

"APPROVED"
Protocol
Supervisory Board
JSC " Uzbekgeofizika "
from July 25, 2023

**POLICY
MANAGING CONFLICTS OF INTEREST
JOINT STOCK COMPANY "UZBEKGEOFIZIKA"**



Tashkent-2023

I. General provisions

1. This Policy regulates the identification, prevention and resolution of conflicts of interest in activities JSC “Uzbekgeofizika” (hereinafter referred to as the Company).

The policy comes into force after approval by the Supervisory Board of the Company.

2. This Policy applies to all employees working in the Company on the basis of employment contracts (permanent, temporary and civil), regardless of their position and powers in the service they perform, including members of the Management Board and the Supervisory Board, and also applies to any situation that may arise if the personal interests of employees contradict the interests of the Company. .

3. Employees complete the conflict of interest disclosure as required upon hiring and transfer, and then submit it annually.

Employees are also required to update the information provided annually if the situation requires it.

4. This Policy is the main internal document for the prevention and management of conflicts of interest that have arisen and may arise in the Company, and must be strictly observed by all employees.

5. Issues related to conflicts of interest of the Company’s employees are coordinated by the Department for “Management, training and retraining of personnel” of the Company.

For the purposes of this Policy, the following key concepts are used:

related persons - persons participating in the authorized capital of commercial organizations together with an employee of the Company, except for cases when they own less than five percent of the shares of joint-stock companies, the shares of which are publicly traded on republican shares;

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

conflict of interest - when the personal (direct or indirect) interest of a civil servant affects or may affect the proper performance of his official or official duties, and also when there is or may arise a conflict between personal interest and the rights and legitimate interests of citizens, organizations, the Society or the state about a possible situation;

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

regulation of conflicts of interest - reducing or eliminating the risk of employees not fulfilling their official duties of the Company and (or) their interests (including personal, social, property, financial and other interests) prevailing over the interests of the Company in the event of a conflict of interest ;

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

nepotism (dating, inbreeding; the emergence of favoritism based on family ties) - the use of power and (or) influence for the purpose of providing illegal benefits to one’s close relatives or friends, as well as the assignment of unreasonable remuneration to close relatives and (or) friends, the recruitment of close relatives and friends to the detriment of the interests of society and appointments ;

potential conflict of interest - personal interests (including personal, public, property, financial and other interests) of an employee, his close relatives and (or) a person associated

with the Company, if certain situations arise, they conflict with the interests of the Company and the Company's employees situations will arise that may affect the fulfillment of their official obligations;

real conflict of interest - a situation when personal interests (including personal, public, property, financial, political and other interests) of an employee, his close relatives and (or) a person associated with the Company directly or indirectly contradict the interests of the Company;

nepotism - personal interest of an employee in the form of a subjective, privileged and biased attitude towards third parties based on belonging to the same dynasty;

favoritism - when an employee gives priority to the interests of one person or group of persons over the interests of another person and (or) group of persons, selects and places employees in the organization, promotes them, gives them bonuses and nominates them for state awards; granting leaves or sending them to health resorts and foreign business trips, appeals, as well as failure to comply with order in situations related to the establishment of priority when revising the work schedule and duty;

personal interest of an employee - personal interest in the form of money, tangible or intangible assets, other property, wealth and benefits, which may affect the proper performance by the employee of his position or official duties by his close relatives or persons associated with the employee within the scope of performance of their official duties the possibility of obtaining benefits (personal, public, property, financial, political and other interests);

intercession - protection of an employee by another employee holding a higher position, in the form of creating favorable working conditions, taking his side in their favor;

Employees are all employees of the Company and its structural divisions, including members of the Management Body and the Supervisory Board, performing their duties on the basis of employment contracts (permanent, temporary and civil), based on the scope of application of this Code .

close relatives - persons related by blood or god, that is, parents, biological and half-brothers and sisters, spouses, children, including adopted children, grandparents, grandchildren, as well as parents of spouses, full and half brothers and sisters;

Structural divisions - departments, directly subordinate persons and branches of Uzbekgeofizika JSC.

II. Basic principles and rules for managing conflicts of interest

6. Company employees must make every effort to avoid situations that could lead to an actual or potential conflict of interest or create the appearance of a conflict of interest. Conflicts of interest may arise when personal interests are placed above the interests of the Company and such personal interests negatively influence business judgments, decisions or actions.

Similar situations may arise in relations with the Company's business partners and clients, including suppliers, as well as with government agencies.

The Company's employees do not have the right to provide services to any other employer without the prior permission of the Company's Management Board, as well as to engage in other activities that serve the interests of third parties and are within the scope of interests of the Company. If any of the employee's close relatives is involved in such activities, the employee is obliged to immediately report this to his immediate supervisor.

In turn, together with the Anti-Corruption and Compliance Control department, take the necessary measures to prevent possible consequences for the Company.

