

“APPROVED”
With the minutes of the 64-th Extraordinary
General Meeting of Shareholders of
Uzmetkombinat JSC on February 6, 2024

R E G U L A T I O N
JSC “UZMETPLANT”
“CONCERNING THE SUPERVISORY BOARD”

Bekobad city – 2024

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I. GENERAL PROVISIONS

1.1. These Regulations have been developed in accordance with the Law of the Republic of Uzbekistan “On Joint-Stock Companies and Protection of Shareholders’

Rights”, the Decree of the President of the Republic of Uzbekistan “On the next reforms to improve the business environment and create conditions for sustainable economic growth through the development of the private sector” No. PF-101 dated April 8, 2022, the Resolution of the Cabinet of Ministers “On approval of the Strategy for management and reform of state-owned enterprises in 2021-2025” No. 166 dated March 29, 2021, the Charter of “Uzmetkombinat” JSC (hereinafter referred to as the Company) and other regulatory legal acts, and determine the status, powers, rights and obligations of the Supervisory Board of the Company, as well as the procedure for electing its members and their work.

1.2. Supervisory Board – a governance body that exercises general governance of the Company’s activities and performs the functions assigned to it by legislative documents, the Company’s Charter, and internal regulatory documents.

1.3. The Supervisory Board of the Society carries out its activities in accordance with the current legislation, the Charter of the Society and this Regulation.

II. SCOPE OF AUTHORITY OF THE SUPERVISORY BOARD

2.1. The number of members of the Supervisory Board of the Society consists of 9 (nine) people.

2.2. The scope of authority of the Supervisory Board of the Society includes:

2.3. Determining the priority directions of the Society’s activities while regularly hearing the report of the Society’s Executive Body on the measures taken to achieve the Society's development strategy

2.3.1. Determining the priority directions of the Society’s activities while regularly hearing the report of the Society’s Executive Body on the measures taken to achieve the Society’s development strategy;

2.3.2. Convening annual and extraordinary general meetings of shareholders, except for cases provided by law;

2.3.3. Preparation of the agenda of the general meeting of shareholders;

2.3.4. Determination of the date, time and place of the general meeting of shareholders;

2.3.5. Determining the date of formation of the register of shareholders of the Company for notification of the holding of the General Meeting of Shareholders;

2.3.6. Inclusion of amendments and additions to the Company’s Charter or approval of the Company’s Charter in its new edition on the agenda of the general meeting of shareholders;

2.3.7. Organization of determining the market value of property;

2.3.8. Election (appointment) of members of the executive body of the society (except for the chairman), early termination of their powers;

2.3.9. Appointing the corporate advisor and approving the charter defining the procedure for his activity;

2.3.10. Approval of the annual business plan of the society. In this case, the business plan of the Society for the next year must be approved at the meeting of the

Supervisory Board of the Society no later than December 1 of this year.;

2.3.11. Establishing the internal audit service and appointing its staff, as well as hearing its reports every quarter;

2.3.12. Free access to any documents related to the activities of the Executive Body of the Company and receipt of these documents from the Executive Body in order to perform the tasks assigned to the Supervisory Board of the Company. The Supervisory Board of the Company and its members may use the received documents only for official purposes.;

2.3.13. Conducting an audit (except for a mandatory audit), determining the audit organization, the maximum amount of fees for its services, and making a decision on concluding a contract with it (cancellation of the contract);

2.3.14. Making recommendations regarding the amount of dividend, the form and procedure of its payment;

2.3.15. Use of the reserve fund and other funds of the society;

2.3.16. Establishment of branches of the society and opening of representative offices;

2.3.17. Organization of subsidiary and subsidiary economic societies of the society;

2.3.18. Making decisions on concluding major transactions and concluding transactions with affiliated persons of the Company in cases provided for by law;

2.3.19. Conclusion of transactions related to the participation of the company in commercial and non-commercial organizations in accordance with the procedure established by law;

2.3.20. Adoption of a decision on the repurchase of the company's corporate bonds;

2.3.21. To resolve issues of increasing the authorized capital of the Company, as well as issues of introducing amendments and additions to the Charter of the Company related to increasing the authorized capital of the Company and reducing the number of issued shares of the Company;

2.3.22. Determination of the price of placement of shares (release of securities to the stock market and the organized over-the-counter market) in accordance with the legislation;

