

**Policy on Conflict of Interest of Isatay Operating Company Limited
Liability Partnership**

Astana, 2023

1. PURPOSE OF THE DOCUMENT AND GENERAL PROVISIONS

1.1. This Policy on Conflict of Interest Management of Employees and Officials of Isatay Operating Company LLP (hereinafter – the Policy) defines the main goals and objectives of Conflict of Interest Management in Isatay Operating Company LLP (hereinafter – the Partnership), participants of the process, their tasks, functions, authorities and responsibilities, as well as principles and stages of Conflict of Interest Management. The Policy details the basic principles and rules to be observed by all employees and officials in order to prevent a situation where their Personal Interests may conflict respectively with the interests of the Partnership.

1.2. The purpose of this Policy is to create a uniform system for preventing conflicts of interest in the Partnership, and if such a situation arises, to exclude its negative impact on the process and results of the Partnership's business activities, as well as to determine the requirements for the behaviour of Employees and / or Officials, compliance with which will ensure honest and the impartial performance of their official duties (or responsibilities under any corporate elected bodies, such as committees, commissions, etc.) and impartial decision-making.

1.3. The main objectives of the Policy are:

(a) consolidation of the basic principles of the Partnership in relation to Conflicts of Interest and requirements for Employees and Officials to comply with these principles;

(b) defining procedures for disclosure of potential Conflicts of Interest, mechanisms for making management decisions and norms of behaviour for Employees and Officials in the context of existing Conflicts of Interest;

(c) providing general information to Employees and Officials on measures taken to identify, manage and resolve conflicts of interest in the Partnership.

1.4. An employee and an Official, fulfilling their official duties, are obliged to put the interests of the Partnership above their Personal interests.

1.5. Conflict of Interest requirements apply to all Employees and Officials.

1.6. Employees and Officials shall take steps to prevent and manage Conflicts of Interest.

1.7. If Employees and Officials become aware of a Conflict of Interest, they must immediately report such a conflict to the Hotline of the Partnership.


2. SCOPE OF APPLICATION

2.1. The provisions of the Policy are binding on all Employees and Officials of the Partnership.

2.2. In the event that certain provisions of the Policy come into conflict with traditions, customs or someone's personal ideas about the relevant rules of conduct, the provisions of the Policy apply.

3. DEFINITIONS AND ABBREVIATIONS

Close relatives	Parents (parent), children, adoptive parents, adopted parents, siblings and half-siblings, grandparents and grandchildren.
Officials	Persons performing functions of executive body of the Partnership (members of the Governing Board).

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Insider information	Significant (internal) information on state of affairs, plans and activities of the Partnership (transactions, agreements, contracts), disclosure of which can affect change of plans, financial indicators, activities of the Partnership.
Hotline	Contact information (phone numbers, e-mail address) publicly available on the website of the Partnership, at information boards and in other publicly accessible places, through which information, including anonymously, may be communicated.
Members of the Partnership	NC KazMunayGas JSC and Eni Isatay B.V.
Governing Board	Collegial executive body of the Partnership
Conflict of Interest	Any situations or circumstances in which the Personal Benefit or the activities of the Employee or the Official of the Partnership are contrary to the interests of the Partnership or may potentially conflict with them and thereby may lead to improper performance of their duties or affect the proper performance of their duties, causing harm business activities and reputation of the Partnership.
Counterparty	An individual or legal entity with whom the Partnership has entered or plans to enter into a contract / agreement.
Personal Interest / Private Interest / Private Benefit	Opportunity for the Official / Employee to receive social, property, financial and other income for himself / herself or for third parties in the performance of official duties.
Responsible person	An employee of the Partnership, duly appointed and responsible for compliance issues, storage, maintenance, control of maintenance, monitoring the correctness of the register of conflicts of interest.
Politically Exposed Person	<p>1) Public official is a citizen of the Republic of Kazakhstan who, in the order established by the legislation of the Republic of Kazakhstan, holds a public position in a state body paid from the republican or local budgets or from the funds of the National Bank of the Republic of Kazakhstan and exercises official powers in order to implement the tasks and functions of the state;</p> <p>2) Official is a person who permanently, temporarily or by special authority performs the functions of a representative of the authorities or performs organizational and administrative or administrative and economic functions in state bodies, local self-government bodies, as well as in the Armed Forces, other troops and military formations of the Republic of Kazakhstan;</p> <p>3) Foreign official is an official of a foreign state, including members of a foreign public assembly, officials of international organizations, members of an international parliamentary assembly, judges of a foreign state and officials of an international court, as well as officials in the</p>



