

**" O'zmaxsusmontajqurilish " AK
"APPROVED" as Appendix 8 to the
Decision of
the sole shareholder
dated July 8
, 2022**

**REGULATION ON FINANCIAL REWARDS (INCENTIVES) OF THE
SUPERVISORY BOARD AND AUDIT COMMISSION MEMBERS OF THE
JOINT STOCK COMPANY " O'zmaxsusmontajqurilish "**

I. General rules

1. "Regulation on material rewards (incentives) of the members of the supervisory board and audit commission of the joint-stock company "O'zmaxsusmontajqurilish " by the joint-stock company "O'zmaxsusmontajqurilish " (hereinafter referred to as the "Regulation"), to the Civil and Labor Codes of the Republic of Uzbekistan , to the Law of the Republic of Uzbekistan "On the Protection of Joint-Stock Companies and Shareholders' Rights", to the Decree of the President of the Republic of Uzbekistan dated January 24, 2012 "On measures to radically increase the share and importance of the private sector in the economy of Uzbekistan" PF-3202 - number, 2019 of the Cabinet of Ministers It was prepared based on the decision No. 356 of April 26 "On measures to further improve the state asset management system" and the charter of the joint-stock company "O'zmaxsusmontajqurilish " (hereinafter referred to as the "Company").

This Regulation defines the procedure for awarding the members of the Company's supervisory board and audit commission.

2. This Regulation is approved by the Company's sole shareholder - the Company's top management body, and all changes and additions to it are made by the Company's sole decision.

The sole shareholder of the company may set a different method of remuneration in relation to the independent member of the supervisory board of the company.

II. Terms and definitions

3. The following terms and definitions are used in this Regulation:

- **The Board of Directors of the Company** - carries out general management of the Company's activities, except for the resolution of issues included in the scope of authority of the Company's sole shareholder by legal documents and the Company's charter.

- **The members of the company's supervisory board are elected for a period of one year by the decision of the sole shareholder of the company in accordance with the procedure stipulated in the Law of the Republic of Uzbekistan "On the Protection of Joint-Stock Companies and Shareholders' Rights" and the Company's Charter.**

- **The company's audit commission** is considered the control body of the company and performs internal financial, economic and legal control functions over the company's activities.

- **The members of the company's audit commission** are elected for a period of one year by the decision of the sole shareholder of the company in accordance with the procedure stipulated in the Law of the Republic of Uzbekistan "On the Protection of Joint-Stock Companies and Shareholders' Rights" and the Company's Charter.

- **remuneration** - payment or reimbursement of expenses related to the performance of functions and obligations of the members of the company's supervisory board and audit commission.

- **MHTEKM** - the minimum amount of wages established in the Republic of Uzbekistan.

III. Criteria for awarding members of the company's supervisory board and audit commission

4. The members of the company's supervisory board are awarded once every quarter and at the end of the year according to the results of the evaluation of the corporate management system carried out by an independent organization.

4.1. To the members of the supervisory board for personal participation in the meetings of the supervisory board of the company (in the amount of 3 times of MHTEKM every quarter).

4.2. According to the results of the evaluation of the corporate management system carried out by an independent organization, a one-time award at the end of the year is carried out in the following manner.

The company's corporate management system :

- when deemed "unsatisfactory" - reward is not calculated and paid;
- when it is found to be "low" - the reward is not calculated and paid ;
- when deemed "satisfactory" - to the chairman of the supervisory board of MHTEKM 4 times and to the members of the supervisory board in the amount of 3 times of MHTEKM ;
- when deemed "high" - to the chairman of the supervisory board of MHTEKM 5 times and to the members of the supervisory board in the amount of 4 times of MHTEKM .

6 . The sole shareholder of the Company may set additional criteria when making a decision on rewarding the members of the Company's Supervisory Board and Audit Commission.

7. The total amount of the bonus paid to the member of the company's supervisory board in one quarter is no more than 17.6 times the MHTEKM.

IV. Sources of rewards (incentives) for members of the company's supervisory board

7. The source of remuneration for the members of the company's supervisory board and audit commission is the company's funds.

8. In accordance with this Regulation, information on rewarding the members of the Company's supervisory board is disclosed by the Company in cases provided for by law.

The amount and procedure for rewarding members of the company's supervisory board

9. The remuneration of the members of the Company's supervisory board, specified in clauses 4.1 and 5 of this Regulation, may be reduced based on the following:

- in the case of absenteeism for no more than 50% of the meetings held during the quarter without reason (except for business trips, work holidays, illness, etc.), the amount of remuneration is reduced by 25%;

- In case of absence from more than 50 percent of the quarterly meetings of the company's supervisory board without reason (except for business trips, vacations, illness, etc.), the bonus will not be paid;

- When taking the initiative on issues that lead to the deterioration of the financial situation of the Company or cause damage to the Company or lead to violation of the established legislation;

- conceals important information for the Company during the adoption of the decisions of the Supervisory Board of the Company, which may lead to deterioration of the Company's financial situation as a result of the adoption of its decisions, or may cause damage to the Company or may lead to violations of the applicable legislation;

- When the complaints against some members of the company's supervisory board are confirmed by facts.

At the same time, the meetings of the Supervisory Board of the Company can be held with the personal participation of the members of the Supervisory Board, as well as through video conferences and telephone communications.

10. In the event that the terms of office of the members of the Supervisory Board of the Company are terminated early, and a new Supervisory Board is elected, each member of the Supervisory Board of the Company will be rewarded proportionally for the month of participation in the meetings.

11. The reward is paid according to the results of the quarterly/annual report, taking into account the following.

- the results of the evaluation of the corporate management system (annual awarding of members of the Supervisory Board);

- at the end of each quarter (quarterly awarding of Supervisory Board members);

12. Rewards are paid to the members of the company's supervisory board by transferring funds to their personal accounts or plastic cards in the amount and in the manner established by the current legislation, taking into account taxation.

13. The bank details of the members of the company's supervisory board are determined based on their application.

14. The person performing the functions of the secretary of the company's supervisory board shall keep reports and provide written information to the company's accounting department for the annual awarding of the members of the supervisory board based on the results of the evaluation of the corporate management system at the end of the year.

Also, the person performing the functions of the secretary of the Company's Supervisory Board shall submit information to the Company's accounting department for awarding the members of the Audit Committee within 5 days after receiving the conclusion (report) of the Company's Audit Committee on the end of the quarter.

may refuse to receive the award in full or in part, provided for in this Regulation, by submitting an application to the chairman of the company's supervisory board or the head of the company's executive body to refuse to receive the award .

VI. Taxation of bonus payments to members of the company's supervisory board and audit committee

16. Remuneration of the members of the company's supervisory board and audit commission is taxed in accordance with the tax legislation of the Republic of Uzbekistan.

VII. Final Rules

17. This Regulation shall enter into force from the second quarter of 2021 and shall remain in force until repealed.

18. Provisions not provided for in this Regulation are regulated by the current legislation.

19. If some provisions of this Regulation conflict with the legislation of the Republic of Uzbekistan and (or) the Company's charter, they shall lose their force and the relevant norms of the legislation of the Republic of Uzbekistan and (or) the Company's charter shall be applied.