

Annex to the
Amendments No. 15 to the
Regulation
on the organizational
and functional structure of management
of JSC “EIC” KazakhExport”,
approved by resolution of the Board of Directors
“EIC “KazakhExport” JSC
dated August 24, 2021 (Minutes No. 8)

Annex No. 25 to
the Regulation on the Organizational and
Functional Structure of Management of JSC
“EIC “KazakhExport”, approved by the
Resolution of the Board of Directors
“EIC “KazakhExport” JSC
dated September 8, 2017 (Minutes No. 8)

**Regulation
On the Human Resources, Compensation and Social Affairs Committee of the
Board of Directors of the Joint Stock Company
“Export Insurance Company “KazakhExport”**

SUMMARY OF GNI

Name of GNI	Regulations on the Human Resources, Remuneration and Social Affairs of the Board of Directors of the Joint Stock Company "Export Insurance Company "KazakhExport"
GNI Owner	Corporate secretary
Access level	Public
Activities to familiarize all employees of the Company with GNI	Distribution by e-mail within 1 (one) working day from posting of GNI on "Internal Portal" network drive

CONTENTS

1.	Chapter 1. General Provisions	4
2.	Chapter 2. Competence and powers of the Committee	5
3.	Chapter 3. Rights and responsibilities of the Committee and its members	7
4.	Chapter 4. Composition, election, and term of office of the Committee.....	8
5.	Chapter 5. Chairman of the Committee.....	8
6.	Chapter 6. Secretary of the Committee	9
7.	Chapter 7. Procedure for work of the Committee	9
8.	Chapter 8. Report on the activities of the committee	12
9.	Chapter 9. Responsibility of Committee Members	12
10.	Chapter 10. Final provisions.....	12
11.	Annex	

Chapter 1. General Provisions

1. The present Regulation on the Committee on the Human Resources, Remuneration and Social Affairs of the Board of Directors of the JSC "EIC "KazakhExport" (hereinafter - Regulation) was developed in accordance with the Law of the Republic of Kazakhstan "On Joint-Stock Companies", the Charter of the Joint-Stock Company "Export Insurance Company "KazakhExport", the Corporate Governance Code and the Regulation on the Board of Directors of JSC "EIC "KazakhExport" (hereinafter - the Company).

2. Concepts and definitions used in this Regulation:

1) The sole shareholder is the Joint-Stock Company "National Manager Holding "Bayterek";

2) Legislation - a set of normative legal acts of the Republic of Kazakhstan adopted in accordance with the established procedure;

3) Committee - Committee on Human Resources, Remuneration and Social Affairs;

4) The Corporate Governance Code is an internal regulatory document approved by the Sole Shareholder regulating the relations arising in the management of the Company, including relations between the Sole Shareholder and the Company's bodies, between the Company's bodies, the Company and stakeholders;

5) Independent directors - members of the board of directors, defined as independent directors in accordance with the Law of the Republic of Kazakhstan "On Joint Stock Companies";

6) Corporate Secretary - an employee of the Company who is not a member of the Management Board or the Board of Directors of the Company, who is appointed by the Board of Directors of the Company and reports to the Board of Directors of the Company, as well as controls the preparation and holding of the meetings of the Board of Directors of the Company, ensures the formation of materials on the agenda for the meeting of the Board of Directors of the Company, controls access to them;

7) Secretary of the Committee - Corporate Secretary of the Company;

8) Internal Audit Service - a body that controls financial and Business performance, internal control evaluation, risk management, implementation of corporate governance documents and advice in order to improve the Company's activities;

9) Compliance Service - a structural unit of the Company, which reports directly to the Board of Directors of the Company; organizes and carries out measures to counter the legalization of proceeds of crime, and the financing of terrorism in the Company's activities, internal control over compliance of the Company's activities with the requirements of the legislation of the Republic of Kazakhstan, international standards, internal rules and internal documents of the Company, implementation of the Compliance Risk Management Policy and compliance control functions, organization and operation of the anti-corruption and anti-fraud system;

10) The Board of Directors - a management body;

11) Management Board - an executive body;

12) Charter - Charter of the Company.

