



Approved
by the Decision of the Board of Directors
of Joint Stock Company
"Intergas Central Asia"
Minutes No. 9 dated 11.09. 2026

Regulation on the Compliance Service
of the Joint Stock Company
"Intergas Central Asia"

ОРИГИНАЛ

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Astana, 2026

Foreword

Introduced: To replace the Regulation on the Compliance Service (PSP-9-23), approved by the decision of the Board of Directors of Joint Stock Company "Intergas Central Asia" No. 5 dated 12 June 2023, Revision No. 2.

Review date: as necessary.

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1. General Provisions

1.1 This Regulation on the Compliance Service of Joint Stock Company "Intergas Central Asia" (hereinafter – the Regulation) has been developed in accordance with the legislation of the Republic of Kazakhstan in the field of anti-corruption, the legislation of the Republic of Kazakhstan on joint stock companies, the labour legislation of the Republic of Kazakhstan, the Model Regulation on Anti-Corruption Compliance Services in Quasi-Public Sector Entities approved by the authorized anti-corruption policy body, taking into account the methodological recommendations on the organization of the anti-corruption compliance function, the Corporate Standards on the compliance function of the groups of Joint Stock Company "Samruk-Kazyna" and Joint Stock Company "NC "QazaqGaz" (hereinafter – the Corporate Standards), as well as other internal documents of Joint Stock Company "Intergas Central Asia" (hereinafter – the Company).

1.2 This Regulation defines the status, goals, principles, objectives, functions, powers, rights and responsibilities of the Company's Compliance Service (hereinafter – the Service), as well as the organization and procedure of its activities and its interaction with the Board of Directors, the Management Board, structural subdivisions and branches of the Company, the Compliance Service of Joint Stock Company "NC "QazaqGaz" and the authorized anti-corruption policy body.

1.3 The staffing level of the Service is 2 (two) positions: Head of the Service and Compliance Officer.

1.4 Qualification requirements for the Head and employees of the Service are established in accordance with the Corporate Standards and are set out in Appendix 1 to this Regulation.

1.5 Employment contracts with the Head of the Service and the Compliance Officer are concluded and terminated by the General Director (Chairman of the Management Board) on the basis of a decision of the Company's Board of Directors in accordance with the labour legislation of the Republic of Kazakhstan.

1.6 The job duties, rights and responsibilities of the Head and employee of the Service are defined by the respective job descriptions, which are developed on the basis of this Regulation, the Corporate Standards and employment contracts and are approved by the Chairman of the Company's Board of Directors.

1.7 Remuneration, annual paid leave, bonuses and incentive payments, social support, guarantees and compensation payments to the Head and employee of the Service are provided in accordance with the labour legislation of the Republic of Kazakhstan and the Company's internal documents, including those governing remuneration, bonuses and incentive payments, taking into account decisions of the Company's Board of Directors on matters falling within its competence.

1.8 Assessment of the achievement of objectives by the Head and employee of the Service, as well as payments related to the results of such assessment, shall be carried out in accordance with the procedure established by the Company's internal documents on remuneration, bonuses and incentive payments. The final assessment of the Head of the Service is performed by the Company's Board of Directors, while the final assessment of an employee of the Service who is not the Head of the Service is performed by the Head of the Service.

1.9 In carrying out its activities, the Service shall be guided by the legislation of the Republic of Kazakhstan, the Charter of the Company, decisions of the Company's Board of Directors, this Regulation, other internal documents of the Company and international standards ISO 37001, ISO 9001, ISO 45001, ISO 14001, ISO 50001 and ISO/IEC 27001 to the extent applicable to the activities of the Service. Where international standards in the field of anti-bribery establish requirements and approaches to the organization of anti-corruption compliance that are not provided for by the Model Regulation, such requirements and approaches shall be approved by the Company's Board of Directors and shall not conflict with the Model Regulation or the legislation of the Republic of Kazakhstan.

1.10 This Regulation shall be published on the Company's official Internet resource and communicated to all employees of the Company. Information on the Regulation shall be provided to the Head of the Service, including

surname, first name, patronymic (if any), photograph and contact details, shall be displayed in the Company's buildings in places accessible for public viewing and on the Company's official Internet resource.

