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By the decision of the
Supervisory Board of JSC UzMRC"
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Conflict of Interest Management
POLICY
of JSC "Mortgage Refinancing Company of Uzbekistan"

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The Conflict of Interest Management Policy (hereinafter referred to as the Policy) of Joint Stock Company "Mortgage Refinancing Company of Uzbekistan" (hereinafter referred to as the Company) is developed in accordance with the Law of the Republic of Uzbekistan "On Combating Corruption", PD-6013 dated 29 June 2020 of the President of the Republic of Uzbekistan "On additional measures to improve the system of combating corruption in the Republic of Uzbekistan" dated 27 May 2019. As well as in accordance with the Decree № PD-5729 "On measures to further improve the anti-corruption system in the Republic of Uzbekistan" as well as taking into account the recommendations of international organisations in the field of anti-corruption and best international practices, including ISO 37001:2016 "Anti-corruption management system - Requirements and recommendations for their application" and defines the procedure for identification, prevention and regulation of conflicts of interest in the activities of the company.

Chapter 1. General Provisions

1. The company seeks to conduct business in which personal interests do not influence the business judgements and decisions of employees.

2. A conflict of interest situation arises when employees' personal interests (directly or indirectly) influence, may influence, or may influence their decision-making in the Company.

2.1 In addition to employees, their close relatives may also be involved in such cases. Making judgements, making decisions or taking actions in conflict of interest situations makes it difficult to perform the duties of service objectively and effectively and may lead to legal and regulatory consequences.

2.2 Therefore, staff should:

2.3. be able to identify a conflict of interest situation or seek advice when in doubt;

2.4. avoid conflicts of interest as much as possible.

2.5. must disclose existing conflicts of interest.

2.6 Also, the Company's internal anti-corruption control structure (hereinafter referred to as the Risk and Compliance Department) shall oversee the review, coordination and management of conflicts of interest.

3. The policy shall become effective upon approval by the Supervisory Board of the Company..

4. This Policy is the main internal document for prevention and management of conflicts of interest that have arisen and may arise in the Company and shall be strictly observed by all employees of the Company, regardless of their position and authorisation. service they perform.

5. For the purposes of this Policy, the following basic concepts shall be used:

Related persons - persons participating in the authorised capital of commercial organisations together with the Company's employee. Except for the fact that he/she owns less than five per cent of joint stock companies whose shares are publicly traded on the Republican Stock Exchange;

cronysm - use of power (position) and reputation for the purpose of providing unlawful benefits to friends or trusted persons;

conflict of interest - a personal (direct or indirect) interest of an employee of the Company affects or may affect the proper performance of his/her official or job duties, as well as a situation when there is or may be a conflict between personal interest and the rights and legitimate interests of citizens, organisations, society or the state;

disclosure of conflict of interest - the procedure for employees to report potential or actual conflicts of interest;

conflict of interest management - to reduce or eliminate the risk that employees' interests (including personal, social, property, financial and other interests) will prevail over the Company's interests in case of improper fulfilment of the Company's official obligations and/or in case of a conflict of interest;

regionalism - hiring a person without taking into account whether he/she meets the qualification requirements for the position due to his/her origin (representative of a noble or famous dynasty and the fact of recognition by the public) and the official position held by his/her close relatives, rotation and appointment;

nepotism (a form of acquaintance, nepotism, favouritism based on family ties) - the use of power and (or) influence for the purpose of providing unlawful benefits to one's close relatives or friends, as well as close appropriation of unjustified remuneration to relatives and (or) friends, employment and appointment of close relatives and friends to the detriment of the Company's interests;

potential conflict of interest - personal interests (including personal, social, property, financial and other interests) of an employee, his close relatives and (or) a person related to the Company, if certain situations arise, they come into conflict with the Company's interests - a situation that may hinder and influence the performance of official obligations by the Company's employees;

real conflict of interest - personal interests (including personal, social, property, financial, political and other interests) of an employee, his/her close relatives and/or a person related to the Company directly or indirectly contradict the interests of the Company; situation ;