7. Solicitation or acceptance, directly or through a third party, of any benefit to employees in the performance of their duties for themselves or any other party in exchange for future or past acts or omissions, or the acceptance of any promise of such benefit to employees. forbidden.

Employees are also prohibited from accepting any gifts, except for the procedure established in the Policy for giving and receiving gifts, organizing and participating in business events, making entertainment expenses for Uzbekgeofizika JSC or any actual or potential contractor, supplier, etc. In personal relations with the Company, personal benefits in the form of discounts or favorable conditions are not allowed.

Employees should not be in a supervisory or controlling relationship with close relatives (for example, influence the terms of employment) or participate in any employment decisions (including internal and external hiring, as well as transfers of employees within the Company) in relation to close relatives relatives.

Employees should not participate (i.e. refuse) in making any decisions in which their personal interests may conflict with the interests of the Company, and if in doubt, they should seek advice from the Anti-Corruption and Compliance Control department .

The Company's employees are required to adhere to the following basic principles in matters of conflict of interest management:

- priority of the rights, freedoms and legitimate interests of citizens;
- put state interests above personal interests;
- decision-making based on transparency, integrity, impartiality;
- requirement to disclose information about potential or actual conflicts of interest;
- priority of preventive measures to avoid conflicts of interest;
- consideration of cases of conflict of interest and compliance with collective actions when resolving conflicts of interest;
- an impartial approach to the consideration, assessment and resolution of situations characterized by signs of a conflict of interest;
- ensuring the confidentiality of information about the presence of a conflict of interest in the prescribed manner;
- if an employee is properly informed about a conflict of interest before making any decision or before performing the functions assigned to him and is ready to renounce his personal interests in favor of the interests of the Company, he cannot be dismissed due to the presence of a real or potential conflict of interest;
- transparency and accountability;
- personal responsibility and inevitability of punishment.

III. Responsibilities and powers of employees of responsible structural units

8. Employees of the Company and its divisions are required to adhere to the principles set out in this Policy when performing their official duties and representing the interests of the Company, and also refrain from situations leading to a conflict of interest.

9. In order to prevent conflicts of interest when performing official duties, the Company's employees :

- must comply with the requirements of this Policy;
- pursue only the interests of the state and society ;
- use your position and official position only in the interests of the state and Society ;
- inform the Anti-Corruption and Compliance Control department of the Company about personal interests that contradict or may contradict the interests of the state and the Company;

- do not allow manifestations of nepotism (nepotism), patronage , favoritism, crownism, localism and clannishness;
- timely and full disclosure of information about potential or actual conflicts of interest;
- honestly, fully and conscientiously disclose a complete list of information about your close relatives and persons associated with them, information about your and their participation in non-governmental non-profit organizations;
- if he has information about the presence of a conflict of interest among other employees of the Company, he is obliged to report this in the manner established by internal documents.

10. In order to prevent a conflict of interest, an employee of the Company is obliged to report a conflict of interest in the following cases:

- if the employee has close relatives and related persons who are under his direct control;
- the Company employs close relatives or related persons of the employee, whose activities are related in the established manner, or an official whose activities are related in the established manner is a close relative or related person of the employee;
- if the employee participates in making decisions regarding employees (including the calculation and payment of wages, awarding bonuses, bonuses and determining their size) in relation to close relatives or related persons.

This list is not final. Any decision-making (providing benefits, granting licenses, purchasing products, etc.) by a government official in relation to close relatives or related persons (organizations in which he carries out his activities) may create a potential conflict of interest . In such cases, the Company employee is obliged to report a conflict of interest.

11. In order to identify situations related to a conflict of interest specified in paragraph 10 of this Policy, an employee should ask himself the following questions before making a decision or performing official duties: “Can I make a decision in good faith and impartially, and take an action?” and “If another employee made this decision, would he make the same decision as me?” If an employee answers “No” to any of these questions, there is a risk of a conflict of interest.

12. In order to determine a conflict of interest, the Company carries out:

- when hiring or appointing employees, as well as in other cases, information is collected that causes a conflict of interest;
- each employee determines a situation of conflict of interest that has arisen or may arise during the performance of professional or official duties, and reports this to his supervisor, the department “Anti-corruption and compliance control” and the department “Management, training and retraining of personnel”;
- every information or message that may cause a conflict of interest is examined collectively and its consequences are determined. Other methods for identifying conflicts of interest may be used within the framework of legal requirements.

13. Conflicts of interest are resolved as follows:

- when hiring employees, they are familiarized with the requirements of this Policy under their signature;
- clarification and consultation of employees on the requirements of the policy;
- registration of cases of conflict of interest;
- studying cases of conflict of interest, their assessment and determination of measures aimed at preventing conflict of interest are carried out by the department “Anti-corruption and compliance control”;

- observation and monitoring are carried out in order to ensure the effectiveness of the process of preventing conflicts of interest.

When managing conflicts of interest, other management methods may be used based on legal requirements.

