

**COLLECTIVE AGREEMENT
of JSC “ALMALYK MMC”
for 2026-2028**

**Chairman of Board
of JSC “Almalyk MMC”
A.XURSANOV
7 May 2026**

**Chairman of the Trade Union Council
of JSC “Almalyk MMC”
A.XAYDAROV
7 May 2026**

I. GENERAL

1.1. This Collective Agreement is a legal document on labor regulating individual labor relations and social relations directly related to them at the enterprise and is made between the employees (the Staff) through their representatives and by the Employer.

The purpose of the Collective Agreement is to ensure the successful operation of the enterprise, guaranteed protection of the rights and legitimate interests of employees, improvement of their standard of living, quality of medical and cultural services, healthy and safe working conditions, as well as regulation of labor, socio-economic, professional and organizational relations between the parties, implementation on the basis of equality of the parties, clear financial and production capabilities.

1.2. The Collective Agreement is concluded for a period of 3 years and becomes effective from the date of approval at the conference of the Staff of the Complex. On the one hand, it is signed by the Employer represented by the Chairman of Board, on the other hand, by the employees represented by the Chairman of the Trade Union Council. Upon expiration of this period, the Collective Agreement shall be valid until the parties make a new agreement or amend or supplement the existing collective agreement. The parties may extend it until the expiration of the term of the Collective Agreement.

The Collective Agreement may be made not only in the organization, but also in its individual divisions. In order to conduct collective negotiations in a separate division of the organization and sign a collective agreement on behalf of the Employer, the Employer shall grant the head of this separate division or another person the necessary powers in accordance with Article 46 of the Labor Code. The right to conduct collective negotiations in a separate division of the organization and to represent the interests of employees when signing a collective agreement shall be granted to representatives of the employees of that division. The collective agreement shall be made in writing.

1.3. During the term of this Collective Agreement, the necessary amendments and additions to it shall be made in accordance with the procedure established by the Labor Code for its conclusion.

1.4. All benefits and guarantees established in this Collective Agreement and other local documents of the enterprise shall be applied to the employees of the Trade Union Council of JSC “Almalyk MMC”, PFC “OKMK” LLC in accordance with their respective regulations.

1.5. The Employer undertakes to familiarize all employees, including newly hired employees, with the Collective Agreement and other local documents within the time established by the Labor Code of the Republic of Uzbekistan, and to ensure the transparency of information on the content and terms of implementation of the Collective Agreement (through meetings, conferences, reports of responsible employees, information boards, network publications, etc.).

II. PRODUCTION AND ECONOMIC ACTIVITY

2.1. In accordance with the “Strategy for the Development of New Uzbekistan for 2022-2026” and the “Strategy of Uzbekistan 2030”, the parties undertake to provide comprehensive assistance in the implementation of measures to reduce production costs, reduce product costs and prevent risks of damage to the reputation of the Complex:

- liberalization the energy resources and natural gas markets, while establishing social protection guarantees, and widely attract private investment to the sector;
- increase production volumes by attracting investors to existing deposits, geological exploration areas and structures of hydrocarbon raw materials based on transparent mechanisms;
- reduce the volume of harmful gases emitted into the air by economy sectors;
- develop the production of new types of mining and metallurgical machinery, equipment and equipment.

2.2. The Employer undertakes the following obligations:

- ensuring the implementation of forecast indicators of production;
- implementing the business plan, annual forecasts, ensuring the implementation of other indicators of activity in volumes that ensure employee employment;
- timely providing the Staff with material and technical resources and funds to implement the production program;
- creating all the conditions for increasing labor productivity, mastering advanced experience, and implementing scientific and technical achievements in practice;
- informing the Staff at least once a year about the implementation of the production program, the financial condition of the organization and the use of the profits received;
- professional training, retraining, and advanced training for employees within the organization itself and, if necessary, in educational institutions;
- developing rationalization;
- incentive of employees who make a great contribution to the improvement of the work efficiency of the Complex, to the economy of food, materials, energy and other resources.

2.3. The Trade Union undertakes the following obligations:

- working on behalf of employees in resolving the issues related to social and labor relations, as well as production and socio-economic problems;
- maintaining the stable operation of the Complex using methods specific to the activities of trade unions, including the development of labor competition among employees, increasing labor productivity, and establishing incentive systems for progressives together with the Employer;
- making proposals to JSC “Almalyk MMC” on collective negotiations on the issues such as adoption of current and prospective plans and programs of socio-economic development that will help employees fully and qualitatively perform their duties under employment contract;
- assisting the participation of employees in rationalization and inventive work;
- participating in monitoring the participation of JSC “Almalyk MMC” in implementation of priority programs aimed at modernizing and renewing the country, building a democratic legal state and civil society.
- conduct public control over the Employer's compliance with labor laws and other regulatory documents.
- promote full compliance with the Decree of the President of the Republic of Uzbekistan No. PF-210 dated 21 December 2023 “On additional measures to combat human trafficking and widely introduce the principles of decent labor” and the Resolution of the Cabinet of

Ministers of the Republic of Uzbekistan No. 349 dated 10 May 2018 “On additional measures to eliminate forced labor in the Republic of Uzbekistan” at JSC “Almalyk MMC”;

- timely consideration of the Employer's submitted consent to terminate the employment contract at the Employer's initiative and appeals submitted by the Employer on local documents adopted in agreement with the Trade Union Council;

- undertakes to review the information possessed by the Employer on changes in working conditions, as well as massive layoffs of employees, and to make proposals to the Employer to mitigate the consequences of these measures.

The Staff (employees) assumes the following obligations:

2.4. To conscientiously and strictly fulfill their labor duties, to timely and qualitatively fulfill the Employer's legal orders and instructions, to observe labor discipline, to comply with the requirements for labor protection, technical safety, industrial safety, fire safety and industrial hygiene, to protect the property of JSC “Almalyk MMC”.

To contribute to increasing production efficiency, improving the quality of products (works, services), increasing labor productivity, saving resources, and to use the advanced experience of their colleagues in production.

III. EMPLOYMENT CONTRACT. EMPLOYMENT GUARANTEES.

3.1. Individual labor relations between employee and employer arise on the basis of employment contract concluded by them in accordance with the Labor Code of the Republic of Uzbekistan.

3.2. In accordance with the legislation, individual labor relations arise on the basis of an employment contract as a result of:

- election or passing a competition for election to a position or filling a relevant position;
- appointment or confirmation to a position;
- sending to work by authorized state bodies;
- issuing a certificate of the right to labor in the territory of the Republic of Uzbekistan;
- obtaining the consent of both parents or one of the parents (a person replacing parents);
- court decision on imposing the obligation on the Employer to conclude an employment contract;
- recognition by the court of relations related to the use of personal labor and arising on the basis of a civil law contract as individual labor relations.

If election to a position requires the employee to perform a specific labor function, individual labor relations arise on the basis of an employment contract as a result of election to a position.

If the labor legislation or other legal acts on labor or the charter (rules) of the organization establish a list of positions that must be filled by competition and the procedure for holding a competition for these positions, individual labor relations arise on a contractual basis as a result of passing a competition to fill the relevant position.

Individual labor relations arise on the basis of employment contract as a result of appointment to a position or confirmation of a position in cases provided for by the legislation and other legal acts on labor or the charter (rules) of the organization.

3.3. New employees shall undergo an introductory interview at the relevant trade union committee and shall be provided with information about the trade union. If an employee wishes to join the trade union, a written application for membership shall be received.

3.4. Employment contract with an employee with a preliminary trial period shall be concluded in accordance with Articles 129-132 of the Labor Code of the Republic of Uzbekistan.

3.5. The Employer shall ensure that entering into and termination of employment contracts, as well as amendments to them, are registered in the interdepartmental software and hardware complex "United National Labor System" in the manner prescribed by law.

3.6. Labor conditions are determined by labor legislation, other legal acts on labor, as well as by agreement of the parties to the employment contract. Labor conditions established by an employment contract cannot be changed at the request of one of the parties to the labor contract, except for the cases provided for in Articles 136 and 137 of the Labor Code.

In cases provided for in labor legislation, other legal acts on labor, employment contract, as well as this Agreement, an employee has the right to demand from the Employer to change the labor conditions while continuing to work in accordance with the labor duties stipulated in the employment contract. The employee's application for changing the labor conditions must be considered by the Employer no later than three days from the date of its submission.

3.7. Employee's request for temporary transfer to another job must be satisfied by the Employer in the cases provided for in Article 142 of the Labor Code of the Republic of Uzbekistan.

3.8. Temporary transfer of an employee to another job at the initiative of the Employer.

In connection with production necessity or idleness, it is allowed to temporarily transfer an employee to another job not stipulated in the employment contract without his/her consent, at the initiative of the Employer.

In this case, the employee may not be transferred to another job that is contraindicated due to his/her state of health.

In addition to the events specified in Part 2 of Article 145 of the Labor Code of the Republic of Uzbekistan, high-priority and urgent work that must be performed in the following cases may be considered production necessity for the temporary transfer of an employee to another job at the initiative of the Employer:

- unexpected increase in production volumes;
- in the presence of urgent orders for state needs;
- to prevent downtime in other structural units or sections, to perform urgent repair work, as well as to perform other work, which suspension may negatively affect the continuous operation of the unit which is related to the work of the entire enterprise;
- preparation of statistical reports and other information for higher authorities (the list of involved employees is coordinated with the head of the department responsible for the submission of reports within the established deadlines);
- replacing an employee who is absent at the discretion of the management of the Complex or the head of a structural unit;
- strengthening the regime of guarding facilities and protecting citizens from emergency situations in accordance with the instructions of the management of the Complex and higher authorities;

- improving the qualifications of newly recruited employees in the structural units of the Complex, mastering their practical skills and experience in work;
- preventing or eliminating the consequences of industrial accidents, accidents, natural disasters;
- preventing the loss or damage of state or public property.

The periods of transferring an employee to another job due to production necessity or downtime cannot exceed 60 (sixty) calendar days in total during one calendar year.

During the period when an employee is temporarily transferred to another job at the initiative of the Employer, the employee's remuneration is paid depending on the work performed, but not less than the previous average monthly salary.

3.9. Permanent transfer of an employee to another job is allowed only with his/her consent.

Temporary transfer of an employee to another job is carried out with his/her consent or by agreement of the parties to the employment contract, except for cases of production necessity or downtime in accordance with clause 3.8 of this Agreement.

Employee does not have the right to demand from the Employer a transfer to another job, except for the cases provided for in part 4 of article 140 of the Labor Code.

3.10. Termination of an employment contract made for an indefinite period, as well as a fixed-term employment contract before its expiration at the initiative of the Employer is to be done in accordance with the Labor Code.

3.11. Termination of an employment contract at the initiative of the Employer is to be done only with the prior consent of the Trade Union Committee (except for cases provided for by the legislation of the Republic of Uzbekistan).

The Employer's application for consent to the termination of an employment contract at the Employer's initiative is considered by the Trade Union Committee in accordance with the "Procedure for consideration of applications for termination of an employment contract at the Employer's initiative by the trade union committee" (as amended), approved by the resolution of the Executive Committee of the Federation of Trade Unions of Uzbekistan dated 23 May 2023 No. 9-5. When discussing an application for consent to the termination of an employment contract with an employee at the Employer's initiative in the trade union, the direct personal participation of the employee must be ensured (except for cases where the employee refuses to participate in such a discussion or fails to appear for the discussion without good reason).

