

«Approved»
by decision of the sole shareholder of
JSC DEKKHANABAD POTASH PLANT,
dated «05» December 2022y,

REGULATIONS ON
ABOUT THE EXECUTIVE BODY
Joint Stock Company «DEKKHANABAD POTASH PLANT»

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1. GENERAL RULES

1.1 This regulation defines the status of the executive body - management of the joint-stock company "Dekhkanabad Potash Plant" and regulates its work, the procedure for appointing its members, as well as the rights and obligations of each member.

1.2 This regulation was developed in accordance with the recommendations of the Law of the Republic of Uzbekistan "On the Protection of Joint-Stock Companies and Shareholders' Rights", the Code and Rules of Corporate Governance and the Charter of the Joint-Stock Company "Dekhkanabad Potash Plant" (hereinafter the Company).

2. THE PROCEDURE FOR FORMING THE EXECUTIVE BODY OF THE COMPANY - MANAGEMENT AND TERMINATION OF ITS POWERS

2.1 Management of the daily activities of the Company is carried out by the executive body - the management of the Company. Management activities are led by the Chairman of the Board of the Company.

2.2 The management of the Company consists of 4 (four) members and consists of the following positions:

- Chairman of the Board;
- The first deputy of the chairman of the board on issues of expansion of cooperation relations in the field of production, localization, industry and information technologies;
- Deputy chairman of the board for economy and finance;
- Deputy chairman of the board for transport and logistics.

2.3 The number structure of the management of the Company is determined on the basis of the principles of reducing the management apparatus as much as possible, eliminating overlapping links in the management of the Company, and reducing related management documents.

2.4 Management of the Company is the executive body of the Company based on the collegial executive body, manages its current activities and carries out operational management in accordance with the legislation of the Republic of Uzbekistan, the Charter of the Company, the decisions of the general meeting of shareholders and the Supervisory Board of the Company.

2.5 The chairman and members of the company's management are elected by the general meeting of the company's shareholders for a period of one year.

2.6 Election of the chairman and members of the management of the company is usually carried out on the basis of a competition in which foreign managers can also participate. The selection is made on the basis of the regulation presented in Appendix 1.

2.7 Review and approval of candidates for the chairman and member of the board of the Company is carried out by the supervisory board of the Company. A candidate for a board member must inform the Company of the facts that he has been brought to criminal liability.

2.8 While recommending one or another candidate to the board, the Chairman of the Supervisory Board of the Company provides information on the terms of the contract, the amount of remuneration for management activities and the candidate's consent to the contract, confirmed by the candidate's personal application.

2.9 Candidates for membership of the Company's board may attend the Company's Supervisory Board meeting while their candidacy is being considered.

2.10 After the appointment of the candidates proposed to the management by the general meeting of shareholders, a contract is concluded with the member of the management or the chairman of the management regarding the performance of duties for the position. The contract is concluded for a period of one year, on the basis of making a decision on its extension or termination.

2.11 The employment contract with the chairman of the management of the Company is signed by the chairman of the supervisory board of the Company on behalf of the Company. The employment contracts with the board members are signed on behalf of the Company by the chairman of the supervisory board of the Company or a person authorized by the supervisory board of the Company.

2.12 The Supervisory Board of the Company has the right to terminate the contract concluded with the members of the Company's management if they violate the terms of the contract.

2.13 The Supervisory Board of the Company has the right to prematurely terminate (cancel) the contract concluded with the management members of the Company, if the terms of the contract are violated and (or) they are allowed to grossly violate the Company's Charter, or if their actions (inaction) cause damage to the Company.

2.14 In the event that the parameters of the Company's annual business plan are fulfilled by the Chairman of the Board and (or) the Charter of the Company is grossly violated, and as a result of his action or inaction, the Company is seriously

harmed, the Supervisory Board of the Company has the right to prematurely terminate the contract concluded with him.

2.15 The decision to terminate the contract with the chairman of the board and members of the board shall be made by the Supervisory Board of the Company by a simple majority vote.

2.16 The monthly salary of the chairman and members of the Company's management and the amount of their financial incentives are directly related to the efficiency of the Company's activities.

The amount and order of remuneration to the chairman and members of the company's management is carried out based on the internal document approved by the general meeting of the company's shareholders.

2.17 Officials of state power and management bodies do not have the right to work in the Community Management bodies on the basis of deputation.