relativism - personal interest of an employee of the Company in the form of subjective, privileged and biased attitude towards third parties on the basis of belonging to one dynasty;

favouritism - when an employee of the Company gives priority to the interests of one person or group of persons over the interests of another person and/or group of persons, selection and placement of personnel in the Company, promotion, bonuses and recommendations for state bonuses, granting holidays or sanatoriums and non-compliance with the order in situations related to sending to foreign business trips, applications, as well as setting the order of revision of work schedules and duty schedules;

employee's personal interest - means, tangible or intangible values that may affect the proper performance of the employee's position or official duties by his/her close relative or persons related to the employee in the performance of his/her official duties, the possibility of personal benefit in the form of other property, wealth and privileges (personal, public, property, financial, political and other interests);

patronage - protection of a public employee by another employee holding a higher position in the form of creating favourable working conditions by standing up for him/her;

Gift and/or favor - items or services of nominal value given as a token of friendship or gratitude. A gift is given openly without expectation of any benefit or reward in return. It is usually given or received to initiate, strengthen or develop a business relationship. Employees should not accept gifts or personal benefits if their value exceeds the BCV amount at one time;

close relatives - persons related by blood or by law, i.e. parents, biological and half-brothers and sisters, spouse, children, including adopted children, grandparents and grandchildren, as well as parents of spouses, biological and half-brothers and sisters, and other persons defined by the legislation of the Republic of Uzbekistan.

6. Within the framework of the company's business activities, a conflict of interest may arise both due to external conditions and as a result of an employee's actions. An example of a conflict of interest is a situation when an employee or a close relative:

occupies high positions in other organizations whose business activities are mainly contrary to the economic interests of the Company;

participates in the Supervisory Board of any company whose activities and/or objectives directly compete with those of the Company;

has information on particular investment opportunity in the course of his/her duties and discloses it to third parties or makes related personal investments or otherwise takes advantage of it;

Has a significant economic interest or other type of interest in the Company's suppliers, customers or one of its competitors;

Receives money, gifts of no nominal value or excessive hospitality, loans, guarantees or other special treatment from any supplier, customer or competitor of the Company;

Competes with the Company or assists a related party competing with the Company;

Participates in a significant personal transaction related to the Company for his or her own benefit;

has direct or indirect financial, economic or other personal interests that may be considered as affecting their impartiality and independence in the context of the supplier selection procedure;

also, unless such a transaction is approved in a pre-established manner, any activity of the Company as a beneficiary or authorized representative of the Company involves conditions that do not exist for third parties or other employees.

Chapter 2. Purpose of the Policy

7. 7. Through this Policy, the Company provides employees, including members of the Executive Management and the Supervisory Board, with relevant principles and rules for preventing or managing conflicts of interest, as well as practical information on how to implement these principles and rules, and considers measures for issuing guidance.

Chapter 3. Basic principles and rules

8. The Company's employees shall comply with the following basic principles in matters of conflict-of-interest management:

prioritize the rights, freedoms and legitimate interests of the public;

putting state interests above personal interests;

decision-making on the basis of transparency, integrity, impartiality;

the requirement to disclose information on potential or actual conflicts of interest;

prioritizing preventive measures to avoid conflicts of interest;

consider conflict of interest cases and adhere to collective action in resolving conflicts of interest;

unbiased approach to reviewing, evaluating and resolving situations characterized by signs of conflict of interest;

ensuring confidentiality of information on the existence of a conflict of interest in accordance with the established procedure;

if an employee has properly informed about a conflict of interest before making any decision or before performing his/her assigned functions and is willing to give up his/her personal interests in favor of the Company's interests, he/she is considered a real or potential dismissal due to a conflict of interest;

transparency and accountability;

personal responsibility and inevitability of punishment.

9. Employees shall not render services to any other employer without prior consent of the relevant body of the Company, as well as engage in other activities that serve the interests of third parties and fall within the scope of the Company's interests. If any of the employee's close relatives is involved in such activities, the employee shall immediately notify his/her immediate supervisor.

