documents, the Supervisory Board's determines the legal status, composition, powers and procedure of the anti-corruption and ethics committee (hereinafter referred to as the Committee) under the Committee.

1.2. The committee is established based on the decision of the Supervisory Board of the Company to consider the most important issues and prepare recommendations to the Supervisory Board of the Company. The Committee is a permanent working body of the Supervisory Board of the Company.

1.3. The Committee carries out its activities in accordance with the current legislation, the Charter of the Company and this Regulation.

II. Composition of the anti-corruption and ethics committee

2.1. The committee will be formed by 3 (three) members of the Supervisory Board of the Company. The committee must include at least one independent member of the Supervisory Board.

2.2. The members of the committee are elected by the majority of the members of the Supervisory Board for their term of office based on the recommendation of the Chairman of the Supervisory Board of the Company. The Chairman of the Committee is approved by the Supervisory Board of the Company from among the members of the Committee. The chairman of the committee should not be the chairman of the Supervisory Board of the Company.

2.3. Members of the Supervisory Board elected to the committee may be re-elected without limitation.

2.4. The members of the committee should have qualifications and experience in the field of activity of the committee.

2.5. The chairman of the committee is responsible for leading and organizing the activities of the committee. During the temporary absence of the chairman of the committee, one of the members may be assigned to act as chairman.

2.6. The distribution of functions among the members of the Committee is carried out by the Chairman of the Committee.

III. The main tasks of the anti-corruption and ethics committee

3.1. The main tasks of the committee are as follows:

- development of the program, policy and internal documents of the relevant measures of the Company in accordance with the legislation of the Republic of Uzbekistan on fighting against corruption and the state programs of fighting corruption;

- Taking measures to ensure compliance with the important principles of fighting corruption in company;

- Developing and eliminating measures to reduce corruption risks and eliminate corruption in all spheres of company's activity;

- Control of compliance with the requirements of the legislation of the Republic of Uzbekistan on combating corruption and the internal documents of the Company by the official employees of the Company;

- Development and implementation of measures to increase the legal consciousness and culture of the employees of the company, to form an intolerant attitude towards corruption in the company;

- Regular monitoring and analysis of anti-corruption activities in company and evaluation of its effectiveness and efficiency indicators;

- Ensuring the transparency of the activities of the public officials and compliance with the norms of behavior;

- Development of rules of behavior of employees in the company, analysis and ensuring their compliance;

- Continuous monitoring of compliance with the Law of the Republic of Uzbekistan "On Anti-corruption" in company;

- Controlling the implementation of anti-corruption policies in company;

- Participation in the improvement of company's anti-corruption activities;

- Monitoring the compliance of the members of the management of the company with the procedures adopted in the field of fighting against corruption and ethics, participating in the process of analyzing and reviewing cases of conflicts of interest related to them;

- introduction of proposals aimed at more effective organization and improvement of anti-corruption activities;

- Active support in preventing and combating corruption-related offenses in company;

- Ensuring and controlling the effective functioning of the anti-corruption system in company;

- Preparation of recommendations to the Supervisory Board of the Company on setting priority directions in the field of combating corruption in the company's activities;

- Determining issues related to this field to be considered at the meetings of the Supervisory Board of the Company;

- To consider whether the transparency of the company's activities and the disclosure of information are sufficient and accurate;

- Prepare and submit a report on the results of the Committee's activities for inclusion in the annual report and other documents of the Company;

- Performing other tasks assigned by the Supervisory Board.

IV. The procedure for organizing and conducting anti-corruption and ethics committee meetings

4.1. The meeting of the Committee is convened by the Chairman of the Committee at his own initiative, at the request of the members of the Committee, as well as at the written request of the head of the executive body of the Company.

4.2. The committee should hold its meetings at the end of every quarter, monthly if necessary, with the personal participation of committee members or by using other communication networks. The committee may invite the executive body of the Company and other persons to participate in the meetings of the committee, as well as request information from them if necessary.

4.3. The members of the committee may request to convene an urgent meeting of the committee in case of violations of the rules that require immediate resolution of a specific issue.

4.4. The committee holds its meetings before the meetings of the Supervisory Board of the Company.

4.5. The chairman of the committee creates opportunities for all participants in the meeting of the committee to properly prepare for it and to actively participate in the discussion of the issues raised in it. The members of the Committee should allocate enough time to prepare for the holding of the Committee's meetings and to participate in them.