3. This Regulation shall determine the status, competence, quantitative composition, formation and work of the Committee, the election of the Chairman and members of the Committee, powers and early termination of their powers, as well as rights and duties.

4. The Company's Committee is a permanent advisory body that assists the Board of Directors by providing preliminary review, analysis, succession planning and recommendations

on matters within its competence.

The Committee was established to improve the efficiency and quality of the work of the Board of Directors, through the in-depth elaboration and monitoring of issues within the competence of the Board of Directors in the area of personnel policy, the system of appointments and remuneration, as well as assessment of the overall and individual performance of the members of the Board of Directors of the Company, as well as members of the Company's Management Board, the succession planning of the Chairman and members of the Management Board and evaluation of the Corporate Secretary.

5. All proposals developed by the Committee shall take the form of protocols (decisions) and shall be of a recommendatory nature.

6. The Committee shall report to the Board of Directors of the Company and shall act within the powers granted to it by the Board of Directors of the Company and by this Regulation.

7. In its activities, the Committee shall be guided by the legislation of the Republic of Kazakhstan, the Company's Charter, the Company's Corporate Governance Code, the decisions of the Sole Shareholder, the Company's Board of Directors, the Regulations on the Company's Board of Directors, the present Regulations and other internal documents of the Company.

Chapter 2. Competence and powers of the Committee

8. The Committee is competent to consider and make recommendations to the Board of Directors on the following issues:

1) make recommendations on personnel policy, motivation of members of the Management Board of the Company, as well as Corporate Secretary and foreign specialists employed by the Company (hereinafter - key employees/key positions) in the field of appointments, evaluation and remuneration, social issues (corporate social responsibility issues);

2) preliminary evaluation of candidates for positions of board members, Corporate secretary;

3) evaluation of internal regulations governing ethical standards and rules of corporate conduct of employees, formulation of recommendations to amend such acts or their application;

4) monitoring of existing internal acts in the field of selection, appointment, replacement, termination of powers, motivation of board members, Corporate secretary, including analysis of practices applied in comparable organizations, making recommendations to amend such acts or their application;

5) monitoring of conformity of personnel policies with development strategies, its financial position, as well as the situation on the labor market, development of recommendations to amend these internal regulations;

6) making recommendations for corporate changes in the field of personnel management and remuneration;

7) making recommendations to ensure the continuity of key employees, including recommendations on the replacement plan and the talent pool of key employees;

8) assessment of the talent pool for key positions, including the management board;

9) assessment of candidates for board positions and making recommendations on appointment or termination of their powers;

- 10) preliminary approval in accordance with the established procedure of the structure, number of employees, working arrangements, determination of the amount of official salary and conditions of remuneration (bonus), provision of social support, term of office, candidacy of the Corporate Secretary, as well as decision on early termination of powers;
- 11) making recommendations on the terms and conditions of employment contracts with employees reporting to the Board of Directors, with the exception of the Internal Audit Service;
- 12) preliminary review of the results of the evaluation of the Board of Directors, members of the Board of Directors and the Committee during the reporting year and approval of the Improvement Plan for the Board of Directors;
- 13) making recommendations on the principles and criteria for determining the amount and conditions of remuneration and compensation of members of the Board, as well as recommendations on the terms of employee incentive programs;
- 14) making recommendations/preliminary approval of key performance indicators (hereinafter - KPIs) of the board members and their submission for approval to the Board of Directors;
- 15) making recommendations/preliminary approval of the Corporate Secretary's KPI map;
- 16) regular assessment of key employees and provision of relevant recommendations to the Board of Directors;
- 17) review at least once a year of the Ombudsman's report on the results of the work carried out and assessment of the results of its activities;
- 18) preliminary consideration of the selection of the Ombudsman, determination of his term of office, early termination of his powers;
- 19) preliminary approval of the amount and conditions of remuneration and bonuses for employees of the Compliance Service, budget costs, as well as qualification requirements for employees of the Compliance Service, ensuring the independence of their activities;
- 20) preliminary approval in accordance with the established procedure of the structure, staff of the Compliance Service, term of their powers, candidacy of the Compliance Service employees, as well as the decision on early termination of their powers;
- 21) carrying out in accordance with the established procedure assessment of the effectiveness of functions, as well as preliminary review of KPIs of Compliance Service employees and reports on their execution;
- 22) preliminary approval of the performance assessment of the Compliance Service employees, as well as the annual plan for their professional development, changes and (or) additions to it;
- 23) monitoring of ensuring proper disclosure of information regarding remuneration and compensation of members of the Company's bodies in accordance with the requirements of the legislation of the Republic of Kazakhstan and internal regulations;
- 24) consideration of the corporate conflict in case of involvement of the Chairman of the Board of Directors of the Company;
- 25) preliminary approval of reports on the work of the Company's Board of Directors, the Committee, and the Corporate Secretary;