The Trade Union Committee must notify the Employer of the decision made on the issue of consent to terminate the employment contract with the employee within ten days from the date of receipt of a written application from the official authorized to terminate the employment contract. If the Trade Union Committee does not notify the employee of the decision made after the expiration of the specified period, the Employer has the right to terminate the employment contract with the employee in accordance with the established procedure without the consent of the trade union committee.

3.12. All orders issued on bringing employees of the Complex to disciplinary liability must be mutually agreed upon with the Trade Union Committee of the relevant structural unit.

3.13. If an employee evades a mandatory medical examination or fails to comply with the recommendations of medical commissions based on the results of the examinations, as well as refuses to undergo preventive vaccinations introduced in accordance with the procedure established by law based on the decision of the Chief State Sanitary Doctor of the Republic of Uzbekistan in the event of a threat of the spread of quarantine and other infectious

diseases dangerous to humans (unless there are contraindications due to his health condition), the Employer has the right to refuse to hire him.

3.14. The Employer shall provide the Trade Union Council with information on the possible mass dismissal of employees at least two months in advance and shall hold consultations aimed at mitigating the consequences of the dismissal.

The Trade Union Committee shall have the right to submit a proposal to suspend the Employer's decision on mass dismissal of employees for a period of up to six months to local government bodies for consideration.

3.15. When reducing the number of employees, the following measures are provided to mitigate the consequences of the reduction:

- the employee's voluntary termination of the employment contract during the period of notice of reduction shall be carried out by agreement of the parties with the payment of money compensation corresponding to the notice period. In this case, the basis for termination of the employment contract shall not change;
- granting an employee who has received a notice of termination of the employment contract in connection with the reduction of the number of employees the right to not go to work for 1 (one) day a week during the notice period to look for another job at a convenient time for him, with the retention of his salary for this time.

3.16. When considering the issue of terminating an employment contract due to a change in the number of employees (staff list) due to changes in technology, production and labor organization, or a reduction in the volume of work (products, services), when it is determined that the employees have equal qualifications and labor productivity and do not have a priority right or advantages over each other in terms of retention in accordance with parts one and two of Article 167 of the Labor Code of the Republic of Uzbekistan, then the following circumstances are taken into account when giving preference to retaining employees:

- approaching retirement age (women 53 years old, men 58 years old);
- employees whose children are studying at a higher educational institution on a paid contract basis;
- employees with children with disabilities under the age of 18;
- persons employed at the enterprise at the Employer's invitation;
- single fathers and single mothers raising one or more children under the age of fourteen (a disabled child under the age of eighteen).

3.17. Employees are paid severance pay for length of service at the Complex at the expense of the Employer in accordance with Article 173 of the Labor Code.

3.18. Sending an employee on a temporary business trip to another employer is to be done in accordance with Article 147 of the Labor Code of the Republic of Uzbekistan.

IV. WORKING TIME AND REST TIME

4.1. The normal duration of working hours for an employee at JSC "Almalyk MMC" cannot exceed forty hours per week for a five-day or six-day working week.

The duration of daily work (shift) shall not exceed:

- a) for employees for whom the normal duration of working hours is established:
 - for a six-day working week – seven hours;
 - for a five-day working week – eight hours;

- b) for employees under the age of eighteen – the period established by Article 416 of the Labor Code;
- c) for employees with disabilities of groups I and II – the period established by Part Two of Article 427 of the Labor Code;
- d) for employees engaged in work with adverse working conditions – the period established by Article 478 of the Labor Code.

For employees exposed to harmful and hazardous production factors during the work process, reduced working time of no more than thirty-six hours per week is established, based on certification of workplaces for working conditions and the risk of injury caused by equipment.

4.2. By agreement of the parties to the employment contract, an employee may be assigned part-time work (part-time working day (shift) and/or part-time working week, including when dividing the working day into parts) upon hiring and subsequently, in compliance with Article 186 of the Labor Code of the Republic of Uzbekistan.

In addition to the cases provided for in Article 186 of the Labor Code of the Republic of Uzbekistan, an employee may also be assigned part-time work in the following cases, based on an agreement between the Employer and the employee:

- a) combining work with education;
- b) the need to care for a sick family member.

4.3. In the main and auxiliary structural divisions of JSC “Almalyk MMC” operating in a continuous mode, the working time (shift) is set at 12 hours per day and cumulative accounting of working time is introduced. In this case, the monthly, quarterly, annual balance of working time is observed in accordance with the production calendar developed and approved by the Ministry of Poverty Reduction and Employment of the Republic of Uzbekistan.

Cumulative accounting of working time is introduced in compliance with the established restrictions on involving certain categories of employees in overtime work (part one of Articles 396 and 417 and Article 428 of the Labor Code of the Republic of Uzbekistan).

4.4. Involving employees in work on weekends and holidays.

Work on weekends and non-working holidays is prohibited, except for cases provided for by the Labor Code.

Involving individual employees in work on weekends and holidays is carried out with their written consent only in exceptional cases specified in clause 3.8 of this Agreement, subject to the restrictions provided for by the Labor Code.

Involving employees in work on weekends or non-working holidays is formalized by order of the Employer in advance with the Trade Union Committee, the Deputy Chairman of the Management Board for the relevant direction.

If a weekend falls on a non-working holiday, the weekend is transferred to the working day following the holiday. In this case, days off are not transferred when performing work that cannot be suspended on non-working holidays due to technical and organizational conditions of production (existing continuous production, daily service to the population, work on a shift basis, etc.).

In accordance with the annual Decrees of the President of the Republic of Uzbekistan “On establishing additional non-working days and transferring days off during the celebration of official dates”, additional non-working day (days) are established.

4.5. In addition to the periods provided for in Article 202 of the Labor Code of the Republic of Uzbekistan, the following periods of release from labor obligations granted to an employee not for rest, but for the following purposes, are not included in the rest time:

- participation in the work of elected bodies of trade unions, in the activities of commissions on social and labor issues;
- participation in the work of commissions established by decisions of state authorities and management bodies;
- participation in educational, cultural, educational and sports events organized by trade unions;
- submission of reports to the higher trade union body, receipt of referrals.

4.6. In addition to breaks for rest and meals during the working day (shift), employees are provided with additional breaks provided for in Article 205 of the Labor Code of the Republic of Uzbekistan.

4.7. When a five-day and six-day work week is used, the general day of rest at the plant is Sunday. In a five-day work week, the second day of rest is Saturday.

4.8. Workers included in the category of workers (housekeepers) and technicians working at the plant are granted annual labor leave for rest and restoration of working capacity, while maintaining their job (position) and average salary:

- for the first working year: 21 calendar days;
- from 1 to 5 years: 21 (main) + 4 (for seniority) = 25 calendar days;
- from 5 to 10 years: 21 (main) + 6 (for seniority) = 27 calendar days;
- 10 years and above: 21 (main) + 8 (for length of service) = 29 calendar days;

(with the exception of the basic and additional work holidays specified for electromechanics, mine dispatchers and certain workers and technicians stipulated by law);

managers, specialists, electromechanics and mine dispatchers are granted annual labor leave of:

- up to 5 years: 21 (main) + 3 (additional) + 6 (for length of service) = 30 calendar days;
- 5 years and above: 21 (main) + 3 (additional) + 8 (for length of service) = 32 calendar days.

4.9. In accordance with the "Regulation on the procedure for the attestation of workplaces regarding the risk of injury of working conditions and equipment" approved by the decision of the Cabinet of Ministers of the Republic of Uzbekistan No. 263 dated September 15, 2014, the annual additional leave for employees for work in unfavorable working conditions.

4.10. Calculating the length of service that entitles you to annual leave.

The length of service, which gives the right to annual basic work leave and additional leave for many years of work at the Complex, includes:

- a) time actually worked during the working year;
- b) the time when the employee did not actually work, but kept his job (position) in accordance with the labor legislation and other legal documents on labor, the labor contract, including annual vacation time, weekends, non-working holidays, and other periods specified by law;

- c) compulsory absenteeism when the employment contract is unlawfully terminated, when the employee is transferred to another job or when he is removed from his job, and when the employee is reinstated to his previous job in the future;
- d) if the failure to undergo a medical examination or to pass a knowledge and skills test in the field of labor protection occurred through no fault of the employee, the period of suspension from work of employee who has not undergone a mandatory medical examination or has not undergone training in the field of labor protection and has not passed a knowledge and skills test;
- e) if, according to the results of the service inspection, the employee's guilt in the violation of labor obligations is not confirmed or the fact of violation of labor obligations is not confirmed, the period of suspension from work during this service inspection;
- f) the period of unpaid leave granted at the employee's request, not exceeding two weeks during the working year;
- g) the period of being on vacation with partial retention of wages;
- h) the period of being on social leave provided for in clause 4.17 of this Agreement.

The following are not included in the length of service that entitles an employee to the main annual leave:

- the time the employee is absent from work without good reason.
- the periods during which the employee is dismissed from work (except for the cases provided for in paragraphs "c", "g", "d" above).
- the time of leave granted for childcare (Article 405 of the Labor Code).

4.11. Partially paid leave.

In this collective agreement, an employee is granted a partially paid leave for a period not exceeding one calendar year in the following cases:

- during the period of quarantine restrictions related to the pandemic;
- force majeure – extraordinary, unavoidable and unforeseen circumstances (force majeure) that do not allow the parties to fulfill their obligations under the conditions arising from natural phenomena (earthquakes, landslides, storms, droughts, etc.) or socio-economic circumstances (state of war, famine, import and export bans in the interests of the state, etc.) that are beyond the control and control of the parties.

The issue of granting an employee a leave with partial salary retention and its duration is resolved in each specific case by agreement of the parties to the employment contract. The employee's consent to granting him such a leave is notified to the Employer by submitting a written application.

The amount of wages of an employee placed on a leave with partial salary retention cannot be less than the minimum wage established by law.

4.12. Unpaid leave.

Upon the written application of an employee, he may be granted unpaid leave, the duration of which is determined by agreement between the employee and the Employer, but it should not exceed three months in total within a twelve-month period.

Unless otherwise provided by law, during quarantine measures, during a state of emergency, and in other cases that threaten the life of the entire population or part of it or normal living conditions, upon the written application of the employee, the continuous or cumulative duration of unpaid leave may be increased, but not more than six months.

Unpaid leave at the employee's request is provided on a mandatory basis to:

- participants in the war of 1941-1945 and persons equated to them in terms of benefits - up to fourteen calendar days per year;
- to persons with disabilities of groups I and II – up to fourteen calendar days per year;
- to one of the parents (guardians), grandmother, grandfather or other relative of a child who is actually caring for a child aged two to three years;
- to one of the parents (replacing the parent) raising two or more children under the age of twelve or a disabled child under the age of eighteen – up to fourteen calendar days per year.

4.13. The Employer may dismiss an employee without pay on the grounds specified in Article 151 of the Labor Code.

The Employer shall dismiss the employee for the entire period until the circumstances that served as the basis for dismissal are eliminated.

The Employer has the right to dismiss the employee for the same act and subject him to disciplinary liability.

4.14. Granting annual leave.

Annual leave is granted in accordance with the order of granting annual leave, which is determined by the mandatory leave schedule for the Employer and the employee.

Annual leave is granted at a time convenient for the employee:

- to women – before or after pregnancy and childbirth leave;
- to an employee taking childcare leave before or after this leave;
- to persons raising one or more children under the age of fourteen (a disabled child under the age of sixteen) (single parents, including widows, widowers, divorced persons, wives of military personnel in military service, persons replacing parents);
- to persons with disabilities of groups I and II;
- to participants in the war of 1941-1945 and persons equated to them in terms of benefits;
- to persons under the age of eighteen;
- to those studying in educational institutions without leaving work, if they wish to adjust their annual labor leave to the time of passing exams, tests (tests), completing graduation qualification works, master's theses, course, laboratory works and other educational work;
- to persons awarded the badge "Honorary Donor of the Republic of Uzbekistan";
- to participants in the liquidation of the Chernobyl accident, to international medalists;
- to persons awarded state awards of the Republic of Uzbekistan.

