

Appendix 11
to Resolution No. 6 of the Supervisory Board
of “NMMC” JSC dated May 12, 2026

“APPROVED”
by Resolution No. 6 of the Supervisory Board
of “NMMC” JSC dated May 12, 2026

on the Committee for Environmental, Social and Corporate
Governance (ESG) and Occupational Health and Industrial
Safety (OHIS) under the Supervisory Board of “NMMC” JSC

R E G U L A T I O N

Navoi – 2026

I. General Provisions

- 1.1. This Regulation on the Committee for Environmental, Social and Corporate Governance (ESG) and Occupational Health and Industrial Safety (OHIS) of the Supervisory Board of “NMMC” JSC (hereinafter – the “Regulation”) has been developed in accordance with the Law of the Republic of Uzbekistan “On Joint-Stock Companies and Protection of Shareholders’ Rights,” the Strategy for Managing and Reforming Enterprises with State Participation for 2021–2025, approved by Resolution No. 166 of the Cabinet of Ministers of the Republic of Uzbekistan dated March 29, 2021, as well as the Charter of “NMMC” JSC (hereinafter – the “Company”) and the Regulation “On the Supervisory Board” of “NMMC” JSC.
- 1.2. The designations “Committee for Environmental, Social and Corporate Governance and Occupational Health and Industrial Safety” of the Supervisory Board of “NMMC” JSC and the “ESG and OHIS Committee” are identical in meaning and may be used interchangeably in this Regulation, in Supervisory Board resolutions, other internal documents, and the Company’s business correspondence.
- 1.3. The “ESG and OHIS” Committee of the Company’s Supervisory Board (hereinafter – the “Committee”) is established for the purpose of identifying the Company’s priority areas of activity in the fields of environmental, social and corporate responsibility, as well as occupational health and industrial safety, and of preparing recommendations on relevant policies, programs, target indicators and risks, and on the management of Environmental, Social and Corporate Responsibility (hereinafter – “ESG”) and Occupational Health and Industrial Safety (hereinafter – “OHIS”).
- 1.4. The Committee is accountable to the Supervisory Board, reports to it, and carries out its activities within the powers granted by the Supervisory Board in accordance with this Regulation.
- 1.5. The Committee carries out its activities on the basis of applicable legislation, the Company’s Charter, and this Regulation.
- 1.6. The Committee’s activities are financed from funds within the budget approved by the Company’s Supervisory Board.

II. Composition of the Committee

- 2.1. The Committee is formed exclusively from members of the Company’s Supervisory Board, consisting of 3 (three) persons. At least one independent

member of the Supervisory Board must be included in the composition of the Committee.

- 2.2. Members of the Committee are elected from among the members of the Company's Supervisory Board. The relevant professional experience of candidates is taken into account when electing Committee members. During the year, the Committee may put forward and/or consider proposals for improving the qualifications of its members.
- 2.3. The decision on the election of Committee members is adopted by a simple majority of the members of the Company's Supervisory Board.
- 2.4. Committee members may be re-elected without limitation.
- 2.5. The term of office of Committee members corresponds to their term of office as members of the Supervisory Board. The powers of Committee members commence from the date of election of the Supervisory Board in its new composition. If necessary, the powers of a Committee member (or of all members) may be terminated early at any time by decision of the Supervisory Board. Changes in the composition of the Committee may be made by the Supervisory Board at any time.
- 2.6. Committee members may, on their own initiative, withdraw from membership in the Committee by submitting a written application, which must be submitted to the Chairman of the Supervisory Board with simultaneous notification to the Chairman of the Committee.
- 2.7. If a Committee member resigns on their own initiative, the Company's Supervisory Board must elect a new Committee member at its next meeting, but no later than 1 (one) month from the date the application was submitted. Until that time, the member who has submitted an application to withdraw continues to fully perform their duties.
- 2.8. If the powers of a Committee member are terminated by the Supervisory Board, a new member must be elected within 2 (two) weeks after the termination of powers. After the election of a new Committee member, the Committee Chairman must meet with the new member within one week and explain the powers and activities of the Committee.
- 2.9. Committee members are remunerated in the amount and manner recommended by the Supervisory Board and approved by the Company's General Meeting, and/or are reimbursed for expenses incurred in performing their duties.