	<p>armed forces and other military formations of a foreign state.</p> <p>4) Person executing managerial functions in a state organization or quasi-public sector entity is a person who permanently, temporarily or by special authority performs organizational and administrative or administrative functions</p> <p>5) any officer, director or employee of an entity which is majority owned or controlled by any state.</p> <p>6) any political party or an official of a political party in these organizations.</p>
Employee	A person who has an employment relationship with the Partnership and directly performs work under an employment or secondment contract, as well as other persons contracted through agencies and civil law contracts. For avoidance of doubt the term Employee includes Officials.
Relatives	Brothers, sisters, parents and children of the spouse
Conflict of interest management	Creation of mechanisms to prevent situations in which the private interests of the Official or Employee may affect the objectivity of their decision-making and performance of their official duties, as well as come into conflict with their obligation to act in the interests of the Partnership.
Managing conflicts of interest	Actions of the appropriate authorities and / or persons capable and competent to make management decisions, as a result of which the negative consequences of a probable or occurred Conflict of Interest of the Employee and / or the Official are excluded.

4. RESPONSIBILITY

4.1. The Responsible Person shall be responsible for implementing, explaining the provisions of this Policy to Officials and Employees, and monitoring the effectiveness of implementation of the requirements set forth in this Policy, generating appropriate reporting materials for the Governing Board of the Partnership.

4.2 Management of the Partnership shall ensure that subordinate Employees are familiar with this Policy.

4.3 Each Official and each Employee shall be responsible for compliance with the requirements of this Policy, regardless of his / her position.

4.4 Employees and Officials are personally responsible for the timely identification of a conflict of their Personal Interests with the interests of the Partnership, timely declaration of a Conflict of Interest, as well as for active participation in resolving a real or potential Conflict of Interest.

4.5 The Partnership considers concealment or / and intentionally untimely or incomplete disclosure of a Conflict of Interest to be an abuse of trust and deception. Failure to comply with the provisions of the Policy may be considered a disciplinary offense and serve as grounds for bringing an Employee to disciplinary responsibility.

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4.6 Employees and Officials are fully responsible for resolving issues related to their Private Interests in such a way as to avoid as much as possible Conflicts of Interest arising in connection with the appointment or subsequent tenure.

4.7 Employees and Officials shall always act in a manner that sets an example of good and ethical behavior for other Officials and Employees and actively supports enforcement of this Policy.

4.8 Employees and Officials shall mitigate any consequences of a Conflict of Interest, including, if applicable, minimizing losses or compensating the Partnership for damages.

5. TYPES OF CONFLICTS OF INTEREST

5.1. A Conflict of Interest may include the following situations:

Personal Use of Insider Information

- execution of transactions by an Employee or an Official directly or indirectly using Insider information for Personal Benefit;
- use by the Employee of any confidential information (including, but not limited to personal data, trade secrets), access to which the Employee or the Official has obtained in connection with the performance of their official duties for the purpose of obtaining a Personal Benefit;
- transfer to third parties of the Partnership's insider information or any confidential information of the Partnership (including personal data of Employees and representatives of the Partnership's Counterparties, trade secrets);

Exceeding the official authorities and neglecting the official duties

- combining executive and supervisory functions by the Employee, allowing the Employee to use his / her official duties for personal gain
- excess or abuse of authority by an Employee or Official in order to obtain a Personal Benefit;
- creating obstacles by one Employee or an Official to the performance of official duties by another Employee or an Official, including for the purpose of obtaining Personal Benefit;
- involvement in the decision-making process and determination of one's own remuneration, except for the cases provided for by the official instructions of the Employee or the Official;
- participation or influence, directly or indirectly, on a business decision, process or transaction in the course of the activities of the Partnership, in which Personal interests will conflict with the interests of the Partnership;
- participation in order to obtain profit or other Personal benefit in a transaction in which the Partnership is one of the parties;

Acting as an Employee and Official of the Partnership

- hiring or changing job duties of the Employee, as a result of which the Employee and his Close relative, spouses, In-laws will be directly subordinate and make any personnel decisions in relation to the Close relative, spouse, In-laws (including making decisions on changing salaries, awarding bonuses, assignment of certain functionality, promotion, etc.);
- appointing or electing an Official, as a result of which the Official will make any personnel decisions in relation to a Close relative, spouse, In-law;
- working or performing functions with the Close Relatives, spouses, In-laws in one collegial body of the Partnership;

