

"APPROVED."

by decision of the supervisory board

BIOKIMYO JSC
No. 1 of July 7, 2021

Chairman of the meeting A. Tugizbaev

(M.P.).

JOINT-STOCK COMPANY
"BIOKIMYO"
CONTACT
ON THE ETHICS COMMISSION
(revised version)

Yangiyul city - 2021

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1. General provisions

1.1. These Regulations are a local regulatory act of BIOKIMYO j.s.c.

BIOKIMYO JSC (hereinafter referred to as the "Company") and defines the principles, composition and operation of the Ethics Committee of BIOKIMYO JSC (hereinafter referred to as the "Committee").

1.2. In its activities, the Commission is guided by the current legislation of the Republic of Uzbekistan, the charter of BIOKIMYO JSC, these Regulations and other local normative acts of BIOKIMYO JSC.

1.3. The main objectives of the Commission's activities:

- control of observance by employees of the current legislation of the Republic of Uzbekistan, the Charter, the Code of Ethics of the Company and other local regulatory acts of the Company;

- Providing employees with assistance in dealing with difficult ethical situations;

- preventing and resolving conflict situations in accordance with the norms of the Company's Code of Ethics;

- Consideration of cases and settlement of conflicts of interest

in accordance with the Regulation on the Procedure for Actions in Case of Conflict of Interest of the Company;

- Preparing proposals for amendments and additions to the to the Code of Ethics of the Company.

1.4. Consideration of cases of infringement of requirements of the Code of Ethics by the Chairman of the Board and/or members of the requirements of the Code of Ethics is carried out by the Supervisory Board of the Company.

2. Formation of the Commission and organization of its work

2.1. The composition of the Commission is formed in such a way as to eliminate the possibility of conflicts of interest that could affect the decisions made by the Commission.

2.2. The Ethics Commission and its Chairman shall be appointed by resolution of the Chairman of the Management Board of the Company from among the responsible employees of the Company in the number of not less than 5 people for 1 (one) year.

2.3. The Commission shall consist of the following officers of the Company:

- Deputy Chairman of the Management Board, in respect of whose employee the situation of a conflict of interest is being considered (only for the specified cases);
- chief legal advisor;
- Head of Compliance Services;
- Chairman of the Trade Union Committee of the Company
- head of personnel management

The Ethics Committee shall necessarily include the Chairman of the Management Board of the Company (in his/her absence, the First Deputy Chairman or Acting Chairman except for cases when violations committed by them are subject to review), if violations of the Code of Ethics by his/her deputies or employees directly reporting to him/her are subject to review. In addition, the decision of the Ethics Commission in the said case is subject to mandatory approval by the Supervisory Board of the Company.

2.4. The Chairman of the Commission shall ensure objectivity in considering situations and making decisions by the Commission, as well as compliance with the legislation of the Republic of Uzbekistan and local normative acts of the Company.

2.5. If necessary, persons who are not members of the Commission may be involved in the work of the Commission as experts and consultants and have the necessary professional knowledge and expertise. The experts or consultants involved in the work shall be acquainted against signature with these Regulations before beginning their work as members of the Commission.

2.6. The Commission is attended by a responsible employee of the Human Resources Management Service, who serves as Secretary of the Commission, without the right to vote when considering issues on the agenda. The Secretary of the Commission performs record keeping, registration of appeals, storage of documents of the Commission, preparation of its meetings.

2.7. If any member of the Commission has a direct or indirect personal interest that may lead to a conflict of interest in the consideration of an item on the agenda, the member of the Commission must recuse himself or herself in writing before the meeting. In this case, he/she shall not participate in the consideration of the said issue.

2.8. Members of the Commission and persons participating in its meetings are prohibited to disclose confidential information that has become known to them in the course of the Commission's work. Information obtained in the course of the Commission's activities may be used only in the manner prescribed by the laws on information, informatization and protection of information and by local normative acts of the Company.

2.9. The Commission in the minutes of the meeting or by a separate decision determines a closed list of persons who have access to information obtained during the work of the Commission and in the adoption of its decisions.

2.10. Meetings of the Commission shall be held as necessary. A quorum for a meeting is 2/3 of the members. Decisions of the Commission are made by open voting by a qualified majority of 2/3 (two-thirds) of the total number of the Commission members. In the case of a tied vote the Chairman of the Commission has the casting vote. Each member of the Commission has one vote. Members of the Commission may not abstain from voting on issues brought up for consideration.