- 2.10. The Chairman of the Committee is approved by the Company's Supervisory Board from among the Committee members and organizes the Committee's activities. The Chairman of the Committee must not be the Chairman of the Company's Supervisory Board.
- 2.11. The Chairman of the Committee shall:
- 2.11.1. lead the activities of the Committee;
 - 2.11.2. convene Committee meetings and preside over them;
 - 2.11.3. distribute responsibilities among Committee members;
 - 2.11.4. develop a work plan for the relevant period, taking into account the schedule of Supervisory Board meetings;
 - 2.11.5. set the agenda for meetings;
 - 2.11.6. report to the Supervisory Board on the Committee's activities;
 - 2.11.7. perform other duties specified in the Company's internal documents and this Regulation.
- 2.12. The Chairman of the Committee is responsible for the timely communication of the Committee's recommendations to the members of the Supervisory Board and for monitoring their implementation.
- 2.13. In the temporary absence of the Committee Chairman, his functions are performed by one of the Committee members.

III. Purpose and Tasks of the Committee

- 3.1. The Committee is established, taking into account the interests of the Company and its shareholders, for the purposes of ensuring the sustainable operation of the Company, reducing environmental, social and industrial risks, developing a safety culture, promoting the development of human capital for employees and the local population in the areas where the Company operates, improving the quality of corporate governance, and strengthening the trust of stakeholders.
- 3.2. The main purpose of the Committee is to prepare recommendations for the Company's Supervisory Board on the following matters:
- 3.2.1. identifying strategic and priority directions in the Company's ESG and OHIS activities;
 - 3.2.2. reviewing and approving ESG and OHIS strategies, policies and programs;

- 3.2.3. overseeing major investment projects related to ESG and OHIS;
 - 3.2.4. establishing, reviewing and monitoring key ESG and OHIS performance indicators (hereinafter – “KPIs”) at the level of the Management Board;
 - 3.2.5. overseeing ESG and OHIS risks and opportunities;
 - 3.2.6. reviewing non-financial and sustainability reports;
 - 3.2.7. reviewing investigations into OHIS incidents and monitoring sustainability measures.
- 3.3. The Committee oversees only those information security matters that relate to ESG risks, operational sustainability, and the security of critical facilities. In carrying out its activities, the Committee cooperates with the Company’s Management Board and structural divisions strictly within the scope of its authority.

IV. Powers of the Committee

- 4.1. Within the powers of the Supervisory Board, the Committee has the following powers:
- 4.1.1. analyzing ESG and OHIS concepts, policies, programs and plans, and submitting recommendations to the Supervisory Board;
 - 4.1.2. monitoring the implementation of ESG and OHIS strategies and KPIs based on reports of the executive body;
 - 4.1.3. reviewing reports on the assessment of ESG and OHIS risks and submitting recommendations on amendments to the risk register;
 - 4.1.4. reviewing reports on occupational health and industrial safety incidents, statements, and environmental impacts;
 - 4.1.5. reviewing matters related to the development of the occupational health and industrial safety management system, including the management of training seminars, audit inspections, and safety culture assessments;
 - 4.1.6. reviewing the Company’s policy aimed at cooperation with stakeholders on ESG and OHIS matters, and overseeing cooperation with stakeholders, including social and regional initiatives;
 - 4.1.7. monitoring the participation of Company employees in ESG initiatives and events;
 - 4.1.8. reviewing ESG and OHIS requirements for suppliers and contractors;

- 4.1.9. reviewing non-financial reports and disclosed information on ESG and OHIS matters;
 - 4.1.10. preparing recommendations and conclusions at the request of the Supervisory Board or on its own initiative.
- 4.2. The Committee submits an annual report on its activities to the Supervisory Board. The report must include the following:
- 4.2.1. conclusions on the matters reviewed;
 - 4.2.2. recommendations on ESG and OHIS matters;
 - 4.2.3. information on the Committee's financial expenses;
 - 4.2.4. information on the use of external audit and consultants;
 - 4.2.5. information on the implementation of the Committee's annual work plan.

V. Rights and Obligations of the Committee

- 5.1. Committee members have the following rights:
- 5.1.1. to participate in monitoring and overseeing the implementation of decisions and instructions of the Company's Supervisory Board;
 - 5.1.2. to request information necessary for the Committee's activities from members of the Company's executive body and heads of structural divisions;
 - 5.1.3. to use the services of external experts and consultants;
 - 5.1.4. to invite third parties to Committee meetings in accordance with this Regulation;
 - 5.1.5. to submit proposals to the Company's Supervisory Board for amendments and additions to this Regulation;
 - 5.1.6. to exercise other rights necessary for the performance of the Committee's powers.
- 5.2. The obligations of Committee members are as follows:
- 5.2.1. to actively participate in the Committee's activities and attend all regularly held meetings;
 - 5.2.2. to monitor regulatory and industry developments in the field of ESG and OHIS;
 - 5.2.3. to ensure confidentiality;

5.2.4. to disclose any conflict of interest.

