



| HUMAN RESOURCE POLICY

Steppe Gold LLC (hereinafter “Company”)’s Human resource policy is aiming to make an effective workforce plan, provide a skillful workforce, supply an advantageous environment to educate, develop, and to work and to pay fair salary and incentives in order to implement the company’s objectives and goals, to provide sustainable development and the enduring, ethical, collective team.

Steppe Gold LLC shall adhere to following principles of Human resource policy. Therein:

- ▶ To respect justice, human rights and legislation, to be fair, transparent, equal, and collective
- ▶ To have sense of gender equality and to be no discrimination
- ▶ To have fair salary and incentives system
- ▶ Advantageous environment for educate, develop and work

Bataa.T
Chairman and CEO