

## **On the creation of the Conciliation Commission**

In accordance with Article 159 of the Labor Code of the Republic of Kazakhstan dated August 3, 2018, for the purpose of addressing individual labor disputes at JSC "M.S. Narikbayev KAZGUU University" (hereinafter referred to as the Society), I hereby issue the following order:

1. Appoint the following as a members of the Conciliation Commission from the employer:

Members of the Conciliation Commission from the employer:	
Nazira Adbekova	Head of Office of Registrars
Olga Bektibayeva	Director (Dean) of the KAZGUU School
Maxim Krushinsky	Head of the Legal Support Depart
Anara Kusainova	Director of Strategy and HR Department
Anara Ibrayeva	Director (Dean) of School of Liberal Arts

2. The responsibility for organizing mandatory annual training for members of the Conciliation Commission on the fundamentals of labor legislation in the Republic of Kazakhstan, developing negotiation skills, and achieving consensus in labor disputes shall be assigned to the Director of the Department of Strategy and HR, Kusainova A.Z.

3. The responsibility for the technical maintenance of the Conciliation Commission (paperwork, file storage, preparation, and issuance of extracts from meeting minutes, etc.) shall be assigned to the Corporate Training Manager, Uvalieva A.K.

4. The Department of Strategy and HR, in accordance with paragraph 8 of Article 159 of the Labor Code of the Republic of Kazakhstan, shall release members of the Conciliation Commission from work while maintaining their salaries during

the hearings, preparation of the hearing protocol, decision-making by the conciliation commission, as well as during the mandatory annual training.

5. Recognize the order of the Chairman of the Board, "On the Creation of a Conciliation Commission," No. 09-02/157-1-НКБ, dated August 20, 2018, as no longer in force.

6. This order comes into effect from the date of signing.

7. The Strategy and HR Department should disseminate this order among the Company's employees.

8. I reserve control over the execution of this order.