Annual labor leave is granted to working men at their request during the period of their wife's pregnancy and maternity leave.

Employees have the right to extend or transfer their annual leave to another period in the following cases:

- during temporary incapacity for work;
- upon the start of pregnancy and maternity leave;
- when the annual leave coincides with the study leave;
- when performing state or public duties, if the legislation provides for release from work for the performance of such duties.

By agreement between the employee and the Employer, the annual leave may be divided into parts. In this case, at least one part of this leave must be no less than fourteen calendar days.

4.15. The right to annual leave for the first year of work arises for an employee after six months of continuous work for this employer.

In addition to the categories of employees provided for in Article 227 of the Labor Code, persons employed at the enterprise at the Employer's proposal may be granted a leave of absence by agreement of the parties to the employment contract before the employee has worked for six months.

Annual leave for the second and subsequent years of work is granted in accordance with the order of granting annual leave, which is determined by the vacation schedule mandatory for the Employer and the employee.

4.16. At the employee's request, the employment contract may be terminated after the end of the main and additional vacations (including due to the expiration of its term). In this case, the last day of the vacation shall be considered the day of termination of the employment contract.

4.17. The Employer undertakes to satisfy the employee's request for social leave with salary retention in the following cases:

- a) upon the death of a close relative – 3 days;
- b) to one of the parents when the child is going to first grade – 1 day;
- c) on the day of vaccination against viral infection (during a pandemic) on the recommendation of the Chief State Sanitary Doctor of the Republic of Uzbekistan – 1 day;
- d) for the wedding of the employee or his children – 1 day;
- e) to his father in connection with the birth of a child – 1 day.

The employee's parents, brothers, sisters, children and spouse are considered close relatives.

During social leave, the employee's previous place of work (position) and average monthly salary are preserved.

The basis for granting social leave is a written application of the employee confirming the circumstances related to the right to such leave.

Social leave is granted in addition to annual leave. Social leave not used by the employee within the established period cannot be transferred to another period. It is not allowed to accumulate social leave and replace it with paid compensation.

V. REMUNERATION OF LABOR. NORMALIZATION OF LABOR. GUARANTEED PAYMENTS AND COMPENSATION PAYMENTS

The Employer assumes the following obligations:

5.1. Remuneration of employees.

- Remuneration of employees (except for drivers) is determined in accordance with the Unified Wages Scale of JSC “Almalyk MMC”, according to tariff rates and position salaries;
- Payment of wages to motor transport drivers is carried out in accordance with the Unified Wages Scale for the payment of wages to motor transport drivers of JSC “Almalyk MMC”, developed in accordance with the “Regulations on the general conditions for the payment of wages to motor transport drivers”, registered by the Ministry of Justice of the Republic of Uzbekistan on January 23, 2019 under No. 3130.

Establish the following wage system:

- work-based;
- time-based;
- work-based and rewarded;
- time-based and rewarded.

To retain qualified specialists and employees at the enterprise, it is necessary to establish higher wages for them than those stipulated by the Unified Wages Scale by concluding employment contracts in accordance with the Regulations, establishing key performance indicators (KPIs) and a bonus system.

Calculation of wage markups and bonuses established for employees for the main results of economic activity (Appendix No. 1).

Taking into account the amendments made in accordance with the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 743 dated September 6, 2019 and the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 183 dated April 5, 2021, to calculate tariff rates for workers in various sectors where sectoral coefficients are established, taking into account these coefficients.

“List of works paid at tariff rates with extremely difficult and extremely harmful working conditions, applying sectoral coefficients to the work performed by workers in underground works of operating and under construction enterprises for the extraction of non-ferrous metal ores, as well as in open-pit mining works in operating quarries” (Appendix No. 2).

"List of production and working professions for which payments are made at the group tariff rates for those employed in metallurgical, chemical-metallurgical production" (Appendix No. 2a).

5.2. Implementation of measures to provide social protection for employees in the event of an increase in prices for food products, transport, medicines, utilities, and essential goods.

5.3. The Employer shall release the employee from work while maintaining the workplace (position) for the performance of state or public obligations, as well as obligations in the interests of the Employer and the labor collective. During the performance of these obligations, the employee's average monthly salary shall be retained.

Payment for work on weekends and non-working holidays when performing state or public obligations, as well as the Employer's and labor collective obligations, shall be made in accordance with clause 5.31 of this Collective Agreement.

5.4. Payment of wages.

Wages payment terms:

- for the first half of the month - until the 26th of the current month;
- for the second half of the month - until the 10th of the following month.

If the day of payment of wages falls on a weekend or holiday, wages shall be paid on the eve of this day.

The advance payment for the first half of the month is made in the amount of 50% of the position salary (monthly tariff rate) established in the staffing table or the staffing distribution table of employees, in accordance with the current qualification classification of the employee, or the guaranteed salary established by the contractual form of remuneration.

The Employer is responsible for the timely payment of wages to the employee.

5.5. The Employer guarantees the following:

- payment of wages to employees under the piecework system of remuneration according to the volume of work performed according to the work-based estimates;

- payment of wages to employees under the time-based system of remuneration according to tariff rates based on the classifications assigned (for time worked);
- payment of wages to workers, managers, specialists and technical personnel according to the established salary (for time worked).

5.6. To establish increment to the monthly tariff rate in percentages for workers (without being released from their main job) for leading a brigade, depending on the number of workers in the brigade (subject to the fulfillment of the foreman's instructions and the quality of work):

- from 5 to 15 workers - 10% of the tariff rate;
- from 16 and more workers - 15% of the tariff rate.

In the case of a total number of employees from 2 to 5 people, to establish an increment in the amount of 50% of the additional payment established for the foreman for leading a link (as part of a brigade).

5.7. Extra compensation.

To establish extra compensation for employees who, along with their main job, work in several other professions and positions (on a concurrent basis), expand the service area, increase the volume of work, as well as perform the duties of employees who are temporarily absent from work in addition to their main job, in the amount of up to 30% of the wage rate (salary) for the concurrent profession/position.

The extra compensation for performing the duties of employees who are temporarily absent from work cannot be higher than the wage rate (salary) of the absent employee. (In accordance with the procedure established by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated October 18, 2012 No. 297 "On approval of the Regulation on the procedure for work on a concurrent basis and in several professions and positions").

5.8. For work performed at night from 22:00 to 06:00, and in the winter season (from December 1 to February 28 (29)) from 21:00 to 07:00, the following amount shall be paid for each working hour:

- 1.6 hourly tariff rate (salary) for industrial and production employees;
- 1.5 hourly tariff rate (salary) for security and non-production employees.

5.9. In agreement with the trade union committee, employees shall be paid an additional wage of up to 12% for work in difficult and harmful working conditions, and up to 24% for work in extremely difficult and harmful working conditions. The additional payment is calculated based on the results of the certification of workplaces and the current Regulations on the assessment of working conditions at workplaces with difficult and harmful, extremely difficult and extremely harmful working conditions, which can be established for employees in the workshops and enterprises of JSC "Almalyk MMC", and for the time actually worked by employees at such workplaces.

The payment of the specified additional payment to managers, specialists and other employees is established in the event that they are permanently employed (at least 50% of working time) in sections, workshops and production facilities where more than half of the employees receive additional payment for working conditions.

5.10. Payment of remuneration for partially reject products manufactured through the fault of the employee at a reduced work-based assessment, depending on the degree of suitability of the product.

Establishment of extra payment for employees with a personal mark in the amount of 10% of the tariff rate (salary). Additional payment Make payment if there are no complaints about the quality of the product (work).

5.11. When the employee uses the property belonging to him with the consent of the Employer and in his interests, the Employer shall reimburse the depreciation of vehicles and the costs of their use, as well as depreciation of equipment, other technical means or other property at the expense of the Employee. The amount and procedure for compensating for these costs shall be determined by agreement between the employee and the Employer.

5.12. The employer has the right to waive full or partial compensation by the employee for material damage caused to the enterprise in the following cases:

- material damage was caused as a result of a normal production and economic risk;
- the administration did not create favorable conditions for the proper storage, accounting and control of valuables;
- work was not adequately organized;
- the employee took all necessary measures to prevent damage;
- if the employee prevented other, greater damage by his actions.

In such cases, compensation for damage shall be made at the expense of the Complex's funds.

5.13. When invited workers relocate to the Complex, the following expenses are reimbursed:

- for moving and transporting property - in the amount of the prices indicated in tickets and receipts;
- to reimburse the costs of privately hired transport or transporting property for these purposes, in an amount not exceeding the amount provided for by law;
- to reimburse other expenses incurred by the employee in settling in a new place, in agreement with the Employer.

5.14. Increase the official salaries of category 1 employees of the departmental militarized security service by 10%.

5.15. Increase the hourly rate of workers in the following specific professions:

- 10% for workers engaged in enrichment of non-ferrous, rare and precious metal ores using harmful and toxic flotation reagents (Appendix No. 4);
- 7% for workers in regime workshops: gold and silver refining workshop, copper electrolysis workshop (Appendix No. 5);
- in the process of mining ore and overburden, in the work of drivers of specialized and special trucks, in the technological process in open pits (mines), existing and under construction, during the repair of roads in open pits, in existing and under construction mines, during the extraction of rocks from mines and enrichment products from processing plants, during the removal of pulp from pulp separators, during the transportation of explosives in mines (pits), during the transportation of backfill materials, during the transportation of non-metallic materials to the warehouse of finished products, during the transportation of ores, fluxes, agglomerates, concentrates, semi-finished products, refractory materials and other materials necessary for the smelting of metals within the enterprise, during the transportation of metal, rolled metal, scrap metal, slag and other waste of the primary metallurgical industry within the enterprise, during the transportation of finished products to warehouses within the enterprise and during the transportation of production

waste from workshops (processing plants) to the dump or the transportation of waste collection points, for truck drivers – 12%;

- an additional 8% for truck drivers extracting ore, aggregates, and overburden from open pit mines 150 meters deep or more;

- up to 50% for time spent underground;

- 10% for electric locomotive drivers engaged in the technological process of removing ores, overburden and slag;

- 9% for assistants of electric locomotive drivers engaged in the technological process of removing ores, overburden and slag.

- due to the intensity of the work process and narrow specialization, the copper electrolysis shop of the copper smelter, the department for processing and packaging finished products of the copper electrolysis shop, the air distribution shop, the sulfuric acid shop, the sulfate shop and the energy shop – by 6% (Appendix No. 5a).

Application of increased tariff rates in all calculations related to labor remuneration.

5.16. Monthly bonus payment to qualified drivers of locomotives and shunting trains and assistant drivers with the right to drive a locomotive in accordance with the “Regulations on the procedure for granting qualification levels to locomotive drivers and locomotive crew driver instructors” approved by JSC “Almalyk MMC” on 20 April 2006.

When locomotive crews work without a train constructor, increase hourly rates for locomotive drivers by up to 30% and for assistant locomotive drivers by up to 20%.