VI. Timing and Procedure for Holding Committee Meetings

- 6.1. Committee meetings must be held at least 4 (four) times a year.
- 6.2. If a significant ESG or HSE incident occurs, the Committee Chairman may immediately notify the Chairman of the Supervisory Board and convene an extraordinary meeting.
- 6.3. Committee meetings may be held in person, remotely, or by means of voting without convening a meeting (by poll). The Committee may approve a list of matters requiring the personal (joint) attendance of Committee members. Such a decision is adopted unanimously by all active members of the Committee.
- 6.4. Committee meetings may be convened on the initiative of the Committee Chairman, at the request of a Committee member, or by decision of the Company's Supervisory Board. With the agreement of the Committee Chairman, the Committee Secretary may convene a meeting at the request of members of the Company's Management Board. If an extraordinary meeting is required, the Committee Chairman must convene it within 5 (five) business days. Minutes signed by all members who attended shall be drawn up for each Committee meeting.
- 6.5. Preparation for Committee meetings is carried out by the Committee Secretary under the supervision of the Committee Chairman. The Secretary must provide Committee members with the necessary information and, no later than 5 (five) business days before the meeting date, send all members notice of the time and place of the meeting, together with the materials necessary for each agenda item. The notice may be sent in any form convenient for Committee members, including by telephone, ordinary mail, or e-mail.
- 6.6. The quorum for a Committee meeting is 2/3 (two-thirds) of its total members.
- 6.7. Each Committee member has one vote on matters on the agenda. The right to vote may not be transferred to other persons, including other Committee members. Committee decisions are adopted by a simple majority vote of the members who attended the meeting, unless otherwise provided in this Regulation.
- 6.8. In the event of an equal division of votes, the vote of the Committee Chairman shall be decisive. A Committee member who disagrees with a decision of the Committee has the right to record a separate (dissenting) opinion, which shall

be mandatorily attached to the minutes of the meeting, and to bring it to the attention of the Supervisory Board.

- 6.9. If Committee members do not have the opportunity to attend a meeting in person, they have the right to participate remotely (online) on the matter under consideration. Such participation shall have full legal effect at the Committee meeting.
- 6.10. Taking into account the specific nature of the matters under consideration by the Committee, persons who are not Committee members may attend a meeting only on the basis of a decision of the Committee or a proposal of the Committee Chairman and Secretary.
- 6.11. Members of the Company's Supervisory Board and executive body, as well as other Company employees, may attend Committee meetings. If necessary, third-party specialists and consultants may be temporarily engaged in the Committee's work. Invited persons do not have the right to vote on matters within the Committee's competence.
- 6.12. The Committee Chairman is responsible for ensuring the timely communication of the Committee's recommendations to the members of the Supervisory Board and for monitoring their implementation.
- 6.13. Expenses related to the Committee's activities are covered from the Company's funds with the consent of the Supervisory Board.
- 6.14. The Committee submits a report to the Supervisory Board on its activities during its term of office. The report shall include information on the performance of the Committee's tasks and the results of its work for the relevant period.
- 6.15. A decision of the Committee is formalized by the minutes of the Committee meeting. These minutes are kept by the Committee Secretary and signed by the Committee members who participated in the voting.
- 6.16. The function of secretary for Committee meetings is performed by a Company employee appointed by the Committee.
- 6.17. The Committee Secretary shall:
 - 6.17.1. keep and formalize the minutes of Committee meetings;
 - 6.17.2. prepare and submit materials on agenda items for review by the Committee;

6.17.3. deliver the Committee's decisions, conclusions and minutes to the recipients.

VII. Interaction of the Committee with the Company's Bodies and Other Persons

- 7.1. Committee members have the right to review information within the scope of their authority, as necessary for the effective organization of their activities. Accordingly, members of the Company's executive body, the Secretary of the Company's Supervisory Board, heads of structural divisions, and other Company employees are required, at the Committee's request, to provide complete and accurate information and documents on matters within the Committee's competence, within the established deadlines and procedure. The request must be sent in writing, signed by the Committee Chairman. The requested information and documents are submitted to the Committee through the Committee Secretary.
- 7.2. If necessary, specialists and experts with relevant professional knowledge may be engaged in the Committee's work.

VIII. Confidentiality of Information

- 8.1. Committee members and invited persons are obliged not to disclose confidential or internal information, as well as other confidential information that has become known to them in the course of the Committee's activities, and shall bear personal liability for the disclosure of such information. Third parties who participate in Committee meetings and are not bound by confidentiality obligations to the Company must, in advance, sign a non-disclosure agreement with the Company regarding internal information and other confidential information.

IX. Final Provisions

- 9.1. This Regulation shall enter into force as of the date of its approval by the Company's Supervisory Board.
- 9.2. This Regulation, as well as any amendments and additions thereto, shall be approved by the Company's Supervisory Board. Proposals for amendments and additions to the Regulation may be submitted by the Chairman of the Company's Supervisory Board and members of the Committee.