14. In cases where a conflict of interest arises or may arise, the following measures may be taken:

- allow the employee not to voluntarily participate in the relevant activities or decision-making;
- review or modification of the employee's job responsibilities;
- establishing restrictions on information related to the personal interests of the employee;
- if the employee's personal interests conflict with his job duties, transfer him to another position not affected by the conflict of interests;
- the employee's refusal of his personal interests that negatively affect the activities or interests of the Company;
- termination of an employment contract concluded with an employee if the employee's personal interests contradict the activities or interests of the Company and if it is impossible to apply other measures to manage it.

IV . Procedures for disclosing and verifying conflicts of interest

1. Basic rules of the Declaration of Conflict of Interest

15. Prevention of conflicts of interest in the Company is carried out using the Declaration of Conflicts of Interest, the main concepts are as follows:

- Preliminary disclosure of conflicts of interest when appointing and rotating candidates for vacancies in the public system;
- annual disclosure of information about conflicts of interest (annual Declaration);
- disclosure of information about the fact of a real or potential conflict of interest.

Anti-Corruption and Compliance Control Department monitors compliance by all employees with obligations to disclose information about conflicts of interest and procedures for dealing with conflicts of interest.

2. Declaration of Conflict of Interest in the appointment and rotation of candidates for vacant positions

16. An applicant for vacant positions of the Company and during the rotation of employees must submit a preliminary Declaration of the presence of a conflict of interest to the department " Management, training and retraining of personnel" of the Company by providing the following documents:

- reference form filled out in accordance with Appendix 1 to this Policy;
- during the selection, appointment and rotation process, a questionnaire is filled out in accordance with Appendices 2 and 3 to this Policy regarding the presence or absence of a conflict of interest.

Before beginning their duties, new employees must complete and sign a Conflict of Interest Disclosure Form as required by the appendices, declaring that they do not have a conflict of interest as defined in this Policy, or alternatively, describing any existing circumstances that may lead to a conflict of interest.

The Department for Management , Training and Retraining of Personnel transfers the documents submitted by the employee to the Department for Anti-Corruption and Compliance Control. The Anti-Corruption and Compliance Control Department checks this information for the presence or absence of contradictions.

If a potential conflict of interest is identified, the Anti-Corruption and Compliance Control Department informs the following persons about it and provides its findings and recommendations, namely:

- for employees - the Chairman of the Management Board of the Company;
- for members of the Management Board - the Supervisory Board.

Accordingly, the Chairman of the Management Board or the Supervisory Board must decide on the necessary measures to manage conflicts of interest.

3. Annual declaration of conflicts of interest

17. Employees are required to annually provide information about the presence or absence of a conflict of interest to the Anti-Corruption and Compliance Control Department, and the relevant information must be updated and maintained in the Company.

The Anti-Corruption and Compliance Control Department monitors the fulfillment of the obligations of all employees to provide annual reporting.

The annual declaration of information on conflicts of interest is carried out as follows:

- the Company's employees must annually, before February 15, fill out a statement on the presence or absence of a conflict of interest in the form in accordance with Appendix 3 to this Policy and submit the completed application to the department "Anti-Corruption and Compliance Control";

- the Anti-Corruption and Compliance Control department is conducting an analysis of received statements about the presence or absence of a conflict of interest until March 10 to identify employees who have indicated the presence of a conflict of interest;

- if a conflict of interest is detected, the Anti-Corruption and Compliance Control Department is obliged to identify the possibility of a conflict of interest and inform the following persons about it and present its conclusions and recommendations:

- for employees - the Chairman of the Management Board of the Company;
- for members of the Management Board - the Supervisory Board.

Accordingly, the Chairman of the Management Board or the Supervisory Board of the Company decides on the necessary measures to manage conflicts of interest;

- The Company's Ethics Commission, until March 20, will consider the situation of a conflict of interest with the immediate supervisor of the employee and (if necessary) the employee himself and will decide on the development of measures to resolve situations characterized by a conflict of interest or the absence of a conflict of interest. This decision will be included in the protocol of the commission. The structure (official) responsible for the development of measures is indicated in the protocol;

- collects and stores electronic data on cases of conflict of interest, which are entered into the register of cases of conflict of interest until March 25 in accordance with Appendix 4 to this Policy by the department "Anti-Corruption and Compliance Control";

- annually in the second quarter, the Anti-Corruption and Compliance Control Department of the Company submits to the Chairman of the Board of the Company a statistical analysis on the application, identification and resolution of conflicts of interest.

4. Filling out a statement about the occurrence of a real or potential conflict of interest

18. It is not always possible to avoid conflicts of interest and they may arise as business conditions evolve, in which case employees should disclose information. While performing his or her duties, an 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 this case, the employee must disclose the

personal interest to his immediate supervisor and then notify the Anti-Corruption and Compliance department by updating the conflict of interest form.