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Conflict of interest in the procedures for the acquisition of goods, works, services

- a legal entity participates in the procedures for the acquisition of goods, works, services (hereinafter – GWS), in which the Employee – a member of the tender committee has a share in the authorized / share capital, or the Employee is the beneficial owner of such a legal entity;
- a legal entity participates in the tender procedure, in which a Close relative, spouse, in-law of the Employee – a member of the tender committee or a Close relative, spouse, works, the in-law of such an Employee has a share in the authorized / share capital of such a legal entity;
- An employee – a member of the tender committee and / or Close relatives, spouses, In-laws own the securities of a legal entity that has applied for participation in the procedure for acquiring GWS;

Employment and business activity outside the Partnership

- appointment to a managerial position, election or appointment to a management body for the position of a member of the Board of Directors or a shareholder of the Counterparty ~~and/or Competitor~~ while maintaining the current position in the Partnership. This provision also applies to Close relatives, spouses, In-laws, except in cases where the Employee / Official has timely informed about the existence of a Conflict of Interest;
- participation of an Employee or an Official, as well as their Close Relatives, spouses, In-laws in the activities of the Counterparties, which entails / may entail the possibility of the Employee promoting the interests of this Counterparty to the detriment of the interests of another Counterparty to obtain a personal benefit and/or preference by the Employee for their own interests to the detriment of the interests of the Counterparty for the purpose of obtaining a personal benefit;
- contradiction between the interests of the Partnership and the interests of other legal entities or individual entrepreneurs, in which the Employee or the Official is an Employee / Ultimate Beneficiary. Due to employment in the work of the specified legal entity or participation / ownership of another legal entity, the Employee's conscientious performance of his duties for the Partnership is impossible;
- acquisition or maintenance of Personal Interest in the Partnership or its Counterparties without prior notice to the Partnership and obtaining written permission from the authorized body. In case of refusal of this interest (sale of its share, re-registration of property rights, etc.), the conflict of interest persists if the Employee continues to influence the Counterparty. The settlement of conflicts of interest occurs in accordance with this Policy;
- provision of services by Employees to the Counterparties, part-time work for the Counterparties;
- conclusion of contracts with former Employees, as well as with legal entities with which the former Employees are affiliated, if less than 2 (two) years have passed since the termination of labor relations with such Employee;
- investing in any company with which the Partnership conducts its business, if the Employee or Official and / or his affiliates influence decision-making in such a company;

Interaction with Politically Exposed Persons.

5.5. The presence of a Personal Interest when interacting with Politically Exposed Persons in the framework of the Employee's performance of official duties in the Partnership.

5.6. The list provided in clause 5.1 of the Policy is not exhaustive. Employees and Officials of the Partnership shall independently assess the presence of a Conflict of Interest in other situations.

5.7. If the Responsible Person identifies a Conflict of Interest that is not included in the list in clause 5.1, but satisfies the definition of "Conflict of Interest":

- The Employee shall be given notice of the violation (without any further sanction);
- The identified Conflict of Interest shall be resolved in accordance with this Policy.

6. REQUIREMENTS FOR DISCLOSURE OF CONFLICTS OF INTEREST

6.1. In the event of a Conflict of Interest, the Employee and / or Official is obliged to immediately and fully disclose information about the Conflict of Interest, as well as actively contribute to its settlement.

6.2. An Employee and / or an Official must forward information about Conflicts of Interest to the responsible person. For this purpose, the Responsible Person shall maintain a log for the registration and maintenance of information on conflicts of interest in the form according to Appendix No 1 (hereinafter – the Log Book).

6.3. In this case, the Partnership undertakes to:

- (a) maintain the confidentiality of the Conflict of Interest disclosure and conflict resolution process;
- (b) protect the Employee and / or Official from prosecution in connection with a Conflict of Interest that has been disclosed and resolved in a timely manner;
- (c) update the logbook on a regular basis.

6.4. Disclosure of Conflicts of Interest shall be made by the Employee and / or Official in writing and in as clearly as possible.

6.5. The Responsible Person of the Partnership, on a quarterly basis, shall send the log to the Partnership Board for review and approval.

6.6. The Responsible Person shall consolidate the logs into a single register of all identified Conflicts of Interest of the Partnership, on a quarterly basis.