26) approval of the Committee's work plan for the current year taking into account the work plan of the Company's Board of Directors;

27) preliminary consideration of the annual report on the Committee's work by the end of the second month following the reporting year. The specified report must to be included in the annual report on the activities of the Company's Board of Directors provided to the Board of Directors in accordance with the Regulations on the Board of Directors;

28) provision of recommendations to the Company's Board of Directors on other matters within the limits of its competence, as well as in accordance with the instructions of the Company's Board of Directors and/or the provisions of the Company's internal documents;

29) consideration of other issues within the competence of this Committee.

Chapter 3. Rights and responsibilities of the Committee and its members

9. In order to carry out the tasks entrusted to the Committee, its members have the following rights:

1) to request documents, reports, explanations and other information from members of the Board of Directors, the Committee, the Board, the Internal Audit Service, the Supervisory Service, the Corporate Secretary and other employees of the Company within the limits of their competence;

2) to invite members of the Board, the Committee, the staff of the Internal Audit Service, the Compliance Service and others to attend their meetings as observers;

3) in accordance with the established procedure, use the services of external experts and consultants within the limits of the Company's budget for the current year;

4) to participate in monitoring and verifying the execution of resolutions and instructions of the Company's Board of Directors on matters related to its activities;

5) develop and propose amendments and/or additions to this Regulation;

6) develop and submit for approval by the Board of Directors of the Company draft documents related to the activities of the Committee;

7) request that a Committee meeting be convened and that items be included in the agenda of the Committee meeting;

8) Exercise other rights necessary for the exercise of its powers.

10. The Committee may consider other matters within the competence of the Committee, including by decision of the Board of Directors or its Chairman.

11. The Committee shall monitor and analyze the implementation of resolutions of the Company's Board of Directors falling within the competence of the Committee.

12. The members of the Committee shall:

1) to carry out their activities honestly and conscientiously in accordance with this Regulation, in the interests of the Sole Shareholder and the Company as a whole;

2) to devote sufficient time to the effective performance of their duties;

3) to participate in the work of the Committee and attend its meetings in person;

4) at the request of the Company's Board of Directors to report to it on the results of its activities;

5) to keep confidential the information received as part of the Committee's activities;

6) to immediately notify the Board of Directors of the Company and the Secretary of the Committee of any changes in its status as an independent director, of the occurrence of a conflict of interest on issues to be considered by the Committee or of the possibility of such conflict, including the basis for its occurrence, as soon as they become aware of this;

7) refrain from actions and prevent situations that will or may potentially lead to a conflict between their interests (or related persons) and the interests of the Company;

8) to refrain from voting on matters on which members of the Committee have a personal interest;

9) take measures to prevent and resolve a conflict of interest in accordance with the internal normative documents of the Company and the legislation of the Republic of Kazakhstan;

10) to confirm the existence of deep knowledge in the field of risk management, strategic planning, corporate development, audit, personnel management and (or) to undergo appropriate training (at least 1 (once) every three years).