2.3.23. Decision-making by the company on the issue of corporate bonds, including bonds that can be exchanged for shares;

2.3.24. Deciding on the issuance of derivatives of securities;

2.3.25. Review of annual and quarterly schedules of public purchases, as well as lists of goods (works, services) planned to be imported, regarding the appropriateness of purchases;

2.3.26. Approval of the first deputy of the head of the executive body of the society for transformation issues and the cost estimate of the project office;

2.3.27. To determine the remuneration and maximum amounts payable to the Executive Body of the Company and to approve the organizational structure of the Company, as well as issues related to amendments thereto, including consideration of the issue of returning the full amount of remuneration paid by the Executive Body to the

Company in the previous reporting year in the event that the business plan indicators are not met or important performance indicators are assessed as “low” or “unsatisfactory”;

2.3.28. O provide the head of the Executive Body of the Company with a special reward (in addition to the incentive provided for in paragraph 2.2.27 of these Regulations) for the qualitative and timely implementation of privatization processes, including public offering of shares (IPO), or to establish liability measures for failure to implement them;

2.3.29. Consider and make appropriate decisions on the acquisition or construction of new real estate properties specific to the Company’s main activity, the acquisition of shares in the authorized capital of business companies, as well as the engagement in additional activities outside the main activity;

2.3.30. Mandatory prior review of agreements (agreements, contracts, memorandums, etc.) on the alienation of property by a company, the form and mechanism of its sale, and investments by third parties in the authorized capital of enterprises with state participation and their constituent enterprises;

2.3.31. Approval of the regulation on the procedure for conducting competitions and selecting candidates for leadership positions of the Executive body (Governance) of the society.

2.3.32. Approval of changes to the staffing table related to the increase in the number of employees;

2.3.33. Approving the selection regulations for senior management positions (in accordance with Appendix 2) and agreeing on their appointment (except for positions included in the Board membership);

2.3.34. Approval of the regulation on information policy;

2.3.35. Determining the procedure and conditions for providing (receiving) sponsorship (charity) or gratuitous assistance and making decisions on this matter;

2.3.36. Organization of evaluation of the corporate management system in the society, selection of an independent organization with the right to evaluation on the basis of selection;

2.3.37. Strategy, which consists of members of the Supervisory Board and Investments, Audit, Appointments and Incentives, Anti-Corruption and Ethics Committees, as well as other committees as required;

2.3.38. Accelerating the transition of society to a green economy;

2.3.39. Effective organization of transformation processes in society, optimization of external debts of the enterprise, introduction of a modern procurement system, attraction of alternative funds for financing investment projects;

2.3.40. To resolve other issues in accordance with the legislation and the Charter of the Society.

2.3.41. Issues within the competence of the Supervisory Board of the Company may not be transferred to the Executive Body of the Company for resolution.

III. ELECTION OF MEMBERS OF THE SUPERVISORY BOARD AND

EARLY TERMINATION OF THEIR AUTHORITY

3.1. Members of the Supervisory Board of the Company are elected by the general meeting of shareholders for a term of 3 (three) years in accordance with the procedure stipulated by the legislation and the Charter of the Company.

3.2. Persons elected to the Supervisory Board of the Society may be re-elected without limitation.

3.3. Members of the Executive Body (Director) of the Company, persons working under an employment contract (contract) in the Company's subsidiaries and subordinate economic entities, and members of the management bodies of these entities may not be elected to the Supervisory Board of the Company.

3.4. Persons working in the Company under an employment contract (contract) may not be members of the Supervisory Board of the Company..

3.5. The election of members of the Supervisory Board of the society is carried out by cumulative voting

3.6. In cumulative voting, the number of votes belonging to each shareholder is multiplied by the number of persons to be elected to the Supervisory Board of the Company, and the shareholder has the right to give the votes thus obtained in full to one candidate or to divide them between two or more candidates..

3.7. The candidates who receive the most votes are considered elected to the Supervisory Board of the Company.

3.8. A member of the Supervisory Board of the Company shall be recognized as an affiliated person of the Company from the date of his/her election. Accordingly, he/she shall, no later than three business days from the date of his/her election, notify the Company in writing of his/her affiliation, specifying the information specified in the form provided in Appendix 1 to these Regulations..