2.18 The Chairman of the Management Board of the Company has the right to appoint any specialist to perform temporary duties for a vacant position in the Management Board until the next meeting of the Supervisory Board of the Company in agreement with the Chairman of the Supervisory Board.

3. POWERS AND OBLIGATIONS OF THE MANAGEMENT OF THE COMPANY

3.1 The authority of the Company's management includes solving all issues related to the management of the Company's current activities. Except for the issues that fall under the authority of the general meeting of shareholders or the Supervisory Board of the Company.

3.2 The rights and obligations of the chairman and members of the board are determined by the current legislation, the Charter of the Company and the contracts concluded with each of them.

3.3 The management of the Company organizes the implementation of decisions of the general meeting of shareholders and the Supervisory Board of the Company.

3.4 The responsibilities and powers of the Community Board include:

a) misappropriation of the property and funds of the Company within the scope of their authority;

b) Approving the statutes of the company's constituent units, job instructions of employees;

v) approval of the internal regulatory documents of the Company, except for issues included in the powers of the General Meeting of Shareholders or the Supervisory Board of the Company;

g) Issuing decisions, orders and orders that are mandatory for the Company's subsidiary Societies, representative offices and branches;

d) ensuring mutual effective movement of structural units of Company;

e) development of community development programs and business plans, their organization and control of their implementation;

j) To ensure profit in the amounts specified in the business plan approved by the authorized management body of the company;

z) to ensure the organization, necessary condition and reliability of accounting and reporting in the Company in accordance with the law, timely submission of annual reports and other financial reports to relevant bodies, as well as provision of information on the Company's activities sent to shareholders, creditors and other recipients;

i) Submission of documents on financial and economic activities of the Company at the request of the Company's Supervisory Board, the Company's inspector or the Company's auditor;

k) conclusion of a transaction related to the possibility of acquiring property or giving it to another person or giving property to another person within the scope of his authority (in cases where the consensus of the Management Board of the Company is not reached, the issue of conclusion of the transaction may be referred to the decision of the Supervisory Board in accordance with the decision of the Management Board of the Company) ;

l) Storage of information constituting the commercial secret of the company. The list of information constituting the commercial secret of the Company is determined by the Company's Management;

m) to submit information on the state of affairs related to his authority to the General meeting of shareholders and the Supervisory Board of the Company within the specified period;

n) to participate in the General Meeting of the Company's shareholders and meetings of the Supervisory Board, to observe all the rights of the shareholders regarding the calculation and payment of dividends;

o) to ensure effective and stable operation of the Company within its powers;

p) Compliance with the legislation of the Republic of Uzbekistan and internal documents of the Company.

3.6 Management of the Company may have other rights (authorities) and obligations in accordance with the law, the Charter of the Company and the normative documents of the Company.

The chairman of the board of the Company and members of the board should act in the interests of the Company in exercising their rights and performing their duties.

4. RIGHTS AND OBLIGATIONS OF THE MEMBERS OF THE MANAGEMENT OF THE COMPANY

4.1 Duties and powers of the Chairman of the Board of the Company include:

- a) to lead the work of the Company within the scope of his powers;
- b) with the approval of the Supervisory Board, the Company participates in its work with an advisory vote;
- v) ensures that the state statistics report and accounting report are submitted to the relevant bodies in full and on time;
- g) Provides the Company with qualified personnel, takes measures to best use the knowledge, skills, experience and abilities of the Company's employees;
- d) Ensures compliance with social guarantees of employees of the Company and protection of their work;
- e) determines the states, approves the staff list of employees;
- j) Appoints and dismisses heads of branches and representative offices of the Company;
- z) approves the staff tables of branches and representative offices of the Company;
- i) works on behalf of the Company without a power of attorney, protects its interests in state institutions, Company and organizations of all forms of ownership;
- k) opens bank accounts, including currency accounts, and has the power of first signature on bank and other financial documents of the Company;
- l) within the scope of his powers, signs agreements and contracts with the Company's customers, the Company and organizations;

m) hires employees of the company, concludes and cancels employment contracts with them, applies disciplinary sanctions against them, ensures that employees maintain labor and performance discipline;

n) issues power of attorneys on behalf of the Company in accordance with current legislation;

o) Issue orders and instructions that must be followed by all employees of the company.