Chapter 4. Composition, election and term of office of the Committee

13. The Committee of the Board of Directors of the Company shall consist of members of the Board of Directors of the Company with the necessary professional knowledge, competencies and skills to work in a particular Committee. The Committee shall consist of 2/3 of independent directors.

14. The Chairman and members of the Committee are elected by the Board of Directors of the Company by a simple majority vote. The Committee may not include the Chairman, members of the Management Board and employees of the Company. Board members/employees of the Company may participate in Committee meetings as invited persons.

15. The term of office of the Committee members shall coincide with their term of office as members of the Company's Board of Directors.

16. The Committee may be early disbanded by resolution of the Company's Board of Directors.

Chapter 5. Chairman of the Committee

17. The Chairman of the Committee shall be elected from among the independent directors of the Company and shall organize the work of the Committee chaired by him, in particular:

1) convenes the meetings of the Committee, determines the form of meetings and chairs them;

2) establishes the agenda for the Committee meetings;

3) arranges for the minutes at in-person meetings of the Committee;

4) arranges for the discussion of issues at the meeting of the Committee and also hears the views of persons invited to participate in the meetings;

5) maintains constant contact with the members of the Board of Directors of the Company, members of the Board of Directors of the Company, the structural units of the Company in order to obtain the fullest and most reliable information necessary for the Committee's decision-making; and to ensure their effective interaction with the Company's Board of Directors;

6) distributes responsibilities among Committee members, instructs them and the Secretary of the Committee to study and prepare issues for consideration at Committee meetings;

7) ensures and coordinates the implementation of the Committee's decisions;

8) ensure the development and approval of the Committee's work plan for the current year, taking into account the plan of meetings of the Board of Directors, ensure monitoring and supervision of the proper execution of decisions and instructions of the Committee headed by it;

9) prepare a report on the activities of the Committee and at a separate meeting report to the Board of Directors on the results of activities for the year during the meeting of the Board of Directors;

18. The Chairman of the Committee, along with professional competencies, should have organizational and leadership qualities, good communication skills for the effective organization of the activities of the Committee headed by him.

19. In the absence of the Chairman of the Committee at the meeting, the members of the Committee shall elect the Chairman of the meetings from among the members present by a simple majority of votes.

Chapter 6. Secretary of the Committee

20. The organizational and informational functions of the Committee are performed by the Secretary of the Committee, who is the Company's Corporate Secretary. During the period of absence of the Corporate Secretary (leave, business trip and other valid reasons), the performance of his duties as Secretary of the Committee in accordance with the decision of the Chairman of the Committee is temporarily entrusted to another employee of the Company.

21. The Secretary of the Committee shall ensure:

1) preparation and conduct of Committee meetings;

2) collection and systematization of meetings materials;

3) timely notification to Committee members and invitees of the meetings of the Committee, the agenda of meetings and material on the agenda;

4) minutes of meetings of the Board of Directors and the Committee, storage of minutes, transcripts, audio-video recordings, materials of meetings of the Committee;

5) issue of extracts from the Committee's minutes (decisions) as required;

6) analysis and control over execution of the Company's Board of Directors "instructions within the competence of the Committee;

7) performance of other functions on behalf of the Chairman or other members of the Committee.

22. The Committee meets in accordance with a work plan approved prior to the calendar year, which is consistent with the work plan of the Board of Directors, with a list of issues to be addressed and dates of meetings, but at least quarterly.

Chapter 7. Procedure for work of the Committee

23. The Committee meets in accordance with the approved work plan, but at least quarterly. The Committee shall hold extraordinary meetings as necessary.

24. Ordinary and extraordinary meetings of the Committee may be convened at the initiative of its Chairman or at the request of:

- 1) Sole shareholder;
- 2) Board of Directors;
- 3) any member of the Committee.