1.11 The terms and corresponding definitions used in this Regulation are set out in Table 1.

1.12 Table 1. Terms and Definitions:

Anti-Corruption Compliance	Function of ensuring compliance by the Company and its employees with the anti-corruption legislation of the Republic of Kazakhstan;
Corruption Risk	The possibility of causes and conditions arising that contribute to the commission of corruption offences;
Conflict of Interest	A contradiction between the personal interests of persons subject to the requirements of the anti-corruption legislation of the Republic of Kazakhstan and their official powers, where such personal interests lead or may lead to non-performance and/or improper performance of their official powers;
Personal Interest	The interest of a person subject to the requirements of the anti-corruption legislation of the Republic of Kazakhstan in acquiring, receiving or deriving property and/or non-property benefits, gains or advantages for himself/herself, close relatives, spouse, relatives by marriage and/or other related persons;
Potential Conflict of Interest	A situation in which the personal interests of a person subject to the requirements of the anti-corruption legislation of the Republic of Kazakhstan may conflict with his or her official powers;
Actual Conflict of Interest	A situation in which the personal interests of a person subject to the requirements of the anti-corruption legislation of the Republic of Kazakhstan conflict with his or her official powers;
Materialized Conflict of Interest	A situation in which the personal interests of a person subject to the requirements of the anti-corruption legislation of the Republic of Kazakhstan have conflicted with his or her official powers, resulting in contracts or transactions being concluded, acts being adopted or other decisions being made;
Internal Analysis of Corruption Risks	Identification and examination of the causes and conditions contributing to the commission of corruption offences;
Corruption Offence	An unlawful culpable act (action or omission) bearing signs of corruption for which administrative or criminal liability is established by law;
Authorized Anti-Corruption Policy Body	The central government authority responsible for developing and implementing the anti-corruption policy of the Republic of Kazakhstan, coordinating anti-corruption activities in matters of minimizing and eliminating causes and conditions contributing to corruption offences, and its territorial subdivisions.
Candidates	persons subject to a compliance review in connection with consideration of their hiring, appointment (election), transfer (relocation), nomination for an award, election to the Company's Board of Directors, as well as other persons in respect of whom a compliance review is required by the Company's internal documents.
Procurement Procedure	The Procedure for Procurement by Joint Stock Company "Sovereign Wealth Fund "Samruk-Kazyna" and legal entities fifty percent or more of whose voting shares (participatory interests) are directly or indirectly owned by JSC "Samruk-Kazyna" under ownership or trust management.

2. Status of the Service

2.1 The Service is an independent structural subdivision of the Company, is subordinate and accountable to the Company's Board of Directors, performs its functions and powers independently of the Management Board, officers and employees of the Company, and is independent in ensuring compliance with the anti-corruption legislation of the Republic of Kazakhstan.

2.2 The Service is the Company's single anti-corruption compliance service and directly performs anti-corruption compliance functions in relation to the Head Office and all branches of the Company.

2.3 Interference with the activities of the Service, obstruction of the performance of its functions, unjustified refusal or restriction of access to necessary documents, information and

information systems, as well as pressure or other influence on the Head or employee of the Service, shall not be permitted.

2.4 In the event of obstruction of the Service's activities, restriction of access to necessary information, failure to take measures to eliminate identified corruption risks, or a conflict of interest arising in the exercise of its powers, the Service may, without prior coordination with the Management Board, directly apply to the Company's Board of Directors and/or the authorized anti-corruption policy body.

2.5 Interaction of the Service with the Company's Management Board on administrative matters shall be carried out solely for the purpose of ensuring the conditions necessary for the Service's activities and shall include the technical processing of remuneration, business trips, temporary disability certificates, administrative and organizational and technical support, and the provision of necessary human, organizational, technical and other resources. Resolution of administrative matters shall not restrict the independence of the Service or influence the content and results of its activities.

2.6 Administrative interaction between the Service and the Company's Management Board shall not result in the subordination or accountability of the Service to the Management Board and may not be used to influence the independence, objectivity or impartiality of the Service's activities.

2.7 The independence, objectivity and impartiality of the Service shall be ensured in accordance with the legislation of the Republic of Kazakhstan on anti-corruption and joint stock companies, this Regulation, the Model Regulation and the applicable Corporate Standards.

2.8 The Service shall carry out its activities impartially and without bias, and the Head and employee of the Service shall avoid any conflict of interest in the performance of their official duties.

