

**Decree of the Cabinet of Ministers of the Republic of Uzbekistan
on the approval of the Charter of the Energy Market Development
and Regulatory Agency**

In order to ensure the implementation of the Decree of the President of the Republic of Uzbekistan PF-166 “On measures to implement the next stage of energy sector reform” dated September 28, 2023, and PQ-28 “On measures to organize the activities of the Energy Market Development and Regulatory Agency” dated January 17, 2024, the Cabinet of Ministers decides:

1. The following shall be taken into consideration:

The establishment of the Energy Market Development and Regulatory Agency of the Republic of Uzbekistan (hereinafter - the Agency) and its main tasks were defined according to the Decree of the President of the Republic of Uzbekistan PF-166 “On measures to implement the next stage of energy sector reform” dated September 28, 2023;

The organizational structure and road map on the effective organization of the Agency’s tasks were approved with the Decree of the President of the Republic of Uzbekistan PQ-28 “On measures to organize the activities of the Energy Market Development and Regulation Agency” dated January 17, 2024.

2. The Charter of the Energy Market Development and Regulatory Agency which defines bellow mentioned is approved in accordance with the appendix to this decree:

Agency's status, main tasks and functions;
Rights and responsibilities of the Agency;
The main functional duties and responsibilities of the heads of the Agency;
Agency activity organization procedure;
Criteria and indicators for evaluating the effectiveness of the Agency's activity;

Funding and material and technical support of the Agency, payment of wages and material incentives for the employees.

3. The director of the Energy Market Development and Regulatory Agency Sh.Kh.Khodjaev shall supervise and be personally responsible for the implementation of this decree.

The Charter of the Energy Market Development and Regulatory Agency of the Republic of Uzbekistan

Chapter 1. General provisions

1. This Charter defines the status, main duties, functions, rights and responsibilities of the Energy Market Development and Regulatory Agency (hereinafter - Agency), the procedure for organizing its activities, as well as the main functional duties and responsibilities of the head of the Agency and his deputy.

2. The Agency is an independent body that implements state policy in the field of development and regulation of the energy market.

3. The Agency is directly subordinated and reports to the Cabinet of Ministers on its activities.

4. In its activities, the Agency follows the Constitution and laws of the Republic of Uzbekistan, decisions of the Oliy Majlis of the Republic of Uzbekistan, decrees, decisions and orders of the President of the Republic of Uzbekistan, decisions and orders of the Cabinet of Ministers, as well as this Charter and other legal acts.

5. Decisions taken by the Agency within its powers are mandatory to be implemented by ministries, agencies, local executive authorities, other organizations, officials and citizens.

6. The Agency will have a seal and form with the image of the national emblem of the Republic of Uzbekistan and its name written in the national language, an independent balance sheet, accounts at the Treasury Service Committee under the Ministry of Economy and Finance of the Republic of Uzbekistan, bank accounts, including accounts in foreign currency.

7. Official name of the Agency:

a) in the state language:

full name - Ўзбекистон Республикаси Энергетика бозорини ривожлантириш ва тартибга солиш агентлиги;

abbreviated name - Энергетика бозори регулятори.

b) in Russian:

full name - Агентство по развитию и регулированию энергетического рынка Республики Узбекистан;

abbreviated name - Регулятор рынка энергетики.

c) in English:

full name - Energy market development and regulatory Agency of the Republic of Uzbekistan;

abbreviated name - Energy market regulator.

8. Location of the Agency (post address): Tashkent city, Mirabad district, Oybek street, 26.

Chapter 2. The main tasks and functions of the Agency

9. The following are the main tasks of the Agency:

to ensure the gradual organization of competitive wholesale and retail electricity markets (hereinafter the market);

to support competition in the market, ensure attractiveness of the market and balance of supply and demand;

to establish state control over compliance with laws that ensure equal rights and transparency for all market participants;

to license activities of market participants, monitoring their compliance with license conditions;

to approve tariffs and fees amounts for the transmission and distribution of electricity starting from 2026 and in other cases where it is necessary;

to approve permissible standards of technological discharges occurring in main and distribution power networks;

to participate in the development and implementation of long-term investment policy aimed at the increase of production volumes and creating infrastructure based on the market situation and the need for energy resources;

to develop mechanisms to encourage the purchase of local goods and services in construction and repair works in the field of energy.