5.17. The following increased hourly rates are established for excavator drivers of the Kalmyk Mining Department with 6 qualification categories, in addition to the allowance (not included in the assessment calculation), engaged in servicing single-bucket excavators with a capacity of 10 to 25 cubic meters, single-bucket excavators with a capacity of more than 5 cubic meters and with extended equipment:

When loading rocks:

- 1.135 times in the Central quarry;

- 1.145 times in the Eastern, Overburden, Sary-Cho‘qi Barakali, North-West Balikti quarries; (When working on a piece-rate system for the current month, the following types of payments are applied to the excavator driver crew: 02 – piece-rate; 15 – for night work; 18 – for brigade work)

Rock acceptance:

- 1.145 times in the production areas of quarries receiving overburden rock No. 1 and 2. (When working on a piece-rate system for the current month, the following types of payments are applied to the excavator driver crew: 04 – for time; 15 – for night work; 18 – for team work).

5.18. Monthly bonuses for the following qualification levels:

- drivers of trucks, cars, buses in the following amount: drivers of the 2nd category who have the right to drive all types and models of trucks and cars included in categories “B”, “C”, “D” or “C”, “C”, “E”, or drive buses included in categories “D” or “D” and “E” - 10%; For drivers of the 1st class, who have the right to drive all types and models of trucks and cars included in the categories of vehicles “B”, “C”, “D” and “E” - 25 percent of the corresponding bit base tariff rate for the time they work as a driver on these vehicles. Driver levels are determined in accordance with the Regulations on assigning levels to drivers of structural divisions of JSC “Almalyk MMC” approved on December 29, 2018;

- tractor drivers employed in agricultural production in the following amounts: 2nd-level tractor drivers - 10%, 1st-level tractor drivers - 20% of the monthly salary for mechanization work paid according to the tariff.

5.19. Payment of wages, guarantees and compensations, and the duration of the working time of the Complex's employees working on a part-time basis are carried out in accordance with the Labor Code and the Regulations on the procedure for organizing part-time work at JSC "Almalyk MMC", approved on December 29, 2023.

The procedure for applying the part-time method of work is approved by the Employer in agreement with the Trade Union Council.

5.20. Payment of a monthly bonus to the Complex's employees for long-term work, depending on their continuous work experience at the Complex, in accordance with the current Regulations (Appendix No. 6).

5.21. During vacation, all employees shall be paid a material allowance in the amount of the monthly salary (monthly tariff rate) for health improvement, adjusted for the labor leave. When going on vacation, employees employed in agricultural production who do not have qualification categories shall be paid a material allowance based on the salary calculated for the last two calendar months for health improvement.

The material allowance shall be paid in full once a year, regardless of the period for which and how many times the vacation was granted during the calendar year, as well as in cases where, due to production needs, only part of the vacation established by law is granted, and the rest of the vacation is transferred to the next working year.

The amount of material assistance provided for the rehabilitation of employees who are granted temporary disability benefits during the work leave (with the exception of employees with socially significant diseases, undergoing inpatient treatment, as well as employees who have been injured in production, have undergone surgery and have suffered domestic injuries, in accordance with the list approved by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated March 20, 1997 No. 153) is reviewed by the decision of the commission established in each division of the Complex, and then approved by the Chairman of the Trade Union Committee.

5.22. Expenses related to the payment of temporary disability benefits to employees of the Complex are carried out at the expense of the own funds of JSC "Almalyk MMC".

5.23. Based on the approved schedules, an additional payment of 10 percent of the monthly tariff rate for on-duty work at home for employees of the Automation Service for Technological Process Control Systems and the Technical Systems Security Service of the Production Automation Department is established.

5.24. Persons participating in collective negotiations, the preparation of a collective agreement, a draft collective agreement shall be released from their main job for a period determined by agreement of the parties, with the average wage preserved.

All expenses associated with participation in collective negotiations shall be compensated in accordance with the procedure established by labor legislation and other legal acts on labor. Unless otherwise provided for in the collective agreement, the collective agreement, payment for the services of scientists, experts and specialists shall be made by the party offering the services.

The termination of the employment contract with representatives of employees participating in collective negotiations at the initiative of the Employer during the period of these negotiations, as well as the imposition of disciplinary sanctions against them or their

transfer to another job without the prior consent of the body authorized to represent them, is not allowed.

5.25. The development of labor standards is carried out by the Employer on the basis of an analysis of labor costs for the performance of labor duties by employees in specific organizational and technological conditions of work.

The introduction, replacement and revision of labor standards is carried out by the Employer in agreement with the Trade Union Committee.

The employee must be notified of the introduction, replacement and revision of labor standards at least two months before the date of their introduction, replacement or revision.

The achievement of a higher level of production (services) by individual workers or their collective structures (teams) on their own initiative through the use of new methods and ways of working and the improvement of working conditions cannot serve as a basis for revising previously established labor standards.

5.26. For mobile and on-site work, as well as for work in the field and on a part-time basis, compensation payments are made in accordance with Articles 288 and 472 of the Labor Code and in accordance with the Regulation on the organization of part-time work at Almalyk GMK JSC, approved on December 29, 2023.

5.27. Employees sent for professional training, retraining, advanced training and internship by the Employer's order (order, command) shall be reimbursed for travel expenses to and from the place of study (if it requires moving to another place) and housing rental expenses.

5.28. In consultation with the trade union committee, in accordance with the List (Appendix No. 7), establish reduced working hours (no more than thirty-six hours per week) without a reduction in wages for employees exposed to physical, chemical, biological, and other occupational factors harmful to health during work. The duration of reduced working hours will be determined based on workplace certification materials.

5.29. To establish a monthly extra payment for the actual time worked (excluding working, educational and temporary disability days) in the amount of 21% of the minimum wage established in the territory of the Republic of Uzbekistan for unfavorable working conditions in the industrial and production sector of JSC "Almalyk MMC" for the time actually worked (excluding working, educational and temporary disability days).

5.30. Payment for overtime work (for work with unfavorable working conditions - at least two times per hour), for work on weekends and non-working holidays in the amount of two times (Articles 262-263).

At the employee's request, instead of increased payment for overtime work, additional rest time may be provided in accordance with the duration of the time worked overtime. In this case, overtime work is paid in the amount of one time, and rest time is not paid.

Work on a day off or a non-working holiday may be compensated by granting another day off at the employee's request. In the event that work on a day off or a non-working holiday is compensated by granting another day off, payment for such work shall be made in the amount of at least one contribution, and no payment shall be made for the day off.

5.31. To establish the remuneration of the hoisting machine operators of the Ko'chbuloq mine of the Angren Mine Administration for their labor at the tariff rates using industry coefficients approved by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated September 6, 2019 No. 743.

5.32. To reward employees in connection with their jubilee dates in the following manner:
The following are considered jubilee dates: 50, 60, 70 years of age.

Employees are paid a one-time bonus in the following amounts in connection with their anniversary dates:

Upon reaching the age of 50 – 3.5 times the minimum wage;

Upon reaching the age of 60 – 4.5 times the minimum wage;

Upon reaching the age of 70 – 5.5 times the minimum wage (This benefit comes into effect from July 1, 2026).

The length of service at the plant includes:

- the period of the employee's call-up to military or alternative service, if the employee worked at the plant before being called up;
- the period of training in preparatory courses, retraining courses and advanced training courses, with time off from work on the basis of an order or direction from the Complex;
- periods of work in the Administration of the President of the Republic of Uzbekistan, the Cabinet of Ministers and the Ministry of Mining and Geology;
- the period of work in elected positions in state bodies, trade union bodies, structural divisions of the Trade Union Council of the Complex is included, if the employee worked at the Complex before working in the elected position;
- the period of childcare leave for women whose child is on care leave until the child is two or three years old, but a maximum of six years of these leaves are added to the length of service;
- the period of work in small enterprises and cooperatives established on the basis of structural divisions of the Complex, in the Trade Union Council of JSC "Almalyk MMC", the former "Uzbek Diamond-Gold" Association, JSC "Uzbek Hard Alloys and Refractory Metals Combine", SHK "Devon" when they were in the structure of JSC "Almalyk MMC", the enterprises of the State Geological Committee, and at the "Angren Pipe Plant" JSC. In this case, the calculation of the length of service of employees is valid only for employees who have been working at the Complex since the time the enterprises were incorporated into the JSC "Almalyk MMC".
- the period of work at another enterprise, organization, if the employee was hired to work at the Complex on the recommendation of higher authorities or on the written proposal of the Employer, but in this case, only the period of work of the employee at the last enterprise where he worked is taken into account;
- the period of work in higher authorities: in town and regional administrations, in responsible and managerial positions in the Ministries of the Republic of Uzbekistan, if the employee worked in these positions on the recommendation of the above-mentioned organizations and the recommendation of JSC "Almalyk MMC" and was re-hired at the Complex after dismissal.

In the following cases, the length of service giving the right to receive a bonus is preserved, but the period of interruptions in the length of service is not included in the length of service at the Complex:

- upon re-employment at the Complex within six months after the disability group is canceled;
- in the event that the employee resigns from the Complex for good reasons and subsequently re-enters the Complex;
- in the event that the employee re-enters the Complex after graduating from a higher educational institution or secondary specialized educational institution.

The awarding of employees who will turn 50, 60, 70 years old in the current month is carried out once a month, by order of the Chairman of the Board of the Complex, on the basis of a presentation approved by the heads of structural divisions in agreement with the chairmen of the Trade Union Committees, sent no later than the 20th of each current month.

The presentation is accompanied by a production description reflecting the impeccable labor and production indicators of the employee whose anniversary is being celebrated. Employees who have been disciplined for violating labor and technological discipline, labor protection, safety equipment, etc. rules and standards within a year before the anniversary date are not eligible for awards.

Bonuses are paid from the Complex (shop) wage fund and within the framework of this fund and are included in expenses in accordance with the Regulation on the composition of costs for the production and sale of products (works, services) and the procedure for forming financial results.

5.34. Payment for labor leave is made no later than the last working day before the start of the leave.

VI. LABOR DISCIPLINE

6.1. The Parties undertake to ensure and control the performance of labor duties by employees in accordance with labor contracts, regulations on structural divisions, position and work instructions, rules of conduct, the Charter of JSC “Almalyk MMC” and the Internal Labor Procedure Rules.

The Employer is obliged to familiarize employees with the documents establishing internal discipline. An employee who has not been familiarized with the disciplinary rules may not be subject to disciplinary sanctions for violation of these rules.

6.2. The Parties recognize that conscientious and high-quality performance of labor duties is the basis of employee well-being.

6.3. The Trade Union Committee promotes compliance by employees with the rules of the internal labor procedure, labor discipline, and timely and high-quality performance of labor duties.

The Staff (employees) assumes the following obligations:

6.4. Employees are required to comply with the rules of the internal labor regulations, the established work regime, labor discipline and dress code.

6.5. When directing employees to study or retraining, to conscientiously approach training. Refusal to study and failure to participate in training without a reason is considered a violation of labor discipline.

6.6. The Employer assumes the following obligations:

The following incentive measures are applied to employees for their success at work:

- To pay a one-time bonus in the amount of 1 times the minimum amount of labor remuneration established in the territory of the Republic of Uzbekistan by declaring gratitude to the employee;
- Rewarding with a monetary reward (monetary incentive) in the amount of up to 1.5 times the minimum amount of labor remuneration established in the territory of the Republic of Uzbekistan;

- To pay a one-time bonus in the amount of 1.75 times the minimum amount of labor remuneration established in the territory of the Republic of Uzbekistan to the employees who were awarded with the Certificate of Honor of JSC “Almalyk MMC” and Almalyk town administration;
- To pay a one-time bonus in the amount of 2 times the minimum amount of labor remuneration established in the territory of the Republic of Uzbekistan to employees who have been awarded the Certificate of Honor of the Ministry of Mining and Geology of the Republic of Uzbekistan and the Tashkent region administration;
- To pay a one-time bonus in accordance with Appendix No. 8 of this contract to employees awarded the honorary title of “Almalyk MMC” Labor Veteran;
- To pay a one-time reward in accordance with Annex No. 9 of this contract awarded with the "Mining Glory" badge of I, II and III degrees.