4.6. If at least 2/3 of its members participate in the meeting of the committee, the meeting is considered authorized, and the chairman of the committee must participate in it.

4.7. Decisions at the meeting of the committee are made by majority vote of those present at the meeting.

4.8. Each member of the Committee shall have one vote when the issues are resolved at the meeting of the Committee. In case of equal votes, the vote of the chairman of the committee is decisive. A member of the committee who does not agree with the decision of the committee has the right to record his special opinion, which is attached to the minutes of the meeting in a mandatory manner, and to bring it to the attention of the Supervisory Board.

4.9. The decision of the Committee is formalized with the minutes of the Committee meeting. This report is kept by the secretary of the Committee and signed by the members of the Committee who participated in the voting.

4.10. The head of the compliance service of the Company performs the task of secretary of the committee meetings.

4.11. The chairman of the committee:

- organizes the work of the committee;
- organizes the keeping of minutes at the meetings of the Committee;
- The company implements internal regulatory documents and other actions provided for in this Regulation.

4.12. Secretary of the Committee:

- Keeps and formalizes minutes of Committee meetings;
- Prepares and presents materials on agenda items for consideration by the Committee;
- Delivers the decisions, conclusions and reports of the committee to the recipients.

4.13. All decisions made within the scope of the Committee's authority are mandatory for the executive body and other officials of the Company to be implemented from the day of their adoption. The officials specified in these decisions are personally responsible for the timely and appropriate implementation of the decision.

Control of the implementation of the decisions of the Committee is carried out by the Chairman of the Committee.

V. Rights and obligations of members of the anti-corruption and ethics committee

5.1. A member of the committee has the following rights: - to demand from the members of the executive body of the Company and other officials of the Company to provide all the necessary documents and materials for their activities;

- if corrupt actions are detected in the Company, demand to convene a meeting of the executive body and the Supervisory Board;

- To request comments on the issues under consideration from the employees of the structural units of the company, including their leaders;

- presenting issues of disciplinary, property and other types of accountability of guilty employees to the management for consideration;

- Use of the initial accounting, financial and other documents of the company;

- Periodically or regularly invite the leading persons of the Company and other members of the Supervisory Board of the Company by the decision of the Chairman of the Committee in cases where it is necessary to fulfill the decisions and assignments within the scope of the Committee's powers, to participate in the Committee's meetings;

- If, according to the opinion of the Committee, it is necessary to study the issue in depth, to request the opinion of other committees of the Supervisory Board of the Company on its own initiative on the issue related to the powers of the Committee;

- to speak on the issue discussed at the meeting of the Committee within the time allotted by the regulation, to demand to include his special opinion on the issues on the agenda, the decisions being made in the minutes of the meeting of the Committee;

- Making proposals for amendments and additions to this Regulation for approval by the Supervisory Board of the Company;

- based on the submitted documents, develop appropriate conclusions and suggestions and submit them to the discussion of the Supervisory Board of the Company;

- Proposing issues to be included in the agenda of the committee meeting.

5.2. Duties of committee members:

- Participation in the work of the committee and participation in all its regularly held meetings;

- To fulfill the tasks assigned to him and conduct his activities seriously based on the laws of the Republic of Uzbekistan, the Charter, the Charter of the enterprise and internal documents;

- monitoring progress in the field of fighting corruption and ethics and other areas of strategic importance for the development of the Company;

- To inform the Supervisory Board of the Company about any changes in the status of an independent member or about the occurrence of a conflict of interest in connection with the decisions made by the Committee;

- To operate based on the principles of protecting the rights, interests and interests of the company's shareholders;

- Non-disclosure of commercial and service secrets of the Company and fulfillment of confidentiality requirements.

5.3. Members of the Committee must attend the Committee meeting personally. If it is not possible to participate in the meeting, the member of the Committee shall inform the Committee about this, indicating the reasons.

VI. Responsibilities of anti-corruption and ethics committee members

6.1. The members of the committee should act in the interest of the Company in exercising their rights and fulfilling their obligations and be responsible in the prescribed manner.

6.2. Members of the Committee who did not participate in voting on the decision that caused damage to company or voted against this decision shall not be held responsible.

VII. Final provisions

7.1. This Regulation shall enter into force on the date of its approval by the Supervisory Board of the Company.

7.2. This Regulation, as well as amendments and additions to it, are approved by the Supervisory Board of the Company. Proposals for amendments and additions to the

Charter may be made by the Chairman of the Supervisory Board of the Company and the members of the Committee.