Appendix to the
Resolution of the General Meeting of Founders (Participants)
of the Teach for Qazaqstan Public Foundation

dated 21 July 2025, Minutes #1

CODE OF ETHICS OF THE PUBLIC FOUNDATION «TEACH FOR QAZAQSTAN»

Astana, 2025

Translated with AI assistance and reviewed for accuracy.
In case of any discrepancies, the original [Russian] version shall prevail.

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Message from the Director

Dear members of the Teach for Qazaqstan community,

We remain firmly committed to a development strategy in which ethical conduct is the foundation of all activities within and beyond the Teach for Qazaqstan community.

Each person's commitment to the adopted ethical standards, grounded in compliance with the law and adherence to our values, strengthens the reputation of the Teach for Qazaqstan Public Foundation, promotes effective engagement with stakeholders, prevents discrimination of every kind, and fosters an effective organizational culture.

This Code of Ethics is intended to guide you. Please read it carefully and keep its recommendations in mind at all times.

The Code of Ethics cannot, however, cover the full range of risks we may encounter. It therefore does not remove the need to exercise sound judgement and take responsibility for doing so.

1. Introduction

The Teach for Qazaqstan Public Foundation ("TFQ") is committed to building a society in which every child has access to quality education.

We believe that every child in Kazakhstan can fulfil their potential and realize their dreams. Our mission is to build a community that drives systemic change so that children can fulfil their potential and strengthen their belief in themselves and the world around them.

Who the Code of Ethics Is For

In furtherance of our mission, we have adopted this Code of Ethics, which sets out the guiding values and principles that all members of the TFQ community are expected to follow.

The TFQ community comprises not only members of TFQ's governing bodies and its employees, but also ambassadors and participants in Teach for Qazaqstan programms and projects, consultants, experts, assessors, trainers, fundraisers, benefactors, volunteers, and other persons who, in various circumstances (whether for remuneration or on a voluntary basis, permanently or temporarily, regularly or occasionally, at TFQ's premises or remotely), carry out activities managed by, performed on behalf of, or associated with TFQ.

The terms "you", "we", "us" and "everyone" used in this Code refer collectively and individually to all members of the TFQ community.

TFQ's business partners and suppliers are encouraged to comply with this Code.

Why We Need the Code of Ethics

The purpose of the Code of Ethics is to provide all members of the TFQ community with guidance on their professional conduct, their relationships with students, colleagues, and other members of the TFQ community, and their use of resources.

The Code establishes standards of ethical conduct and provides guidance for decision-making in difficult situations.

We cannot achieve our mission and strategic objectives unless we maintain and strengthen the trust of all our stakeholders.

2. Our Values

We are proud to uphold the values that guide our decisions as we pursue our mission.

Equity

Equity is the opposite of inequality; accordingly, every business process must be viewed through the lens of equity.

We strive to ensure that our processes do not create elitism within local communities.

We assess the status quo constructively and use that assessment to make the most effective decisions possible, taking the interests of all parties into account.

We create conditions that enable meaningful choice.

Belief

We want every child to believe in themselves and their future, parents to believe in their children, and schools to believe in change and in their own capacity. Every member of the TFQ community should be confident that change is possible and within their power.

We use all resources and opportunities effectively for the benefit of children.

We maintain high expectations and belief in children and local communities. We practice constructive feedback without labelling others.

We create an environment in which mistakes are possible and barriers can be overcome.

Collective Leadership

Every member of the TFQ community, irrespective of status or position, is an active participant with a voice and the opportunity to participate fully, express their needs and work in partnership. No single person can achieve systemic change; collective endeavor and the leadership of every team member are therefore essential. Each person's experience and knowledge contribute to change.

We seek a deep understanding of ourselves: self-awareness (understanding our own emotions, underlying motives, thoughts and values, and how they affect our behavior), confidence in ourselves and our capabilities, and belief in our ability to succeed.

We strive for consistent quality, competence and effectiveness in every area, regardless of context.

We are committed to continuous learning and self-directed learning, professional development and personal growth, openness to new knowledge, and a growth mindset.

We practice adaptive leadership: resilience (the ability to experience, work through and overcome setbacks, stress and crisis situations in pursuit of important long-term goals); self-control (emotional regulation, stress management, organization and purposefulness); and adaptability (the ability to navigate new realities and cultures while remaining true to our values and putting them into practice without infringing the rights of others).