Candidates of the employees of the Complex can be presented for state awards for their special services to the society and the state with many years of effective work.

Wages, bonuses, additional payments, bonuses and other payments provided for in the labor remuneration system are not included in the category of incentives.

VII. FINANCIAL LIABILITY OF THE PARTIES TO THE EMPLOYMENT CONTRACT

7.1. The material liability of the parties to the employment contract is a legal liability that represents the obligation of a party to the employment contract to compensate for the damage caused to the other party in the manner prescribed by law.

In this case, the contractual liability of the Employer to the employee shall not be less than that provided for in the Labor Code, and the liability of the employee to the Employer shall not be higher than that provided for in the Labor Code.

The Employer assumes the following obligations:

7.2. An employee directly dealing with monetary or commodity values shall be fully materially liable for failure to ensure the safekeeping of the valuables entrusted to him on the basis of an agreement on full material liability.

The list of categories of employees with whom an agreement on full material liability is concluded, as well as the list of units in which work is performed jointly by employees directly dealing with monetary or commodity values, and in which full material liability of the team (department) may be introduced, is given in **Appendix No. 10** to the Collective Agreement.

7.3. In case of violation of the payment deadline for wages, vacation pay, payments upon termination of the employment contract and (or) other payments due to the employee, the Employer is obliged to pay them together with interest (cash compensation) for each day of delay, starting from the day following the payment deadline and up to the date of actual settlement, based on the refinancing rate of the Central Bank of the Republic of Uzbekistan in force at that time.

The amount of cash compensation payable to the employee is determined at the rate of 10 percent of the refinancing rate of the Central Bank of the Republic of Uzbekistan.

The obligation to pay this cash compensation arises regardless of whether the Employer is at fault for the delay in paying the monthly wage or other payments due to the employee.

VIII. HEALTH AND SAFETY

The Employer assumes the following obligations:

8.1. In accordance with the order, prepare and purchase regulatory and technical documents, demonstration manuals, warning posters, inscriptions and signs for the structural divisions of the plant.

8.2. Maintain medical stations of structural divisions at the expense of the funds of JSC “Almalyk MMC”, provide them with the necessary medicines and medical equipment.

8.3. Provide all structural divisions of the plant with medical kits in accordance with approved annual orders.

8.4. Introduce modern safety equipment designed to prevent injuries in production, and ensure sanitary and hygienic conditions designed to prevent the occurrence of occupational diseases among employees. Ensuring compliance with the normative indicators of dust, gas pollution, noise and vibration in workplaces, organizing the normative temperature regime and level of illumination in workplaces, ensuring the proper operation of aspiration, ventilation and gas cleaning equipment.

8.5. Maintaining equipment, production buildings and territories in a condition that ensures safe working conditions.

8.6. Certification of workplaces within the plant's structural divisions for working conditions and the risk of injury from equipment, issuance of work permits for individuals with disabilities, and inspections and monitoring of compliance with occupational health and safety requirements.

8.7. Conducting mandatory medical examinations of employees at the expense of the enterprise in accordance with the calendar plan.

8.8. In accordance with the "List of free provision of special clothing, special footwear and other personal protective equipment for employees of the production enterprise of JSC “Almalyk MMC”, provide employees working in adverse working conditions with free special clothing, special footwear, other personal protective and hygiene products. Ensure the storage, washing, cleaning and repair of special clothing, special footwear and personal protective equipment. Ensure the replacement of special clothing, special footwear and other personal protective equipment that has become unusable for reasons beyond the employee's control before the expiration of the specified period of use. Replacement is carried out in accordance with the relevant act of the commission for testing and controlling the quality of special clothing, special footwear and other personal protective equipment received by a specific structural unit.

Establishment of norms for the consumption of detergents for washing special clothing by employees of the plant (Appendix No. 11).

Provision of special clothing (jackets, suits, helmets, shoes) to specially selected employees of the Trade Union Committee, exempt from production activities, to fulfill the requirements of the charter directly in workshops, sections, etc.

Provide additional gauze gloves (one pair per month) to employees who work with oxygen cylinders.

Control over the quality of purchased special clothing, special footwear and personal protective equipment is carried out by the Commissions for the Acceptance of Special

Clothing, Special Footwear and Personal Protective Equipment (central and structural divisions).

8.9. Provide employees working in adverse working conditions with free therapeutic and preventive food in accordance with the established standards in accordance with the “List of Productions, Professions, Positions, and Jobs Entitled to Receive Therapeutic and Preventive Food” (Appendix No. 12):

- determine the monetary value of therapeutic and preventive food by order of JSC “Almalyk MMC”;
- issue therapeutic and preventive food vouchers for a 12-hour work shift based on the following calculation: 1 voucher for therapeutic and preventive food for an 8-hour work shift based on the monthly standard of hours worked;
- issue medical and preventive food vouchers to employees working on a part-time basis (mines, quarries) for an 11-hour work shift based on the calculation of one voucher per work shift: 7.2 hours or 8 hours based on the monthly standard of hours worked;
- transfer monthly vouchers to employees' ID cards no later than the first of each month (in the event of a business trip, incapacity for work, labor leave, and similar cases, vouchers are recalculated at the time of closing the tables, and the value of overpaid vouchers is refunded in accordance with the established procedure);
- implement quality control of medical and preventive food. Implement the procedure and conditions for providing medical and preventive food in accordance with the "Procedure for providing medical and preventive food to employees of the plant free of charge".

8.10. Providing employees employed in jobs with unfavorable working conditions with free milk in accordance with the following established standards – 0.5 liters per shift per employee in accordance with the “List of productions, professions, jobs that give the right to receive milk” (Appendices No. 13 and 13a).

8.11. In accordance with the "List of industries, professions, positions, and types of work that provide the right to free soap due to unfavorable working conditions," each employee is provided with one bar of soap per month (weighing at least 200 grams) free of charge, in accordance with the requirements of "O'zDST 2833:2017. Solid household soap. Technical conditions" (Appendix No. 14).

8.12. The following resources and conditions are provided free of charge to organizations providing treatment and preventive nutrition and free meals to employees of the plant at the expense of JSC “Almalyk MMC”:

- electricity in the necessary volumes to ensure the operation of catering facilities;
- provision of firewood for cooking and household needs;
- hot and cold water supply, as well as sewage (water discharge);
- heating systems, including the provision of thermal energy during the heating season;
- communication services (telephone and Internet);
- transport;
- buildings, structures, kitchen equipment and inventory for servicing.

8.13. Provide employees working in hot shops of the plant's structural divisions with carbonated (mineral) salt water free of charge in accordance with the following established norms: 1 liter of water per shift per employee (Appendix No. 15).

Provide employees with dry tea:

- 2.5 grams per shift per employee working in hot shops on a calculated basis;

- 1 gram per shift per employee working in adverse working conditions on a calculated basis (Appendix No. 16).

8.14. Provide employees of the departments of the Social Facilities Department with detergents in accordance with the detergent consumption standards (Appendix No. 17), and implement the detergent consumption standards for the Economic Section of the Administrative Social Affairs Department of the Central Office (Appendix No. 18).

8.15. Timely allocation and use of funds for labor protection measures in accordance with the approved estimate (Appendix No. 19).

8.16. Implementation of environmental protection measures within the framework of the funds provided for in the business plan, in accordance with the developed measures.

8.17. Ensuring the implementation of the necessary measures to prepare facilities for operation in the autumn-winter period.

8.18. Sending employees of the plant who are injured in connection with the performance of their labor duties in production and who need emergency medical care to the appropriate medical institution of the Republic of Uzbekistan for treatment at the expense of the enterprise.

8.19. Ensuring timely examination and registration of cases of injuries, occupational diseases or other health damage to employees in connection with the performance of their labor duties in production.

In case of an occupational injury, the Employer shall provide for the referral of the employee to state medical institutions in urgent (emergency) cases and the financing of treatment costs until the degree of incapacity for work is determined (TIEK) (Order of JSC "Almalyk MMC" No. 851 dated 2021).

To pay a lump sum benefit in the amount of the injured employee's annual salary to compensate for the damage caused to his life and health due to the employee's disability, occupational disease or other damage to his health in connection with the performance of his labor duties.

8.20. Compensation for payments made for the treatment of an employee in the event of an injury in connection with the performance of his labor duties.

8.21. Payment of a lump sum benefit in the amount of 6 times the average annual salary of the deceased to citizens who are entitled to compensation for damage caused by the death of their breadwinner as a result of an industrial accident. In this case, if the amount of monthly payments for each dependent citizen is less than 1.64 times the minimum wage established in the territory of the Republic of Uzbekistan, an additional payment equal to 1.64 times the minimum wage for each dependent citizen shall be made to the monthly payments for compensation for damage caused by the loss of the breadwinner calculated in accordance with current legislation.

8.22. In the event of the death of an employee as a result of an industrial accident, the family of the employee shall be paid a lump sum of material assistance in the amount of the victim's average annual salary. This payment shall be made after deducting taxes established in accordance with current legislation.

The lump sum shall be paid within 3 days from the date of the fatal accident.

8.23. The Employer and the trade union committee shall be obliged to hold elections of representatives for labor protection at general meetings of trade union organizations of collectives and workshops and organize their training.

8.24. The representatives for labor protection shall be provided with 2 hours per week paid in the amount of the average monthly salary to perform their duties during working hours.

8.25. To provide incentives to labor protection representatives who actively participate in improving working conditions and contribute to reducing injuries in accordance with the Regulations on Incentives for Labor Protection Representatives of JSC “Almalyk MMC”.

In this regard, quarterly incentives in the amount of one to three times the reference calculation value (RCV) of the Republic of Uzbekistan (Resolution of the Ministry of Labor No. 819 dated 24.12.2025).

Conducting competitions "Best Labor Protection Specialist", "Best Labor Protection Representative" among employees who actively participate in organizing public control over labor protection and safety and recommending the winners to the republican competition in all nominations.

8.26. To bring to disciplinary liability, in accordance with the procedure established by law, officials guilty of violating the regulatory legal acts of the enterprise on labor protection and industrial safety or obstructing the activities of supervisory bodies.

8.27. To conduct a one-day initial training on labor protection for new employees of the structural divisions of JSC “Almalyk MMC”, including those employed under a fixed-term employment contract (regardless of their education, length of service in this profession or position), students and applicants who came to undergo industrial training or practice at the training center of the Complex. The time spent on the one-day initial training on labor protection is not paid.

After the initial safety training, an order is issued by the structural unit on hiring and the employee is sent to undergo induction training.

8.28. Conducting induction training on labor protection with employees arriving on a business trip in accordance with the Programs approved by the above-mentioned persons (clause 8.27), as well as the head of the structural unit (chief engineer). The duration of the induction training is determined in accordance with the approved Programs.

Newly hired employees, pupils and students included in paid production practice are paid based on the calculation of the given discharge tariff scale for the time of conducting induction training on labor protection and are provided with free meal vouchers.

8.29. To insure its civil liability for compensation for harm caused to the life or health of an employee in connection with the performance of his labor duties, occupational disease, or other damage to his health, on the terms and in the manner established by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 177 dated June 24, 2009.

The Staff (employees) assumes the following obligations:

8.30. To comply with the established requirements when working with machines and mechanisms, equipment, to properly use the allocated personal protective equipment, to monitor compliance with labor protection requirements and instructions by all employees, to be financially responsible for actions that have caused damage to the property of the enterprise, the occurrence of an accident, or environmental pollution.

