

«APPROVED»
By the Decree of the Supervisory Board
Of the JSC «BIOKIMYO»
Minutes №11
of « 29 »December 2015

REGULATIONS

Selection of candidates for the chief of Executive body of the Joint Stock Company of JSC "BIOKIMYO"

General Provisions

1.1. The present Regulations (hereinafter the Regulations), the selection of candidates for the head of the executive body of the joint-stock company JSC BOKIMYO (hereinafter referred to as the Company) determine the conditions and procedure for selecting candidates for the vacant position and is developed in accordance with the Law of the Republic of Uzbekistan "On Joint Stock Companies and Protection of Shareholder Rights" Decree of the President of the Republic of Uzbekistan of 24.04.2015. №UP-4720 "On measures to introduce modern methods of corporate governance in joint-stock companies", the Charter of the company and other legislative acts, in order to select highly qualified personnel (including attracting highly qualified foreign managers) and is an integral part of the Minutes of the meeting of the Supervisory Board of BOKIMYO JSC "From" 29 "December 2015 № 11.

1.2. The selection principles are:

- transparency - information provided by the publication on the beginning of the selection, the procedure for its conduct, the selection criteria and the selected candidates;
- regularity - ensured by the selection process with the established periodicity envisaged for sending proposals on the executive body, in accordance with the Law of the Republic of Uzbekistan "On Joint Stock Companies and Protection of Shareholder Rights";
- Competitiveness - provided by assessing the qualifications and professional qualities of candidates according to the criteria established by these Regulations.

1.3. When holding a contest, candidates for occupying a vacant position are guaranteed equal rights in accordance with the Constitution and labor legislation of the Republic of Uzbekistan.

1.4. The selection of candidates for the position of the head of the executive body of the Company is carried out through competitive selection.

II. Conditions and procedure for selection

2.1. Selection of candidates to the executive body of JSC (hereinafter referred to as "selection") is carried out by the supervisory board of JSC (hereinafter - the SB).

2.2. Selection is based on proposals received on candidatures.

2.3. Candidates can be qualified employees of ministries and departments of the republic, as well as other persons, including foreign managers who have the necessary qualifications and experience in the relevant field (hereinafter referred to as candidates).

2.4. Proposals for candidacies may be submitted by applicants, ministries, departments, shareholders and other persons authorized in accordance with the legislation to submit proposals for candidacies to the executive body of the JSC (hereinafter - the initiators).

2.5. The timing of the selection should take into account the time period allocated for sending proposals to the JSC for the executive body, in accordance with the Law of the Republic of Uzbekistan "On Joint Stock Companies and Protection of Shareholder Rights".

2.6. To conduct the selection, the SB forms a selection committee, which includes members of the Supervisory Board and representatives of interested ministries and departments. The composition of the selection committee is approved by the SB Chairman.

2.7. The decisions of the selection committee are taken at the meetings and drawn up in a protocol.

2.8. The SB chairman determines the responsible division of the JSC, which performs the functions of the working body of the selection committee.

III. Preparation for selection

3.1. Initiators, within 15 days after the announcement of the tender (if another period is not specified in the announcement) provide information on candidates in accordance with the annex to this Regulation.

3.2. A candidate can not be a person who:

- do not have a higher education in the relevant specialty;
- do not have at least three years of experience in the relevant field;
- acted as the sole executive body, were members of the collegial executive body or were founders of the legal entity at the time of the termination of licenses for the said activity for violations of license requirements and conditions made by the fault of these persons, if less than three years have elapsed since such termination;
- Have an outstanding conviction for economic crimes or crimes against the order of government;
- Acted as the sole executive body or were part of the collegial executive body of the legal entity at the time when such person was declared bankrupt and two years have not expired since recognition;
- being in the relationship of kinship or property with another member of the supervisory board or the head of the JSC.

3.3. The initiators ensure the reliability, relevance and relevance of the information on candidacies presented in the AO.

IV. Selection

4.1. The meeting of the selection committee is held after 30 days from the day of publication of the announcement on holding the competition in the mass media (hereinafter referred to as the media), which lasts no more than 3 days.

4.2. During the meeting, the selection committee examines information about candidates, verifies compliance with conditions, availability of documents specified in the bidding documents.

4.3. The consideration of information on candidates and submitted documents is carried out in the presence of candidates who have expressed a desire to be present or their authorized representatives.

4.4. The results of the meeting of the selection commission are drawn up by the protocol no later than 2 days from the date of the last day of the meeting. Information on the results of the meeting of the Selection Committee shall be communicated to the absent candidate in writing.