In turn, together with the Risk and Compliance Department, he or she shall take the necessary measures to prevent possible consequences for the Company..

10. Extorting or accepting any benefit, directly or through a third party, from employees in exchange for any future or past act or omission in the performance of their duties for themselves or any other party. Similarly, employees are prohibited from accepting any promises. of such benefit.

Employees are also prohibited from accepting any gifts in excess of the nominal value stated in this Policy or receiving personal benefits in the form of discounts or favorable terms in personal dealings with any actual or potential contractors, suppliers of the Company..

11. Employees shall not be in a supervisory or controlling relationship with their immediate family members (e.g., influencing the terms and conditions of employment) or participate in decisions in the hiring of immediate family members (including internal and external hiring, and employee transfers within the scope of employment).

12. Employees should not participate (i.e. refuse) in any decisions where their personal interests may conflict with the interests of the Company, and if in doubt, they should seek advice from the Risk and Compliance Department.

Chapter 4. Duties and powers of employees of responsible structures

13. Employees of the Company shall adhere to the principles set forth in this Policy when performing their official duties and (or) representing the interests of the Company, as well as avoid situations that may lead to a conflict of interest.

14. In order to prevent conflicts of interest in the performance of their official duties, the Company's employees shall:

comply with the requirement of this Policy;

pursue only the interests of the Company;

timely update the information provided annually and as necessary;

use their position and official position only in the best interests of the Company;

Notify the Company's Risk and Compliance Units of personal interests that conflict or may conflict with the Company's interests;

Strictly put an end to manifestations of nepotism (cronyism), patronage, favoritism, cronyism, parochialism;

timely and full disclosure of potential or actual conflicts of interest;

honestly, fully and in good faith disclose a full list of information about his or her close relatives and related persons, information about his or her and their participation in non-governmental non-profit organizations;

in case he/she has information on the existence of a conflict of interest in other employees of the Company, he/she shall report it in accordance with the procedure established by internal documents.

15. In order to prevent a conflict of interest, an employee of the Company shall report a conflict of interest in the following cases:

If the employee has close relatives and (or) related persons under his/her direct control;

if the employee's close relatives and (or) related persons work in the organization whose activities are being studied in accordance with the established procedure, or if the official whose activities are being studied in accordance with the established procedure is a close relative and (or) related person of the employee;

if the employee is involved in decisions concerning employees (including the calculation and payment of wages, awarding bonuses, bonuses, and determining the amount thereof) with respect to close relatives and/or related persons of the employee.

This list is not definitive. The situation of making any decisions (granting benefits, granting licenses, purchasing products, etc.) in relation to close relatives and (or) related persons (organizations in which they carry out their activities) of a Company employee may cause a potential conflict of interest. In such cases, the Company's employee is obliged to report the conflict of interest in accordance with the established procedure.

16. In order to determine the situations related to conflict of interest specified in paragraph 15 of this Policy, an employee shall ask himself/herself the following questions before making a decision or performing official duties: and "If another employee made this decision, would he/she make the same decision as me?". If an employee answers "No" to at least one of these questions, there is a risk of a conflict of interest.

17. In order to identify conflicts of interest, the Company implements:

The Company shall utilize appropriate mechanisms and procedures to identify conflicts of interest before a candidate/employee joins the Company and during the course of employment;

the presence or absence of a conflict of interest in the recruitment or appointment of employees, and otherwise, by declaring that there is no conflict of interest as defined in this Policy or, alternatively, by describing any existing circumstances that may give rise to a conflict. Information is collected by completing and signing a form in accordance with the application form. The information provided regarding the existence or absence of a conflict of interest shall be kept by the "HR" manager (hereinafter referred to as "HR") in the employee's personnel file;

Conflicts of interest cannot always be avoided and may arise as business circumstances develop, in which case employees must disclose. In the performance of their duties, each employee may become aware of a conflict of interest that did not exist at the time the annual conflict of interest form was filed. In such a case, the employee must disclose the personal interest to his or her immediate supervisor and then notify HR by updating the conflict of interest form;

employees are required to report annually to Human Resources on the presence or absence of conflicts of interest, and the relevant information must be updated and maintained by the Company. The Risk and Compliance Department monitors compliance with all employees' annual reporting obligations;;

each piece of information or communication that may give rise to a conflict of interest is investigated collegially and its implications determined. Other methods of identifying conflicts of interest may be used within the framework of legal requirements.