3.9. Premature termination of the powers of members of the Supervisory Board of the Company is carried out by the general meeting of shareholders in accordance with the procedure provided for by the law and the Charter of the Company.

3.10. A member of the Supervisory Board may be relieved of his duties in the following cases:

- uses his/her position or position of office to harm the Society for personal gain or the gain of another person;

- If he acts dishonestly and irrationally against the interests of society and its shareholders;

- Disclosure of confidential information about the company's activities, including insider information, if it allows third parties to use it for their own purposes;

- If the company does not regularly participate in the meetings of the Supervisory Board, the meetings of the committees under the Supervisory Board;

- conceals information about transactions in the conclusion of which he may be recognized as an interested party;

- If the shareholder presents another candidate instead.

IV. REQUIREMENTS FOR PERSONS ELECTED TO THE SUPERVISORY BOARD

4.1. Impeccable performance as a member of the Supervisory Board and individuals with personal reputation and knowledge, skills and experience required to make decisions related to the authority of the Supervisory Board and effectively perform their functions are recommended.

4.2. A person with the following qualification requirements can be recommended as a candidate for the membership of the Supervisory Board of the Society:

Higher education or a scientific degree, or additional education in the field of management;

has work experience in the field of asset management of state or economic management bodies and/or in an industry related to the Company's activities;

has work experience in management positions, including in the composition of Supervisory Boards;

Possesses special skills (strong communication skills, qualities necessary to carry out activities based on the principles of transparency, objectivity, constructiveness and professionalism) related to participation in various collegial bodies, including membership in the committees of the Supervisory Board;

Possess a corporate manager qualification certificate issued by the Higher School of Business and Entrepreneurship under the Cabinet of Ministers of the Republic of Uzbekistan (this requirement applies to representatives of the state invited to the Supervisory Board of the Company for state participation).

V. CHAIRMAN AND DEPUTY CHAIRMAN OF THE SUPERVISORY BOARD

5.1. The Chairman and Deputy Chairman of the Supervisory Board of the Company are elected by the members of the Supervisory Board from among the members of this Board by a majority vote of the total number of members of the Supervisory Board..

5.2. The Supervisory Board of the Company has the right to re-elect the Chairman of the Board and (or) the Deputy Chairman of the Board by a majority vote of the total number of members of the Supervisory Board..

5.3. Chairman of the Supervisory Board of the Society:

- Organizes the work of the Supervisory Board;
- Calls and presides over meetings of the Supervisory Board;
- Organizes the keeping of minutes at the meetings of the Supervisory Board;
- He chairs the general meeting of shareholders.

5.4. In the absence of the chairman of the Supervisory Board and the deputy chairman of the Supervisory Board, one of the members of the board performs his duties.

VI. PROCEDURE FOR ORGANIZING AND CONDUCTING MEETINGS OF THE SUPERVISORY BOARD

6.1. The meeting of the Supervisory Board of the Society is convened by the Chairman of the Supervisory Board on his own initiative, at the request of the member of the Executive body, as well as other persons specified in the Charter of the Society.

6.2. The organization and holding of meetings of the Supervisory Board of the Society can be carried out on the basis of a well-developed plan. Such a plan is formed by all members of the Supervisory Board, the Executive body and, if necessary, the Chairman of the Supervisory Board based on proposals received from the auditor of the Company and the Internal Audit Service..

6.3. The Chairman of the Supervisory Board of the Company shall create opportunities for all participants in the Supervisory Board meeting to prepare for its proper conduct and to actively participate in the discussion of the issues raised at it. Members of the Supervisory Board of the Company shall allocate sufficient time to prepare for and participate in the meetings of the Supervisory Board..

6.4. Meetings of the Supervisory Board of the Society are held at least once every quarter, at which the following issues are considered in mandatory order:

- Reports of the Executive Body of the Company on the implementation of the Company's business plan, on measures taken to achieve the Company's development strategy, on purchases made by the Company, on the activities of subsidiary companies and branches (representative offices) related and unrelated to the main (in accordance with the Regulation) activities of the Company, on the implementation of commercial and non-commercial goals by the Company;
- Reports of the first deputy of the head of the executive body of the society on transformation issues, on the transformation, the purchases made;
- Report of the internal audit service;
- Strategy established under the Supervisory Board and conclusions and recommendations of the Investments, Appointments and Incentives, Anti-Corruption and Ethics, Audit, Procurement and other committees on matters considered by them.