Declaration of information about the occurrence of a real or potential conflict of interest is carried out in the following order:

- If a civil servant has a conflict of interest within 1 (one) working day from the moment he became aware of this situation, he must report it directly to his manager or to the department "Anti-corruption and compliance control", describing in detail the situation described as a real or potential conflict of interest, must be reported in accordance with Appendix 5 to this Policy;

- within 3 (three) working days from the moment the employee's immediate supervisor receives a written notification from the employee, he is obliged to familiarize himself with the information about the conflict of interest and send a notification with a proposal to eliminate the conflict of interest to the department "Anti-corruption and compliance control" for registration and taking appropriate measures;

- the Anti-Corruption and Compliance Control Department, in cooperation with the employee's immediate supervisor, takes measures to eliminate conflicts of interest or, having concluded that there is no conflict of interest, provides relevant information to the Chairman of the Company's Management Board in writing.

V. Measures to resolve conflicts of interest

19. In order to prevent violation of public interests, measures to resolve real conflicts of interest should be implemented as soon as possible.

- The Anti-Corruption and Compliance Control Department analyzes the information received about the presence or absence of a conflict of interest, and also evaluates any information provided to the Anti-Corruption and Compliance Control Department by the employee, his immediate supervisor or the head of the Supervisory Board. After due diligence, collection of necessary information and preliminary assessment of each case, it will be determined whether there is a conflict of interest, if any, the type of conflict of interest, i.e. real, potential or perceived conflicts.

Anti-Corruption and Compliance Control Department must assess the possible consequences of this conflict and how such a conflict may affect the interests of the Company, and also give its recommendations to the Chairman of the Board of the Company or the Supervisory Board on managing conflicts of interest.

In case of any conflict of interest, i.e. employee or his close relative:

- based on the results of the Company's economic activities who occupy high positions in other societies, competing with their economic interests;

- who participates in the Supervisory Board of the Company, whose activities and/or goals directly compete with the activities of the Company;

- who becomes aware of a particular investment opportunity and discloses it to third parties or makes relevant personal investments or otherwise uses it for his own benefit;

- Society has a significant economic interest or other type of interest in one of its suppliers, customers or competitors;

- Society receives money, gifts of no nominal value or excessive hospitality, credit, guarantees or other special treatment from any supplier, customer or competitor;

- Competes with the Company or helps the relevant party compete with the Company;

- who participates in an important personal transaction related to the Company in his own interests;

- have direct or indirect financial, economic or other personal interests that may be considered to affect their impartiality and independence in the context of the supplier selection procedure;
- also, if such a transaction was not approved in the prescribed manner, by the department “ Anti-Corruption and Compliance Control ”, which determines the possibility of a conflict of interest, if it is discovered that in any activity of the Company, as a beneficiary or authorized representative of the Company, he participates on the terms inaccessible to third parties or other employees, is obliged to report on this and present its conclusions and recommendations:

- for employees - the chairman of the Company’s Management Board;
- To the Supervisory Board in cases related to members of the management body.

Accordingly, the Chairman of the Management Board of the Company or the Supervisory Board must decide on the necessary measures to manage conflicts of interest.

These measures may include updating the Company's existing policies and procedures to introduce additional controls or strengthen existing controls to prevent such conflicts.

Depending on the nature of the conflict of interest, these actions may include refusal, disqualification, transfer, restriction of access to confidential information, relocation, or other appropriate measures to resolve the conflict.

In cases of a serious risk to the interests of the Company (for example, the reputation of the Company, its strategy, financial position, etc.), the Anti-Corruption and Compliance Control department contacts the Company to make a decision on the necessary actions to eliminate this risk and resolve the conflict interests, and must also notify the Chairman of the Management Board or the Supervisory Board.

20. When managing conflicts of interest in society, the following measures should be established:

- transfer of a directly subordinate employee to another person who is not a close relative;
- voluntary exclusion, self-refusal or forced (permanent or temporary) removal of an employee from participation in the discussion of issues that are the subject of a conflict of interest, and in the decision-making process on them;
- review the employee’s job responsibilities to avoid conflicts of interest;
- restriction of the employee’s use of information and documents of the Company that represent his personal interest and are the subject of a conflict of interest;
- On the promotion of a close relative or related person holding a higher position, performance appraisal, payment of bonuses and salary increases, sending to study and internship and various issues abroad, consent to working leave and salary control, ensure collective decision-making;
- transfer of an employee to a position involving the performance of official functions not related to a conflict of interest or other circumstances.

21. In exceptional cases, if the measures listed in paragraph 20 of this Policy do not fully regulate the conflict of interest, the following regulatory measures may be taken:

- the employee’s refusal of his personal interest, which contradicts the interests of the Company;
- termination of an employment contract with an employee, if the employee does not renounce his personal interest, which is contrary to the interests of the Company.

