



MTO Gas Chemical Complex

— THE FLAGSHIP
OF THE THIRD RENAISSANCE

Recruitment policy

«Gas Chemical Complex MTO Central Asia» LLC

Recruitment policy

The purpose of the Recruitment Policy is to establish transparent and consistent hiring practices throughout the Company that support and promote Company's values such as:

- sustainable development;
- observance of basic human rights;
- equal career opportunities;
- harmonious work environment, unacceptability of corruption, discrimination, forced and child labor, harassment and bullying in the workplace.

Key recruitment principles

- The Company selects personnel based on the current staffing establishment, organizational structure, production goals and objectives.
- The Company considers all qualified candidates who meet the requirements for the vacant position.
- The Company adheres to the principles of timeliness, efficiency and professionalism in recruiting and hiring.
- Candidates are selected on the basis of their business qualities and qualifications required for the position, taking into account the Company's commitment to local employment and applicable laws. The Company selects and hires employees regardless of gender, race, nationality, ethnicity, social origin, religion or religious beliefs, disability, age, or any other circumstance not related to the business qualities of the candidates.
- The Company applies a referral mechanism in recruitment and rewards its employees if a candidate recommended by them is hired by the Company.
- The Company does not hire candidates for the purpose of direct benefit through their connections with individuals from governmental or nongovernmental organizations.
- All else being equal, for hiring purposes, the Company gives priority to local residents in the following order:
 - candidates originating from communities directly affected by the Project (local population and local government from Alat, Karakul, Jondor districts of Bukhara Region);
 - candidates from a wider area of influence (cities and districts of Bukhara region);
 - candidates from other regions of Uzbekistan.

- The Company uses flexible mechanisms and a variety of channels in recruitment depending on the category of the position.
- If successful candidates have a comparable level of qualifications, priority is given to a candidate from a vulnerable group (women, unemployed, disabled, young professionals).
- Taking into account business needs, the Company can engage highly qualified foreign citizens as contractors or employees.
- Taking into account working conditions and nature of its activities, the Company generally hires persons over the age of eighteen.
- The Company informs about available job and career opportunities in public sources, but reserves the right otherwise in certain circumstances. These circumstances may include planned succession, staff turnover, restructuring or other organizational changes.
- The Company responds to all employment requests when submitted through the corporate website.
- The Company processes and stores candidates' personal data in accordance with the current legislation of the Republic of Uzbekistan on personal data.

Key approaches in recruitment

- All applicants for employment with the Company go through the selection process, including skills and competency tests and interview(s).
- The Company conducts interviews in person or via videoconference.
- The Company expects candidates to disclose any close family members among Company employees.
- The Company does not permit the hiring of close relatives if subordination between them or a potential conflict of interest is expected.

Onboarding of a new employee

- The Company recruits in accordance with the Labor Code of the Republic of Uzbekistan and the requirements of the LNA.
- All new employees receive mandatory training in areas that contribute to the Company's goals and objectives, including safety, ethics and compliance with regulations, policies and standards.
- The Company informs new employees about the benefits, social payments and adaptation measures they are entitled to.

«Gas Chemical Complex MTO Central Asia» LLC
CEO

A handwritten signature in blue ink, consisting of stylized, overlapping letters that appear to be 'S' and 'M'.

Shakirov M.M.