6.5. The quorum for holding a meeting of the Supervisory Board of the Company shall be not less than seventy-five percent of the members elected to the Supervisory Board of the Company.

6.6. If the number of members of the Supervisory Board of the Company is less than seventy-five percent of the number stipulated by the Charter of the Company, the Company is obliged to convene an extraordinary general meeting of shareholders to elect a new composition of the Supervisory Board. The remaining members of the Supervisory Board have the right to make a decision to convene such an extraordinary general meeting of shareholders, as well as to appoint a temporary acting head of the Executive Body of the Company in the event of premature termination of his/her powers.

6.7. Decisions at the meeting of the Supervisory Board of the Company shall be made by a majority vote of those present at the meeting. When resolving issues at the meeting of the Supervisory Board of the Company, each member of the Supervisory Board shall have one vote.

6.8. The following decisions are taken unanimously by the members of the

Supervisory Board of the Society:

- Decisions on increasing the authorized capital of the Company and on making relevant amendments to the Company's Charter;
- a decision to enter into large transactions in cases provided for by law;
- Resolution on approval of the transaction concluded with the Company's affiliates;
- Decision on the issue of bonds convertible into shares by the company;
- decisions made by absentee voting (by poll).

6.9. One member of the Supervisory Board of the Society is not allowed to give his vote to another member of the Supervisory Board.

6.10. In case of equality of votes of the members of the Supervisory Board of the Society, the vote of the Chairman of the Supervisory Board of the Society is the decisive vote in the decision-making process of the Supervisory Board.

6.11. Minutes are kept at the meeting of the Supervisory Board of the Society. Minutes of the meeting of the Supervisory Board shall be drawn up no later than ten days after the meeting. The minutes of the meeting indicate the following:

- date, time and place of the meeting;
- persons present at the meeting;
- agenda of the meeting;
- issues put to vote, the results of voting on them;
- decisions made.

6.12. The minutes of the meeting of the Supervisory Board of the Society shall be signed by the members of the Supervisory Board of the Society participating in the meeting and the secretary of the meeting. The members of the Supervisory Board are responsible for the correct execution of the minutes of the meeting.

6.13. The company shall appoint a person to act as secretary of the Supervisory Board meetings and to keep minutes. In this case, a corporate advisor, securities specialist, head of the corporate governance department or other specialist may be appointed as the secretary of the Supervisory Board.

6.14. Decisions of the Supervisory Board of the Company may be adopted unanimously by all members of the Supervisory Board of the Company by absentee voting (by poll). In this case, the written opinion of a member of the Supervisory Board who was not present at the meeting of the Supervisory Board on the issues on the agenda of the meeting shall be taken into account, and the written opinion of a member of the Supervisory Board may be promptly sent and received using modern information and communication technologies (telephone, electronic communication, social media messengers, etc.). In the event that a meeting of the Supervisory Board of the Company is held by absentee voting (by poll), this shall be indicated in the minutes of the meeting.

6.15. The meeting of the Supervisory Board of the Company may be held remotely using information and communication technologies, including a videoconference system, in which case the members of the Supervisory Board participating in the meeting may discuss and vote on the issues on the agenda. If the meeting of the Supervisory Board of

the Company is held remotely using a videoconference system, this shall be indicated in the minutes of the meeting, and this meeting shall not be recognized as having been held by absentee voting.

6.16. It is not allowed to hold meetings of the Supervisory Board to hear the quarterly report of the Executive Body by absentee voting (by poll).

6.17. The minutes of the meeting of the Supervisory Board of the Company shall be submitted to the Executive Body of the Company for execution on the day of their signing. In the event that the Supervisory Board adopts a decision to convene a general meeting of shareholders, information about this decision shall be submitted to the Executive Body of the Company on the day of the meeting of the Supervisory Board.