2.9 Methodological support to the Service shall be provided by the authorized anti-corruption policy body and its territorial subdivisions. Within the framework of intra-group interaction, support may also be provided to the Service by the compliance services of JSC "Samruk-Kazyna" and JSC "NC "QazaqGaz" within their respective competence.

2.10 To ensure independence, the Service shall not be assigned functions related to procurement, finance, accounting, human resources and contracting, property management, corporate internal audit, security, or legal support of processes controlled by the Service. At the same time, employees of the Service who have undergone appropriate training may participate as internal auditors in internal audits of the anti-bribery management system in accordance with ST RK ISO 37001-2025 in other structural subdivisions of the Company, except for audits of the Service's own activities.

2.11 The Head and employees of the Service may not be members of the Company's Board of Directors or Management Board. When matters within the competence of the Service are considered, the Head and/or employees of the Service may participate in meetings of the Company's Board of Directors and Management Board without voting rights.

2.12 The Head of the Service may be issued a power of attorney by the chief executive of the Company to sign documents related to the activities of the Service, including correspondence with government authorities and other third parties.

3. Goals, Principles and Objectives

3.1 The principal goal of the Service is to ensure compliance by the Company and its employees with the anti-corruption legislation of the Republic of Kazakhstan, to establish and develop an effective anti-corruption compliance system, and to identify, assess and monitor corruption risks.

3.2 In carrying out its activities, the Service shall be guided by the following principles:

3.2.1 adequacy of the powers and resources allocated for the performance of anti-corruption compliance functions;

3.2.2 commitment of the Company's governing bodies and management to the effectiveness of the anti-corruption compliance system;

3.2.3 transparency of the Service's activities within the limits permitted by the legislation of the Republic of Kazakhstan and the Company's internal documents;

3.2.4 independence, objectivity and impartiality of the Service;

3.2.5 continuity of anti-corruption compliance functions;

3.2.6 continuous improvement of the anti-corruption compliance system.

3.3 The objectives of the Service are:

3.3.1 to ensure the implementation of tools for preventing corruption offences by the Company and its employees;

3.3.2 to ensure effective implementation of the system of anti-corruption measures in the Company;

3.3.3 to ensure that an internal analysis of corruption risks is conducted in the Company;

3.3.4 to ensure compliance with external regulatory requirements and application of international best practices in anti-corruption matters;

3.3.5 to ensure compliance with the basic anti-corruption principles established by the anti-corruption legislation of the Republic of Kazakhstan.

4. Functions and Powers

4.1 In accordance with its assigned objectives, the Service shall perform the following functions in the prescribed manner:

4.1.1 collect, process, summarize, analyse and evaluate information concerning the effectiveness of anti-corruption policy in the Company;

4.1.2 organize and coordinate internal analysis of corruption risks in the Company's activities in accordance with the legislation of the Republic of Kazakhstan;

4.1.3 participate in external analysis of corruption risks in the Company's activities conducted by joint decision of the heads of the authorized anti-corruption policy body and the Company;

4.1.4 monitor identified corruption risks in the Company, measures taken to reduce and eliminate them, and implementation of measures developed following internal analysis of corruption risks;

4.1.5 conduct awareness-raising activities on anti-corruption and the development of an anti-corruption culture in the Company;

4.1.6 organize and conduct training and awareness-raising activities on anti-corruption and the development of an anti-corruption culture for Company employees, including newly hired employees;

4.1.7 monitor compliance by Company employees with the Anti-Corruption Policy;

4.1.8 promote a culture of relations within the Company's workforce that complies with generally accepted moral and ethical standards;

4.1.9 develop the Service Work Plan and submit it to the Company's Board of Directors for consideration and approval;

4.1.10 within its competence, take measures to identify, prevent and resolve conflicts of interest in the cases and in the manner provided for by the legislation of the Republic of Kazakhstan;

4.1.11 review written requests, notifications and other information received concerning a potential or actual conflict of interest and issue a conclusion as to the existence or absence of a conflict of interest in the manner and within the time limits established by the legislation of the Republic of Kazakhstan and the Company's internal documents;

4.1.12 where a potential or actual conflict of interest exists, submit a conclusion containing recommendations for its resolution to the person authorized to take the relevant measures, while simultaneously notifying the person with the conflict of interest, his or her immediate supervisor and/or other interested persons;

4.1.13 monitor implementation of measures to prevent and resolve conflicts of interest taken in accordance with the legislation of the Republic of Kazakhstan;