4.2 The rights of the first deputy of the Chairman of the Board on issues of expansion of cooperation relations in the field of production, localization, industry and information technologies are as follows:

- issues orders and gives mandatory instructions to the services of the Company within its authority;

- cancels illegal instructions and orders of subordinate managers on issues related to their activities;

- engages other departments of the Company in accordance with the established procedure to perform the functions assigned to him;

- based on a power of attorney issued by the chairman of the board in the established order, or when the chairman of the board is on a business trip, based on a sick leave and on vacation, to represent in other organizations, institutions and societies, as well as financial and accounting documents, salary reports, advance reports, accounts, accounts -signing invoices, payment orders, checks and cash orders for expenses;

- preparation of proposals to the chairman of the Company's management regarding the change of salary for the position, transfer to other positions, consolidation of subordinate units;

- encouraging or taking disciplinary measures against employees of subordinate units;

- approving and signing documents within the scope of assigned functions.

4.3 The responsibilities of the first deputy of the Chairman of the Board on the issues of expansion of cooperation relations in the field of production, localization, industry and information technologies are as follows:

- to determine technical policy, development prospects of the Company and ways to implement complex programs for improvement, reconstruction and technical re-equipment of existing production, scientific specialization and cooperation, acceleration of scientific and technical development and achievement of high growth rates of labor productivity;

□ to organize, coordinate and control the activities of the Company's subordinate units in accordance with the assigned functions;

□ Decrees, decisions and orders of the President of the Republic of Uzbekistan, decisions and orders of the Cabinet of Ministers of the Republic of Uzbekistan, decisions of local authorities and higher economic bodies in accordance with the Decree of the Cabinet of Ministers of the Republic of Uzbekistan No. 12 of January 12, 1999 "On measures to strengthen executive discipline", organizing the execution of orders and instructions, instructions of the DI inspection organization "Sanoatgeokonttekhazorat";

□ To lead the development of future plans for the development, reconstruction and modernization of Company, to prevent the harmful effects of production on the environment, to use natural resources rationally, to create the most comfortable and safe working conditions and to increase the culture of production;

□ to organize the development and implementation of plans for the introduction of new equipment and technologies, plans for organizational and technical activities, plans for scientific research and experimental design works;

□ taking measures against the employees who violated executive discipline;

□ organization of informing employees of subordinate structural units about policy, goals in the field of quality, requirements of the quality management system;

□ analysis of the activity of SMT (process) units according to the established criteria;

□ to ensure the participation of qualified employees of the department as auditors in internal audits of SMT;

□ Assist in internal audit of SMT as head of department (process) in accordance with SMT implementation program;

□ to take necessary measures to eliminate identified inconsistencies as soon as possible;

□ to organize the development and implementation of corrective and warning actions based on the results of the inspection and non-compliance reports;

□ organization of report-analysis structure on the production process from half-year to the 5th of the following month;

□ corrective and warning actions taken

evaluation of efficiency;

- organizing the supply of structural units with the necessary resources and information, organizing safe installation conditions, loading and unloading, moving and other related work.

4.4 The following departments are subordinate to the first deputy of the Chairman of the Board on issues of expansion of cooperation relations in the field of production, localization, industry and information technologies:

- Head of Mining Department, Labor Protection and Industrial Safety Department, Mining Department and all specialists of OKP Department;

- Chief technologist, chief mechanic, chief energy engineer and chief metrologist;

- Czech heads;

- Head of the environmental protection and ecology department, head of the technical control department;

4.5 The rights of the Deputy Chairman of the Board for Economy and Finance are as follows:

- To give instructions to the service departments and workshops of the Company within the framework of the assigned tasks;

- to suspend the execution of orders and instructions that are contrary to the legislation, existing orders and instructions in subordinate units;

- protecting the interests of the Company in accordance with the functions specified in this Regulation in the department, institution and Company in accordance with the power of attorney of the management, as well as signing accounts, invoices;

- checking and directing the activities of the structural units of the Company in the field of economic work, requiring the departments to comply with orders and instructions related to the organization of the Company's economy and economic work;

- to demand from all structural units the necessary materials for a comprehensive analysis of the production and economic activity of the Company;

- to hold meetings with the participation of interested leaders and experts to consider the issues that fall within the competence of their authority and the authority of subordinate services;

- Review and sign reports on economic and financial activity of the Company;

- Submit proposals to the management of the Company on the transfer and appointment of economic services employees;

- Preparation of proposals on the application of disciplinary sanctions against the employees of units subordinate to the management of the Company;

- issuing orders on the activities of subordinate units.