18. Conflict of interest shall be managed as follow:

When employees are hired, they are familiarised with the requirements of this Policy by signature;

Employees are explained and counselled according to the requirements of the policy; the scope of the employee's job responsibilities will be reviewed to avoid conflicts of interest;

cases where conflicts of interest are identified are recorded;

a directly subordinate employee to his close relative is transferred to another person; the employee's use of information and documents of the Company that are of personal interest and are subject to a conflict of interest is restricted;

in relation to close relatives occupying high positions decisions on promotion, performance evaluation, payment of bonuses and salary supplements, assignment abroad for training and internship and on various issues, working leave and salary control must be taken collegially;

the employee is excluded from participation in discussions and decision-making on matters that are the subject of a conflict of interest at his/her own discretion, his/her refusal or forced (permanent or temporary) exclusion;

the employee is transferred to a position requiring him/her to fulfil official functions not related to the conflict of interest;

supervision and monitoring are carried out to ensure the effectiveness of the conflict of interest prevention process;

Other management methods may be used in managing conflicts of interest based on the requirements of legal documents.

19. In exceptional cases, if the measures listed in paragraph 18 of this Policy do not fully manage a conflict of interest, the following regulatory measures may be taken:

refusal by the employee of personal interests that conflict with the interests of the Company;

cancellation of the labour contract with the employee if the employee does not renounce his/her personal interest contrary to the interests of the Company.

20. In order to prevent violation of the Company's interests, measures to resolve a real conflict of interest shall be implemented as soon as possible.

21. In each case, depending on what determines the subject matter of the conflict of interest, other measures to resolve it may be applied by agreement between the employee and the Company. All measures taken shall comply with legal requirements and ensure the implementation of the principles set out in this Policy.

22. Investigation of cases of conflict of interest, their assessment and taking measures aimed at prevention of conflict of interest shall be carried out by the HR manager in accordance with the procedure established by Chapter 4 of this Policy;

The HR manager shall analyse the information received on the presence or absence of a conflict of interest, as well as evaluate any information provided to the HR manager by the employee, his/her immediate supervisor or supervisory board. After due diligence, collection of necessary information and preliminary evaluation of each case, the existence of a conflict of interest, if any, the type of conflict of interest, i.e., actual, potential or perceived conflict, shall be determined.

23. The Risk and Compliance Department assesses the possible consequences of the conflict in question and how such conflict may affect the interests of the Company, and instructs the employee's immediate supervisor or the Supervisory Board to manage the conflict of interest, and makes its recommendations. These measures may include updating the Company's existing policies and procedures to introduce additional controls or enhance existing controls to prevent such conflicts;

24. Measures to eliminate conflicts of interest and decisions taken by the HR manager and the employee's immediate supervisor in the Company will be reviewed at the next meeting of the Company's management and reflected in the minutes of the meeting.

25. Impartiality of decisions made by the Risk and Compliance Department over the objection of an employee or at the direction of a supervisor, or on its own initiative, by the HR manager and the employee's immediate supervisor, as well as by the Company's management and has the right to verify acceptability.

26. All employees, regardless of their position, are personally responsible for compliance with the requirements of this Policy, as well as providing timely and complete information to the Company on conflicts of interest.

Chapter 5. Procedures for disclosure and verification of conflicts of interest

1-§ General rules for declaring a conflict of interest declaration

27. Prevention of conflicts of interest in the company shall be carried out using the following conflict of interest declaration forms:

Preliminary disclosure of conflicts of interest in the appointment and rotation of candidates for vacancies in the company's system;
Annual disclosure of conflicts of interest (annual declaration);
Disclosure of the fact of an actual or potential conflict of interest.