6.7. The Responsible Person of the Partnership has a right to keep Appendix No 1, using internal document management systems, ERP system, Microsoft Office.

7. CONFLICT OF INTEREST DISCLOSURE PROCEDURE

7.1. Employees and Officials shall promptly disclose any Conflict of Interest to the Responsible Person. In the event of a potential or actual Conflict of Interest involving Employees and Officials, the Responsible Person shall inform the General Director and the Deputy General Director of the Partnership.

7.2. The following procedure for disclosing (declaring) Conflicts of Interest shall be established:

- (a) Initial disclosure of the Conflict of Interest by Employees and / or Officials when hiring / appointing to a position (filling out an application in the form of Appendix No 2);
- (b) Disclosure of potential Conflict of Interest when an Employee is appointed and assumes a new position (completing a statement on the form of Appendix No 4 in case of a Conflict of Interest or on the form of Appendix No 3 in the absence of a Conflict of Interest);
- (c) Annual filling by Employees and Officials of the form on the presence / absence of a Conflict of Interest (filling out an application in the form of Appendix No 4 in the event

of a Conflict of Interest or in the form of Appendix No 3 in the absence of a Conflict of Interest);

(d) Disclosure of Conflicts of Interest on a one-time basis as situations arise that give rise to a new actual or potential Conflict of Interest or when circumstances change (according to the form of Appendix No 4);

(e) Each Employee shall sign the log of familiarization with this Policy in accordance with the form of Appendix No 5.

7.3. If the circumstances of the Employee or the Official have changed and the Conflict of Interest no longer exists, this change must be registered by the responsible person in the log book in the form set out in Appendix No 1 to this Policy.

7.4. The Partnership may maintain Appendices No. 2-4 using internal document management systems, ERP systems, Microsoft Office.

8. MEASURES TO RESOLVE CONFLICTS OF INTEREST

8.1. Information about actual or potential Conflict of Interest of Employees and / or Officials shall be checked within no more than five (5) working days from the date of receipt for review by the responsible person in order to assess the seriousness of the risks arising for the Partnership.

8.2 The Responsible Person shall immediately inform the General Director and the Deputy General Director of the Partnership about the revealed facts of the Conflict of Interest in order to choose the most appropriate form of resolution of this conflict.

8.3 A committee is formed to resolve the Conflict of Interest, which will include all stakeholders. The composition of the committee shall be determined by the General Director and the Deputy General Director of the Partnership.

8.4 In each specific case of resolving a Conflict of Interest, by agreement between the Partnership and the Employee and / or the Official who disclosed information about the Conflict of Interest, various measures for resolving the conflict may be determined:

(a) removal (permanently or temporarily) from participation in the discussion and decision-making process on matters that are or may be affected by the Conflict of Interest;

(b) refusal of the Employee from a Private Interest that creates a conflict with the interests of the Partnership;

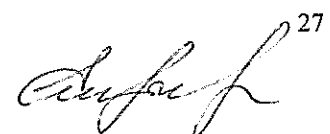
(c) termination of the contract with the Counterparty, in which the Employee and / or the Official has a Private Interest, as well as a moratorium on renegotiating the contract with the Counterparty within one year, if the Employee and / or the Official ceases to own or be the Ultimate Beneficiary of the Counterparty;

(d) termination of the employment contract with the Employee and / or termination of the contract with the Official.

8.5 If, as a result of the Conflict of Interest Resolution, the Employee and / or the Official ceases to own or be the Ultimate Beneficiary of the Counterparty and if as a result of such actions the Conflict of Interest may be considered resolved, the Employee and / or the Official shall report the absence of a Conflict of Interest in the form specified in the Appendix No 3.

8.6 This list of measures to resolve Conflicts of Interest is not exhaustive.

8.7 Employees and Officials, in fulfilling their official duties, are obliged to put the interests of the Partnership above their Private interests and be guided solely by its interests in resolving business issues. The decision-making process should not depend on the religious, ethnic, political, family or other personal preferences of the decision maker. Not all Personal Interests, relationships, influences, or actions automatically create a Conflict of Interest. Employees must use common sense, taking into account all relevant requirements of this Policy.



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8.8 The Partnership shall have the right to take certain actions, in particular restrictive or prohibitive measures, in accordance with this Policy against Employees if a Conflict of Interest arises, if such conflicts pose a significant risk to the interests or reputation of the Partnership, and if such measures are not contrary to the laws of the Republic of Kazakhstan.

