

APPROVED by
Decision of the Strategic Planning
Committee of the Board of
Directors of
Abylkas Saginov Karaganda
Technical University NJSC
dated January 20, 2026 (No. 1)

**Work Plan of the Nomination and Remuneration Committee
of the Board of Directors of Abylkas Saginov
Karaganda Technical University for 2026**

BD No.	Issue No.	Issues considered	Deadlines	Responsible persons
1	2	3	4	5
1	1	On Amending the KPI Maps of the Board Members of Abylkas Saginov Karaganda Technical University NJSC	February 2026	Member of the Management Board - Vice-Rector for Strategic Development and Internationalization
	2	On Consideration the Report on the Activities of the Nomination and Remuneration Committee of the Board of Directors of Abylkas Saginov Karaganda Technical University NJSC		Corporate Secretary
	3	On Consideration the Report on the Work of the Board of Directors, its Committees, and the Corporate Secretary of Abylkas Saginov Karaganda Technical University NJSC for 2025		Corporate Secretary
	4	On Consideration the Report on the KPI Performance of the Corporate Secretary Based on the Results of Work for 2025		Corporate Secretary, Chairman of the Nomination and Remuneration Committee
	5	On Approving the Work Plan of the Nomination and Remuneration Committee of the Board of Directors of the Company for 2026		Corporate Secretary
2	1	On Approval of the Code of Business Ethics of Abylkas Saginov Karaganda Technical University NJSC		Management Board

	2	On Amendments and Supplements to the Regulations on the Terms of Remuneration and Bonuses of the Chairman of the Board-Rector and Members of the Board of Abylkas Saginov Karaganda Technical University NJSC	March 2026	Corporate Secretary
3	1	On consideration of candidates for the position of ombudsman of Abylkas Saginov Karaganda Technical University NJSC	April 2026	Corporate Secretary
4	1	On approval of the Policy on the identification and resolution of corporate conflicts and conflicts of interest of Abylkas Saginov Karaganda Technical University NJSC	May 2026	Management Board
	2	On consideration the report on the performance of the Corporate Secretary of Abylkas Saginov Karaganda Technical University NJSC for the first quarter of 2026.		Corporate Secretary
	3	On consideration the report on the achievement of KPIs by the Corporate Secretary based on the results of work for the first quarter of 2026.		Chairman of the Nomination and Remuneration Committee
5	1	On consideration of the report on the KPI achievement by members of the Board of Directors of Abylkas Saginov Karaganda Technical University NJSC for 2025	June 2026	Management Board
	2	On awarding bonuses to Chairman of the Board – Rector and members of the Board of Directors Abylkas Saginov Karaganda Technical University NJSC for 2025		Chairman of the Nomination and Remuneration Committee
	3	On approval of the Policy for Ensuring Continuity of Members of the Board of Directors of Abylkas Saginov Karaganda Technical University NJSC		Corporate Secretary
6	1	On consideration the performance report of the Corporate Secretary of Abylkas Saginov Karaganda Technical University NJSC for the second quarter of 2026.	July 2026	Corporate Secretary
	2	On awarding a bonus to the Corporate Secretary based on performance results for the second quarter of 2026.		Chairman of the Nomination and Remuneration Committee

7	1	On approval of the Professional Development Program for members of the Board of Directors of Abylkas Saginov Karaganda Technical University NJSC	September-October 2026	Corporate Secretary
	2	On approval of the Induction and Succession Planning Program for the Corporate Secretary of Abylkas Saginov Karaganda Technical University NJSC		Corporate Secretary
8	1	On consideration the performance report of the Corporate Secretary of Abylkas Saginov Karaganda Technical University NJSC for the third quarter of 2026.	November-December 2026	Corporate Secretary
	2	On consideration the report on the corporate secretary's KPI performance based on the results of work for the third quarter of 2026.		Chairman of the Nomination and Remuneration Committee
	3	On consideration the report on the activities of the Nomination and Remuneration Committee of the Board of Directors of Abylkas Saginov Karaganda Technical University NJSC for 2026.		Chairman of the Nomination and Remuneration Committee
	4	On approving the Work Plan of the Nomination and Remuneration Committee of the Board of Directors of Abylkas Saginov Karaganda Technical University NJSC for 2027.		Corporate Secretary