If the chairman of the Committee refuses to convene meetings, the initiator may submit the request to the Board of Directors of the Company.

25. Meetings of the Committee shall be held in person or by correspondence bulletin, and the number of meetings with absentee voting shall be minimized.

26. At the discretion of the Chairman of the Committee, decisions of the Committee on matters before it may be taken by a vote in absentia. Absentee voting shall take place without a meeting of the Committee.

27. For absentee voting on agenda items, bulletins drawn up in the form according to Annex 1 to this Regulation shall be used.

28. It is recommended that the decision on the following issues be considered at in-person meetings of the Committee:

- preliminary approval of the Company's organizational structure and staffing;
- preliminary approval of the performance assessment and determination of remuneration for members of the Company's executive body;
- personnel issues.

29. Notification of the Committee meetings shall be sent by the Secretary of the Committee to the members of the Committee not later than 3 (three) business days prior to the date of the relevant meetings, using the appropriate means of communication, including the electronic document management system of the Company and (or) using other means of communication, ensuring the delivery and recording of the notification delivery.

The notification shall contain:

- 1) place, time and date of the meeting;
- 2) form of the meeting (in person or in absentia).

30. The notification must be accompanied by:

- 1) agenda of the Committee meetings;
- 2) explanatory notes addressed to the members of the Committee to each agenda item under consideration signed by the Chairman or a member of the Management Board of the Company, or by the person initiating the inclusion of the issue in the agenda of meetings in hard copy or in electronic form, using an electronic digital signature;
- 3) a draft decision of the Committee on each agenda item approved by the Chairman or a member of the Management Board of the Company, or by the person initiating the inclusion of the item in the agenda of meetings in hard copy or in electronic form, using an electronic digital signature;
- 4) draft documents to be considered at the Committee meeting, approved by the Chairman or a member of the Management Board, or by the person initiating the submission of the document for consideration by the Committee in hard copy or in electronic form, using an electronic digital signature;
- 5) extracts from minutes of meetings of the Company's Management Board (if necessary);
- 6) absentee voting bulletin of the Committee (in case of absentee meeting);

7) other additional documents, if any (presentations, copies of decisions of state bodies and (or) other legal entities, reference materials justifying the inclusion of these issues in the agenda).

31. The Committee's meetings shall be attended by its Chairman, members of the Committee and the Secretary of the Committee. The following persons (including but not limited to) may attend meetings of the Committee at the invitation of the initiator or rapporteur of the question:

- 1) the Company's employees;
- 2) consultants (experts) engaged in accordance with the established procedure.

32. If necessary, the Committee may hold separate meetings with the Company's management, its external and internal auditors.

33. The meeting of the Committee shall be competent if it is attended by at least half of the number of Committee members. In order to create favorable conditions and reduce the costs of holding meetings of the Committee, members of the Committee may participate in the meeting of the Committee through videoconference (interactive audiovisual communication), conference (simultaneous conversation of members of the Committee in the mode of "telephone meeting"), as well as through the use of other means of communication. This participation is equal to participation in person.

34. Decisions of the Committee shall be taken by a simple majority of votes of the total number of all members of the Committee. When resolving issues, each Committee member shall have one vote. The transfer of voting rights by a Committee member to other persons, including other Committee members, is not allowed. If the votes of the Committee members are equal, the vote of the Chairman of the meeting shall be decisive.

35. Based on the results of each in-person meeting of the Committee, a protocol is drawn up, and a decision is drawn up based on the results of each absentee meetings of the Committee. The protocol (decision) shall be drawn up in hard copy or in electronic form, using an electronic digital signature and signed no later than 5 (five) working days after the meeting. The Protocol shall be signed by the Chairman of the Committee or the person exercising his/her functions, who shall be responsible for the correctness of the content of the Protocol, by the members and the Secretary of the Committee. The decision of the Committee's absentee meetings shall be signed on paper or in electronic form, using an electronic digital signature by the Chairman of the Committee and the Secretary of the Committee. Absentee voting bulletins shall be used during absentee meetings, which shall be executed in accordance with the requirements of paragraph 46 of this Regulation.