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

23. Measures to eliminate conflicts of interest and decisions taken by the Anti-Corruption and Compliance Control department and the employee's immediate supervisor in the company must be presented to the Chairman of the Management Board of the Company and considered at the next meeting of the Ethics Commission and must be reflected in the minutes meetings.

24. The Anti-Corruption and Compliance Control Department is responsible for the objectivity of decisions made upon the objection of an employee or on the order of the Chairman of the Management Board and the Supervisory Board, as well as the employee's immediate supervisor. on its own initiative, as well as the impartiality of decisions made by the Ethics Commission to resolve conflicts of interest and has the right to verify the acceptability of these measures.

VI . Confidentiality of information

25. Employees involved in resolving conflicts of interest must ensure the confidentiality of the information received and ensure that this information is used only by persons responsible for reviewing, recording and taking measures to resolve and control this process.

26. When individuals and legal entities contact the Company with information about the fact or suspicion of a conflict of interest among the Company's employees, it is reviewed by the department "Anti-Corruption and Compliance Control" in accordance with this Policy and other internal documents .

VII . Requirements for maintaining a register and storing information

27. The Anti-Corruption and Compliance Control Department of the Company is obliged to timely and fully keep records of conflicts of interest by entering them into the Register in accordance with Appendix 4 to this Policy. At the same time, information in the Register of structural divisions is compiled by the department " For management, training and retraining of personnel " of the executive office and quarterly transferred to the department "Anti-corruption and compliance control" for inclusion in the general Register of structural divisions. organization.

28. Information must be entered into the Register in the following cases:

- When applying for a job at the Company - if the candidate, in a statement about the presence or absence of a conflict of interest, indicated the presence of a conflict of interest, and the Chairman of the Management Board of the Company confirms the fact that a conflict of interest has arisen;
- when disclosing a conflict of interest during appointment or rotation - no later than three working days from the date of signing the order of the Chairman of the Management Board of the Company ;
- in case of a conflict of interest - if measures are taken by the immediate head of the department "Anti-corruption and compliance control" ;
- upon annual declaration by the Company's employees of information about conflicts of interest - in accordance with paragraph 17 of this Policy;
- upon confirmation of information received through communication channels about the presence of a conflict of interest;
- when conducting internal internal audits and monitoring compliance with the " Anti-Corruption Policy " and the requirements of the Company, as well as in the presence of a direct instruction from the Chairman of the Management Board to enter information into the Register.

29. Statements and notifications of employees related to conflicts of interest, and other information, are stored in the department " For management, training and retraining of personnel " .

VIII . Education and awareness

30. The departments “Management, training and retraining of personnel” and “ Anti-corruption and compliance control ” provide constant information and training to all employees on the issue of conflict of interest.

The departments “ Management, training and retraining of personnel ” and “ Anti-corruption and compliance control ” implement the following activities to train the Company’s employees: provide 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; ensure that new employees are familiarized with this Policy and continuous training for existing employees is conducted by the Anti-Corruption and Compliance Control Department in close cooperation with the Personnel Management, Training and Retraining Department , as part of recruiting programs.

I X. Conflict of Interest Policy Violations and Accountability

31. Violation of the requirements of this Policy is unacceptable. Violations of this Policy may result in investigation and disciplinary action as provided in the Company's Code of Ethics.

32. All employees, regardless of subordination, are required to report any possible violations of this Policy by responsible employees to the Anti-Corruption and Compliance Control department .

All other employees who become aware of an actual or potential violation of this Policy by another employee must immediately report their observations to the Anti-Corruption and Compliance Control Department in accordance with the Code of Ethics of Uzbekgeofizika JSC and the Reporting Policy.

X. Monitoring compliance with the requirements of the Conflict of Interest Management Policy

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

34. Persons who violate the requirements of this Policy will be held accountable in the prescribed manner.

35. The Anti-Corruption and Compliance Control Department is responsible for ensuring compliance with the requirements of this Policy . The Anti-Corruption and Compliance Control Department ensures the improvement of the Policy based on best practices.

Anti-Corruption and Compliance Control Department must review the Policy at least once every two years or as necessary to determine the necessary changes and additions to the objectives of the Policy, as well as to ensure compliance with current legislation and internal policies and procedures of the Company .

**STANDARD INFORMATION FORM
per candidate/employee
(HELP LENS)**

Full name (full name)

_____ (start date of last place of work):
_____ (last position held)

Date of birth:

Nationality:

Education:

Specialty of education:

Academic degree:

What foreign languages does he speak: Military (special) rank:

Awarded state awards (which ones)?:

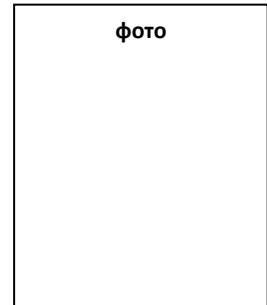
**Member of the Council of People's Deputies, republican, regional, city, district or other
elected bodies (specify in full):**

Place of birth:

Party affiliation:

Completed:

Academic title:



LABOR ACTIVITY

INFORMATION
about close relatives (full full name)

Relation degree	Full Name	Date and place of birth	Place of work and position	Residence address

INFORMATION
for legal entities whose close relatives have a share in the authorized capital or participate in its management (full full name)

Name of legal entity, registration number	Subject of possession and kinship	Ownership/management role	Main activity of a legal entity

INFORMATION
about persons participating in the authorized capital of commercial organizations and persons related to them* (full full name)

Name of commercial organization, registration number	Ownership share

* The list of related persons was obtained from open sources about the organization in whose authorized capital the employee participates.

