

APPROVED
by the decision of the meeting of the
Supervisory Board of
“QO’QON BIOKIMYO”
No. 11 dated June 4, 2022

A.I.Ruziyev_____

Chairman of the Meeting_____signature

JOINT-STOCK COMPANY
«KOKAND BIOCHEMICAL»

REGULATION ON THE
ANTI-CORRUPTION AND ETHICS
COMMITTEE IN THE PRESENCE
OF THE SUPERVISORY BOARD

2022 year

I. GENERAL PROVISIONS

1.1 This Regulation (hereinafter referred to as the Regulation) was developed in accordance with the Laws of the Republic of Uzbekistan “On protecting the rights of joint-stock companies and shareholders”, “On combating corruption”, Decree of the President of the Republic of Uzbekistan No. PF-101 dated April 8, 2022 “On further reforms to improve the business environment and create conditions for sustainable economic growth through the development of the private sector”, “Strategy for the management and reform of state enterprises for 2021-2025”, approved by Appendix 1 to the Resolution of the Cabinet of Ministers No. 166 of March 29, 2021 “On approval of the Strategy for the management and reform of state enterprises in 2021-2025”, the Charter of the joint-stock company "QO'QON BOKIMYO" (hereinafter - the Company), the Regulation on the Supervisory Board and in accordance with other regulatory legal documents, Determines the legal status, structure, powers and procedure of the Anti-Corruption and Ethics Committee under the Supervisory Board of the Company (hereinafter - the Committee).

1.2. The Committee is established on the basis of a 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. The Committee is not authorized to act on behalf of the Supervisory Board. The Committee is not considered the governing body of the company.

1.3. The Committee carries out its activities on the basis of the current legislation, the Charter of the Company and this Regulation.

II. Structure of the Anti-Corruption and Ethics Committee

2.1. The Committee is formed only from the members of the Supervisory Board of the Company in the number of 3 (three) people. The committee must include at least one independent member of the Supervisory Board.

2.2. The members of the Committee are elected by a majority vote of the members of the Supervisory Board for their term of office 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 Supervisory Board of the Company cannot be the Chairman of the Committee.

2.3. Members of the Supervisory Board elected to the Committee may be re-elected indefinitely.

2.4. Members of the committee must have qualifications and work experience in the field of the committee's activities.

2.5. The Chairman of the committee directs and organizes the activities of the committee. In case of temporary absence of the Chairman of the committee, one of the members may be entrusted with the functions of the 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 activities of the Company in accordance with the legislation of the Republic of Uzbekistan on combating corruption and state anti-corruption programs;

Take measures to ensure compliance with important anti-corruption principles in society;

Development and elimination of measures to reduce corruption risks and eliminate corruption in all areas of the company's activities;

Control over compliance with the requirements of the legislation of the Republic of Uzbekistan on combating corruption and internal documents of the Company by officials of the Company;

Development and implementation of measures to improve the legal awareness and culture of the company's employees, the formation of an intolerant attitude towards corruption in society;

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

Ensuring transparency of the activities of civil servants and compliance with standards of conduct;

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

Check that the transparency of the Company's activities and the disclosure of information are adequate 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;

Performance of other tasks set by the Supervisory Board.

IV. Procedure for organizing and holding meetings of the Anti-Corruption and Ethics Committee

4.1. The meeting of the Committee is convened by the Chairman of the Committee on 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 holds its meetings at the end of each quarter, if necessary monthly, in the presence of committee members or using other means of communication. The Committee has the right to invite the executive body of the Company and other persons to participate in the meetings of the Committee, as well as, if necessary, to request information from them.

4.3. Members of the commission have the right to demand the convening of an urgent meeting of the commission in case of violations requiring 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 of the committee meeting to properly prepare for it and actively participate in the discussion of the issues raised at it. Committee members should allocate sufficient time to prepare for and participate in Committee meetings.

