

"APPROVED"
Director
"CareerHub.kz" LLP
S. Kenzhekhan

PUBLIC OFFER

Date: August 28, 2025 Almaty 1. GENERAL PROVISIONS

1.1. This Public Offer (hereinafter referred to as the "Offer") is an Agreement concluded between "CareerHub.kz" Limited Liability Partnership, hereinafter referred to as the "Executor", represented by Director Mr. Kenzhekhan Sanzhar Kenzhekhanuly, acting on the basis of the Charter, and any legal entity or individual (including individual entrepreneurs) who has expressed readiness to use the services of the Executor and has accepted the terms of this Offer, hereinafter referred to as the "Customer", for the provision of information, consulting, advertising, and other services specified in the Service Provision Terms and the Executor's Tariffs (hereinafter referred to as the "Services"), the list of which is contained in the official tariffs of the Executor published on the official Website (hereinafter referred to as the "Platform") of the Executor at: <https://careerhub.kz>.

1.2. This Public Offer shall enter into force upon its posting on the Internet at <https://careerhub.kz> and shall remain in effect until it is revoked by the Executor. The Executor reserves the right to revoke or change the terms of the Public Offer (this Agreement) at any time at its sole discretion, provided that the Customer is notified of the changes 15 calendar days in advance. In the event of changes to the terms of this Offer by the Executor, such changes shall enter into force from the moment the updated terms are posted. The Customer accepts and acknowledges that any amendments to this Agreement shall entail the incorporation of these changes into the agreement concluded in accordance with Clause 1.3 hereof and currently in effect between the Customer and the Executor.

1.3. In accordance with Article 396 of the Civil Code of the Republic of Kazakhstan, the fact of the Customer's registration on the Executor's Platform or the payment by the Customer of the Executor's fee for the provision of Services provided by the Executor in accordance with the terms of this Offer shall be considered an Acceptance (unconditional acceptance) of the terms of this Public Offer, in the absence of an express written agreement between the Parties to the contrary. By accepting this Public Offer in the manner defined in Clause 1.3 of this Agreement, the Customer agrees to all terms of the Offer as set forth in the text of this Agreement and, in accordance with the Civil Code of the Republic of Kazakhstan, is regarded as a person who has entered into a contractual relationship with the Executor on the basis of this Public Offer Agreement. In this regard, in accordance with Part 2 of Article 394 and Part 3 of Article 396 of the Civil Code of the Republic of Kazakhstan, this Agreement is recognized as having been concluded by the Parties in writing.

1.4. From the moment of acceptance of this Public Offer, the legal entity or individual becomes a party to the Offer (hereinafter referred to as the "Customer") and acquires rights and obligations in accordance with the terms of this Offer. The Customer unconditionally accepts all terms contained in the Offer as a whole (i.e., in full and without exceptions).

1.5. The city of Almaty shall be considered the place of conclusion of the Agreement.

1.6. By entering into this Offer, the Customer understands the significance of their actions and is capable of managing them, and is not under the influence of misconception, fraud, violence, or threat. The Agreement is concluded by the Customer voluntarily, with prior full acquaintance with the terms of this Public Offer Agreement, the content of which is clear to the Customer. If the Customer did not have appropriate authority at the time of accepting the public offer on behalf of a legal entity, they, as an individual, assume full responsibility for the execution of this public offer. A legal entity Customer shall be liable for the culpable actions of its employees resulting in damage.

2. GENERAL TERMS AND PROCEDURE FOR THE PROVISION OF SERVICES

2.1. To receive Services under the Agreement, the Customer must register on the Platform. After registration, the Executor shall provide the Customer via email with a login and password to access the Platform and receive Services (hereinafter referred to as "Account Information").