9. MONITORING THE REGISTER OF CONFLICTS OF INTEREST

9.1. The Responsible Person regularly monitors and reviews the Conflicts of Interest Register. The review may be carried out in the following ways:

(a) examination of documents and information on procurement activities to identify signs of Conflict of Interest;

(b) verification of information on the chain of ownership of potential Counterparties, including information on the Ultimate Beneficiary;

(c) verification of the information specified in the Declarations of Conflict of Interest, in the manner prescribed by this Policy;

(d) monitoring the media and other sources and implementing timely responses to the emergence of negative information about the Partnership;

(e) other ways and methods provided for by internal documents of the Partnership and not contrary to the legislation of the Republic of Kazakhstan.

Appendix No 1
to the Conflict of Interest Policy of Isatay Operating Company LLP

The form of the log book of information on identified conflicts of interest of Employees and Officials

No	Name of the employee, Department / Division	Description of conflict of interest	Date of notification of conflict of interest	Conflict of interest settlement date (if applicable)	Settlement status (details / form of conflict of interest settlement)	Signature of Employee	Signature of immediate supervisor

Responsible person:

_____ (full name, position, signature)

Deputy General Director for General Affairs ("Agreed"):

_____ (full name, signature)



INITIAL DISCLOSURE OF POSSIBLE CONFLICT OF INTEREST

_____ 20 _____ city

1. Information on securities issued by the Counterparties:

Types of securities: stock, bond, bill, Eurobond, corporate bond, share, derivative financial instrument (note, option, futures, forward, etc.).

I provide information about my intention and / or intention of Close relatives / spouses / In-laws to purchase securities issued by Counterparties:

No	Name of nominee holder / owner, place of storage of securities	Type of securities	Issuer	Quantity (pcs.)

2. Information on beneficial ownership / shareholding and management in companies – Counterparties / Competitors of the Partnership:

The name of the legal entity (Counterparty / Competitor) in which there is / is supposed to be my participation and / or my Close relatives / spouses / In-laws as owners / Ultimate beneficiaries and / or management. Also, indicate the intention to acquire any assets / shares in legal entities, which may become objects of interest of the Partnership.

The amount of participation in KZT (and / or other currency) as of the date of the Application with indication of the share in the total capital of the legal entity.

No	Name of the legal entity	Amount of participation	Currency of participation

3. Information on participation in the sole and collegial bodies of the Counterparties or Competitors of the Partnership:

The name of the legal entity in the bodies of which the applicant and / or his / her Close relative / spouse / in-law is involved or is an official of a body.

The type of participation (participation in the Supervisory Board, the Board of Directors, the Governing Board, SEO¹, etc.).

No	Name of the legal entity	Type of participation



4. Relationships with Politically Exposed Persons

4.1. I hereby notify about the emergence of personal interest / possible / arisen / existing conflict of interest / connection with Politically Exposed Persons (underline as appropriate):

No	Possible conflict of interest (<i>describe the conflict of interest / personal interest</i>)

4.2. I hereby notify that I or my Close Relatives / spouse / in-laws are / were Politically Exposed Persons (1. indicate the name of a close relative, position, place of work, period of work; 2. indicate the positions you previously held, places of work, period of work)

No	Name of a Close Relative / Applicant	Position	Place of work	Period of work

5. Other disclosure of information

5.1. I hereby notify that I or my Close relatives / spouse / In-laws intend to acquire assets belonging to the Partnership:

No	Name of a Close Relative / Applicant	Share

5.2. I hereby notify about the provision of services / other interaction with the Counterparties of the Partnership:

No	Counterparty	Type of interaction (e.g., provision of any services)

5.3. I hereby notify that the following Close relatives / spouse / In-law are employed or appointed to the position in the Partnership:

No	Full name of a Close Relative / spouse / in-law	Position held by a Close Relative / spouse / in-law

I hereby certify that all information provided in the application is complete, true and correct.
Full name, position, name of department

Signature: _____

Responsible person ("Reviewed"):



(full name, position, signature)

Appendix No 3
to the Conflict of Interest Policy of Isatay Operating Company LLP

STATEMENT ON ABSENCE OF A CONFLICT OF INTEREST

« ___ » _____ 20__ _____ city

I hereby certify that:

