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| Position about the Ombudsman LLP "Mining company "ORTALYK" | | Copy No. _____ | |

Approved
By decision of the Supervisory Board
LLP "Mining company "ORTALYK"
April 07, 2017 (Minutes No. 85)
Changes and additions made
By the decision of the Supervisory Board of June 17, 2022 (Minutes
No. 18/22)

**POSITION
ABOUT THE OMBUDSMAN
LLP "MINING COMPANY "ORTALYK"**

| Check In Changes | | | | | | | |
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| No. p/n | change no. | Sheet numbers | | | | Signature | date |
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Shymkent, 2017

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1. Concepts and terms

The Regulation uses the following concepts and terms:

- 1) Participants - NAC Kazatomprom JSC and CGNM UK Limited; Changed in accordance with By the decision of the Supervisory Board of LLP "MC "ORTALYK" dated June 17, 2022 (Minutes No. 18/22).
- 2) Supervisory Board - Supervisory Board of the Limited Liability Partnership "Mining company "ORTALYK";
- 3) Partnership - Limited Liability Partnership "Mining company "ORTALYK";
- 4) Officials - person acting as sole executive body of limited liability partnership "Mining company "ORTALYK", as well as members of the Supervisory Board of the Partnership;
- 5) Regulations - Regulations on the Ombudsman of the Partnership;
- 6) Employee - a person who is in an employment relationship with the Partnership and directly performs work under an employment contract;
- 7) Ombudsman - a person appointed by the Supervisory Board of the Partnership the role of which is to advise the employees of the Partnership who applied to him and assist in resolving labor disputes, conflicts, problematic issues of a social and labor nature, as well as in observing the principles of business ethics by the employees of the Partnership;
- 8) Corporate culture - these are values, principles, norms of behavior and attitudes specific to the Partnership;
- 9) Code of Corporate Governance - Code of Corporate Governance of the Partnership;
- 10) Code of Corporate Ethics - Code of Corporate Ethics of the Partnership;
- 11) Corporate ethics - a set of ethical principles and norms of business conduct that guide officials and employees of the Partnership in their activities;
- 12) Conflict resolution - implementation of a set of procedures aimed at preventing or resolving conflicts between employees of the Partnership.

2. Purpose of the Regulation

2.1. This Regulation defines the concept of the institution of the Ombudsman, the terms of appointment, its tasks, functions, rights, duties and procedures.

3. Scope of the Regulation

3.1. This Regulation applies to the activities of the Ombudsman and all employees of the Partnership.

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4. General provisions

4.1. These Regulations have been developed in accordance with the provisions of the legislation of the Republic of Kazakhstan, the Articles of Association of the Partnership, the Corporate Governance Code, the Code of Corporate Ethics and internal documents of the Partnership.

4.2. The Institute of the Ombudsman in the Partnership was created as part of initiatives, measures and actions in order to: Changed in accordance with By the decision of the Supervisory Board of LLP "MC "ORTALYK" dated June 17, 2022 (Minutes No. 18/22).

- ensuring compliance by officials and employees of the Partnership with the norms and principles of corporate (business) ethics;
- strengthening measures to prevent and resolve conflicts between employees of the Partnership, collective and individual labor disputes;
- improve the image of the Partnership.

4.3. The Ombudsman carries out his activities in accordance with the current legislation of the Republic of Kazakhstan, the Articles of Association of the Partnership, the Code of Corporate Governance, the Code of Corporate Ethics and internal documents of the Partnership.

4.4. The place of performance, working conditions and terms of remuneration of the Ombudsman are determined by the decision of the Supervisory Board.

4.5. The executive body, senior employees of the structural divisions of the Partnership, including employees of security departments, should not prevent employees from contacting the Ombudsman, bringing to him information on violations of corporate (business) ethics, social and labor disputes and conflicts. All employees of the Partnership must assist the Ombudsman in the performance of his functions and are obliged to provide information in a timely manner at his request.

5. Procedure for appointment and dismissal of the Ombudsman

5.1. The Ombudsman is appointed by the Supervisory Board from among the candidates submitted by NAC Kazatomprom JSC and/or the General Director of the Partnership for a term of up to 3 (three) years. The Supervisory Board has the right to prematurely terminate the powers of the Ombudsman. Changed in accordance with By the decision of the Supervisory Board of LLP "MC "ORTALYK" dated June 17, 2022 (Minutes No. 18/22).

5.2. The requirements for the appointment of the Ombudsman are:

- 1) impeccable business reputation;
- 2) high prestige;
- 3) having the ability to make impartial decisions.

5.3. The term of office of the Ombudsman is two years. The Ombudsman may be re-elected an unlimited number of times.

5.4. The Supervisory Board evaluates the performance of the Ombudsman and decides on the extension or termination of his powers.