10. The Agency performs the following functions in accordance with the main tasks assigned to it:

a) in the field of ensuring the step-by-step development of the market:

creates transparent and competitive market;

participates on ensuring the balance of electricity production and consumption;

coordinates with the relevant ministries and departments and submits to the Cabinet of Ministers draft government decisions providing for the main stages of the transition to market mechanisms and the important conditions and rules provided for in them;

manages the financial, economic and legal policy of market relations;

regularly analyzes the implementation of regulatory legal documents on market regulation, prepares proposals for their changes and amendments if necessary;

determines the duties, rights and obligations of market participants;

b) in the field of supporting competition in the market, ensuring the attractiveness of the market and the balance of supply and demand:

develops drafts of regulatory legal documents, market concept and other relevant documents aimed at the operation of the market in a transparent, non-discriminatory and competitive environment;

develops market rules, agrees with the relevant ministries and agencies and submits them to the Cabinet of Ministers in the prescribed manner;

conducts research on whether the market rules meet the requirements of the time and constantly improves it;

participates in the creation of an online trading platform (hereinafter - the platform) intended for wholesale and retail operations of electricity (develops technical terms of reference) and proposals for ensuring its effective operation and continuous development;

coordinates and regularly monitors the launch of the platform's software in test and real mode;

coordinates the integration of the platform into the database of the Statistical Agency under the President of the Republic of Uzbekistan and regularly monitors the data exchange;

coordinates the transfer to the private sector of the function of wholesale electricity purchase and sale to consumers connected to the distribution networks and (or) operation of the distribution networks in the regions, as well as in the regions selected as a pilot test;

develops requirements for the private sector and coordinates the process of identifying investors for the sale of electricity and (or) operation of distribution networks in selected regions, as well as oversees the process of signing relevant contracts with them;

v) in the field of establishing state control over observance of regulations that ensure equal rights and transparency for all market participants:

identifies cases of violations of market rules, develops appropriate mechanisms for taking measures and eliminating them, including rules and instructions;

ensures market transparency and equal conditions for all participants;

regularly conducts monitoring related to market activity;

participates in the development of the conditions for the provision of services by market participants, and at the same time reviews the compliance of public contracts between market participants with these conditions;

g) in the field of licensing the activities of market participants, monitoring their compliance with the terms of the license:

develops the procedure for licensing the activities of market participants and submits the draft of the relevant normative legal act to the Cabinet of Ministers for approval in the prescribed manner;

issues licenses based on the conditions stipulated in regulatory legal documents, makes appropriate changes to them and cancels them;

monitors the fulfillment of license obligations by market participants and regularly controls their compliance with license requirements;

in agreement with/or informing the representative for the protection of the rights and legal interests of business entities under the President of the Republic of Uzbekistan inspects compliance of market participants with the license requirements and conditions by going to the place (field);

creates a register of licenses, develops and approves relevant requirements for their accounting and control;

develops proposals on the rates of annual periodic license fees and submits them to the Cabinet of Ministers for approval;

integrates the database of market participants licensed for the production, transmission and distribution of electricity with the Statistical Agency under the President of the Republic of Uzbekistan and constantly updates it;

develops and submits to the Cabinet of Ministers a regulation on the procedure for calculating and payment procedure of the license fee for regulated activities;

develops and adopts rules for auditing licensees on regulated activities;

when violations of market requirements and conditions are detected by market participants, based on the results of inspections, drafts documents on the application of appropriate measures and sanctions against their owner or manager;