8.31. To comply with the requirements for receiving therapeutic and preventive food according to the diet.

8.32. Employees recognize that compliance with the labor protection requirements, rules and instructions established in the relevant regulatory legal acts of the Republic of Uzbekistan, internal documents of the enterprise, this Collective Agreement is their duty

and that they are liable for failure to comply with them in accordance with current legislation.

The Trade Union undertakes the following obligations:

8.33. Establishes permanent control over the implementation of labor protection rules and standards by employees with the help of authorized persons for labor protection and members of the labor protection commission.

8.34. Controls the integrity, suitability for work, and mandatory use of special clothing, special footwear and other personal protective equipment provided to employees.

8.35. Controls compliance with the Law of the Republic of Uzbekistan “On Labor Protection”.

8.36. In accordance with the decision of the Executive Committee of the Trade Union Council of Employees of JSC “Almalyk MMC”, financial assistance is allocated for the treatment of an employee who has received an injury in production in connection with the performance of his labor duties.

8.37. They require the Employer to take timely measures to bring workplaces into compliance with the requirements of labor protection and industrial safety and industrial sanitation rules, as well as to eliminate existing shortcomings in workplaces.

8.38. They organize and carry out monitoring of the state of working and living conditions, the quality of therapeutic and preventive food at enterprises. In cases of violations, they submit relevant acts to the administration, and conduct constant monitoring to eliminate them.

IX. PROFESSIONAL TRAINING, RE-TRAINING AND IMPROVEMENT OF QUALIFICATIONS OF EMPLOYEES. GUARANTEES AND COMPENSATIONS FOR EMPLOYEES WHO COMBINE WORK WITH TRAINING

9.1. Professional training of employees is understood as training aimed at the formation of theoretical and practical knowledge in employees, as well as the formation of skills and qualifications that allow them to carry out professional activities in a specific field and (or) perform work in a specific profession or specialty. Professional training of employees is carried out voluntarily in educational organizations upon the recommendation of the Employer.

Retraining of employees is understood as training of employees in order to acquire new professional knowledge, qualifications and skills due to changing requirements for technologies or the labor process, or to acquire a new profession.

Advanced training is understood as improving the level of professional knowledge, qualifications and skills of an employee, characterizing his readiness to perform work in his existing profession and specialty.

9.2. In the event that an employee is sent for mandatory retraining or advanced training for the Employer and the employee, as well as for voluntary retraining or advanced training, the Employer is obliged to maintain the employee's workplace (position) and average salary during the period of retraining or advanced training.

9.3. Mentoring is understood as a type of retraining or advanced training of employees, in which the most experienced employees of the organization (mentors, trainers) provide a

systematic transfer of knowledge, skills and qualifications necessary for the performance of a specific labor task to less experienced employees.

Additional agreement to an employment contract or an employment contract with a coach can serve as the basis for issuing an order for the provision of coaching services if it includes the appropriate conditions for the provision of coaching services from the very beginning. The relevant conditions of coaching (mentoring) are understood as the working hours of the coach (mentor) involved in training a less experienced employee, the amount of remuneration for performing the duties of the coach (mentor), as well as other conditions set out in the Collective Agreement (Appendix No. 20).

9.4. When undergoing professional training, retraining and advanced training, employees must comply with the rules established by the educational organization, submit the results of professional training, retraining and advanced training to the Employer. During professional training, retraining and advanced training, employees may also have other obligations established by the Labor Code of the Republic of Uzbekistan, other regulatory legal acts, this Agreement and the employment contract.

9.5. The requirement to create conditions for employees studying and completing the curriculum in educational institutions under an employment contract without leaving their jobs is carried out in accordance with Article 383 of the Labor Code, and guarantees and compensation for employees studying in evening or part-time education are carried out in accordance with the procedure established by Article 385 of the Labor Code.

Employees studying and completing the curriculum in educational institutions without leaving their jobs under an employment contract are provided with the conditions provided for in Article 383 of the Labor Code.

Employees studying in the evening or part-time form of education are provided with guarantees and compensations provided for in Article 385 of the Labor Code.

X. SPECIFIC FEATURES OF ORGANIZATION OF THE WORK OF WOMEN AND PERSONS ENGAGED IN FAMILY DUTIES, AS WELL AS ADDITIONAL PRIVILEGES AND GUARANTEES PROVIDED TO THEM

10.1. In order to ensure the labor rights and social guarantees of women, the Parties undertake to strictly comply with the following instruments of the International Labor Organization:

Protocol to Convention No. 29 of the International Labor Organization concerning Forced or Compulsory Labor, 1930;

Convention No. 100 "On Equal Remuneration for Men and Women for Work of Equal Value", 29.06.1951, Geneva;

Convention No. 103 "On Maternity Protection", 28.06.1952, Geneva;

Convention No. 105 "On the Abolition of Forced Labor", 25.06.1957, Geneva;

Convention No. 111 "On Discrimination in Respect of Employment and Occupation", 25.06.1958, Geneva.

10.2. The Parties undertake to ensure compliance with the following guarantees and to provide benefits provided for in the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men":

- to assign the responsibility for ensuring equal rights and opportunities for women and men to the authorized person of the Organization and its structural divisions;

- to create equal rights and opportunities for women and men in recruitment and promotion;
- to eliminate inequality in remuneration for women and men's work;
- to create the necessary conditions for increasing the physical activity of women;
- to prevent various forms of harassment and violence, sexual harassment in the workplace, and to monitor strict compliance with the rights and freedoms of citizens.

The Employer assumes the following obligations:

10.3. Pregnant women and women who have given birth to children shall be granted annual leave at their discretion, before or after pregnancy and childbirth leave, or after childcare leave, as appropriate.

10.4. One parent (or person acting in loco parentis) of two or more children under the age of twelve, or a disabled child under the age of sixteen, during an additional annual leave period of four calendar days, retains their average salary for that leave period.

Carrying over this leave to the next working year or replacing it with paid compensation is not permitted.

10.5. The period of childcare leave shall not be included in the length of service giving the right to the next annual leave.

10.6. If necessary (based on referral), pregnant women are exempted from work for medical examinations.

10.7. For employees with children under 2 years of age, breaks for feeding (breastfeeding) of the child are established every three hours of work for 30 minutes, for women with 2 or more children under 2 years of age, the break period is set at one hour after every three hours of work. In the case of two or more children under 2 years of age, the duration of the break is set at least one hour.

Breaks for feeding (breastfeeding) of the child are included in the working time, paid at the average monthly wage. At the request of employees, breaks for feeding (breastfeeding) of the child can be generalized throughout the working day and added to breaks for rest and meals, or added to the beginning or end of the working day (in accordance with Article 407 of the Labor Code of the Republic of Uzbekistan and Convention No. 103 of the International Labor Organization).

10.8. The assignment and payment of temporary disability, pregnancy and childbirth benefits within the framework of state social insurance shall be carried out in accordance with the legislation of the Republic of Uzbekistan.

The Trade Union undertakes the following obligations:

10.9. Participate in improving working conditions and protecting women's health.

XI. ADDITIONAL PRIVILEGES AND GUARANTEES FOR YOUTH

11.1. In order to further increase the effectiveness of the participation of young specialists in the activities and development of the Complex and strengthen the socio-economic protection of young people, the parties agree to:

Encourage young people who are achieving high performance in the labor process, active and ambitious in the social life of the enterprise, in the Youth Union and trade unions;

Carry out targeted work on compliance with the minimum age for employment and the prohibition of worst forms of child labor in accordance with Conventions No. 138 of the International Labor Organization “On the Minimum Age for Employment” and No. 182 “On the Worst Forms of Child Labor”.

11.2. In accordance with the legislation, for the purposes of this Agreement, the concepts of “youth”, “young family”, “young specialist” are used, as defined by the Law of the Republic of Uzbekistan No. URQ-406 “On State Policy on Youth”.

The parties undertake the following obligations:

11.3. In order to ensure more effective participation of young specialists in the activities and development of the enterprise, as well as to strengthen the social protection of young people, the Parties agree to the following:

- Actively participate in ensuring the implementation of the program of additional measures aimed at implementing the state youth policy;
- organize the Council of Young Specialists, hold professional skills competitions among young employees and specialists;
- carry out work on professional training of young employees, learning other professions, and improving their skills directly at the enterprise, and, if necessary, at the bases of educational institutions and training courses;
- contribute to strengthening the potential of young people by organizing training courses on mastering modern knowledge, learning foreign languages, and improving their knowledge and skills in working with computers;
- organize a "Book Reader" corner and hold a contest "Best Reader".

11.4. The Employer assumes the following obligations:

- a) ensure the involvement of highly qualified employees, managers, and specialists to guide the production practice of students and students of vocational educational institutions;
- b) encourage graduates of secondary specialized vocational educational institutions and mentors who mentor students.

11.5. Provide employees under the age of eighteen with benefits provided for by labor legislation.

11.6. The Trade Union undertakes the following obligations:

- a) use the existing legal and regulatory framework to further improve the protection of labor rights and social guarantees of young employees;
- b) carry out work to involve young men and women in trade union activities, systematically provide moral and material incentives to young people who have shown activity in public work (certificate of honor, letter of thanks, publishing articles about them in newspapers);
- c) assist in attracting highly qualified employees, specialists, and managers to supervise the production practice of pupils and students, and in ensuring that mentors are assigned to young people when hiring them;
- d) carry out work to ensure the job satisfaction of newly hired young people;
- e) prevent negative situations in the activities of young people working at the plant by implementing cultural, educational, spiritual, physical education, and sports events on a

large scale among young employees, and help instill in young people a sense of confidence and gratitude for the future.

XII. SOME FEATURES OF ORGANIZING THE WORK OF CERTAIN CATEGORIES OF EMPLOYEES

12.1. Persons with disabilities shall enjoy additional benefits established for them by law in the field of labor protection, working hours, holidays and other working conditions.

12.2. Forms and systems of payment of wages, bonuses, additional payments, bonuses, incentive payments for employees on a part-time basis shall be carried out in accordance with the procedure established for employees for whom this work is their main job.

12.3. During the period of validity of quarantine measures, by mutual agreement between the Employer and the employee, pregnant women, the elderly, people with disabilities and people with chronic diseases may be transferred to remote work, a flexible work schedule or work from home.

The right to switch to remote work, a flexible work schedule or work from home shall be exercised primarily by pregnant women, the elderly, people with disabilities and employees with chronic diseases.

When switching to remote work, flexible work schedules, or working from home, the rights and obligations of the employee and the Employer are implemented in accordance with the procedure established by the Labor Code.

XIII. ADDITIONAL SOCIAL INSURANCE. SOCIAL GUARANTEES AND BENEFITS

The Employer assumes the following obligations:

13.1. Organization of the purchase of apartments from the town population for allocation to invited specialists.

13.2. Residential premises of the enterprise (dormitories, departmental residential premises, hotels) may be provided by the “Standing Commission for the Registration of Families in Need of Housing and the Allocation of Referrals” to workers and employees in need of improved housing conditions, on a rotational basis for a period of up to 5 years without the right of privatization for use for official purposes.

The use of departmental residential premises under the jurisdiction of JSC “Almalyk MMC”, in particular, “Young Specialists” Dormitory No. 1, “Metallurg” Dormitory No. 2, Departmental Residential Facilities and “Bahor” Departmental Hotel shall be carried out in accordance with the approved Regulations.

At the same time, the allocation of residential premises is the right of the Employer and is not an obligation.