6. Tasks of the Ombudsman

6.1. The tasks of the Ombudsman within the framework of his activities are:

- ensuring compliance with the norms of the Code of Corporate Ethics by officials and employees of the Partnership, if necessary, explaining its provisions;
- rendering assistance to officials, employees and the Partnership as a whole in solving problematic social and labor issues;
- advising employees, participants in labor disputes and conflicts, assisting them in developing a mutually acceptable, constructive and feasible solution, taking into account compliance

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with the law, including confidentiality, if necessary.

- participation in the resolution of collective disputes, labor disputes between employees of the Partnership, individual labor disputes between employees and the executive body of the Partnership;
- protection of the rights and legitimate interests of the employees of the Partnership.

7. Functions of the Ombudsman

7.1. To perform the tasks assigned to him, the Ombudsman performs the following functions:

- submission for consideration by the executive body of the Partnership and the Supervisory Board problematic issues identified by him, which are of a systemic nature and require the adoption of appropriate decisions (complex measures), puts forward constructive proposals for their solution.
- providing explanations to officials and employees of the Partnership on issues related to the requirements of the Code of Corporate Ethics;
- informing the members of the Supervisory Board, the executive body and officials of the Partnership about the facts of violations of corporate ethics, identified problematic social and labor issues of a systemic nature;
- preparation of constructive proposals for resolving systemic problems in the field of compliance with corporate ethics, social and labor relations and business relations between employees of the Partnership;
- participation in the development and updating of the Code of Corporate Ethics and internal documents of the Partnership aimed at its implementation;
- monitoring compliance by officials and employees of the Partnership with the principles of corporate (business) ethics and the Code of Corporate Ethics;
- direct advice to participants in collective and individual labor disputes and conflicts;
- participation in the settlement of collective and individual labor disputes and conflicts;
- formation of proposals to the executive body of the Partnership on the prevention of violations of the rights and legitimate interests of employees of the Partnership.

8. Rights and obligations of the Ombudsman

8.1. The Ombudsman has the right:

- initiate activities to identify violations of the provisions of the Code, both on the basis of received applications, and on their own initiative;
- apply directly to the employees and the executive body of the Partnership and receive explanations from them on issues of non-compliance with the provisions of the Code of Corporate Ethics;
- provide employees and officials of the Partnership with explanations of the provisions of the Code of Corporate Ethics, advise participants in collective and individual labor disputes and conflicts, communicate to them in writing and orally their opinion on issues within its competence;
- request the necessary information from the structural divisions and employees of the Partnership on issues of non-compliance with the provisions of the Code of Corporate Ethics, labor disputes and conflicts, as well as to draw up a report on compliance with the requirements of the Code of Corporate Ethics for the Supervisory Board;
- make proposals to the bodies of the Partnership to eliminate systemic problems in the field of compliance with corporate (business) ethics, social and labor relations, conflicts and disputes between employees;
- hold individual and collective meetings with employees, if necessary, on a confidential basis, receive written and oral statements, appeals and complaints from them.

8.2. The Ombudsman is obliged:

- participate in the consideration of issues and proceedings on the facts of non-compliance by the executive body and employees of the Partnership with the provisions of the Code of Corporate Ethics;

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- participate in the resolution of collective and individual labor disputes and conflicts;
- keep a record of applications from employees of the Partnership on issues of non-compliance with the provisions of the Code of Corporate Ethics, violation of the legal rights and interests of employees of the Partnership;
- within 5 (five) business days, provide explanations of the provisions of the Code of Corporate Ethics to the employees of the Partnership in case of their application;
- observe independence and impartiality in the performance of their functions;
- if necessary, ensure the confidentiality of an employee of the Partnership who applied for a violation of the provisions of the Code of Corporate Ethics, a labor dispute or conflict;
- annually prepare and no later than the first day of the second month following the reporting year, submit for consideration by the Supervisory Board a report on the work done and compliance with the requirements of the Code of Corporate Ethics;
- take measures provided for by the legislation of the Republic of Kazakhstan, these Regulations and other internal documents of the Partnership, to protect the violated rights and legitimate interests of the employees of the Partnership;
- act in compliance with the principles of honesty, independence, good faith, confidentiality, fairness, reasonableness, objectivity and impartiality.

9. Procedure

9.1. Employees of the Partnership can contact the Ombudsman in person, or by telephone helpline, or by e-mail (ombudsman@dportalyk.kazatomprom.kz) about illegal and unethical actions of the employees of the Partnership, including on the terms of confidentiality. The applicant's rights should not be infringed upon in the event of such a communication. Also, the above messages can be sent to their immediate supervisor, who, in turn, is obliged to send them to the Ombudsman.

9.2. The results of the consideration and the decisions made are communicated to the applied employee within 3 (three) business days from the date the decision was made by the Ombudsman or the Supervisory Board. The Ombudsman and members of the Supervisory Board guarantee the confidentiality of consideration of information about violations of the requirements of the Code.