4.1.14 explain the provisions of legal acts governing prevention and resolution of conflicts of interest;

4.1.15 conduct comprehensive compliance due diligence of candidates and counterparties in the cases and in the manner provided for by the Company's internal documents, and approve single-source procurements in the cases provided for by the Procurement Procedure;

4.1.16 within its competence, ensure operation of the whistleblowing mechanism in the Company, review reports received and take action on them in accordance with the legislation of the Republic of Kazakhstan and the Company's internal documents;

4.1.17 conduct internal reviews and/or internal investigations on the instruction of the Company's Board of Directors, as well as on the basis of reports (complaints), including those received through the whistleblowing mechanism, concerning corruption in the Company, and/or participate in such reviews and investigations;

4.1.18 monitor and analyse changes in the anti-corruption legislation of the Republic of Kazakhstan and judicial practice in cases related to corruption in the Company;

4.1.19 assess the effectiveness of implementation of anti-corruption measures by the Company's structural subdivisions, branches and employees;

4.1.20 submit recommendations mandatory for consideration on eliminating identified corruption risks and improving the effectiveness of internal processes to the Company's Board of Directors, the head of the Company, the Management Board, branches and structural subdivisions whose competence includes the relevant matter;

4.1.21 interact with the Compliance Service of the Sole Shareholder, the authorized anti-corruption policy body, government authorities, quasi-public sector entities, public associations and other individuals and legal entities on anti-corruption matters.

4.1.22 develop and update the Company's internal documents on anti-corruption matters, as well as standards and policies in the field of anti-corruption compliance;

4.1.23 within the competence of the Service, monitor acceptance of anti-corruption restrictions and compliance with financial control measures by persons equated to persons authorized to perform state functions, in the cases and in the manner established by the anti-corruption legislation of the Republic of Kazakhstan;

4.1.24 monitor compliance with the prohibition on joint employment of persons equated to persons authorized to perform state functions with close relatives, spouses, relatives by marriage and/or other related persons in the cases provided for by the anti-corruption legislation of the Republic of Kazakhstan;

4.1.25 monitor compliance by persons equated to persons authorized to perform state functions with the prohibition on participating in the consideration, discussion, preparation or adoption of decisions, or otherwise influencing decisions where personal interests exist, and on exercising official powers in the presence of a conflict of interest, except in cases provided for by the legislation of the Republic of Kazakhstan;

4.1.26 monitor compliance by persons equated to persons authorized to perform state functions with the prohibition on representing third parties in matters before the organization in which the person exercises official powers or organizations controlled by it;

4.1.27 monitor compliance by persons equated to persons authorized to perform state functions with the prohibition on using the advantages of a current or former position for personal interests;

4.1.28 monitor and, where necessary, take measures to ensure compliance by Company employees with the prohibition on receiving and/or providing material remuneration, gifts or services for actions falling within their official powers;

4.1.29 monitor compliance with the prohibition on using official or other information not subject to official disclosure for the purpose of obtaining or deriving property or non-property benefits and advantages;

4.1.30 monitor compliance by persons equated to persons authorized to perform state functions with the prohibition on participation in gambling and/or betting, including through Internet resources;

4.1.31 monitor compliance with restrictions and prohibitions established by the legislation of the Republic of Kazakhstan when hiring, concluding employment contracts with, and employing persons who previously held positions in public service, as well as persons who committed corruption crimes or administrative corruption offences;

4.1.32 inform the Company's Board of Directors on a quarterly basis of anti-corruption activities carried out by submitting a report on the functioning of the Company's anti-corruption compliance system.

4.2 For the purpose of accomplishing its objectives and performing its functions, the Service shall have the following powers within its competence:

4.2.1 request and receive from the Company's structural subdivisions and branches materials and information, including information constituting commercial, official, insider or other secrets protected by law, restricted-access personal data, and restricted official information marked "For Official Use", "Confidential", "Trade Secret" or otherwise marked as access-restricted by the Company, where such materials and information are necessary for the performance of the Service's functions;

4.2.2 obtain access to information systems, databases, telecommunications facilities used in the Company's activities, premises, production facilities and other sites;

4.2.3 initiate and participate in inspections, internal reviews and internal investigations on anti-corruption matters in the manner established by the legislation of the Republic of Kazakhstan and the Company's internal documents;

4.2.4 obtain written explanations from the person in respect of whom an internal investigation is being conducted, as well as from other persons within the framework of such internal investigation;