We practice honesty, transparency and openness. We share responsibility and invest in one another; every person's view matter and have value.

We reject one-sided relationships in which one party only receives and the other only gives, or in which one party leads while the other merely observes or implements.

Inclusion and Diversity

Diversity of experience and opinion does not divide a community; it enriches it. Through profound respect for our differences, acceptance, and the creation of conditions in which each person can fulfil their potential, we can achieve the systemic change needed by everyone, rather than by a select group alone. At the same time, diversity cannot be used as a pretext for violating personal boundaries, employing uncomfortable or coercive methods of interaction, or demanding acceptance.

We uphold safety, confidentiality and autonomy. We fully accept and respect differences among people, cultures and experiences, and recognize how they enrich one another.

We seek to create professional and educational conditions that take each person's educational needs into account.

We practice empathy - the ability to understand and share the feelings of others - active listening and communication on equal terms.

Commitment

Systemic change requires conviction in our values and mission, choosing them even in the most difficult decisions and circumstances, and a willingness to go above and beyond. This commitment must matter personally to everyone, irrespective of their affiliation with the organization.

We safeguard our values and mission regardless of external factors or the complexity and ambiguity of a situation, remaining committed to our mission, values and principles. We strive to make every decision through the lens of TFQ's mission - about children, for

children and with children - and our belief in that mission, irrespective of external factors or participation in the Programme.

We go above and beyond in serving TFQ's mission to unlock children's potential, and we pursue this work with passion.

3. Standards of Ethical Conduct

We are proud to uphold the principles of ethical conduct that guide both our decisions in pursuit of our mission and our day-to-day lives.

Zero Tolerance for Corruption and Other Offences

Corruption and other unlawful activities undermine stakeholder trust and impair TFQ's ability to fulfil its mission.

TFQ maintains zero tolerance for all forms of corruption, including bribery, fraud, embezzlement and other illegal or unethical conduct. All members of the TFQ community must comply with all applicable laws and other regulatory legal acts, as well as the ethical and other standards relevant to their activities.

TFQ's activities, and those of its individual employees, within or in partnership with Kazakhstani, foreign or international organizations must comply with the requirements of Kazakhstani, foreign or international law, as applicable, and must not harm TFQ's interests or compromise its mission.

You must report any suspected or actual corruption or other offence in accordance with TFQ's Whistleblowing Policy.

We demonstrate solidarity in combating corruption and share available information concerning the performance of obligations by partners and counterparties.

Any member of the TFQ community found to have been involved in unlawful activity shall be excluded from the partnership. TFQ undertakes not to cooperate with legal entities or individuals of questionable reputation.

TFQ conducts periodic anti-corruption training and information sessions, as well as other legal training.

Prudence Regarding Gifts and Hospitality

TFQ recognizes that the occasional giving and receiving of modest gifts and hospitality may form part of normal business relationships. It is essential, however, that gifts and hospitality never influence business decisions, create the appearance of such influence, or give rise to actual or perceived conflicts of interest.

Gifts, whether in the form of goods, services or work, may be provided in TFQ's name and at TFQ's expense, or accepted from individuals or legal entities that have, or seek to establish, business relationships with TFQ, provided that, taken together, they:

are consistent with accepted business practice and standards of professional courtesy (for example, flowers, confectionery, or promotional and corporate-branded souvenirs);

are reasonable, proportionate and directly related to TFQ's activities (for example, a presentation, the completion of a project or program stage) or to generally observed holidays;

are not luxury goods, cash or non-cash funds in any currency or any payment equivalent (such as a bank cheque, traveler’s cheque, bank card, security or electronic wallet), or anything convertible into goods, services or another material benefit (such as a gift certificate, membership pass, or ticket or invitation to an event, other than a promotional or presentation event hosted by the inviting party);

do not constitute concealed remuneration for a service, act, omission, tolerance, favor, the granting of rights, the adoption of a decision concerning a transaction, agreement, license or permit, or any similar decision, and are not intended to influence the

recipient for another unlawful or unethical purpose;

would not damage the business reputation of TFQ, its employees or members of its governing bodies if disclosed.

Notwithstanding the above, a gift must not be offered or given where the donor

knows that accepting it would be impermissible for the intended recipient. Before deciding to give a gift, the donor is therefore advised to consult the anti-corruption policy applicable to the recipient.