**Statement on the presence/absence of a conflict of interest in employment
SAMPLE FORM**

F.I.SH (full) _____

Candidate submits application

name of the structural unit _____

Position for which the candidate is applying _____

Date of completion _____

In this application the following terms are used:

Close relatives - persons related by blood or divine kinship, that is, parents, biological and half-siblings, spouse, children, including adopted children, grandparents, grandchildren, as well as parents of spouses, mothers, full and half-brothers and sisters .

related parties - Persons participating in the authorized capital of commercial organizations with a government employee, except for cases where they own less than five percent of the shares of joint stock companies whose shares are publicly traded on the Republican Stock Exchange;

Official - appointed or elected on a permanent, temporary or special basis, acting as a representative of government bodies or performing organizational, managerial, administrative and economic duties in state bodies, self-government bodies of citizens, regardless of the form of ownership, in enterprises, institutions, organizations and legal entities authorized to perform important actions;

conflict of interest - the personal (direct or indirect) interest of an employee affects or may affect the proper performance of his position or official duties, and the conflict arises or arises between personal interest and the rights and legitimate interests of citizens, organizations, society, or indicate a possible situation;

personal interest of an employee - personal interest in the form of money, tangible or intangible assets, other property, wealth and benefits, which may affect the proper performance by the employee of his position or official duties by his close relatives or persons associated with the employee within the scope of performance of their official duties the possibility of obtaining benefits (personal, public, property, financial, political and other interests).

1.	If your close relatives or related persons are in Uzbekgeofizika JSC if they work, indicate their position and structural unit <i>(if they do not work, write "no")</i> .
	Not really
	<i>Notes:</i>
2.	Are you an employee, member, director or representative of a management body (board, supervisory board, etc.)? When answering, consider your position in any organization, commercial or non-profit, regardless of its legal form or form of ownership, and whether you receive any compensation from these organizations. <i>(Note: Please select "Yes" or "No"; if your answer is "Yes", please include in the comment line the name of all relevant organizations and your position(s) within them.</i>
	Not really
	<i>Notes:</i>
3.	Do you/your close relatives have a financial interest in any organizations (including participation in the authorized capital, ownership of shares and bonds) or can you otherwise influence the

	decisions of such organizations? (if you own 5% or more of non-publicly traded shares or interests in the authorized capital of any organization, or 5% or more of publicly traded securities of any organization on the Republican Stock Exchange or other stock exchange) <i>(Note: Check "Yes" or "No"; if "Yes", please indicate in the "Notes" line the names of all relevant organizations and the nature of your involvement in them, your equity interest, stock ownership, etc.)</i>
	Not really
	Notes:
4.	Do your close relatives and/or persons associated with you work in government bodies and organizations, in their territorial and structural divisions? <i>(Note: Please mark "Yes" or "No"; if your answer is "Yes", in the "Notes" line, indicate the FISH of such relative(s), associated person(s), his position and department. /department/management indicate the exact place of work.)</i>
5.	Not really
	Notes:
6.	Are your close relatives an employee, member, director or representative of management bodies (board, supervisory board, etc.) ? When answering, consider the legal and property form, as well as your position in any organization, commercial and non-profit organizations, regardless of whether they receive any remuneration from these organizations . <i>(Note: Please select "Yes" or "No"; if your answer is "Yes", please include in the comment line the name of all relevant organizations and your close relative's position(s) within them.)</i>
	Not really
	Notes:
7.	Are your close relatives government officials? <i>(Note: Please select "Yes" or "No"; if your answer is "Yes", please indicate in the comment line the FISH of such relative(s), their position and the name of the organization.)</i>
	Not really
	Notes:
8.	Have you used confidential or trade secrets obtained while working for government agencies and organizations for your personal interests, the interests of your close relatives or related persons (including if you disclosed it to any individual or organization)? <i>(Note: Select Yes or No; if yes, write details about it in the comment line)</i>
	Not really
	Notes:
9.	Have you been investigated or prosecuted, when and by whom? Under what article of the Criminal Code what decision should be made?
	Not really
	Notes:
	Please provide any additional information as required.
	Notes:
10.	If there are other circumstances that may lead to a conflict of interest, please indicate them.
	Notes:
	Please provide any additional information as required.
	Notes:

By signing this application, I confirm the following:

- I have/don't have a conflict of interest (underline the correct answer).
- I agree that the information contained in this application is complete and accurate and that this information will be verified by appropriate law enforcement authorities.
- I undertake to immediately notify the Company of **new circumstances** affecting the accuracy of any application completed by me.