VII. RIGHTS AND OBLIGATIONS OF MEMBERS OF THE SUPERVISORY BOARD

7.1. A member of the Supervisory Board has the following rights:

- To personally participate in the meeting of the Supervisory Board and to speak on the issue being discussed at the meeting within the time allotted by the regulations;
- Obtaining complete and reliable information about the results of the Company's activities and its development plans for a certain period, as determined by the Supervisory Board;
- Request and receive any information (documents and materials) regarding the Company, as well as its branches and subordinate legal entities, from the Executive Body of the Company;
- to request to include his/her own opinion on issues on the agenda, decisions being made in the minutes of the Supervisory Board meeting;
- Proposing issues to be included in the agenda of the Supervisory Board meeting;
- To familiarize yourself with the minutes of the meetings of the Supervisory Board and other collegial bodies of the Company and to obtain copies of them;
- receive compensation for salary and (or) expenses for the period of service on the Supervisory Board in accordance with the procedure established by law and the Company's internal documents.

7.2. Members of the Supervisory Board, in exercising their rights and fulfilling their obligations, must act conscientiously and rationally in the interests of the Company, and not disclose confidential information known to them and Company documents constituting service and commercial secrets.

7.3. Members of the Supervisory Board must not allow their position and information obtained about the Company's activities to be used for personal gain, as well as the use of this information by other persons for personal gain.

7.4. Members of the Supervisory Board must personally attend the meeting of the Supervisory Board. If there is no opportunity to participate in the meeting, the member of the Supervisory Board shall inform the Supervisory Board about it, stating the reasons. At the same time, a member of the Supervisory Board has the right to send his written opinion on the issues on the agenda in accordance with this Regulation.

7.5. A member of the Supervisory Board who is an affiliated person is obliged to notify the Company of his/her affiliation in concluding a transaction with the Company by sending a written notification containing information about the transaction to be concluded, including the persons participating in the transaction, information about the subject of the transaction, and the essential terms of the relevant agreement.

7.6. Members of the Supervisory Board shall not be entitled to receive any remuneration, directly or indirectly, for influencing the adoption of any decisions by the Supervisory Board.

7.7. Members of the Supervisory Board do not have the right to use the Company's opportunities (property and non-property rights, opportunities in the field of economic activity, information about the Company's activities and plans) for the purpose of personal gain.

7.8. Members of the Supervisory Board are obliged to perform their duties honestly and in the best interests of the Company.

7.9. Members of the Supervisory Board must fulfill the following fiduciary obligations:

- Obligation to show diligence – the member of the Supervisory Board must act in good faith and on the basis of diligence;
- Obligation to demonstrate loyalty and avoid conflict of interests – members of the Supervisory Board are required to act primarily based on the interests of the company.;
- Obligation to exercise due diligence – requires members of the Supervisory Board to exercise due care when making decisions regarding the company;
- Obligation to use independent judgment - to make decisions independently, without taking into account personal and other interests, from the member of the Supervisory Board.

VIII. RESPONSIBILITY OF SUPERVISORY BOARD MEMBERS

8.1. The members of the Supervisory Board of the Society must act in the interest of the Society and be responsible in the prescribed manner while exercising their rights and fulfilling their obligations.

8.2. If more than one person is liable, their liability to the Society shall be joint and several liability.

8.3. Members of the Supervisory Board of the Company who did not participate in voting on a decision that caused damage to the Company or voted against this decision shall not be liable.

8.4. The Company or a shareholder(s) owning at least one percent of the total number of shares placed by it shall have the right to file a lawsuit against a member of the Company's Supervisory Board with a claim for compensation for damages caused to the Company.

8.5. The member of the Supervisory Board of the Society shall be responsible for the damage caused to the Society as a result of the following:

- Providing misleading or knowingly false information;
- Violation of the procedure for providing information established by law;

Proposing to conclude major transactions that cause damage to the Company and (or) transactions in the implementation of which there is an interest, including proposing to conclude transactions with the Company with the aim of obtaining profit (income) for themselves or their affiliated persons as a result of concluding such transactions.

IX. SUPERVISORY BOARD COMMITTEES

Committees may be established from among the members of the Supervisory Board to consider the most important issues and prepare recommendations to the Supervisory Board of the Company.

9.1. The following committees may be established in the Company by decision of the Supervisory Board:

- Committee on Strategy and Investments;
- Audit Committee;
- Nominations and Incentives Committee;
- Anti-Corruption and Ethics Committee;
- Procurement Committee;
- Sustainable Development and ESG Committee and other committees.

9.2. The activities of all committees are regulated by internal documents, which include rules such as the composition of the committee, its powers, procedures, and the rights and obligations of its members.