2.11. Meetings of the Commission are held in person. In situations where an in-person meeting of the Commission cannot be held (for example, if the employee is on a business trip or on a business trip, etc.), an absentee meeting may be held via video conferencing, using a conference-call or a conference call provided the necessary measures of confidentiality of the information discussed are observed. Decisions of each member of the Commission on the issues under consideration in case of a meeting in absentia shall be executed in written form (by way of sending appropriate electronic letters) and shall be attached to the minutes of the Commission meeting.

3. Rights and duties of Commission members

3.1. The members of the Commission are required to:

- participate in the work of the Commission and perform their functions objectively and impartially;
- to study comprehensively and fully the documents submitted for the meeting and at the meeting of the Commission;
- promptly inform the Commission of any personal interest in a particular decision;
- Avoid actions that might compromise the Commission or call into question the professionalism of its members;
- not to disclose confidential information contained in in any documents and materials of the Company;
- Do not use internal corporate information for personal gain and do not share it with third parties.

3.2. Members of the Commission have the right to request from members of the Management Board, departments and divisions of the Company the information and documents necessary for them to fulfill their official duties when considering relevant issues.

4. Order of work of the Commission

4.1. The basis for the meeting is a written request to the Commission:

- of an employee (regardless of his/her position) that contains information about a violation of the Company's Code of Ethics;
- Compliance Officer and/or Human Resources in the manner prescribed by the Company's Conflict of Interest Regulations.

4.2. The Commission does not consider anonymous reports of crimes, appeals and does not conduct inspections of violations of labor discipline.

4.3. The Secretary of the Commission, upon receipt of information containing the grounds for holding a meeting of the Commission:

- within one (1) business day sets the date of the Commission meeting. The date of the Commission meeting cannot be set later than seven (7) working days from the date of receipt of the specified information;

— organizes the familiarization of the members of the Commission and other persons participating in the meeting of the Commission with the information received.

4.4. Notification of the meeting of the Commission, as well as sending the necessary materials to the members of the Commission, shall be made in a reasonable and sufficient time before the meeting, in a manner agreed upon by the members of the Commission, but not less than 1 (one) business day in advance. The Chairperson of the Commission shall take the necessary steps to ensure that the notice is given in a proper manner and within a proper time frame.

4.5. The Chairman of the Management Board, internal auditors, other officers and employees of the Company shall be invited to a meeting of the Commission, and experts and consultants shall be invited in a manner that enables them to properly prepare for the meeting of the Commission.

4.6. A meeting of the Commission regarding the employee's compliance with the Code of Ethics shall be held in the presence of such employee. If the employee requests in writing to consider this issue without his/her participation, the Commission meeting shall be held in his/her absence.

If an employee fails to attend a meeting of the Commission in the absence of
The employee's written request to consider the issue without his/her attendance shall be postponed. The repeated failure of the employee to attend a meeting of the Commission without a valid reason is not grounds for postponing the consideration of the issue. In this case, the Commission shall decide on the merits of the issue based on the available materials and speeches of those present at the meeting.

4.7. Proceedings before the Commission shall be carried out within the limits of those requirements and on the grounds set forth in the appeal. Changes in the subject matter or grounds of the appeal in the course of consideration of the issue shall not be allowed.

4.8. The explanations of the employee are heard at the Commission's meeting.

(with his consent), other persons, and materials on the merits of the issue under investigation.

4.9. Based on the results of consideration of the item on the agenda, the Commission makes a decision within the requirements of the legislation of the Republic of Uzbekistan and the relevant local normative acts of the Company.

5. Drawing up the decisions of the Commission

5.1. Decisions of the Commission are drawn up in protocols to be signed by all members of the Commission. Decisions of the Commission are binding on all employees of the Company.

5.2. If the employee disagrees with the decision of the Commission, he/she may appeal it to the Chairman of the Board by sending a corresponding application to him/her within thirty (30) calendar days from the date of the Commission's decision.

5.3. Copies of the minutes shall, within one (1) business day of the meeting, be handed over to the Chairman of the Management Board of the Company and the employee in respect of whom the decision was taken (if several issues were considered at the Committee meeting, the employee shall be given an extract of the minutes) and by decision of the Committee to other interested persons in accordance with the Regulations on Conflict of Interest Management and other local regulations of the Company.

5.4. Extracts from the minutes of the Commission's decisions on the settlement of a Conflict of Interest shall be sent to the Compliance Department on a mandatory basis.

5.5. The employee's immediate supervisor shall Within five (5) working days of receipt of the minutes inform the Secretary of the Commission in writing of the measures he or she has taken in accordance with the recommendations of the Commission.

5.6. A copy of the minutes of the Commission meeting or an excerpt from the minutes shall be attached to the personnel file of the employee in respect of whom the Commission took a decision.

5.7. The minutes of the Commission meeting shall be kept as part of a separate file in the Company's Human Resources Department.