4.5. If there are any violations of the requirements of the bidding documents in the documents submitted by the candidates, the documents are returned to the candidate specifying these shortcomings.

4.6. The Selection Commission may not take into account the discrepancy between the bidding documents and the declared conditions or inaccuracies in the processing of information in cases when they do not affect the rating of other candidates and do not give advantage to the bidder who admitted them to the competitive selection.

4.7. According to the information that meets the conditions of the tender documentation, the candidate's name, qualification level, as well as additional documents submitted by the candidate according to the selection requirements are read out.

4.8. It is possible to explain to the candidates the content of the information or other documents during their consideration at the meeting of the selection committee.

4.9. The information on candidacies received by the established date is summarized on the basis of the points assigned to the candidate for each of the criteria listed in the annex to this Regulation (up to 100 points in total).

4.10. Selection of the best candidate for the executive body (hereinafter - the best candidate) is made:

- **Out of competition** - for persons nominated to the executive body on the basis of the decisions of the President of the Republic of Uzbekistan, the Cabinet of Ministers of the Republic of Uzbekistan or the Commission for increasing the efficiency of joint-stock companies and improving the corporate governance system established by the Decree of the President of the Republic of Uzbekistan No. PP-2327 of March 31, 2015 ;
- on the largest final score given to a candidate according to the criteria specified in the appendix to these Regulations;
- if the total points for two or more candidates equal the results of the voting of the Selection Committee of the Company;

with an equal number of votes from two or more candidates on the basis of the voting results of the selection committee of the company - on the basis of the right of the decisive vote of the Chairman of SB;

- in the absence of proposals for candidacies - are determined by the selection committee from the number of employees of the economic management bodies, whose structure includes this company.

4.11. The announcement of the winner of the competition is held in the presence of the participants of the competition, the missing are informed in writing.

4.12. Information on the results of the examination was not disclosed, except for cases stipulated by law.

4.13. The competition is considered completed after approval of its results by the general meeting of shareholders.

4.14. The competition is considered to be invalid if, by the time of its holding:

- received less than three proposals of candidates;

- information about the candidate does not meet the requirements of the updated classifier of the basic positions of employees and occupations of workers (PKM No. 164 dated June 19, 2015).

4.15. If the competitive selection is declared invalid, the selection committee announces a second contest.

4.16. The Supervisory Board submits proposals to the general meeting of shareholders on the selected candidate in the manner and terms established by the law, the charter and internal documents of the company. If there are discrepancies between the provisions of the articles of company and internal documents of the company, the provisions of the Law of the Republic of Uzbekistan "On Joint Stock Companies and Protection of Shareholder Rights" and the charter prevail.

4.17. The initiators are obliged to immediately inform the Supervisory Board about the occurrence of the circumstances, and the grounds that require the replacement of the candidate.

4.18. In the event that there are circumstances concerning the candidacy that require the replacement, the Supervisory Board:

- determines the candidate who previously participated in the selection and scored the next best overall score, or recognized as such in the manner prescribed by this Regulation:

- in the absence of the persons who participated in the selection or the impossibility of their election to the head of the executive body of this company, appoints temporary acting duties from the number of employees of the economic management bodies whose structure includes the given company.

4.19. The Supervisory Board has the right to reject the nominee if the results of this person's activity in the management and control bodies of the economic company with the state share were deemed unsatisfactory in accordance with the established procedure pursuant to the decision of the

Monitoring Committee for the effective use of the state share in joint-stock companies and companies.

V. Final provisions

5.1. Persons guilty of violating the requirements of these Regulations are liable in the manner prescribed by law.

5.2. Control over compliance with the requirements of this Regulation is carried out by the Supervisory Board of the Company.

Annex to Regulation

INFORMATION ABOUT THE CANDIDATE OF THE EXECUTIVE BODY OF THE JOINT-STOCK COMPANY

Full name of the candidate: _____

№	ESTIMATED CRITERIA	The maximum score for the criterion	Candidate (yes / no)
I. EDUCATION			
1	Availability of a bachelor's degree in the relevant specialty		
2	The presence of a master's degree certificate on the completion of the Academy of Public Administration, the Banking Finance Academy or the Tax Academy.		