4.6 The responsibilities of the Deputy Chairman of the Board for Economy and Finance are as follows:

- Organization and improvement of the economic activities of the Company aimed at increasing labor productivity, production efficiency and profitability, product quality, reducing its cost, ensuring the growth of labor productivity and wages, achieving high results with the lowest expenditure of material, labor and financial resources;

- to methodically manage and coordinate the activities of all departments of the Company in the preparation of long-term activity plans in a competitive environment in accordance with the created economic contracts, to develop plans with the necessary bases and calculations, as well as to improve the economic mechanism and economic activities, to identify and use production reserves. - implementation of technical measures;

- to increase the scientific feasibility of economic calculations, to support the establishment of planned indicators based on progressive technical-economic standards of material and labor costs, taking into account scientific and technical achievements, production and labor organization;

- To improve the planning of the economic indicators of Company, to achieve a high level of reliability, to carry out work on creating and improving the normative base for planning, the norms of spending commodity assets, working capital and the use of production capacities;

- Organization of technical and economic planning of the Company's production units, calculation of the economic efficiency of capital funds, rationalization proposals and inventions, measures for maximum attraction of production reserves, introduction of new techniques and technologies, development of methodological materials on scientific organization of work;

- organizing work on introducing, improving and increasing the role of methodical leadership and management methods, expanding inter-farm settlements;

- Ensuring strict compliance with the regime of saving material, labor and financial resources in all areas of economic activity of Company;

- participation in improving the organization of production, increasing labor productivity and production efficiency, preparing proposals aimed at strengthening economic independence and economic responsibility of the Company;

□ Development of reasonable forms of planning, accounting and reporting documents used in Company, as well as wide implementation of automated management systems and computing techniques for economic calculations in the field of planning, accounting and analysis of economic activity;

□ ensuring compliance with financial discipline, accounting, monitoring the execution of planned tasks, organizing a comprehensive economic analysis, evaluating the results of production and economic activity of the Company and its divisions, developing measures for the use of reserves within the economy, certification and rationalization of workplaces;

□ Management of economic research conducted in Company, conclusion of agreements on creative cooperation with research institutes and higher educational institutions;

□ to organize the development of methods of economic evaluation of measures aimed at the development of technologies, improvement of production organization, as well as the development of proposals for the practical use of the results of scientific research in the economic field;

□ implementation of measures to put the achievements of economic science into practice;

□ organizing economic calculations and analyzing the effectiveness of the introduction of new equipment and technologies, production, labor and management, as well as their rationalization proposals and inventions in the process of creating and developing new products;

□ Comparative analysis of the activities of Company and other organizations of the sector, control over the introduction of best practices in the field of economic work;

□ Participation in the development and implementation of measures to improve the economic indicators of the Company (increasing production, labor productivity, reducing production costs, increasing profits) and introducing progressive forms and methods of economic work;

□ Organization of financial activities for the provision of financial resources for the fulfillment of the company's production tasks, safe and effective use of fixed assets and working capital, labor and financial resources of the organization, timely payment of obligations to the state budget, suppliers and banks;

□ development of long-term and annual financial and cash plans, loan orders, delivery of approved indicators to the Departments of the Company, participation in the preparation of draft plans for the sale of products (works, services), planned indicators of profit and increase of production profitability;

□ Determination of the Company's need for all types of loans, sources of financing for technical re-equipment and reconstruction of the organization, construction of new productions;

□ to organize the development of measures for the norms and acceleration and circulation of working capital;

□ ensuring timely receipt of income, payment of suppliers' accounts, timely completion of financial settlement and bank operations, payment of wages to workers and servants;

□ control the correctness of preparation, formalization and approval of budget estimates of new equipment introduction costs, development fund cost estimates, material incentive fund funds, social development fund funds, earmarked funds, as well as other documents related to the financial activities of the Company;

□ Financial and credit plan, product sales plan, profit plan and other financial indicators, stop production of unsold products, monitor proper spending of funds and targeted spending of personal and loan funds;

□ Analysis of the financial and economic activities of Company, participation in the development of proposals aimed at preventing the formation and destruction of unused commodity wealth, increasing production profitability, reducing production costs, strengthening financial discipline, economic accounting, improving production management apparatus;

□ management of work on increasing the level of economic knowledge of workers and employees;

□ ensuring timely preparation and submission of the specified financial reports and the report on the results of economic activity to the higher authorities;