2-§ Statement on conflict of interest in appointment and rotation of candidates to vacancies

28. The primary declaration of conflict of interest in the appointment of candidates and employees to vacancies in the Company's system and their rotation shall be made by submitting the following documents to the Company's HR manager:

reference form filled out in accordance with Appendix 1 of this Policy;

In the process of selection, appointment and rotation, a questionnaire shall be filled in according to Appendices 2 and 3 of this Policy on the presence/absence of a conflict of interest.

The documents submitted by the employee shall be checked by the HR manager for the presence or absence of a conflict of interest. If a conflict of interest is detected, the HR manager shall notify the Company's Executive management or the Deputy Head coordinating the activities of the structural subdivision to which the candidate is recruited or rotated.

On the basis of the manager's instruction, the HR manager, in co-operation with the relevant structures of the Company, takes measures to resolve the conflict of interest.

3-§ Annual Conflict of Interest Statement

29. The annual declaration of information on conflict of interest shall be made in the following procedure:

Employees of the company shall, by 15 February each year, complete a declaration of presence/absence of conflict of interest as per Appendix 3 of this Policy and submit the completed declaration to the HR manager.

The HR manager will analyse the received declarations of presence/absence of conflict of interest to identify employees who have indicated a conflict of interest by 10 March;

if the analysis reveals employees whose activities may have a conflict of interest, information about such employees will be submitted to the Company's management;

The Company's management with participation of the employee's immediate superior and (if necessary) the employee himself/herself will consider the situation of conflict of interest and develop measures to resolve situations characterised by conflict of interest or make a decision on the presence of conflict of interest by 20 March. absence of conflict of interest. This decision will be entered in the minutes of the commission. The protocol identifies the structural unit(s) (official(s)) responsible for the implementation of the measures;

Collects and stores in electronic form information on cases of conflict of interest, which is entered into the register of conflicts of interest by the Human Resources Department in accordance with Appendix 4 of this Policy by 25 March;

Annually in the first quarter, the HR manager of the Company submits to the Risk and Compliance Department and the Executive management of the Company a statistical analysis on declaration, identification and resolution of conflicts of interest.

4-§ Filling in the declaration on the fact of actual or potential conflict of interests

30. The declaration of information on the occurrence of a real or potential conflict of interest is made in the following order:

If an employee of the company has a conflict of interest, he/she shall report it directly to his/her supervisor within one working day from the moment he/she becomes aware of the situation, describing in detail the situation described as a real or potential conflict of interest, according to Appendix 5 of this Policy, must be reported in the form;

The employee's immediate supervisor must, within three working days of receiving written notification from the employee, review the information on the conflict of interest and register the notification with the HR manager and the appropriate authority. must submit to take action;

HR, in conjunction with the employee's line manager, shall take measures to eliminate the conflict of interest or conclude that there is no conflict of interest and the relevant information shall be submitted in writing to the Executive Management and Risk and Compliance Department.

Chapter 6. Confidentiality of information

31. When individuals and legal entities apply to the Company with information on the fact or suspicion of a conflict of interest among the Company's employees, it is reviewed by the Risk and Compliance Department together with the HR manager on the basis of this Policy and other internal documents.

Chapter 7. Register of conflicts of interest

32. The Company's Human Resources Department shall take into account conflicts of interest in a timely and complete manner by entering them into the Register according to Appendix 4 of this Policy. At the same time, the Register shall record how the situation was resolved, as well as the sequence of the Company's actions to manage the conflict of interest. The Register is submitted to the Risk and Compliance Department on a quarterly basis..

33. Information shall be entered into the Register in the following cases:

In case of employment with the Company - if the candidate has indicated the existence of a conflict of interest in the statement on the presence/absence of a conflict of interest, and the executive management of the Company confirms the fact of a possible conflict of interest;

In case of identification of a conflict of interest during appointment/rotation - not later than three working days from the date of signing the order by the executive management of the Company;

in the event of a conflict of interest - in the case of measures taken by the HR manager and the employee's immediate supervisor;

In case of annual declaration of information on conflict of interest by the Company's employees - in accordance with Clause 29 of this Policy;

When confirming information received through communication channels on the existence of a conflict of interest;

During internal service inspections and control of compliance with the Company's anti-corruption policy and requirements, as well as in the presence of a direct instruction from the Company's Executive management to enter information into the Register.