4.2.5 hear information from the Company's structural subdivisions, branches and employees on anti-corruption matters;

4.2.6 apply to authorized government authorities in cases provided for by the legislation of the Republic of Kazakhstan;

4.2.7 identify conflicts of interest by analysing declarations of personal interests, conducting anti-corruption monitoring or corruption risk analysis, and examining other information obtained in accordance with the laws of the Republic of Kazakhstan;

4.2.8 initiate submission of matters falling within the competence of the Service for consideration by the Company's Board of Directors in the prescribed manner;

4.2.9 provide recommendations on engaging external compliance specialists to organize education and training for Company employees and to assess the effectiveness of the Company's anti-corruption compliance system;

4.2.10 participate in training, retraining, professional development and certification programmes for the Head and employee of the Service;

4.2.11 participate in meetings and events held by the Company on improving compliance activities, internal control, risk management, corporate governance and other matters within the competence of the Service;

4.2.12 contact members of the Company's Board of Directors and Management Board and heads of the Company's structural subdivisions and branches on matters relating to the activities of the Service within corporate governance procedures;

4.2.13 participate in the development of draft internal documents and/or approve draft internal documents of the Company within the competence of the Service;

4.2.14 make decisions on the organization of the Service's current activities within its competence;

4.2.15 submit proposals, in the prescribed manner, to engage independent experts and consultants to conduct specialized compliance reviews, internal investigations and assessments of specific matters requiring specialized knowledge;

4.2.16 exercise other rights and powers within the competence of the Service as provided for by the legislation of the Republic of Kazakhstan, the Charter of the Company, this Regulation and the Company's internal documents.

5. Interaction of the Service with the Board of Directors, the Management Board and the General Director (Chairman of the Management Board) of the Company, the Company's Structural Subdivisions and Branches, and the Compliance Service of JSC "NC "QazaqGaz"

5.1 Within its competence, the Company's Board of Directors shall:

5.1.1 determine the staffing level of the Service; appoint (elect) the Head of the Service and the Compliance Officer; establish the term of their powers; terminate their powers early; and impose disciplinary sanctions on them in accordance with the legislation of the Republic of Kazakhstan, the Charter of the Company, this Regulation and the applicable Corporate Standards, subject to prior coordination with the Compliance Service of the Sole Shareholder in the cases and in the manner provided for by the Corporate Standards.

5.1.2 approve this Regulation and other internal documents of the Company on anti-corruption compliance matters where approval falls within the competence of the Company's Board of Directors;

5.1.3 approve the Service Work Plan for the upcoming year;

5.1.4 approve the Goal Maps of the Head and employee of the Service, including key performance indicators, review the results of achievement of the Head of the Service's Goal Map and decide on his or her final assessment in accordance with the procedure established by the Company's internal documents on remuneration, bonuses and incentive payments;

5.1.5 review quarterly and annual reports on the activities of the Service and the functioning of the Company's anti-corruption compliance system containing information on identified corruption risks, violations of anti-corruption restrictions, conflicts of interest, measures taken and results of implementation of the Service's recommendations, and adopt decisions thereon;

5.1.6 decide on conducting internal reviews and/or internal investigations in respect of the General Director (Chairman of the Management Board), the Head and employees of the Service in the cases and in the manner provided for by the legislation of the Republic of Kazakhstan, the Company's internal documents and the applicable Corporate Standards.

5.2 In interacting with the Company's Management Board and the General Director (Chairman of the Management Board), the Service shall:

5.2.1 notify the General Director (Chairman of the Management Board) of risks identified within the competence of the Service, including based on the results of due diligence checks of counterparties and candidates, as well as identified potential, actual or materialized conflicts of interest;

5.2.2 notify the General Director (Chairman of the Management Board) of possible violations of anti-corruption legislation by managers or other employees of the Company;

5.2.3 submit to the General Director (Chairman of the Management Board) internal investigation reports containing findings and recommendations for consideration and decision-making within his or her competence, except for internal investigation reports relating to the General Director (Chairman of the Management Board), which shall be submitted directly to the Company's Board of Directors;

5.2.4 submit proposals to the Company's Management Board to ensure that the activities of the Company and its employees comply with the anti-corruption

Kazakhstan, to reduce and eliminate corruption risks, and to enhance transparency of the Company's activities.