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

4.7. Decisions at the meeting of the commission are made by a majority of votes of those present at the meeting.

4.8. When resolving issues at a meeting of the Committee, each member of the Committee has one vote. In case of equality of votes, the vote of the chairman of the commission is decisive. A member of the committee who does not agree with the decision of the committee has the right to record his dissenting opinion, which

is necessarily attached to the minutes of the meeting, and bring it to the attention of the Supervisory Board.

4.9. The decision of the Committee is formalized by the minutes of the meeting of the Committee. This report is kept by the Secretary of the Committee and signed by the members of the Committee who took part in the voting.

4.10. The duties of the secretary of the Committee meetings are performed by one of its members or one of the Company's employees.

4.11. Chairman of the Committee:

- Organizes the work of the Committee;
- Organizes the keeping of minutes at the meetings of the committee;
- The Company performs other actions provided for by internal regulations and this Regulation.

4.12. The Secretary of the Committee:

- Keeps and draws up the minutes of the meetings of the Committee;
- Prepares and submits materials on issues on the agenda for consideration by the Committee;
- Brings decisions, conclusions and reports of the commission to the addressees.

4.13. All decisions taken within the competence of the Committee are binding on the executive body and other officials of the Company from the date of their adoption. The officials specified in these decisions are personally responsible for the timely and proper execution of the decision. Control over the implementation of the Committee's decisions 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:

Require members of the executive body of the Company and other officials of the Company to provide all documents and materials necessary for their activities;

When identifying corrupt activities in the Company, require the convening of a meeting of the executive body and the Supervisory Board;

Request comments on the issues under consideration from employees of the company's structural divisions, including their managers;

Submit questions about disciplinary, property and other types of responsibility of guilty employees to management for consideration;

Use of primary accounting, financial and other documents of the company;

Periodically or regularly invite the Company's executives, 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 implement decisions and instructions within the powers of the Committee, to participate in the meetings of the Committee;

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

To speak on the issue discussed at the meeting of the Committee within the time limits set by the rules, to demand that their special opinion on the issues on the agenda and decisions taken be recorded in the minutes of the meeting of the Committee;

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

Based on the submitted documents, develop appropriate conclusions and proposals and submit them for discussion by the Supervisory Board of the Company;

Propose issues for inclusion in the agenda of the commission meeting.

5.2. Duties of the Committee members:

Participate in the work of the Committee and attend all its regular meetings;

Perform the tasks assigned to it on the basis of the laws of the Republic of Uzbekistan, the Charter, the Charter and internal documents of the enterprise and conduct its activities in good faith;

Monitor progress in the field of anti-corruption and ethics and other areas of strategic importance for the development of Society;

Inform the Supervisory Board of the Company about the change in the status of an independent member or about the occurrence of a conflict of interest in connection with decisions taken by the Committee;

Act on the principles of protecting the rights, interests and interests of the company's shareholders;

Non-disclosure of commercial and official secrets of the Company and compliance with confidentiality requirements.

5.3. The members of the Committee are obliged to attend the meeting of the Committee in person. If it is impossible to participate in the meeting, a member of the Committee informs the Committee about it, indicating the reasons.

VI. Duties of members of the Anti-Corruption and Ethics Committee

6.1. Members of the Committee must act in the interests of the Company in exercising their rights and performing their duties and bear responsibility in accordance with the established procedure.

6.2. The members of the Committee who did not participate in the voting on the decision that caused damage to the company, or voted against this decision, are not liable.

VII. Final provisions

7.1. This Regulation comes into force from the moment of its approval by the Supervisory Board of the Company.

7.2. This Regulation, as well as amendments and additions thereto, is approved by the Supervisory Board of the Company. Proposals for amendments and additions to the Articles of Association may be made by the Chairman of the Supervisory Board of the Company and members of the Committee.

7.3. If, as a result of a change in the legislation of the Republic of Uzbekistan, certain clauses of this Regulation contradict it or become invalid, they shall operate in accordance with the current legislation of the Republic of Uzbekistan until amendments are made to the Regulation.