Chapter 8. Education and information

34. The Risk and Compliance Department oversees the ongoing education and training of all employees on conflicts of interest. Compliance implements the following employee education activities:

1. provides up-to-date information on conflict of interest issues during internal seminars and open discussions that ensure employees are aware of conflict of interest issues;

2. Develops employees' skills in identifying and managing conflicts of interest through coaching and continuing education provided by employees, managers and the HR manager, and monitors familiarisation with this Policy as part of recruitment programmes for new employees.

Chapter 9. Violation of the conflict of interest management and accountability policy

35. This Policy may not be violated. Violation of this Policy may result in investigations and sanctions under the Company's Code of Ethics.

36. Line managers are required to report any potential violations of this Policy by responsible employees to the Risk and Compliance Department. All other employees who become aware of an actual or potential violation of this Policy by another employee should immediately report their observations to the Risk & Compliance Department in accordance with the Code of Conduct.

Chapter 10. Final Provisions

37. Persons violating the requirements of this Policy will be held liable in accordance with the established procedure.

38. Staff involved in the resolution of conflicts of interest shall ensure that information received is kept confidential and shall ensure that the information is used only by those responsible for reviewing, recording and acting on the resolution and for overseeing the process.

39. The Risk and Compliance Department is responsible for ensuring compliance with the requirements of this Policy. The Risk and Compliance Department will ensure that the Policy is improved based on best practice.

40. The Risk and Compliance Department shall review the policy to make necessary changes and additions within the timeframes set out in the company's internal regulations or in accordance with the objectives of the policy as necessary, and to ensure compliance with applicable legislation and internal company policies, procedures.

41. This policy applies to all employees of the company, including members of the executive management and the supervisory board, and in any cases where the personal interests of employees may conflict with the interests of the Company.

(Full name) INFORMATION on close relatives

Degree of relationship	Surname, first name	Date and place of birth	Place of work and position	Address of residence

(Full name) INFORMATION in relation to legal entities whose close relatives have a share in the authorised capital or participate in its management

Name of legal entity, registration number	Subject of ownership and affiliation	Share of ownership/role in management	Main type of activity of the legal entity

INFORMATION on persons participating in the authorised capital of commercial organisations (full name) and persons related to them*

Name of commercial organisation, registration number	Share of ownership

* The list of related parties is obtained from public sources about the organisation in whose share capital the employee participates.

4. **Appendix 2** to Conflict of interest management policy of JSC “UzMRC”

**APPLICATION
on the presence/absence of a conflict of interest in employment**

Ful name	
Name of the structural unit for which the candidate is applying	
The candidate is applying for	
Position	
<p>The following terms are used in this appendix:</p> <p>Close relatives - persons related by blood or god, i.e. parents, biological and half-brothers and sisters, spouse, children, including adopted children, grandparents and grandchildren, as well as parents of spouses, biological and half-brothers and sisters.</p> <p>Related persons - persons participating in the charter capital of commercial organisations jointly with an employee of the Company, except for persons owning less than five per cent of shares of joint stock companies whose shares are publicly traded on the Republican Stock Exchange;</p> <p>Official - appointed or elected on a permanent, temporary or special basis, performing the duties of a representative of the authorities, or organisational, managerial, administrative in state bodies, self-government bodies of citizens regardless of the form of ownership, at enterprises, institutions, organisations;</p> <p>a person performing economic tasks and authorised to perform legally significant actions, a person performing these tasks in an international organisation or in the legislative, executive, administrative or judiciary;</p> <p>conflict of interest - personal (direct or indirect) interest of an employee of a company affects or may affect the proper performance by the person of his/her official or official duties, and personal interest of citizens, organisations, society or the state - a situation when a conflict of interest arises. is or may be a conflict between rights and legitimate interests;</p> <p>personal interest of an employee - means, tangible or intangible values that may affect the proper fulfilment of the employee's position or official duties by his/her close relative or persons related to the employee in the performance of his/her official duties, the possibility of personal benefit in the form of other property, wealth and privileges (personal, public, property, financial, political and other interests);</p>	
1.	<p>If your close relatives or related persons work in the Company, please indicate their position and structural division (if they do not work, tick the answer "no").</p> <p>Yes / No</p> <p><i>Comments:</i></p>