Gifts classified as representation expenses under the legislation of the Republic of Kazakhstan shall be documented by TFQ in accordance with the established procedure.

TFQ raises and accepts voluntary donations in support of its statutory activities in accordance with the Policy on Raising and Using Charitable Assistance.

If you are uncertain whether a gift or act of hospitality complies with this Code, you should consult the Director of TFQ.

Disclosure of Conflicts of Interest

TFQ expects all members of the TFQ community to act in the best interests of TFQ and its mission. We are responsible for making decisions free from conflicts of interest at every stage of our activities.

TFQ respects the private life of every member of the TFQ community and recognizes each person's right to engage in lawful activities outside TFQ. We nevertheless ask you to exercise prudence and avoid circumstances that may create a conflict of interest.

A conflict of interest arises where any potential or actual personal, financial or other interest or relationship of yours, or of a person connected with you, affects or could affect your decisions for TFQ, your participation in the Teach for Qazaqstan program, or your commitment to our mission.

To achieve this objective, TFQ requires you, whether you intend to work or currently work for TFQ, intend to participate or currently participate in the Teach for Qazaqstan program, or intend to cooperate or currently cooperate with TFQ, to:

- act impartially and avoid any action or decision that may give rise to a conflict of interest, including by refraining from personal and/or financial relationships with students, colleagues, partners or other stakeholders;
- disclose any potential or actual conflict of interest to the relevant stakeholders so that appropriate measures can be taken to manage it.

The procedure for disclosing a potential or actual conflict of interest is established by TFQ's Conflict of Interest Management Policy.

Transparency and Openness

TFQ maintains transparency throughout its activities, including in financial transactions, decision-making and the use of resources. Transparency promotes accountability and helps deter unlawful conduct.

TFQ adheres to the principles of transparency and openness of information, except in relation to restricted-access information.

TFQ maintains accurate and timely accounting and tax records and reporting in accordance with the legislation of the Republic of Kazakhstan, and provides complete and reliable information to its independent auditor for the audit of its financial statements.

TFQ publishes annual reports on the use of its property on its website.

TFQ engages with suppliers of goods, works and services on the basis of parity, balanced interests, transparency and accountability for commitments undertaken. We select suppliers that offer the best combination of price, quality and delivery terms and that have a good reputation.

Management decisions at TFQ are not based exclusively on economic

considerations; they also take social and environmental factors into account. Significant decisions consider the views of those affected and seek to hear a range of perspectives, particularly on disputed or sensitive matters. Decisions are made without favoritism, discrimination or personal interest, and are based on facts, data and analysis rather than emotion or assumption.

Ethical Communication

We remain firmly committed to a development strategy in which ethics underpin communications and feedback within and beyond TFQ.

We engage with the public on the basis of our values and in pursuit of our mission and overall strategy.

Every communication made on behalf of TFQ affects its public image.

Everyone must exercise care and avoid discussing, mentioning, referencing or publishing working information, confidential information or secrets protected by law in any place or by any means that could result in unauthorized disclosure.

The guiding principles governing how information is communicated within TFQ and externally to stakeholders are established by TFQ's Communications Policy.

Organizational Responsibility

TFQ recognizes and accepts responsibility for the impact of its actions on society and other stakeholders.

Any situation involving a violation of the rights of a child, TFQ employee or other member of the TFQ community must and will be addressed in accordance with the legislation of the Republic of Kazakhstan.

TFQ does not tolerate discrimination in any form, including discrimination on the grounds of origin, social, official or property status, sex, race, nationality, language, attitude towards religion, beliefs, place of residence, age, disability, membership of public associations, or any other circumstances, including in the exercise of employment rights.

TFQ prohibits any form of conduct that is abusive, aggressive or hostile, causes distress or harm, or violates a person's privacy. Such conduct may include direct or indirect verbal abuse or threats, malicious remarks, offensive jokes or insinuations, unwanted letters or calls, the display of insulting or degrading images, intimidation, lewd gestures, unwanted touching, striking, physical assault, or similar acts. This conduct is prohibited not only in the workplace but also at off-site corporate and public events. If you witness discrimination, harassment, or hostile or sexually aggressive conduct, report it immediately to the Director of TFQ.