2.2. To receive specific Services, the Parties shall agree on their name, content, cost, and provision period in an Order, which may be formalized in one of the following ways:

1. The Order may be formalized in writing by the Parties signing an Order Form, which, after signing, becomes an integral part of the Agreement. An Order formalized in writing is considered agreed upon by the Parties after it is signed by both Parties;
2. The Executor activates the service within 3 days after payment is made by the Customer, which signifies the agreement of both Parties on the terms regarding the name, content, cost, and provision period of the Activated Services. An Order formalized in electronic form via the Platform is considered agreed upon by the Parties after the Activation of all or part of the Services from that Order by the Customer (Activation of only part of the Services from that Order signifies agreement of the Order only to the extent of the Activated services);
3. Payment by the Customer of an invoice issued by the Executor, which signifies the agreement of both Parties on the terms regarding the name, content, cost, and provision period of the Services. An Order formalized in an invoice is considered agreed upon by the Parties after the Customer makes the payment.

To begin working with the Platform, the Customer must provide their Account Information (enter login and password on the authorization page). To begin providing Services agreed upon by the Parties and provided via the Platform, it is necessary to perform their Activation, which is carried out by the Executor within up to 3 days from the moment the payment is received in the Executor's current account. If the balance on the Customer's Personal Account on the Platform is greater than or equal to the total cost of the Services selected during Activation, the Services can be Activated. If the balance is less, the Customer may choose other services or deposit the required amount. For Services provided not via the Platform, Activation shall be performed only if technical feasibility exists.

2.3. The procedure and deadlines for the provision of Services are determined in the Order and/or in the Service Provision Terms for the given type of Service. The Certificate of Completion (form R-1) is issued by the Executor using the Customer's details provided during the formation of the deferred order on the Platform. An electronic invoice is issued by the Executor in the manner and within the timeframes provided by the tax legislation of the Republic of Kazakhstan. The Customer is obliged to send the signed Certificate of Completion or a reasoned refusal to sign within 15 (fifteen) calendar days from the date of receipt. In case of a refusal, the Parties shall agree in writing on a period for the Executor to rectify the Customer's remarks. If the signed Certificate or refusal is not received within the specified period, the Executor has the right (but is not obliged) to suspend the provision of Services. The absence of a Certificate of Completion is not a ground for recognizing the fact that Services were not provided.

2.4. During registration or subsequently, the Customer may be assigned a specific Registration Type based on the information provided or obtained from public sources, which may entail certain restrictions in the conditions of service provision.

2.5. When posting information on the Platform, the Customer, in accordance with the Labor Code of the Republic of Kazakhstan and the Law "On Mass Media", is prohibited from: 2.5.1. Discriminating against persons based on gender, age, physical disabilities, race, nationality, language, property, social or official status, place of residence, religion, political beliefs, or affiliation with public associations; posting information containing propaganda or agitation for the violent change of the constitutional order, violation of the integrity of the Republic of Kazakhstan, undermining state security, war, social, racial, national, religious, class, or clan

superiority, or the cult of cruelty, violence, and pornography. 2.5.2. A Customer who posts information in violation of these requirements shall bear liability as provided by the legislation of the Republic of Kazakhstan.

3. RIGHTS AND OBLIGATIONS OF THE EXECUTOR

3.1. The Executor undertakes to:

3.1.1. Register the Customer and provide Account Information (unless previous violations of terms occurred);

3.1.2. Provide Services according to the Tariffs and Agreement terms;

3.1.3. Extend the service period if the Platform is inoperable for more than 4 (four) hours during business hours (9:00 to 19:00).

3.1.4. In case of improper fulfillment of duties, restore actual damage by providing repeated access to the subject of the Agreement for a period similar to the missed one.

3.2. The Executor has the right to:

3.2.1. Publish information about the Customer provided by the Customer;

3.2.3. Unilaterally change Tariffs and Terms, with new versions taking effect upon posting;

3.2.8. Upon termination of the Agreement, delete the Customer's registration and all Account Information without prior notice.

3.3. In case of doubts regarding the legality of the Platform's use by the Customer's employees, the Executor may block or change their Account Information at its sole discretion.

4. RIGHTS AND OBLIGATIONS OF THE CUSTOMER

4.1. The Customer is obliged to:

4.1.1. Not transfer their Account Information to anyone;

4.1.4. Comply with the Platform's Terms of Use;

4.1.6. Independently resolve any claims or lawsuits from third parties regarding materials provided or posted by the Customer and indemnify the Executor for all associated losses.