2.	<p>Are you an employee, member, director or representative of a management body (management board, supervisory board, board of directors, etc.)? When answering, take into account your position in any organisation, commercial or non-commercial, regardless of its legal form and form of ownership, and whether you receive any remuneration from these organisations.</p> <p>(Note: select "Yes" or "No" answers; if your answer is "Yes", indicate in the comment line the name of all relevant organisations and your position(s) in them.)</p>
	<p>Yes / No</p>
	<p><i>Comments:</i></p>
3.	<p>Do you/your close relatives have a financial interest in any organisations (including participation in the charter capital, ownership of shares and bonds) or can you otherwise influence the decisions of such organisations? (if you own 5% or more of non-publicly traded shares or interests in the charter capital of any organisation, or 5% or more of publicly traded securities of any organisation on the Republican Stock Exchange or other stock exchange)</p> <p>(Note: tick "Yes" or "No"; if "Yes", enter the name of all relevant legal entities on the " Comments " line and indicate the nature of your interest in them, your shareholding, stock ownership, etc.)</p>
	<p>Yes / No</p>
	<p><i>Comments:</i></p>
4.	<p>Do your close relatives and/or persons related to you work in state bodies and organisations, in their territorial and structural subdivisions? (Note: Tick the answers "Yes" or "No"; if your answer is "Yes", in the line "Comments" specify the relative(s), Full name of the related person(s), his/her position and indicate the exact place of work with the name/division/department).</p>
	<p>Yes / No</p>
	<p><i>Comments:</i></p>
6.	<p>Are your close relatives an employee, member, director or representative of management bodies (management board, supervisory board, board of directors, etc.)? When answering, take into account their legal form and form of ownership, as well as their position in any organisation, commercial and non-commercial organisations, regardless of whether they receive any remuneration from these organisations.</p> <p>(Note: select "Yes" or "No" answers; if your answer is "Yes", indicate in the comment line the name of all relevant organisations and your close relative's position(s) in them).</p>
	<p>Yes / No</p>
	<p><i>Comments:</i></p>

7.	Are your close relatives government officials? (Note: select "Yes" or "No" answers; if your answer is "Yes", indicate in the comment line the Full name of such relative(s), his/her position and the name of the organisation).
	Yes / No
	<i>Comments:</i>
8.	Have you used confidential information known in the course of your work in public bodies and organisations for your personal interests, interests of close relatives or related persons (including disclosure to any individual or organisation)? (Note: select "Yes" or "No"; if yes, provide details in the comments section)
	Yes / No
	<i>Comments:</i>
9.	If there are other conditions that may give rise to a conflict of interest, specify them.
	<i>Comments:</i>
	Provide any additional information as needed <i>Comments:</i>

By signing this statement, I confirm the following:

- I have read and familiarised myself with the Conflict of Interest Management Policy / Have not read and agree/disagree to comply with it (underline the appropriate answer);
- I have / do not have circumstances giving rise to a conflict of interest (underline the appropriate response);
- I agree to the completeness and truthfulness of the information contained in this application and to the verification of this information by the relevant law enforcement authorities;
- As required by the Company's Conflict of Interest Policy, I agree to immediately notify the Company of any new circumstances that come to my attention that affect the accuracy of any statement.