To avoid crisis situations and ambiguous interpretations of non-verbal signals, we recommend that you avoid being alone with a student or with a colleague of the opposite sex.

TFQ takes all measures necessary to safeguard occupational safety and employees' other labor rights. We develop and follow occupational safety rules to ensure workplace safety. TFQ complies with minimum social standards in employment and with other requirements of the labor legislation of the Republic of Kazakhstan.

Responsible Use of Resources

TFQ prohibits employees from using opportunities provided by TFQ, including property (such as funds), information, intellectual property and other resources, for personal enrichment or benefit.

TFQ's reputation is a highly valued asset. Each of us is a custodian of that asset and, through our conduct, can increase or diminish its value. Everyone must strive to strengthen TFQ's reputation.

Improper use of assets and resources directly affects TFQ's work. Employees accept

responsibility for protecting and preserving TFQ's rights and interests and for treating its assets and resources responsibly and with care.

Commitment to High Standards and to TFQ's Mission and Values

Members of the TFQ community seek the highest standards in every aspect of their activities. They must serve as role models and demonstrate adherence to TFQ's values.

TFQ values partnership and collaboration, recognizing that sustainable solutions to complex educational challenges require the participation of many stakeholders. Members of the TFQ community build and maintain positive and ethical relationships with all stakeholders.

Members of the TFQ community must be prepared to make difficult decisions and take courageous action when necessary, acting consistently with TFQ's values and mission and the standards of ethical conduct established by this Code.

Members of the TFQ community must be prepared to make decisions independently and work autonomously. This means engaging in activities without the need for constant external direction, reinforcement or supervision: being enterprising, proactive, creative and self-regulating, and demonstrating flexibility in managing interactions with the environment. When making independent decisions, you must always be guided by TFQ's values and mission and by the standards of ethical conduct established in this Code.

Members of the TFQ community are accountable for and take responsibility for their actions and decisions.

Members of the TFQ community must be committed to TFQ's mission, take responsibility for their work, show initiative in addressing the most pressing educational needs, act as agents of change within their spheres of influence, introduce innovations and achieve positive change.

Members of the TFQ community must possess the skills and knowledge required to perform their duties effectively. They must also be committed to continuous learning and professional development so that their skills and knowledge remain current.

5. How Compliance with the Code of Ethics Is Ensured

Every member of the TFQ community places the standards and fundamental principles of conduct set out in this Code at the heart of their day-to-day activities.

Commitment to and compliance with ethical and compliance requirements are the responsibility of everyone who works for or acts on behalf of TFQ.

Any violation may cause substantial harm to TFQ's activities and reputation. We therefore require our employees, and encourage other members of the TFQ community, to raise concerns regarding non-compliance with the Code of Ethics, TFQ policies, anti-corruption, anti-fraud and anti-bribery requirements, and other regulatory requirements. Concerns may be raised in accordance with TFQ's Whistleblowing Policy.

The Director and heads of functions are responsible for implementing this Code and ensuring that all TFQ employees comply with it.

On the basis of the standards set out in this Code, TFQ develops and adopts additional internal regulatory documents and provisions designed to adapt and give effect to those standards.

If any of us is uncertain whether our conduct is ethical, the following practical questions can help identify situations that may be inappropriate or unlawful.

Ask yourself:

- Is my action consistent with TFQ's Code of Ethics?
- Is it lawful? Have I been asked to misrepresent information or depart from a standard procedure?
- If my conduct became publicly known, would it be considered acceptable?

• Would I feel comfortable describing my decision to other members of the TFQ community?
• How would this look if it appeared in a news headline?
• Am I being true to my family, my organization and myself?
• What would I advise my own child to do?

6. Consequences of Non-Compliance with the Code of Ethics

Failure to comply with certain sections of this Code constitutes a breach of labor discipline for employees and may also constitute a breach of the legislation of the Republic of Kazakhstan for any person, giving rise to the applicable disciplinary, financial, administrative, criminal or civil liability.

7. Custodian of the Code of Ethics

The Director of the Teach for Qazaqstan Public Foundation shall serve as the custodian of this Code and shall be responsible for initiating its review.

The Code shall be reviewed if TFQ's mission, vision or values change.

If you require guidance or advice concerning the Code of Ethics, please contact the Director of the Teach for Qazaqstan Public Foundation.