5.3 Within his or her competence, the General Director (Chairman of the Management Board) shall:

5.3.1 ensure conditions for the Service to properly and unhindered perform its functions, achieve its established goals and accomplish its objectives;

5.3.2 ensure administrative, organizational, technical and resource support for the activities of the Service in accordance with this Regulation and the Company's internal documents;

5.3.3 create conditions for training, professional development and professional certification of the Head and employees of the Service;

5.3.4 upon request of the Service, facilitate the involvement of employees of the Company's structural subdivisions and branches as experts to provide information and advice on specialized matters;

5.3.5 decide on conducting an internal investigation and issue the relevant act, including on the establishment of a commission or working group, or, in the manner established by the Company's internal documents, authorize another officer or the Head of the Service to take such decision, except for internal reviews and internal investigations in respect of the General Director (Chairman of the Management Board), the Head and employees of the Service;

5.3.6 review reports of internal investigations conducted or initiated by the Service and make decisions thereon within his or her competence;

5.3.7 ensure monitoring of implementation of decisions adopted following internal investigations;

5.3.8 review the Service's conclusions and recommendations within the prescribed time limits, including conclusions on the existence or absence of a potential, actual or materialized conflict of interest and recommendations for its resolution; take appropriate measures or instruct authorized officers and structural subdivisions to take such measures. Following consideration, ensure that the Service is provided with information on decisions and measures taken and, where recommendations cannot be implemented, with a reasoned written justification in the manner and within the time limits established by the legislation of the Republic of Kazakhstan and the Company's internal documents;

5.3.9 within his or her competence, ensure anti-corruption work in the Company in accordance with the legislation of the Republic of Kazakhstan.

5.4 In interacting with the Service, the Company's structural subdivisions and branches shall:

5.4.1 provide the Service with access to information systems, applications, databases, telecommunications facilities, premises, production and other facilities, as well as documents, materials and information necessary for the performance of the Service's functions, including information constituting commercial, official, insider or other secrets protected by law, restricted-access personal data and restricted official information marked "For Official Use", "Confidential", "Trade Secret" or otherwise marked as access-restricted by the Company;

5.4.2 provide written explanations and oral clarifications and participate in discussion of identified risks, violations and other circumstances falling within the competence of the Service;

5.4.3 participate jointly in the consideration and resolution of arising issues within their competence;

5.4.4 review the Service's conclusions and recommendations within the prescribed time limits and provide information on decisions and measures taken and, where recommendations cannot be implemented, a reasoned written justification;

5.4.5 comply with requests of the Service within the period specified in the request, unless another period is established by the legislation of the Republic of Kazakhstan or the Company's internal documents.

5.5 In interacting with the Compliance Service of JSC "NC "QazaqGaz", the Service shall:

5.5.1 upon request, provide documents and information necessary for the performance of the tasks and functions of the Compliance Service of JSC "NC "QazaqGaz", within its competence and in compliance with the requirements of the legislation of the Republic of Kazakhstan and the established confidentiality regime;

5.5.2 assist the Compliance Service of JSC "NC "QazaqGaz" in conducting internal investigations and reviews relating to the Company's activities, within the competence of the Service;

5.5.3 participate in discussion of risks and violations identified by the Compliance Service of JSC "NC "QazaqGaz" and in development of recommendations for their reduction and elimination;

5.5.4 participate in other activities aimed at implementing the compliance programme of the QazaqGaz group of companies, within the competence of the Service.

6. Responsibilities, Duties and Restrictions in the Activities of the Service

6.1 The Head and employees of the Service shall bear personal responsibility for the proper, high-quality and timely performance of the functions and duties assigned to them in accordance with the legislation of the Republic of Kazakhstan, employment contracts, job descriptions, this Regulation and the Company's internal documents.

6.2 The Head of the Service shall bear personal responsibility for organizing the activities of the Service and anti-corruption work in the Company within the competence of the Service, as well as for achieving the goals and objectives assigned to the Service.