(Full name)

(signature)

(date)

5. **Appendix 3** to Conflict of interest management policy of JSC "UzMRC"

APPENDIX

On the presence/absence of conflict of interest in rotation/appointment or completion of the annual declaration

Ful name	
Name of the structural unit for which the candidate is applying	
The candidate is applying for	
Position	
<p>The following terms are used in this appendix:</p> <p>Close relatives - persons related by blood or god, i.e. parents, biological and half-brothers and sisters, spouse, children, including adopted children, grandparents and grandchildren, as well as parents of spouses, biological and half-brothers and sisters.</p> <p>Related persons - persons participating in the charter capital of commercial organisations jointly with an employee of the Company, except for persons owning less than five per cent of shares of joint stock companies whose shares are publicly traded on the Republican Stock Exchange;</p> <p>conflict of interest - personal (direct or indirect) interest of an employee of a company affects or may affect the proper performance by the person of his/her official or official duties, and personal interest of citizens, organisations, society or the state - a situation when a conflict of interest arises. is or may be a conflict between rights and legitimate interests;</p> <p>personal interest of an employee - means, tangible or intangible values that may affect the proper fulfilment of the employee's position or official duties by his/her close relative or persons related to the employee in the performance of his/her official duties, the possibility of personal benefit in the form of other property, wealth and privileges (personal, public, property, financial, political and other interests);</p>	
1	If your close relatives or related persons work for the Company, please indicate their position and organisational unit (if they do not work, write "no").
	Yes / No
	<i>Comments:</i>
2	If you, your close relatives or related persons participate in the share capital of commercial organisations (in case of individual entrepreneurs), do you consider that your position leads to a conflict of interest? (if participates, specify them, if not - "does not participate", if leads to a conflict of interests - specify the reason, if not participates - specify "does not participate").
	Yes / No
	<i>Comments:</i>

3	If you, your close relatives or related persons participate in the management of non-governmental non-profit organisations, do you think that your position will lead to a conflict of interest? (if involved, specify them, if not involved - "not involved", if leading to a conflict of interest - specify the reason, if not involved - specify "not involved").
	Yes / No
	<i>Comments:</i>
4	Do your close relatives or related persons work in state bodies and organisations? If the answer is yes, please specify which organisation and position.
	Yes / No
	<i>Comments:</i>
5	Are you aware of any violations or potential violations of the Company's internal documents on ethics and anti-corruption by Company employees? (Note: select "Yes" or "No"; if yes, provide details in the comments section)
	Yes / No
	<i>Comments:</i>
6	При необходимости предоставьте дополнительную информацию.

By signing this statement, I confirm the following:

- I have read and familiarised myself with the Conflict of Interest Management Policy / Have not read and agree/disagree to comply with it (underline the appropriate answer);
- I have / do not have circumstances giving rise to a conflict of interest (underline the appropriate response);
- I agree to the completeness and truthfulness of the information contained in this application and to the verification of this information by the relevant law enforcement authorities;
- As required by the Company's Conflict of Interest Policy, I agree to immediately notify the Company of any new circumstances that come to my attention that affect the accuracy of any statement.

(Full name)

(signature)

(date)

6. **Appendix 4** to Conflict of interest management policy of JSC “UzMRC”

**REGISTER
of conflict of interest cases**

T/r	Date of information	Full name of the employee with conflict of interest	Structural division of the Company and position of the employee	Subject of conflict of interest	Type of conflict of interest (actual or potential)	Measures to regulate the conflict of interest	Number and date of the minutes of the Ethics Commission meeting, details of the decision taken by the	Person responsible for control over the implementation of these measures
1	2	3	4	5	6	7	8	9
1								
2								
3								
::								

7. Appendix 5 to Conflict of Interest Management Policy of JSC "UzMRC"

To _____
(full name of the direct supervisor)
From _____
(Full name)

(organisation, position)

(contact number)

**INFORMATION
on the possibility of a conflict of interest**

According to the order of the company "____" dated "____", I work in the position of _____.
(Full name, position)

I inform you of the following potential conflicts of interest::

(Describes a situation where personal interests (directly or indirectly) affect or may affect the performance of job duties and may conflict with the employee's personal interests and the interests of the Company).

(Full name) (signature) (date)

To be completed by the employee's direct supervisor:

The following measures to regulate conflicts of interest are proposed: _____

(Measures taken to regulate conflicts of interest are highlighted)

(Full name of supervisor) (signature) (date)