9.3. The composition of the committees will consist of members of the Supervisory Board. If necessary, members of the Executive Body of the Society, employees of the Society and external experts may be involved in the work of the committees.

9.4. The Chairman of the Strategy and Investments Committee of the Supervisory Board of the Society is appointed from among its independent members, and this committee is entrusted with the tasks of continuous management of the transformation and privatization processes of the enterprise.

9.5. Members of the committees are elected by a majority vote from among the members of the Supervisory Board for the duration of their term of office, based on the recommendation of the Chairman of the Supervisory Board of the Company. The Supervisory Board appoints the Chairman of the committee from among the members of the committee.

9.6. The meeting of the Committee shall be considered authorized if at least 2/3 of its members participate in it, and the chairman of the Committee shall be present. Decisions at the meeting shall be made by a simple majority of votes. Each member of the Committee shall have one vote..

9.7. The decision of the committee shall be recorded in the minutes of the meeting. These minutes shall be kept by the secretary of the committee and signed by the members who participated in the voting.

X. INDEPENDENT MEMBER OF THE SUPERVISORY

10.1. The Supervisory Board of the Company must include at least one independent member, who may be re-elected annually. In this case, the nomination of candidates and voting for the independent member of the Supervisory Board shall be carried out by state representatives.

10.2. The following persons who meet the requirements for independent membership established by legislative acts may be nominated for election as independent members of the Supervisory Board of the Company:

- persons who are members of professional societies or organizations;
- employees of higher education and/or research institutions;
- Persons who are considered leaders of other organizations and enterprises not related (affiliated) to this Company, who are familiar with corporate legislation and are familiar with corporate governance methods and principles;
- Persons who have been retired for the last three years, have worked for this Company for a long time and have extensive experience in the field of enterprise management;
- foreign experts with experience and skills in financial analysis and strategic planning.

Nomination of an independent candidate for a member of the Supervisory Board is carried out by a shareholder (shareholders) owning at least one percent of all voting shares of the Company.

10.3. An independent member of the Supervisory Board shall perform the same duties as other members and ensure the principle of independence in decision-making.

XI. FINAL PROVISIONS

11.1. This Regulation shall enter into force on the date of approval by the general meeting of the Company's shareholders.

11.2. This Regulation, as well as amendments and additions to it, shall be approved by the general meeting of shareholders. Proposals for amendments and additions to the Regulation may be submitted by the Company's shareholders and members of the Company's Supervisory Board.

If, as a result of changes in the legislation of the Republic of Uzbekistan, certain provisions of these Regulations contradict or become invalid, the members of the Supervisory Board of the Company shall act in accordance with the current legislative acts of the Republic of Uzbekistan until the amendments to the Regulations are made.

JSC "Uzmetplant"
Member of the Supervisory Board
 by _____

NEWSLETTER

In accordance with Article 85 of the Law of the Republic of Uzbekistan "On Joint-Stock Companies and Protection of Shareholders' Rights" and the Rules for the Provision and Publication of Information on the Securities Market (registered with the Ministry of Justice under No. 2383 on July 31, 2012), I hereby inform that I am an affiliated person with respect to JSC "Uzmetplant".

Affiliate Information:

Surname, first name, patronymic	
Main place of work, position	
Address and email address if available	
Personal identification number of an individual (PINI)	
Taxpayer identification number (TIN)	
Кузатув кенгаши таркибига сайланган сана ва қарор рақами	
Date of election to the Supervisory Board and decision number	
Workplace and position in other organizations	
A copy of the identity document	
Copy of Personal Savings Pension Account	

 (L.F.M)
 Date: _____

 (signature)

T/p	Position
1.	Executive Director
2.	Director of Development and Quality
3.	Finance Director
4.	Chief Accountant
5.	Director of General Affairs

6.	Commercial Director
7.	Director of the Production Directorate
8.	Head of the steel smelting complex in Elektro
9.	Head of the rental complex
10.	Director of the Technical Directorate
11.	Director of the service and service center
12.	Director of Personnel and Organizational Development Directorate
13.	Director of the Information Technology Directorate
14.	Director of Production Assurance Department
15.	Director of the “Secondary ferrous metals” department
16.	Director of Marketing and Sales Department
17.	Director of the Legal Department
18.	Director of the Department of Industrial Safety and Labor Protection
19.	Director of the Department of Corporate Security and Resource Protection