4.1.8. Notify the Executor in writing of any changes in details within 2 (two) days.

4.3. Notify the Executor 3 (three) calendar days before the termination of an employee's authority to use the Platform and delete their Account Information; otherwise, the Customer remains liable for the actions of such employees.

4.5. In case of termination by the Customer before the completion of Activated Services, the Executor shall refund the difference between the paid cost and actual expenses incurred within 5 (five) calendar days.

4.6. Provide valid full names, positions, and corporate emails for users; otherwise, access may be blocked.

4.9. The Parties agree that the exchange of legally significant messages via email, messengers, and other technical means of instant communication shall be considered valid evidence of interaction under the Agreement.

5. SERVICE COST AND PAYMENT PROCEDURE

5.1. The cost of the Services is determined based on the Executor's current Tariffs specified on the platform www.careerhub.kz. The obligations to pay for the Executor's Services are deemed fulfilled from the moment the funds are received at the Executor's payment details specified in the Agreement. Payment for Services is made on the basis of the Executor's invoice in the form of 100% advance payment by transferring funds to the specified payment details and is credited by the Executor to the Customer's Personal Account within 3 (three) business days from the moment the funds are received. The cost of Services rendered to the Customer is determined in the relevant Certificates of Services Rendered. The Executor maintains a register for accounting for the movement of funds and settlement transactions of the Parties (hereinafter referred to as the "Personal Account") and provides the Customer with information on the Personal Account on the Platform.

5.2. Payment of the Executor's invoice is made by the Customer specified in the payment

invoice. The Customer is obliged to pay for the Executor's Services only in their own name; making a payment on behalf of the Customer by a third party is prohibited. The Customer is obliged to specify the Executor's invoice number, on the basis of which payment is made, in the payment order's purpose of payment. In case of full or partial absence of the Executor's invoice number in the payment order, the Executor has the right to consider that the Customer's payment obligation has not been properly fulfilled (i.e., that payment has not been made), or to independently identify and account for the payment in accordance with its own accounting records.

5.3. If the Customer is an individual, for the purposes of fulfilling payment obligations under the Agreement, in addition to the payment method according to clause 5.1 of the Agreement, payment for Services may be accepted from the Customer made by VISA, MasterCard, UnionPay International, MIR, American Express credit/debit cards, and other cards or methods specified on the Platform. The selection and use of the payment method for Services are carried out by the Customer at their own discretion and without any liability on the part of the Executor. Security, confidentiality, and other conditions for using the payment methods chosen by the Customer fall outside the scope of the Agreement and are regulated by agreements (contracts) between the Customer and the relevant organizations.

6. LIMITED WARRANTY OF THE EXECUTOR

6.1. The Executor does not guarantee that:

6.1.1. the Platform's software does not contain errors and/or computer viruses, or extraneous code fragments. The Executor provides the Customer with the opportunity to use the Platform's software "as is," without any warranties from the Executor;

6.1.2. information provided by the Executor about individuals — employment users — is reliable and complete, closed due to personal preferences, or that the user is suitable for the vacancy for which employment is offered by the Customer or organizations to which the Customer provides services based on a contract concluded with them (hereinafter — "Customer's Clients"). The Executor is not liable for losses incurred by the Customer as a result of a user providing unreliable information about themselves, as well as those caused by the actions (inaction) of the user.

6.2. The Executor is not liable for non-fulfillment or improper fulfillment of obligations under the Agreement, as well as possible damage arising as a result of:

6.2.1. unlawful actions of Internet users aimed at violating information security or the normal functioning of the Platform;

6.2.2. failures in the operation of the Platform caused by errors in the code, computer viruses, and other extraneous code fragments in the Platform's software;

6.2.3. absence (impossibility of establishment, termination, etc.) of Internet connections between the Customer's server and the Platform server;

6.2.4. activities conducted by state authorities, as well as other organizations, within the framework of the System of Operational Investigative Measures (SORM);

6.2.5. establishment of state regulation (or regulation by other organizations) of the economic activities of commercial organizations on the Internet and/or establishment of one-time restrictions by the said entities that make the execution of the Agreement difficult or impossible;

6.2.6. other cases related to the actions (inaction) of Internet users and/or other entities aimed at deteriorating the general situation with the use of the Internet and/or computer equipment that existed at the time of the conclusion of the Agreement.