□ to lead the structural divisions of the Company that perform economic and financial work, to help implement the most economically optimal solutions for production management;

□ organization of informing the employees of the department about the policy, goals in the field of quality, requirements of the quality management system:

a) analysis of the performance of SMT units (process) according to established criteria;

b) assist in the internal audit of the SMT as the head of the department (process) in accordance with their implementation program;

c) take necessary measures to eliminate identified inconsistencies as soon as possible;

g) to organize the development and implementation of corrective and warning actions based on the results of the inspection and non-compliance reports;

d) organization of a report-analysis structure on the production process from the half-year to the 5th of the following month;

e) evaluation of the effectiveness of the implemented corrective and warning actions;

or) organization of providing structural units with necessary resources and information.

4.7 The following departments are subordinate to the Deputy Chairman of the Board for Economy and Finance:

- Accounting service;
- Contract fulfillment and treasury department;
- Labor support and payroll department;
- Department of strategic planning and business development;
- Department of material technical support;
- Marketing and sales department;
- Group of declarants;
- Finished product warehouse.

4.8 The rights of the Deputy Chairman of the Board for transport and logistics are as follows:

To request the necessary information from the company's divisions in order to fulfill the assigned tasks.

According to the power of attorney of the management, performing the tasks specified in this instruction, signing accounts and invoices by JSC "DKZ" in other organizations, institutions and enterprises;

Preparation of proposals for the application of disciplinary sanctions and incentives to employees of departments subordinate to the management of the enterprise.

Issuing orders regarding the activities of subordinate units.

4.9 The responsibilities of the Deputy Chairman of the Board for transport and logistics are as follows:

Providing leadership and control over the production-economic activities of transport units subordinate to him.

- Organization of railway and road transport works of the enterprise to fulfill the cargo transportation plan.

- Organization, adjustment and control of the implementation of operational plans for loading, unloading and centralized import-export of goods during the day and shift. Development, implementation and control of measures to reduce traffic interruptions in cargo operations, increase the transport and rail transport capacity of warehouses, yards and roads, and ensure the rational use of loading and unloading machines, mechanisms and vehicles.

- Coordinating the mutual cooperation of enterprise units and ensuring timely transportation and processing of goods, taking prompt measures for effective use of the traffic structure.

- Controlling all types of transport, structures, technical condition of roads within the plant, taking effective measures for their timely and quality repair, replacement of obsolete equipment.

- Take measures to provide transport units with equipment, materials and spare parts in a timely manner.

- Reviewing materials on the rational use of vehicles in all departments, preparing proposals for them, including punishing the guilty employees of the enterprise.

- Control of maintenance of railways, roads, fields located in the territory of the enterprise.

- Ensuring the conclusion of contracts for the use of the entrance road of the enterprise (or the delivery and cleaning of wagons) in full accordance with the charter rules of railways, the rules of cargo transportation and the technological process of the entrance road, and the repair of road and railway transport; own wagon fleet, railway tracks on the balance sheet of the enterprise;

development of technical documents related to transport work, obtaining transit codes, transportation of goods with organizations and structures that provide forwarding of received and sent goods; rental of rolling stock for the needs of the enterprise, supply of spare parts and components for the rolling stock of the enterprise's railway and automobile industry;

obtaining fuel and lubricants.

- Participation in business plan development.

- Timely determination of non-production costs and loss cases and submission of documents for compensation of losses to the commission of non-production costs.

- Inspection of the railway transport devices and structures of the enterprise to the spring and autumn commissions, control of the readiness of subordinate units to work in winter conditions.

- Control of compliance with production and labor discipline of employees of subordinate units.

- To be responsible for the organization of work and the state of labor protection in subordinate units, as well as taking measures against fire.

- To ensure timely and safe transport service to the enterprise with the most effective use of means of transport, technically correct use, and to organize the safe operation of railways, automobiles and other types, as well as railways and access roads, which are on the balance sheet of the enterprise.

- Control of the timely and high-quality implementation of repair and maintenance of transport vehicles, as well as organization of testing after loading and unloading of the repair and lifting devices used by the transport service.

- Participation in the investigation of traffic accidents that occurred at the enterprise and investigation of traffic accidents that occurred on the territory of the enterprise.

Analyzing the causes of these accidents and accidents and developing measures to prevent them.

- Establishing the development of rules defining the order of cargo transportation and processing in the enterprise, as well as the organization of the responsibility of departments and their employees for the use of traffic and loading-unloading means.