6.3 In carrying out their activities, the Head and employees of the Service shall:

6.3.1 maintain confidentiality of information about the Company and its affiliates, including insider information that becomes known to them in the performance of their duties, except where such information is provided in the manner established by the legislation of the Republic of Kazakhstan, including to authorized government authorities and officials;

6.3.2 ensure confidentiality of information about persons who report alleged or committed corruption offences, violations of the Code of Business Ethics and other internal documents of the Company on anti-corruption matters, except in cases provided for by the legislation of the Republic of Kazakhstan;

6.3.3 process and store documents, reports, materials, personal data and information constituting commercial, official, insider or other secrets protected by law in compliance with the requirements of the legislation of the Republic of Kazakhstan and the Company's internal documents;

6.3.4 avoid unjustified interference in the current activities of the Company's structural subdivisions and branches when conducting inspections, internal investigations and other compliance activities;

6.3.5 in the cases and in the manner provided for by the legislation of the Republic of Kazakhstan, immediately inform the authorized anti-corruption policy body of known planned, ongoing or committed corruption offences.

6.4 The Head of the Service shall:

6.4.1 ensure effective management of the Service's activities and performance of the functions and objectives assigned to it in accordance with the criteria for assessing effectiveness and usefulness established by the Company's internal documents;

6.4.2 timely submit reports on the activities of the Service to the Company's Board of Directors;

6.4.3 periodically assess whether the functions, rights, powers and responsibilities of the Service provided for by this Regulation correspond to its goals and objectives and, where necessary, ensure that this Regulation is updated;

6.4.4 take measures to improve his or her own professional qualifications and the professional training level of the Service's employees.

6.5 The Head and employees of the Service shall not be entitled to:

6.5.1 audit or review their own activities or processes for which they bear or bore operational responsibility during the period under review;

6.5.2 participate in activities capable of affecting their independence, objectivity or impartiality or creating reasonable doubts as to compliance with these principles;

6.5.3 use confidential, insider or other restricted-access information for personal interests or in the interests of third parties;

6.5.4 accept, in connection with the performance of their duties, gifts, remuneration, services or other benefits capable of affecting their independence, objectivity or impartiality or of being perceived as having such influence;

6.5.5 participate in inspections, internal investigations or other compliance activities where they have a personal interest, conflict of interest or other circumstances capable of affecting the objectivity of their conclusions and decisions;

6.6 Where the circumstances referred to in subparagraph 6.5.5 of this Regulation arise, an employee of the Service shall immediately notify the Head of the Service in writing and shall not participate in the relevant activity until a decision is made on resolution of the conflict of interest. Where such circumstances arise in relation to the Head of the Service, the Head shall notify the Chairman of the Company's Board of Directors in writing.

Appendix 1

Qualification Requirements for the Head and Employees of the Compliance Service of Joint Stock Company "Intergas Central Asia"

1. Qualification Requirements for the Head of the Compliance Service

1.1 The Head of the Service shall have:

1.1.1 a higher education degree in law, economics, finance or another related field corresponding to the nature of the functions performed;

1.1.2 a valid professional certificate in compliance, anti-corruption and/or investigations issued by an international professional organization or by the corporate centre for retraining and professional development of specialists of the JSC "Samruk-Kazyna" group of companies and requiring mandatory successful completion of a qualification examination;

1.1.3 at least 5 (five) years of overall work experience in organizations of comparable size operating in the same or a similar sector of the economy and/or in portfolio companies of JSC "Samruk-Kazyna" or JSC "NC "QazaqGaz";

1.1.4 at least 3 (three) years of work experience in compliance, including practical participation in implementation of the core elements of an organization's compliance programme.

1.2 It is desirable for the Head of the Service to have:

1.2.1 a Master's degree in business management, economics, finance, law or another related field;

1.2.2 proficiency in the state language at a level sufficient for effective business communication, training and performance of the Service's functions, taking into account the specifics of the Company's activities;

1.2.3 English language proficiency at a level necessary to use international professional sources and standards in the field of compliance.

2. Qualification Requirements for Employees of the Compliance Service

2.1 An employee of the Service shall have:

2.1.1 a higher education degree in law, economics, finance or another field necessary for performance of the functions assigned to the employee;

2.1.2 at least 3 (three) years of overall work experience.

2.2 It is desirable for an employee of the Service to have compliance work experience involving participation in implementation of the core elements of an organization's compliance programme.

2.3 It is desirable for an employee of the Service to hold a valid professional certificate in compliance, anti-corruption and/or investigations issued by an international professional organization or by the corporate centre for retraining and professional development of specialists of the JSC "Samruk-Kazyna" group of companies and requiring mandatory successful completion of a qualification examination.

Acknowledgement Sheet

No.	Employee Full Name	Position	Date	Signature
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