6.3. Due to the technical features of the Platform's operation, the Executor undertakes to provide the opportunity to use the Platform in full only to one of the Customer's employees.

7. CONFIDENTIALITY OF INFORMATION

7.1. The Parties treat the Customer's Account Information and Personal Data specified in Section 8 of the Agreement as Confidential Information. The Customer and the Executor

undertake not to transfer Confidential Information to third parties.

7.2. A Party undertakes to notify the other Party of the fact of unauthorized disclosure of the Customer's Account Information. In case of suspicion of possible disclosure of the Customer's Account Information, the Executor has the right to demand from the Customer confirming information about the persons to whom the Customer provided Account Information. If the grounds for these persons' use of the Platform have ceased due to the termination of a power of attorney issued by the Customer, termination of employment relations with the Customer, or other reasons, the Executor has the right to delete the Account Information of such persons without agreement with the Customer. After establishing the fact of disclosure or having doubts regarding the disclosure of Account Information, the Executor has the right to unilaterally change, block, or delete the Account Information of the Customer or their employees with subsequent notification to the Customer to prevent its further unauthorized distribution and use.

7.3. In the event that the Executor establishes facts of disclosure of Account Information by the Customer, the Executor has the right (but not the obligation) to demand payment of a penalty from the Customer in the amount of the cost of Services received by a third party (parties) using the Customer's Account Information. In such a case, the penalty is paid by the Customer within 5 (five) banking days from the moment the Executor's relevant invoice is issued. The Executor is not liable for losses caused to the Customer as a result of the disclosure of the Customer's Confidential Information to third parties that occurred through no fault of the Executor.

8. PERSONAL DATA PROTECTION

8.1. If, under this Agreement, the Customer receives Personal Data of individuals from the Executor, the Customer undertakes to use the Personal Data strictly in accordance with the current legislation of the Republic of Kazakhstan, including:

1. To use Personal Data only for the purpose of employing individuals whose Personal Data was received by the Customer, with the Customer or with the Customer's Clients;
2. Not to transfer Personal Data to third parties, except for the Customer's Clients;
3. Not to disclose information that any individual's Personal Data is on the Executor's Platform and that it was received by the Customer from the Executor;
4. When storing copies of received Personal Data on paper or electronic media, to do so in accordance with the current legislation of the Republic of Kazakhstan;
5. Not to suggest to individuals whose Personal Data is posted on the Executor's Platform to place their Personal Data on the Platform or in the databases of the Customer or other third parties;
6. In case of damage to individuals related to the Customer's failure to comply with legislative requirements regarding their Personal Data, the responsibility for such damage lies entirely with the Customer.

8.2. The Executor guarantees the existence of consent for the collection, processing, and transfer to third parties, including the Customer, of the personal data of users, in accordance with the Law of the Republic of Kazakhstan dated May 21, 2013, No. 94-V "On Personal Data and Their Protection."

8.3. In case of violation by the Executor of the legislation on the protection of personal data, the Executor bears responsibility in accordance with the laws of the Republic of Kazakhstan.

9. FORCE MAJEURE

Neither Party shall be liable for the full or partial failure to perform any of its obligations if the failure is a consequence of circumstances such as flood, fire, earthquake, other natural disasters, war or military actions, and other force majeure circumstances that arose after the conclusion of the Agreement and are documented by competent state authorities. The Party referring to such circumstances is obliged to notify the other Party within five calendar days from the moment of their occurrence. Failure to notify or untimely notification deprives the relevant Party of the right to refer to such circumstances as a ground for exemption from liability. In the event of

force majeure circumstances lasting more than 3 (three) months, any Party has the right to unilaterally refuse to fulfill its obligations under the Agreement (terminate the Agreement).

10. DISPUTE RESOLUTION PROCEDURE

10.1. In case of impossibility of resolving disputes between the Parties through negotiations, they shall be resolved in a court of the Republic of Kazakhstan.

