

**APPROVED by
the decision of the Board of Directors
of Abylkas Saginov Karaganda
Technical University NJSC
dated December 27, 2023.**

(Minutes No.9)

*(as amended and supplemented on
August 9, 2024, Protocol No. 5, and on
June 2, 2026, Minutes No. 5/58)*

**REGULATION
on labor payment and bonus awarding conditions of
Chairman of the Management Board - Rector, members of the Management Board
of Non-Profit Joint-Stock Company
Abylkas Saginov Karaganda Technical University**

1. General provisions

1. This Provision of labour payment and bonus awarding conditions of the Chairman of the Management Board - Rector, members of the Management Board of Abylkas Saginov Karaganda Technical University Non-Profit Joint-Stock Company (hereinafter referred to as Provision) has been developed on the basis of the law of the Republic of Kazakhstan, dated May 13, 2003 No.415-II "On Joint-Stock Companies", Order of the Deputy Prime Minister - Minister of Labor and Social Protection of the Population of the Republic of Kazakhstan dated July 29, 2023 No. 326 "On approval of the Model Provision of the labour payment and bonus awarding conditions of managerial employees of the national companies, the joint-stock companies, the controlling blocks of shares of which belong to the state", The Corporate Governance Code of the non-profit joint-stock company in the field of higher and postgraduate education, approved by Order of the Minister of Education and Science No. 171 dated 19.04.2021, the Charter of Abylkas Saginov Karaganda Technical University Non-Profit Joint-Stock Company, the Collective Agreement between the Abylkas Saginov Karaganda Technical University NJSC and the trade union organization of teachers and staff of the University" for 2023-2026 in order to ensure common approaches in terms of payment and motivation of the work of the managerial employees of Karaganda Technical University (hereinafter referred to as Company) *(this paragraph was amended by the decision of the Company's Board of Directors dated August 09, 2024).*

2. Basic notions, used in this Provision:

1) labour payment is a system of the relations, related to providing mandatory payment of the remuneration to an employee for his work in accordance with the Labor Code of the Republic of Kazakhstan, other normative legal acts of the Republic of Kazakhstan, as well as agreements, a labor contract, a collective contract, acts of the employer and this Provision;

2) position salary is fixed amount of the employee's labour payment per month for fulfillment of the labor norms (labor duties), taking into account qualification of the employee, complexity, quantity, quality and conditions of the performed work;

3) an annual bonus is remuneration for annual results of the work, paid to the Company's senior staff who worked in the reporting period, once a year, depending on the results of work, in order to financially encourage achieved success and increase the efficiency of work. The annual bonus is not permanent *(this paragraph was amended by the decision of the Company's Board of Directors dated August 09, 2024);*

4) moneyed assistance is payment of the non-labor nature, which is not related to the results of employee's activities, intended for social support of the employee in the manner, determined by the collective contract.

5) health care allowance is a payment to an employee made once a calendar year, when providing paid annual leave.

6) Key Performance Indicators (hereinafter referred to as KPIs) are indicators characterizing the performance of the Management Board Members determined based on the Development Program and/or Development Plan of the Company. KPIs are approved individually for each Management Board member in quantitative terms for the planned period and serve as the basis for assessing the performance of the Management Board members for the reporting period *(this clause was introduced by the decision of the Board of Directors of the Company dated June 2, 2026).*

3. The managerial employees of the company include:

1) Chairman of the Management Board - Rector;

2) members of the Management Board.

4. The labour payment and awarding a bonus to the managerial employees of the company are carried out at the expense of funds, provided for the labour payment in the Company Development Plan for a current financial year.

5. Amount of the monthly position salary, the right of the managerial employee of the company in receiving the annual bonus are determined in the labor contract, concluded in the manner prescribed by the legislation of the Republic of Kazakhstan.

3. Conditions of remuneration, bonuses, social support, guarantees and social benefits

for senior employees

6. The amount of the monthly position salary of the company's managerial employees is determined by the decision of the Board of Directors of the company.

7. To increase the interest of the company's managerial employees in improving production efficiency and quality of the work, the annual bonus is paid.

8. The amount of the annual bonus for the Company management is determined by the Board of Directors, taking into account the individual performance assessment of each management employee, and depends on the effectiveness of achieving the approved KPIs established on the basis of the Development Program and/or Development Plan of the Company (*this clause was amended by the decision of the Board of Directors of the Company dated June 2, 2026*).

9. Chairman of the Management Board, Rector and members of the Management Board are annually assessed by the Board of Directors. The primary evaluation criterion is the effectiveness of achieving the approved key performance indicators (KPIs), calculated in accordance with the Methodology for Calculating the Achievement of Key Performance Indicators (KPIs) of Chairman of the Management Board, Rector and members of the Management Board of the Company approved by the Board of Directors.