(F.I.Sh) (signature) (date)

**On the presence/absence of a conflict of interest at the time of filling out the annual
declaration or during rotation/appointment (Declaration)
APPLICATION**

Full name (full name)	
Division (department/ department)	
Full name of the head (department / department)	
with Anti-Corruption Policy, Code of Conduct, Conflict of Interest Management Policy (signature)	
Date of completion	

Each employee of Uzbekgeofizika JSC who is aware of a real or potential conflict of interest is required to disclose information about it before taking any action within the framework of their activities.

By filling out the form, an employee of Uzbekgeofizika JSC undertakes to provide all information known to him at the time of disclosure, and understands that untimely provision of information, incomplete or incorrect disclosure may lead to disciplinary action. measures.

For the purposes of this form, the following definitions apply:

Close relatives - the employee's parents, biological and half-brothers and sisters, husband (wife), children, including adopted children, grandparents, grandchildren, as well as the husband's (wife's) parents, biological and half-brothers - brothers and sisters.

A conflict of interest is a situation in which the personal (direct or indirect) interest of an employee affects or may affect the proper performance of his position or official duties, and a conflict arises or may arise between the personal interest of the employee and the rights and legitimate interests of the employee. Society. The Company divides conflicts of interest into:

- personal interest - with the possibility of receiving money, other property, including property rights, property services, results of work performed or other benefits by the employee himself and (or) his close relative and (or) the selfish interest of his close relatives.
- official:
 - any person holding an appointed or elected position in the legislative, executive or judicial power of the Republic of Uzbekistan or a foreign state;
 - any person performing government functions for the Republic of Uzbekistan or a foreign state, including a government body, enterprise or institution;
 - any official or representative of an international organization;
- politicians, officials of political parties, including candidates for political positions.

Conflict of Interest Disclosure Questions	
1.	<p>Are you an employee, member of management bodies (board, supervisory board, board of directors, etc.), director or representative (of a commercial or non-profit organization) of another organization? When answering, please take into account the availability of positions in any commercial or non-profit organization, regardless of legal form and form of ownership, as well as whether you receive any (material or intangible) remuneration from these organizations.</p> <p><i>(Note: Please check "Yes" or "No"; if "Yes", please include the names of all relevant organizations and your positions within them in the Comments field.)</i></p>

	Not really
	Comments:
2.	<p>Do you have a financial interest in any organization (including participation in the authorized capital (in commercial and non-profit organizations), ownership of stocks and bonds) or can you otherwise influence the decisions of these organizations? (indicate whether you own 5% or more of publicly traded shares or shares in the authorized capital of any organization or 5% or more of publicly traded securities of any organization on the Tashkent Republican Stock Exchange or any other stock exchange).</p> <p><i>(Note: Please check "Yes" or "No", if yes, please indicate in the "Comments" field the names of all relevant organizations and the nature of your involvement in them, your equity interest, shares, etc.)</i></p>
	Not really
	Comments:
3.	<p>Have you received loans, guarantees and guarantees from partners and/or counterparties of Uzbekgeofizika JSC (with the exception of loans and guarantees provided by financial organizations on public (or corporate) terms)?</p> <p><i>(Note: Please check "Yes" or "No", and if yes, please include the names of all relevant organizations in the Comments field.)</i></p>
	Not really
	Comments:
4.	<p>Do your close relatives work at Uzbekgeofizika JSC or its divisions? Also, do you receive funding from partners?</p> <p><i>(Note: Please mark "Yes" or "No", if your answer is "Yes", please indicate the name of such relative(s), his/her position and exact place of work – department/department/department in the "Comments" field.)</i></p>
	Not really
	Comments:
5.	<p>Do your close relatives work in organizations that are counterparties/business partners or partners of Uzbekgeofizika JSC (give your answer based on your general information about the activities of the State Committee for Geology, its counterparties, business partners)?</p> <p><i>(Note: Check "Yes" or "No"; if yes, please indicate in the Comments field the full name of such relative(s), the name of the organization, his/her position, or type of financial interest.)</i></p>
	Not really
	Comments:
6.	<p>Do your close relatives have a financial interest in organizations that are contractors/business partners/partners of Uzbekgeofizika JSC (give your answer based on your general information about the activities of Uzbekgeofizika JSC , its contractors, business partners and partners) or are your close relatives in these organizations and can influence their decisions in other ways? (indicate whether you own 5 or more percent of publicly traded shares or shares in the authorized capital of any organization or 5 or more percent of publicly traded securities of any organization on the Tashkent Republican Stock Exchange or any other stock exchange)</p>