- I have no conflict of interest / personal interest that affects or may affect the impartial performance of my job duties;
 - I do not personally or through affiliates own any stocks / shares in the Partnership's competitor organizations;
 - I do not use corporate property, information or position for personal gain or to compete with the Partnership;
 - I do not abuse my position to obtain personal benefit that may arise from activities, including but not limited to activities related to the sale or purchase of the Partnership, the sale and purchase of assets, investment of funds of the Partnership, etc.;
 - I am not a director, shareholder, partner, affiliate or otherwise related person of the Counterparty of the Partnership;
 - I perform my duties in strict accordance with the provisions of the Charter and other internal documents of the Partnership;
 - I have notified all affiliations with Politically Exposed Persons;
 - I have notified of my previous positions as a Politically Exposed Person;
 - In the event of a potential conflict of interest, I undertake to immediately notify.
- Full name, position of the Applicant, name of department

Signature: _____
Responsible person ("Reviewed"):

(full name, position, signature)

DISCLOSURE OF POSSIBLE CONFLICT OF INTEREST WHEN ASSUMING A NEW POSITION AND CHANGING CIRCUMSTANCES

_____ 20__ _____ city

I hereby declare possible conflicts of interest.

1. Information on securities issued by the Counterparties:

Types of securities: stock, bond, bill, Eurobond, corporate bond, share, derivative financial instrument (note, option, futures, forward, etc.).

I provide information about my intention and / or intention of Close relatives / spouses / In-laws to purchase securities issued by Counterparties:

No	Name of nominee holder / owner, place of storage of securities	Type of securities	Issuer	Quantity (pcs.)

2. Information on beneficial ownership / shareholding and management in companies – Counterparties / Competitors of the Partnership:

The name of the legal entity (Counterparty / Competitor) in which there is / is supposed to be my participation and / or my Close relatives / spouses / In-laws as owners / Ultimate beneficiaries and / or management. Also, indicate the intention to acquire any assets / shares in legal entities, which may become objects of interest of the Partnership.

The amount of participation in KZT (and / or other currency) as of the date of the Application with indication of the share in the total capital of the legal entity.

No	Name of the legal entity	Amount of participation	Currency of participation

3. Information on participation in the sole and collegial bodies of the Counterparties or Competitors of the Partnership:

The name of the legal entity in the bodies of which the applicant and / or his / her Close relative / spouse / in-law is involved or is an official of a body.

The type of participation (participation in the Supervisory Board, the Board of Directors, the Governing Board, SEO³, etc.).

No	Name of the legal entity	Type of participation

4. Relationships with Politically Exposed Persons

a. I hereby notify about the emergence of personal interest / possible / arisen / existing conflict of interest / connection with Politically Exposed Persons (underline as appropriate):

³ Sole executive body

No	Possible conflict of interest (<i>describe the conflict of interest / personal interest</i>)

b. I hereby notify that I or my Close Relatives / spouse / in-laws are / were Politically Exposed Persons (1. indicate the name of a close relative, position, place of work, period of work; 2. indicate the positions you previously held, places of work, period of work)

No	Name of a Close Relative / Applicant	Position	Place of work	Period of work

5. **Other disclosure of information**

a. I hereby notify that I or my Close relatives / spouse / In-laws intend to acquire assets belonging to the Partnership:

No	Name of a Close Relative / Applicant	Share

b. I hereby notify about the provision of services / other interaction with the Counterparties:

No	Counterparty	Type of interaction (e.g., provision of any services)

c. I hereby inform about the occurrence of a conflict of interest in the tender procedure

No	Tender procedure	Descriptions of conflicts of interest in the tender procedure

d. I hereby notify that the following Close relatives / spouse / In-law are employed or appointed to the position in the Partnership:

No	Full name of a Close Relative / spouse / in-law	Position held by a Close Relative / spouse / in-law

I hereby certify that all information provided in the application is complete, true and correct.

Full name, position, name of department

Signature: _____

Responsible person ("Reviewed"):

(full name, position, signature)

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_____ city

**WORKSHEET FOR
CONFLICT OF INTEREST POLICY OF
Isatay Operating Company LLP**

Employees of Isatay Operating Company LLP

By signing this worksheet, Employees confirm that they have read and understood all clauses of this Policy and that all necessary explanations have been received.

**FULL NAME, POSITION OF THE APPLICANT,
NAME OF DEPARTMENT**

ПОДПИСЬ

_____ Responsible person ("Agreed"):

_____ (full name, position, signature)

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