The KPIs of Chairman of the Management Board, Rector and members of the Management Board are approved by the Board of Directors of the Company for the relevant planning period based on the Program and/or Development Plan of the Company.

Proposals on the KPIs of the members of the Management Board and the methodology for their calculation are submitted to the Board of Directors of the Company (*this clause was amended by the decision of the Board of Directors of the Company dated June 2, 2026*).

10. Performance-based remuneration for the reporting period is paid to members of the Management Board based on the results of the reporting year, depending on the achievement of approved key performance indicators (KPIs), the actual time worked, the results of their performance assessment, and the existence of net consolidated profit. Remuneration is paid following the approval, in accordance with the established procedure, of the Company's financial and economic performance results based on the audited financial statements. The total annual performance-based remuneration for the reporting period shall not exceed six (6) official salaries (*this paragraph was amended by the decision of the Company's Board of Directors dated August 09, 2024*).

10-1. In case of termination and (or) cancellation of the employment contract on the grounds provided for in Articles 50, 51, subparagraphs 2), 6), 19) (in the absence of fault of the executive employee), 20) of paragraph 1 of Article 52, 56, subparagraphs 1), 3), 5) and 6) of paragraph 1 of Article 57, 59 of the Labor Code of the Republic of Kazakhstan, bonuses based on the performance results for the relevant reporting period shall be paid by decision of the Board of Directors in accordance with these Regulations, the Methodology for calculating the achievement of key performance indicators (KPIs) of Chairman of the Management Board, Rector, members of the Management Board of the Company and depending on the effectiveness of achieving the KPIs approved in the established manner. The amount of the bonus is determined taking into account the actual time worked in the relevant reporting period (*this clause was introduced by the decision of the Board of Directors of the Company dated June 2, 2026*).

11. Average salary of the managerial employee is calculated in the manner prescribed by the legislation of the Republic of Kazakhstan, without taking into account the annual bonus.

12. Providing the moneyed assistance to the Chairman of the Management Board - Rector and the members of the Management Board is carried out at the expense of the funds, provided for by the Company Development Plan.

13. When providing annual paid work leave to the Chairman of the Management Board - Rector and members of the Management Board of the Company, a recovery allowance in the amount of one month's official salary is paid.

14. During the probation period established in accordance with the labor legislation of the Republic of Kazakhstan, members of the Management Board are not paid health benefits when

providing annual paid leave.

15. Social payment in case of loss of income due to pregnancy and childbirth, adoption of a newborn child (children) is paid in accordance with the legislation of the Republic of Kazakhstan.

16. When the Chairman of the Management Board-Rector and members of the Management Board reach 55 (fifty-five years old) – women, 60 (sixty), 70 (seventy), 80 (eighty) years of age - women and men are paid a one-time remuneration in the amount of 50 MCI.

17. The moneyed assistance is paid to the Chairman of the Management Board - Rector and the members of the Management Board at the expense of the funds of the company in the prescribed manner, in the following cases:

- due to the death of the managerial employee - in the amount of not more than 100 monthly calculation indexes with a one-time payment to one of the family's members or a person, who has taken care of funeral arrangements, if there are not such members;

- due to the death of a husband (wife)/children, parents of the managerial employee - in the amount of not more than 50 monthly calculation indexes with the one-time payment;

- due to treatment / an operation of the managerial employee - in the amount of not more than 50 monthly calculation indexes.

- in connection with the birth of a child - in the amount of two monthly official salaries.

18. Providing the moneyed assistance to the Chairman of the Management Board - Rector and the members of the Management Board is carried out on the basis of an application with all attached confirming documents (extract from the medical history sheet, a medical conclusion of the treating doctor, documents, confirming expenses, etc.).

4. *(paragraphs 19-24 were excluded by the decision of the Board of Directors of the Company dated June 2, 2026).*

5. Other conditions

21. When the managerial employee of the company participates in the realization of research works within the framework of grant financing and/or program-oriented financing, and/or contractual financing, and/or when he additionally performs duties of the academic teaching staff in the company, the labour payment of these types of works is carried out separately in accordance with the current normative legal acts.

22. Approval of the Provision and introduction of amendments and additions to it are carried out by the decision of the Board of Directors.

23. It is necessary to be guided by the legislation of the Republic of Kazakhstan for that part, which is not regulated by this Provision.

AMENDMENT SHEET

1. Amendments No. 1:

- approved by the decision of the Board of Directors of the Abylkas Saginov Karaganda Technical University NJSC (Minutes No. 5 dated August 09, 2024).

2. Amendments No. 2:

- approved by the decision of the Board of Directors of the Abylkas Saginov Karaganda Technical University NJSC (Minutes No 5/58 dated June 2, 2026).