13.3. Payment for referrals to the sanatorium-preventive center of JSC “Almalyk MMC” at the expense of the enterprise, based on the length of service at the plant, as follows:

- 15-20 years – for 50% of the cost – up to 5% of the total number of referrals;
- Over 20 years – free of charge – up to 5% of the total number of referrals.

13.4. Annually allocate funds for providing children with health camps “Tong”, “Metallurg”, “Xandiza-Parvoz”, “Istiqlol”, “Gulzor” during the summer health season in the amount of 25% of the total cost and transfer them to the account number of the Trade Union Council of the plant.

13.5. To allocate funds in the amount of 25% of the established daily meal cost to improve the nutrition of children, employees and service personnel at the children's health camps “Tong”, “Metallurg”, “Xandiza-Parvoz”, “Istiqlol”, “Gulzor”.

13.6. Based on the submitted calculations and the lists of distribution of funds approved by the Trade Union Council, transfer funds for meals for employees of the Department of Social Services, the Department of Automobile Transport, the Departmental Paramilitary Service and the Civil Defense Squad during the summer period - service personnel of children's summer camps “Tong”, “Metallurg”, “Xandiza-Parvoz”, “Istiqlol”, “Gulzor” to account No. 1 of the Trade Union Council of JSC “Almalyk MMC”.

13.7. The use of recreation facilities under the jurisdiction of JSC “Almalyk MMC”, in particular, the “Golden Apple” boarding house is carried out in accordance with Appendix 21, the “Blue Mountains” recreation center is carried out in accordance with Appendix 22, and the “Zomin” recreation center is carried out in accordance with Appendix 23.

Payments for tickets to these recreation facilities are determined as follows:

- for employees of the Complex and pensioners whose employment contract with the Complex has been terminated for the first time due to retirement due to age or on preferential terms, in the amount of 30% of the cost of the pass;
- for family members of an employee of the Complex (parents, spouse, children under 18 years of age) in the amount of 50%;
- for children under 5 years of age - free passes are provided free of charge, provided that a separate place in a motor vehicle and a separate place at the recreation center are not provided and food is not provided.

13.8. Based on a joint decision of the Employer and the Executive Committee of the Trade Union Council, purchase tickets to the “Uzbekistan” sanatorium in Yalta and Kislovodsk and provide them to employees of JSC “Almalyk MMC” and their family members (husband, wife), distributing the cost of tickets as follows:

- 50% - at the expense of the employee;
- 50% - at the expense of the budget of the Trade Union.

The Employer reimburses 50% of the cost of travel to and from the sanatorium.

At the employee's request, the cost of the ticket may be deducted from the monthly salary for 3 months in the amount of 50% of the total cost and transferred to the Trade Union Council of JSC “Almalyk MMC” employees.

13.9. In order to ensure full and high-calorie nutrition for employees at JSC “Almalyk MMC”, the Employer provides the following:

- all employees (except for housewives) who do not receive vouchers for therapeutic and preventive meals are provided with free meal vouchers in the amount of 50% of the value of the voucher for therapeutic and preventive meals, with income tax withheld;
- employees working on a part-time basis and not receiving vouchers for therapeutic and preventive meals are provided with two vouchers in addition to the taxable free meal vouchers for one shift, in order to ensure three meals;

– employees working on a part-time basis and entitled to receive vouchers for therapeutic and preventive meals are provided with one voucher in addition to the taxable free meal vouchers for one shift, in order to ensure three meals;

- employees of preschool educational organizations, the “Nuroni” retirement home, employees of the “Oltin Olma” boarding house and the “Zomin” recreation center (except for guards) are provided with free food in the amount of 50% of the cost of the voucher for therapeutic and preventive nutrition at the workplace, in accordance with the standards of preschool educational organizations, on the basis of a separate meal plan, with income tax deducted.

13.10. The services of the “Nuroni” Pensioners' Home under the Department of Social Facilities will be available to unemployed, lonely, needy pensioners of the Complex, and participants in the labor front. The Regulations governing the activities of the “Nuroni” Pensioners' Home are given in Appendix 24. The cost of free food for one pensioner in this facility is set at 50% of the treatment and preventive food voucher.

13.11. The amount of parental payment for childcare in preschool educational organizations of JSC “Almalyk MMC” for combine employees is set at 35% of the minimum wage established in the territory of the Republic of Uzbekistan.

In the event of the death of a combine employee, his child will continue to attend the preschool educational organization until the child graduates from it under the terms of payment of parental contributions established for combine employees.

In the event that an employee of JSC “Almalyk MMC” is diagnosed with a disability of group I-II due to a work injury, parental allowance for a child attending a preschool educational organization of the Complex is made at the level of parental allowance received from an employee of JSC “Almalyk MMC”.

The allocation of places and the allocation of places to preschool educational organizations of JSC “Almalyk MMC” is carried out on the basis of the ADMINISTRATIVE REGULATION on the admission of children to preschool educational organizations under the jurisdiction of JSC “Almalyk MMC” (Appendix No. 25).

13.12. Children of employees of the Complex may attend preschool educational organizations of JSC “Almalyk MMC”. In the event that an employee is dismissed, his child attends a preschool educational organization during the current calendar month. From the first day of the next month, he vacates his place in the preschool educational organization.

13.13. Payment of full pension to working pensioners in the second half of the month in accordance with the Decree of the President of the Republic of Uzbekistan dated December 12, 2018 "On additional measures to strengthen social support for pensioners and increase the efficiency of the pension system of citizens" No. PF-5597.

13.14. Provide financial support to all non-working pensioners of the Complex once a year on January 1 of the reporting year in the amount of 1.64 times the minimum amount of labor remuneration established in the territory of the Republic of Uzbekistan (Appendix No. 26).

13.15. Every month, seven different packages of food products will be distributed to the former employees of the city and the plant – the participants of the Second World War and the labor front.

On the occasion of Navruz, Day of Remembrance and Appreciation, Day of Mining and Metallurgical Industry Workers, Independence Day, Ramazon Hayit (Iyd al-Fitr), Qurban Hayit (Iyd al-Adha), and New Year holidays, according to the list approved by the Council of the Employer and Combine Employees Trade Union, participants of the Second World War and the labor front of the city and combine, non-working combatants-international

workers of the Complex, who participated in ending the accident at the Chernobyl NPP distribution of nine sets of food products to pensioners and persons who received the title of "Hero of Uzbekistan".

13.16. Annual purchase of New Year's gifts and their distribution according to the approved list and Regulations (Appendix No. 27).

13.17. To provide annual financial support to employees with children with disabilities under the age of 18 in the amount of 2.63 times the minimum wage established by law in connection with the International Day of Persons with Disabilities (December 3).

13.18. Assistance in the employment of persons injured in production at the Complex, who have lost their jobs due to an occupational disease or disability due to their health condition, after the restoration of their working abilities.

13.19. Free annual subscription to the departmental newspapers "Rangli metallar" and "Za tsvetnye metally" according to the following list:

- mandatory distribution, 60 copies;
- technical department, 45 copies (for the management and executive departments according to the order of the technical department);
- editorial office, 10 copies (for the binding of newspaper issues, as well as for the authors and heroes of articles);
- war veterans, labor front veterans, non-working veterans of JSC "Almalyk MMC", 200 copies;
- city organization – 2 copies.

13.20. When an employee resigns at his own request due to retirement (Part 8 of Article 160 of the Labor Code), a lump-sum bonus is paid in the following amount, depending on the length of service at the plant;

- from 5 to 10 years in the amount of fifty percent of the average salary;
- from 10 to 25 years in the amount of one hundred percent of the average salary;
- over 25 years in the amount of two hundred percent of the average salary.

13.21. The procedure for allocating financial assistance to employees and pensioners of JSC "Almalyk MMC" for the restoration of health and treatment, and for the use of necessary medical services is carried out in accordance with the procedure (Appendix No. 28).

13.22. Payment of an incentive payment in the amount of 1.75 times the minimum wage established in the territory of the Republic of Uzbekistan to students who graduate from higher educational institutions and first enter the Complex within three months.

13.23. In the event of the death of an employee or pensioner of the plant, the family of the deceased shall be paid a lump sum of material assistance in the amount of 3.28 times the minimum wage established in the territory of the Republic of Uzbekistan. The Employer may allocate a coffin, shroud, and vehicles (truck, bus). The costs shall be paid by the workshops or the plant's accounting department upon submission of the relevant documents. Material assistance shall be allocated to one of the close relatives of the deceased who has applied for material assistance, provided that the following documents are available:

- an application addressed to the head of the department;
- a copy of the death certificate;
- the deceased's work book;
- an act on the organization and conduct of the funeral;
- documents confirming kinship with the deceased (passport, birth certificate);

- a decision of the trade union committee on the allocation of a lump sum of material assistance.

In the absence of close relatives of the deceased, financial assistance is paid to other persons based on a confirmation certificate from the neighborhood committee and an act of a commission consisting of representatives of the Employer and the trade union committee of this unit.

A one-time financial assistance for burial is paid upon receipt of an application no later than 3 months from the date of death of the employee.

The Trade Union undertakes the following obligations:

13.24. In accordance with the applications submitted by the primary Trade Union Committees, in accordance with the established procedure, based on the funds received from the social insurance budget and the trade union budget, to allocate preferential passes to sanatoriums and rest homes for employees and their family members.

13.25. Based on the decision of the trade union committee of the plant's shop or division, each employee of the plant has the right to treatment in the sanatorium-preventorium of JSC "Almalyk MMC".

To determine the partial cost of a pass to the sanatorium-preventorium of JSC "Almalyk MMC" with a payment of up to 40% of the full cost.

13.26. To establish referrals to the sanatorium-preventorium of JSC "Almalyk MMC" for non-working family members of employees (parents, husband, wife, children under 18 years old) with a payment of up to 50% of the full cost. To allocate referrals to the sanatorium-preventorium for non-working pensioners of the Complex with payment on equal terms with employees in the amount of up to 10% of the total cost of the referral.

13.27. To allocate referrals to the sanatorium-preventorium of JSC "Almalyk MMC" for treatment of persons who are unable to work due to industrial injuries and occupational diseases at the Complex on equal terms with employees of the Complex.

13.28. To pay salaries to employees of the sanatorium-preventorium of JSC "Almalyk MMC" in the area of providing them with low-cost household equipment, as well as providing meals and treatment for vacationers within the approved norms.

13.29. The Trade Union Council has the right to spend funds on improving the material and technical base of the trade union departments, purchasing medical and diagnostic and other equipment, as well as training and improving the skills of employees working on this equipment.

13.30. To allocate funds from the trade union budget to provide material assistance to large families of the enterprise, non-working pensioners, as well as to visit sick employees at home or in hospitals.

13.31. To allocate funds from the trade union budget to provide material assistance to employees with diabetes registered with the dispensary on the basis of applications from the Trade Union Committees of the Complex workshops and departments in the amount of 0.25 times the minimum wage established in the territory of the Republic of Uzbekistan.

13.32. On the occasion of Navruz, Day of Memory and Honor, Day of Mining and Metallurgical Industry Workers, Independence Day, Ramazon Hayit (Iyd al-Fitr), Qurbon Hayit (Iyd al-Adha), Trade Unions of Uzbekistan Day and New Year holidays, based on the requests of the trade union committees of the Complex shops and divisions, to distribute

nine sets of food products to non-working pensioners in need of social assistance and to families who have lost their breadwinners in the Complex production.

13.33. On the occasion of the International Day of Disabled Persons, to distribute nine sets of food products to non-working disabled pensioners, based on the requests of the trade union committees of the plant's structural divisions.