	<p><i>(Note: Check "Yes" or "No"; if yes, please indicate in the Comments field the full name of such relative(s), the name of the organization, his/her position, or type of financial interest.)</i></p>
	Not really
	Comments:
7.	<p>Are your close relatives government officials, including government officials exercising control functions in relation to Uzbekgeofizika JSC (State Committee for Geology and Mineral Resources, Chamber of Public Organizations, Palace of Culture "Industrial Safety", etc.)?</p> <p><i>(Note: Check "Yes" or "No"; if yes, please include the name of such relative(s), position(s), and organization name in the Comments field.)</i></p>
	Not really
	Comments:
8.	<p>On behalf of Uzbekgeofizika JSC (as the decision maker responsible for the execution of the supply/service contract, as the person responsible for confirming the acceptance of work performed, issuing or confirming payment documents, confirming their transfer through payment systems, etc.) personal financial Have you ever been involved in a transaction that interested you?</p> <p><i>(Note: Select Yes or No; if yes, enter information in the Comments field).</i></p>
	Not really
	Comments:
9.	<p>Have you ever received money or other material benefits, gifts and/or services (for example, from any company or organization in the form of remuneration for assistance in concluding a transaction with Uzbekgeofizika JSC in any form)?</p> <p><i>(Note: Check "Yes" or "No", if yes, please provide details in the Comments field.)</i></p>
	Not really
	Comments:
10.	<p>Have you ever carried out a process that could be construed as illegal or immoral influence on the relationship between Uzbekgeofizika JSC and another organization or government body and institution, have you demanded payment from Uzbekgeofizika JSC to expedite the processing of permits (for example, For services provided by the State Committee for Geology to a counterparty in excess of the amount of money that must be paid for these services in accordance with the requirements of current legislation, to receive remuneration, to assist an official in obtaining a license/permit)?</p> <p><i>(Note: Check "Yes" or "No", if yes, please provide details in the Comments field.)</i></p>
	Not really
	Comments:
eleven.	<p>Have you used your position in Uzbekgeofizika JSC and/or practical opportunities arising from your activities in Uzbekgeofizika JSC in your personal interests and/or the interests of your close relatives?</p> <p><i>(Note: Check "Yes" or "No", if yes, please provide details in the Comments field.)</i></p>
	Not really
	Comments:

12.	<p>Have you used confidential information or information constituting a trade secret that you received during your work at Uzbekgeofizika JSC for your personal interests, the interests of your close relatives or related persons (including if you disclosed it to any individual or organization)? (including plans, programs, financial information, mineral reserves, formulas, technologies, etc.) that you have used (including any person, company or organization).</p> <p><i>(Note: Check "Yes" or "No", if yes, please provide details in the Comments field.)</i></p>
	Not really
	Comments:
13.	<p>Have you complied with the principles and requirements of Uzbekgeofizika JSC “Anti-Corruption Policy”, Code of Ethics, “Conflict of Interest Management Policy”, “Policy of Giving and Receiving Gifts”?</p> <p><i>(Note: Check "Yes" or "No", if yes, please provide details in the Comments field.)</i></p>
	Not really
	Comments:
14.	<p>Are you aware of violations by employees of Uzbekgeofizika JSC of the Code of Ethics and internal anti-corruption documents or do you suspect that they have been violated?</p> <p><i>(Note: Check "Yes" or "No", if yes, please provide details in the Comments field.)</i></p>
	Not really
	Comments:
15.	<p>Are you aware of other actions, relationships, agreements, transactions or other facts (or suspicions) between you and Uzbekgeofizika JSC that may create a conflict of interest?</p> <p><i>(Note: Please mark "Yes" or "No" if your answer is "Yes", please explain the situation in detail in the "Comments" field.)</i></p>
	Not really
	Comments:

By signing this application, I confirm that:

- I have/do not have reasons that could lead to a conflict of interest (underline the appropriate answer).

- The information I provided in this form is complete and reliable, and I agree that it will be collected, processed and stored by Uzbekgeofizika JSC.

- If the information changes, I undertake to immediately inform Uzbekgeofizika JSC about new circumstances affecting the accuracy of the application I filled out.

_____ “ _____ ” _____ 20____
 (Full name) (signature) date

*Conflict of interest management policy
at Uzbekgeofizika JSC
Appendix 5*

To _____
Full name of the head

From _____
FULL NAME

department, position

contact phone number

**On the possibility of a conflict of interest
NOTIFICATION**

According to the order “_____” - number “_____” dated 20____ “_____”
_____ JSC “Uzbekgeofizika”, I,

(full name, position)

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

(A situation is described when personal interests (directly or indirectly) affect or may affect the performance of official duties and the personal interest of an employee may contradict the interests of Uzbekgeofizika JSC.

(full name) (signature) (date)

To be completed by the employee’s immediate supervisor

To regulate conflicts of interest, the following measures are proposed:
(measures taken to regulate conflicts of interest are indicated)

(Full name of the manager) (signature) (date)