11. ENTRY INTO FORCE AND DURATION OF THE AGREEMENT

11.1. The Agreement enters into force from the moment of its acceptance. The Agreement is concluded for an indefinite term and may be terminated at the initiative of any of the Parties at any time, with 5 (five) calendar days' notice to the other Party before termination.

12. CUSTOMER'S STATEMENTS

12.1. The Customer has read and agrees to:

1. The Privacy Policy and tariffs posted on the Internet at www.careerhub.kz;
2. The Tariffs according to the Commercial Proposal to this Offer;
3. The Terms of Use of the Platform posted on the Internet.

12.2. The Customer undertakes to regularly check the Platform for changes in the Service Provision Terms and Tariffs, and the Customer cannot refer to their lack of information about such changes.

12.3. The Customer agrees that they cannot refer to the impossibility of properly fulfilling their obligations under the Agreement, or the impossibility of receiving Services from the Executor, or refuse the Executor's Services based on disagreement with the Service Provision Terms, Tariffs, or Platform Terms of Use due to their lack of formalization in writing, sealed with the signatures and stamps of the Parties.

12.4. The Customer unconditionally agrees and recognizes that the statistical data on the provision of the Service generated by the Executor's Platform software is sufficient and lawful confirmation of the fact of provision of any of the Executor's Services provided through the Executor's Platform.

12.5. The Customer confirms their agreement that the fact of giving a command (click or key press, entry of information, etc.) through the special user interface on the Platform provided by the Executor (the Customer's page on the Platform) using the Customer's Account Information signifies the Customer's conclusive actions for Activation, agreement on the name, content, cost, and terms of provision of Services, or other actions associated with the Customer (all actions performed using the Customer's Account Information are the actions of the Customer themselves, which is indisputable evidence of the Customer's expression of will to perform these actions).

12.6. The Customer expresses their consent to receive from the Executor (at any time and without prior warning to the Customer) at the email address specified by the Customer during registration on the Platform and at the email addresses of the Customer's employees who have account information on the Platform, information messages about events in the Executor's company, events held by universities and colleges of the Republic of Kazakhstan, and the Executor's Services, as well as other information, including advertising.

12.7. The Customer complies and will comply with all laws applicable to the Agreement.

12.8. The Parties and their officials, employees, shareholders, founders, representatives, or agents will not, directly or indirectly, offer, provide, or agree to offer or provide (independently or in coordination with other persons) any payment, gift, or other advantage regarding any matters that are the subject of this Agreement, which:

1. violate any applicable laws or regulations on combating bribery and corruption;
2. are intended to or actually influence or reward a person for violating a duty, expectation of good faith, impartiality, or trust, or which the recipient should not otherwise accept;
3. are made in favor of a public official with the intent to influence them and obtain or retain an advantage in conducting business;

4. or a person acting reasonably would consider unethical, illegal, or improper.

12.9. If the Executor reasonably suspects that a violation of clauses 12.7 and/or 12.8 of this Agreement has occurred, the Executor has the right to terminate the Agreement immediately by sending a corresponding written notification to the Customer.

13. REVOCATION OF THE OFFER

13.1. In case of non-compliance by the Parties with the terms provided for by this Agreement, any of the Parties has the right to revoke this offer by prior written notification to the other Party. Revocation of this offer is carried out by deleting the account belonging to the Customer, including by the Executor returning the amount paid by the Customer minus the cost of services rendered until receipt of the notification of termination of the Agreement on time.

13.2. The Agreement is an offer in accordance with Article 395 of the Civil Code of the Republic of Kazakhstan, and by virtue of this, the Executor has the right to revoke the Agreement as an offer in accordance with Article 395 of the Civil Code of the Republic of Kazakhstan. In case of revocation of the offer by the Executor during the term of the Agreement, Services whose Activation was performed prior to the moment of revocation of the offer are provided until they are fully rendered, and the funds remaining on the Customer's Personal Account prior to the Activation of services are subject to return on the basis of original relevant letters on the return of funds; the Agreement is considered terminated from the moment of revocation. Revocation is carried out by posting the relevant information on the Platform.

14. EXECUTOR'S DETAILS

Limited Liability Partnership "CareerHub.kz"

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