XIV. CULTURAL-EDUCATIONAL, PHYSICAL-HEALTH AND SPORTS WORKS

The Employer assumes the following obligations:

14.1. At the expense of the enterprise, based on the annually approved estimates, allocate funds for strengthening the material and technical base and organizing sports, cultural and mass and medical and health-improving events.

14.2. At the expense of the funds of JSC “Almalyk MMC”, allocate funds for the training of sports trainers, sports instructors and incentives in accordance with the “Regulations on the procedure for paying a lump sum to athletes, trainers and staff for prize-winning places in official competitions”.

14.3. Release employees of the Complex from work with salary retention for participation in sports, physical education and cultural and mass events in accordance with the schedule of events.

14.4. Employees of the plant's departments – sports instructors – who have carried out effective work on the development of mass sports in their free time, based on the decision of the Executive Committee of the Trade Union Council, shall be paid a monthly bonus of up to 1.64 times the minimum wage established in the territory of the Republic of Uzbekistan.

The Trade Union undertakes the following obligations:

14.5. Organization of New Year's events for employees' children at the expense of the trade union budget.

14.6. Ensuring a full-fledged summer vacation for children in the summer health camps “Tong”, “Metallurg”, “Xandiza-Parvoz”, “Istiqlol”, “Gulzor”, with the annual coverage of at least 4,000 children, 10% of whom are provided with free passes.

14.7. In accordance with the established plan, annually provide health care for employees in sanatoriums and preventive health centers, allocate 10% of them for participants in the Second World War and persons equated to them, participants in the labor front, and veterans of the Complex.

14.8. Annually hold Spartakiad competitions in 13 types of sports in the 1st-2nd-3rd group workshops according to the approved estimate and calendar schedule.

14.9. Organization of the work of “health groups” and health promotion of employees and their family members through swimming, running, industrial gymnastics, etc. sports.

14.10. Holding at least 200 sports, mass and physical-health events annually, covering at least 15,000 employees and their family members.

14.11. Organization of tourist excursions to the cities of the Republic of Uzbekistan to see historical and interesting places. Purchase and issue of tickets to the plant employees in the following amounts:

30% - at the expense of employee funds;

50% - at the expense of the trade union budget;

20% - at the expense of the Employer's funds.

14.12. Conduct monthly "Educational Hours" to explain in detail to employees the priority areas of state policy, the essence of large-scale reforms being carried out in the country, the importance of the adopted legislation and the State Program.

14.13. Participate in the "Environmentally Active Trade Union Team" competition among trade union teams.

XV. RESOLUTION OF LABOR DISPUTES

The parties undertake the following obligations:

15.1. The Parties, recognizing the principles of social partnership, undertake to take measures to eliminate any conflict situations that interfere with the implementation of the Collective Agreement. Disputed issues shall be resolved on the basis of mutual trust and respect in accordance with the legislation of the Republic of Uzbekistan.

15.2. In the event of a collective labor dispute at the primary level of social partnership, a conciliation commission shall be formed within two working days from the date of the beginning of the collective labor dispute, and in the event of a collective labor dispute at other levels of social partnership, within three working days from the date of the beginning of the collective labor dispute.

The procedure for resolving a collective labor dispute shall be carried out in the following stages:

- consideration of the dispute by a conciliation commission;
- consideration of the dispute with the participation of a mediator;
- consideration of the dispute in labor arbitration.

None of the parties to a collective labor dispute has the right to refuse to participate in the conciliation procedure.

The Employer assumes the following obligations:

15.3. To establish a Central Commission for Labor Disputes consisting of 6 members on an equal basis (3 representatives from the Employer, 3 representatives from the trade union) to resolve individual disputes and disputes between individual employees and the Employer, as well as collective disputes and disagreements affecting the interests of all or most members of the Staff of the enterprise (separate structural unit, section, brigade). The powers of the Commission for Labor Disputes shall remain intact throughout the term of this Collective Agreement.

To establish Commissions for Labor Disputes in all divisions of the Complex under these conditions.

The activities of the commissions for the resolution of labor disputes are carried out in accordance with the legislation and the regulations developed on the basis of recommendations approved by the Council of the Federation of Trade Unions of Uzbekistan, the Chamber of Commerce and Industry of the Republic of Uzbekistan (12.01.2015 No. 20-66-s., 15.01.2015 No. 01-SP), agreed with the Ministry of Labor and Social Protection of the Population (Appendix No. 29).

15.4. Conduct explanatory and organizational work aimed at strengthening labor and production discipline among employees, cultivating a culture of home and leisure, and taking measures to prevent conflict situations.

XVI. SOCIAL PARTNERSHIP. COMPLIANCE WITH THE GUARANTEES OF TRADE UNION ACTIVITIES

16.1. The Employer and the trade union committee establish their relations on the basis of the principles of social cooperation and respect for mutual interests, and in accordance with the Constitution of the Republic of Uzbekistan, the Labor Code, the Laws of the Republic of Uzbekistan "On Social Cooperation", "On Trade Unions", and other legislative acts of the Republic of Uzbekistan.

The Employer assumes the following obligations:

16.2. The Employer recognizes the Trade Union Council of JSC "Almalyk MMC" as the sole representative of all employees in negotiations on the Collective Agreement and other terms of labor relations.

Unhindered access of trade union representatives at all levels to their workplaces to fulfill their statutory duties.

Full compliance at the enterprise with the Decree of the President of the Republic of Uzbekistan No. PF-210 dated December 21, 2023 "On additional measures to combat human trafficking and widely introduce the principles of decent work" and the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 349 dated May 10, 2018 "On additional measures to eliminate forced labor in the Republic of Uzbekistan".

16.3. To deduct membership fees in the amount of 1% of the monthly salary from the monthly salary of employees registered with the trade union, based on written applications of employees in the prescribed manner, and to transfer them to the Trade Union Council in a timely manner.

16.4. Before making decisions affecting the interests of employees on socio-economic issues, to conduct preliminary consultations with the Trade Union Council and trade union committees, and in cases stipulated by legislation and other regulatory documents on labor, to obtain their consent.

16.5. To provide the Trade Union Council and its constituent trade union organizations with all necessary equipment, office equipment, stationery, heating and lighting systems, communication facilities and services, Internet, transport facilities, as well as repair and maintenance of motor vehicles for the implementation of their statutory activities, free of charge.

16.6. In accordance with Convention No. 135 of the International Labor Organization "On the Protection of the Rights of Workers' Representatives in Enterprises and the Opportunities Provided to Them", as well as paragraph 12 of the "Regulations on the Representative on Labor Protection" (registered with the Ministry of Justice of the Republic of Uzbekistan on December 18, 1995 under No. 196), for the purposes of this Collective Agreement, the following categories of employees are recognized as Workers' Representatives:

- a) members elected to trade union bodies;
- b) labor protection representatives;
- c) members of the commission on labor disputes;
- d) the chairman and members of the commission under the trade union committee.

16.7. Representatives of workers who are not exempted from their main job are granted two hours of free time per week to perform public duties, while maintaining their average monthly salary.

16.8. Chairmen of trade union committees who are not exempted from their main job are exempted from their main job for one day a week (Tuesdays) to perform trade union duties, as well as to attend trade union courses and seminars, while maintaining their average monthly salary.

16.9. In order to ensure that the employees released from the main job as a result of the election to the trade union bodies, after the end of their electoral powers (in accordance with the Law of the Republic of Uzbekistan "On Trade Unions"), the Employer undertakes to accept new employees for the vacant jobs of such persons only under employment contracts concluded for a certain period.

16.10. The Employer undertakes to compensate the expenses related to short-term business trips for participation in training, cultural-educational and sports events organized by higher trade union organizations of workers' representatives at the expense of the company's funds.

16.11. Disciplinary measures, cancellation of the employment contract with representatives of workers who are not released from the main job at the initiative of the Employer for members of the authorized bodies of employees provided for by the Labor Code of the Republic of Uzbekistan, the Law of the Republic of Uzbekistan "On Trade Unions" and Convention No. 135 of the International Labor Organization "On the Protection of the Rights of Workers' Representatives in Enterprises and Their Opportunities" it is carried out in the condition that the specified restrictions are observed.

The Trade Union undertakes the following obligations:

16.12. The Employer has the right to exercise public control over compliance with the norms of legislative acts on labor and trade unions, and to demand the elimination of identified violations. The Employer is obliged to consider the application for elimination of violations of legislative acts and inform the Trade Union about the results of the consideration within a week (Articles 34, 46 of the Law of the Republic of Uzbekistan "On Trade Unions").

16.13. Control over the correct application of labor remuneration systems, timely payment of monthly wages, additional payments under the Collective Agreement, as well as the implementation of measures to improve working conditions, labor protection and industrial safety.

16.14. To make additional payments to the chairman of the trade union committee, chairmen of the shop trade union committees who are not exempted from their main job, based on the Charter and the petition of the trade union committee, from the funds of the trade union council every month.

16.15. To assist in the implementation of social and economic development programs of JSC "Almalyk MMC", and to employees in this regard.

16.16. To protect the right to work of trade union members.

16.17. To achieve timely elimination of existing shortcomings in the workplace and to demand that the Employer take appropriate measures to bring the workplaces into compliance with the requirements of labor protection, safety equipment and industrial sanitation rules.

16.18. To establish incentive prizes and awards to reward the winners of various competitions and sports competitions.

16.19. Conducting explanatory and organizational work aimed at strengthening labor and production discipline among trade union members, preventing situations that lead to conflicts in the labor community, and ensuring a stable moral environment.

XVII. CONTROL OVER IMPLEMENTATION OF THE COLLECTIVE AGREEMENT

17.1. The Trade Union Council has the priority right to conduct collective negotiations with the Employer and conclude a collective agreement, and exercises public control over its implementation (Articles 29, 34 of the Law of the Republic of Uzbekistan "On Trade Unions").

The parties undertake the following obligations:

17.2. Control over the implementation of the collective agreement is provided by the Employer, the trade union council and its constituent trade union organizations with the annual report of the parties at the conference of the labor collective.

17.3. The parties undertake to establish a commission on social and labor issues to monitor the implementation of this Agreement on an equal basis.

17.4. The parties undertake to conduct an analysis of the implementation of this Agreement once a year and discuss the results of the analysis at the general meeting (conference) of the labor collective. In this case, the results of the implementation of the collective agreement for the year shall be considered no later than 1 April of the year following the reporting (conference) year.

17.5. During the term of the collective agreement, neither Party has the right to unilaterally reject the obligations assumed.

17.6. Amendments and additions to the collective agreement during its term or in the event of its extension for a new term shall be formalized in a separate document in the form of a joint decision and shall be an integral part of this Agreement. Appendices to the collective agreement shall be an integral part of it.

The Employer assumes the following obligations:

17.7. Within one month from the date of signing the collective agreement, together with the Trade Union Council, bring the text of the Collective Agreement to the attention of all employees of the plant.

17.8. Provide the Trade Union Council and trade union committees with the necessary information on labor and socio-economic issues to monitor the implementation of the collective agreement.

XVIII. LIABILITY FOR BREACH OR NON-FULFILLMENT OF OBLIGATIONS UNDER A COLLECTIVE AGREEMENT

18.1. In the event that the Employer makes a decision that violates the terms of this Collective Agreement, the Trade Union Committee has the right to submit a proposal to eliminate these violations, which will be considered within a week. If the Employer refuses to satisfy these requirements of the Trade Union Committee or if an agreement is not

reached within the specified period, the disputes will be considered in accordance with the legislation.

18.2. Officials guilty of violating or failing to fulfill the obligations of the Collective Agreement shall be held liable in accordance with the procedure established by the legislative acts of the Republic of Uzbekistan and this Agreement.