36. The minutes (decision) of the meetings shall indicate:

- 1) date, place and time, form of meetings of the Committee;
- 2) list of Committee members who took part in the meeting (by absentee voting), as well as list of other persons present at the Committee meeting (by in-person meeting);
- 3) agenda of the Committee meetings;
- 4) key proposals of the Committee members on agenda issues;
- 5) issues put to the vote and the results of voting on them, as well as all decisions taken.

37. If necessary, the minutes (decisions) of the Committee meeting may be executed and signed using the Company's electronic document management system, by means of an electronic digital signature.

Chapter 8. Report on the activities of the Committee

38. The committees regularly, but at least once a year, report to the Board of Directors on their activities.

39. The Chairman of the Committee organizes the preparation of information on the results of the Committee's work for inclusion in the report of the Board of Directors and the Company's annual report.

Chapter 9. Responsibility of Committee members

40. The members of the Committee shall be liable to the Company and the Company's sole shareholder for damage caused by their actions (omissions) in accordance with the legislation of the Republic of Kazakhstan, including losses incurred as a result of the provision of information, misleading or knowingly misleading information.

41. The statute of limitations on non-disclosure of internal (service) information of the Company by former members of the Committee after termination of their activities on the Board of Directors of the Company is 5 (five) years.

Chapter 10. Final Provisions

42. In case of amendments and (or) additions to the legislation of the Republic of Kazakhstan, the Charter, this Regulation are applicable in a part not contradicting such changes and additions.

43. Amendments and (or) supplements to this Regulation shall be made in a manner similar to that of the Regulation.

44. The content requirements of the Explanatory Note, the draft decision, the minutes, the bulletins, and other additional documents for the Committee's meeting are similar to the content requirements for the Company's Board of Directors.

Annex 1
to the Regulation on
the HR, Remuneration and
the Social Board of Directors of
JSC “EIC “KazakhExport”

Bulletin
by absentee voting of the Chairman/Committee member
of the Board of Directors of the Joint-Stock company
“Export Insurance Company “KazakhExport”

city _____ No. _____ of “_” _____, 20 _____

Chairman/Member of the Committee _____
(surname, first name, patronymic (if any))

Location of Joint-Stock Company “Export Insurance Company “KazakhExport”:
Initiator of absentee voting:

Agenda:

1. _____
2. _____
3. _____

Solution:

On the first item of the agenda:

FOR **AGAINST (dissenting opinion)** **ABSTAINED (dissenting opinion)**

Note: special opinion is attached separately in writing

On the second item on the agenda:

FOR **AGAINST (dissenting opinion)** **ABSTAINED (dissenting opinion)**

Note: special opinion is attached separately in writing

On the third item on the agenda:

FOR **AGAINST (dissenting opinion)** **ABSTAINED (dissenting opinion)**

Note: special opinion is attached separately in writing

Clarifications on how to fill the bulletin:

On the question put to the vote in this bulletin, a member of the Committee shall put his signature (or tick) under one of the columns represented: "For", "Against", "Abstained". In case of voting "Against" or "Abstained", a member of the Committee shall have the right to express his/her dissenting opinion, which shall be attached separately in writing.

The final date of submission of the signed bulletin to the Secretary of the Committee of the Board of Directors of Joint-Stock Company "Export Insurance Company "KazakhExport": _____, 20__.

The absentee bulletin paper is available at:

_____.

Chairman/Member of the Committee: _____
(signature)

Date: _____, 20 ____

Annex 2
to the Regulation on
the HR, Remuneration and
the Social Board of Directors of
JSC "EIC "KazakhExport"

**Written opinion
to the meeting of the Committee _____ of the Board of Directors of Joint-Stock
Company "Export Insurance Company "KazakhExport"**

city _____ No. _____ of " ____ " _____ 20 ____

Chairman/Member of the Committee _____
(surname, first name, patronymic (if any))

Agenda:

1. _____
2. _____

Written opinion on the agenda item:

1. _____
2. _____

Chairman/Member of the Committee: _____
(signature)

Date: _____ 20 ____

Note: if the Written Opinion consists of more than one page, each page of it shall be certified by the signature of the voter.