- Analysis of the use of transport and unloading facilities in all departments.

- Ensuring the preparation of motor vehicles for transporting goods in the prescribed manner.

- Leading the organization of accounting and reporting of road and railway transport works and presenting them to the head of the enterprise.

- In accordance with the Decree of the Cabinet of Ministers of the Republic of Uzbekistan dated 12.01.1999 No. 12 "On Measures to Strengthen Executive Discipline", the execution of Decrees, orders and assignments of the President of the Republic of Uzbekistan, decisions, orders and assignments of local authorities and higher economic bodies, as well as:

- a) control and analysis of the implementation of the above-mentioned directive documents;

- b) take measures against those who violate the executive discipline;

- c) taking measures to expand the economic activity of the enterprise;
- d) ensuring timely conclusion of contracts with suppliers and consumers, expanding direct long-term economic relations.
 - To inform the chairman of the board about the state of affairs related to his authority.
 - Organization of providing information to the employees of the department about the quality policy, goals in the field of quality, requirements of the quality management system:
 - a) analysis of the performance of the SMT department (process) in accordance with the established criteria;
 - b) ensure the participation of trained employees of the department as auditors in internal audits of the SMT;
 - c) Assisting the internal audit of the SMT under the supervision of the head of the department (process), in accordance with their implementation program;
 - d) ensure that necessary measures are taken to eliminate identified inconsistencies in a short period of time;
 - e) to organize the development and implementation of corrective and warning actions regarding the formalization of audit results and statements of non-conformities;
 - f) To prepare a report-analysis on the operation of the process by the 5th of the following month from the half-yearly period;
 - g) evaluating the effectiveness of the corrective and warning actions taken.

4.10 The following departments are subordinate to the Deputy Chairman of the Board for supply and logistics:

- Sewing workshop;
- Storage of fuel and lubricants;
- Building and construction improvement and service department;
- Logistics department;
- ATTs;
- Railway workshop.

5. PROCEDURE OF THE MANAGEMENT OF THE COMPANY

5.1 The meeting of the management of the Company is held in necessary cases, but at least once a month. Issues introduced by the management of the company for the decision of the supervisory board or the general meeting of shareholders are necessarily discussed in advance at the management meeting. The chairman of the board or a member of the board authorized by him informs and defends the opinion of the board at the supervisory board and the general meeting of shareholders.

5.2 The management of the Company has the right to solve the issues included in its agenda, if more than 50% of the members of the management participate in the meeting.

5.3 Decisions at the meeting of the board of Company are made by a simple majority vote of the members of the board attending the meeting. Each member of the board has one vote when matters are resolved at the board meeting. In case of equal votes, the vote of the Chairman of the Board of the Company is decisive.

5.4 The meeting of the management of the Company is conducted by the chairman of the management or by the member of the management who is directly related to the issue under consideration.

5.5 The secretary of the management of the Company organizes the keeping of minutes of the management meetings. Excerpts from minutes of board meetings:

- to the chairman and auditor of the Supervisory Board of the Company in a mandatory manner;

- at the request of other officials and the auditor only on the basis of the permission of the chairman of the board;

- given to other persons and bodies (including state bodies) in cases stipulated by the current legal documents.

6. RESPONSIBILITY OF THE MANAGEMENT OF THE COMPANY

6.1 The members of the management of the company are fully responsible for the damage caused to the company as a result of not performing their duties or not performing them to the required extent in accordance with the current legal documents of the Republic of Uzbekistan and the charter of the company.

6.2 Board members do not have the right to establish or participate in the establishment of Associations, whose activities cause difficulty in providing the services of the Association to customers. When a member of the management

board is appointed to a position, he must stop his participation in such societies and inform the supervisory board of the Company about it.

6.3 The chairman and members of the board of the company are responsible for the damage caused to the company and full compensation for the damage caused to the company as a result of not fulfilling their obligations to the company and its shareholders in accordance with the laws and the charter of the company.

6.4 Members of the Board of Directors of the Company who did not participate in voting on the decision that caused damage to the Company or voted against this decision shall not be held responsible.

6.5 A shareholder (shareholders) who own at least a percentage of the total number of ordinary shares placed by the Company has the right to apply to the court against the members of the management board with a claim for compensation for damages caused to the Company.

This Regulation is translated from Uzbek into English. If there are differences between the English and Uzbek versions, the Uzbek version shall prevail.