3	The presence of a Master's diploma on obtaining a foreign higher education in the corresponding specialty		
4	Availability (except for those listed in paragraphs 1-3) of a diploma of higher education in the relevant specialty		
5	Availability of at least 2 publications per year on the problems of the industry, which includes JSC		
6	Presence of a scientific degree of Doctor of Economics or Doctor of Law		
7	Presence of a protected candidate or doctoral dissertation on the problems of the industry, which includes JSC		
8	Availability of a document on compliance with the qualification requirements of a specialist in the securities market, an auditor, an insurer, an appraiser, a court administrator		
9	Availability of a certificate of professional development or retraining received in the current or previous year in any of the areas indicated in paragraph 1 or within the framework of qualification requirements for court administrators, auditors, insurers, securities market specialists, tax advisers, court administrators		

II. WORK EXPERIENCE

Experience in leading positions by decision of the President or the Cabinet of Ministers			
10	Up to 1 years (including)		
	from 1 to 3 years including		
	Work experience from 3 to 5 years including		
	More than 5 years		
Experience in government organizations, business companies with a share of the state at the posts of administrative and managerial personnel (except for the period of holding managerial positions indicated in paragraph 10)			
11	Up to 1 years (including)		
	from 1 to 3 years including		
	Work experience from 3 to 5 years including		
	More than 5 years		
Experience in managerial positions (director, deputy director, manager, supervisor) for at least one year in foreign countries or practical experience in resolving issues in foreign jurisdictions			
12	Up to 1 years (including)		
	from 1 to 3 years including		
	Work experience from 3 to 5 years including		
	More than 5 years		
13	Experience in other organizations in managerial positions of organizations (in the position of the head, deputy head, chief accountant, head of the legal service of the organization, the head of the representative office or branch)		

	Up to 1 years (including)		
	from 1 to 3 years including		
	Work experience from 3 to 5 years including		
	More than 5 years		
	The existence of at least one year's experience in administrative and managerial positions in organizations of the relevant industry		
14	Up to 1 years (including)		
	from 1 to 3 years including		
	Work experience from 3 to 5 years including		
	More than 5 years		
	Experience of at least one year as a member of the supervisory board, the audit commission or the employee of the internal audit service of business entities		
15	Up to 1 years(including)		
	from 1 to 3 years including		
	Work experience from 3 to 5 years including		
	More than 5 years		
	Experience in the implementation of the current or previous academic year of teaching activities in higher education institutions		
16	In the amount up to 100 academic hours inclusive		
	In the amount of 100 to 500 academic hours inclusive		
	In the amount of more than 500 academic hours		
17	Experience of at least one year as an employee of the state supervisory authority, judge, deputy of the Legislative Chamber or senator		
18	Experience of at least one year as a court administrator, auditor, insurer, securities market specialist, tax consultant, court administrator, or authorized state organizations that regulate this activity		
II. OTHER CRITERIA			
19	The candidate has state awards		
20	The applicant has generally recognized international status in the field of economics, finance, and law recognized by law		
21	Passing at least two foreign internships in the field of economics, finance, jurisprudence		
22	The presence of a letter from the Cabinet of Ministers (its Department) or the state commission established under it about the desirability of nominating a candidate		
23	The presence of a letter from another state body or the state commission created by it about the desirability of nominating a candidate		

24	The candidate has at least two honorary diplomas (honorary diplomas) issued by state organizations		
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I hereby confirm that the person nominated as a candidate:

- has a higher education in the relevant specialty;
- has at least two years of experience in the relevant field;
- for the previous three years, he did not perform the functions of the sole executive body, was not a member of the collegial executive body, or was not the founder of a legal entity at the time of the termination of licenses for the performance of the said activity for violations of license requirements and conditions made by the fault of that person;
- Has no outstanding criminal record for crimes in the economic sphere or for crimes against the order of government;
- did not perform the functions of the sole executive body or was a member of the collegial executive body of the legal entity at the time when such person was declared bankrupt and from the moment of recognition it has not expired two years;
- is not in the relationship of kinship or property with another member of the supervisory board or the head of the economic company.
- the authenticity, reliability and validity of all information stated in the application, as well as information contained in the documents and materials attached to this application.

The above information is genuine, reliable and true.

The indication of the position of the head of the legal entity and its signature, certified by the main seal or electronic digital signature of the legal entity, or

Full name, address and passport data of an individual, certified by his written or electronic signature.

Note:

1 In relation to candidates who are not citizens of the Republic of Uzbekistan, the initiator additionally informs about restrictions known to him regarding candidates that may lead to refusal to issue an authorization document for labor activity in the territory of the Republic of Uzbekistan.

BLG TRANSLATIONS



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Генеральный директор
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