Annex 3
to the Regulation
on the HR, Remuneration and
the Social Board of Directors of
JSC "EIC "KazakhExport"

Content requirements of the Explanatory Note

Explanatory note to the draft decision of the Committee is written on 1-2 sheets (font - Times New Roman, font size 14), where the essence of the issue is clearly and concise, and should contain the following sections:

1. The essence of the question is the necessity and purpose of its submission to the Committee.
2. Information on legislative acts, acts of the Company's bodies, instructions on the issue under consideration and results of their implementation.
3. Expected risks arising from making or not making a decision, consequences of realization of the specified risks and measures to minimize them.
4. Expected socio-economic and legal consequences in the event of a decision.
5. Specific goals and timing of expected results on the decision.
6. Expected effectiveness for the Company as a result of making a positive decision on this issue.
7. Estimated financial costs associated with the implementation of the solution.
8. Necessity of subsequent bringing of the Company's internal documents into compliance with the decision.
9. Information on the results of consideration of this issue by the Management Board of the Company (if any).
10. Proposed decision on the issue.
11. Other information.

**Position and full name of the person
submitting the issue for consideration**

Signature of the head or members of the executive body of the Company or the person initiating the inclusion issues on the agenda of the meeting

Visas of the contractor, head of the unit responsible for preparation (development) materials.

Annex 4
to the Regulation on the
HR,
Remuneration and
the Social Board of
Directors of JSC "EIC
"KazakhExport"

Decision
Committee of the Board of Directors _____ of Joint-Stock Company
"Export Insurance Company "KazakhExport" on the question:

“ _____ ”

(wording of question)

Under subparagraph _____ of the Regulations on Committees of the Board of Directors of Joint-Stock Company "Export Insurance Company "KazakhExport", Rules/Regulations of Joint-Stock Company "Export Insurance Company "KazakhExport" (hereinafter - Company), the Committee of Board of Directors _____ of JSC "EIC "KazakhExport" **DECIDED:**

- 1.
- 2.

Position and full name of the person
submitting the issue for consideration

Signature of the head or members of the executive body of the Company or the person initiating the inclusion issues on the agenda of the meeting

Visas of the contractor, head of the unit responsible for preparation (development) materials.

Annex 5
to the Regulation on the HR,
Remuneration and
the Social Board of Directors of
JSC "EIC "KazakhExport"

PLAN
work of the Committee of the Board of Directors _____
of JSC "EIC "KazakhExport" of 20_____

No. P/P	Question name	Estimated review date (month)	Responsible Structural Unit
Q1 of 20_____			
1			
Q2 of 20_____			
2			
Q3 of 20_____			
3			
Q4 of 20_____			
4			

* The issues provided for in this Plan are not exhaustive. If necessary, the Committee of the Board of Directors _____
of JSC "EIC "KazakhExport" shall consider issues not included in this Plan.

Chairman of the Committee of the Board of Directors _____
of JSC "EIC "KazakhExport" _____

Approval Sheet

Title of the document: Regulation on the HR, Remuneration and Social Affairs Committee of the Board of Directors of JSC “EIC “KazakhExport”

Developer of GNI: Corporate Secretary

Owner of GNI: Corporate Secretary

№	Position	FULL NAME	Signature
1.	Director of the Legal Department providing	Nurmukhambetov S.K.	
2.	Head of Compliance Service	Kabsamatov K.A.	
3.	Director of the Department for Risk Management	Shabarbayeva L.G.	
4.	Director of the Business analysts	Battalova A.Z.	

Corporate Secretary

A. Uralbayeva