d) from 2026, in the field of relevant tariffs and fees approval for transmission and distribution of electricity and in other necessary cases:

until 2026 participates in the Inter-Departmental Tariff Commission for setting tariffs;

introduces social protection mechanisms in determining electricity tariffs for the population;

takes into account investment plans in the energy sector when setting tariffs;

from January 1, 2026, submits proposals to the Cabinet of Ministers regarding the determination of the amount of tariffs and fees in accordance with the current legislation;

e) in the field of approval of permissible standards of technological losses (hereinafter - technological losses) occurring in main and distribution electric networks:

develops rules for calculating standards of technological losses and submits them to the Cabinet of Ministers;

develops proposals for reducing technological losses;

determines the norms of technological losses based on the approved rules;

regularly submits information on technological losses to relevant ministries and agencies for use in forming the energy balance of the Republic;

j) participation in the formation and implementation of long-term investment policy aimed at planning the increase of production volumes and creating infrastructure based on the market situation and the need for energy resources:

evaluates the impact of proposed investment projects on final consumer tariffs;

develops proposals for equal distribution of investments based on regional demand;

evaluates the impact of proposed investment projects on market competition and preventing disruption of the order of receiving messages about price changes;

develops proposals for accelerating the attraction of investments without state guarantees in the construction of private power plants;

z) in the field of development of mechanisms encouraging the purchase of local goods and services in construction and repair works in the field of energy:

develops mechanisms for promoting the purchase of local goods and services for investment evaluation, including construction and maintenance works in the field of electric power;

performs other duties defined by legislation.

Chapter 3. Rights and responsibilities of the Agency

11. The Agency has the following rights to perform the tasks assigned to it:

1) to submit to the Cabinet of Ministers or the Administration of the President of the Republic of Uzbekistan drafts of normative legal acts, as well as other documents related to the performance of tasks and functions assigned to the Agency;

2) to adopt normative legal documents, which are mandatory to be implemented by republican and local executive authorities, other organizations, officials and citizens, and, where necessary, joint decisions and other documents with other ministries and agencies;

3) to study and conduct inspections of the market participants' activities in the field (by going to the places);

4) to issue and/or submit instructions and written warnings to republican and local executive authorities, other organizations, officials and citizens;

5) to submit proposals to the relevant executive authorities of the republic and other organizations to prosecute guilty officials in cases of violations of the law;

6) to coordinate activities of republican and local executive authorities, other organizations, officials and citizens, including market participants;

7) to request and receive necessary information free of charge from statistics and tax authorities, state services center and other ministries and agencies;

8) to submit proposals to the Cabinet of Ministers, republican and local executive authorities, and economic societies for consideration;

9) to submit plans and (or) programs for the preparation of draft normative legal documents to the Cabinet of Ministers;

10) to cooperate with foreign energy organizations, scientific and educational institutions;

11) to hire scientists and specialists of scientific institutions and other organizations, as well as local and foreign experts as consultants in the development of a draft normative legal document and (or) receive their conclusions and recommendations;

12) to establish a working group (commission) with the participation of republican and local executive authorities, other organizations, as well as representatives of international financial institutions, scientific institutions and non-governmental non-profit organizations, as well as citizens;

13) to take the initiative to introduce changes and amendments to current regulatory legal documents based on the analysis of practical application experience, received recommendations and international experience;

14) to organize public discussions, if necessary, to collect the necessary information, to harmonize the regulatory practice, to justify the intended decisions or to evaluate the proposed legal and regulatory solutions;

15) to send to the republican and local executive authorities, other organizations, market participants, officials and citizens mandatory instructions for violations and elimination of competition rules in the market;

16) to send a notice to market participants about conducting an audit to verify the validity of applications received regarding tariff approval;

17) to establish and conducting inspections of the market activity, as well as supporting competition, taking necessary and proportionate measures to ensure the operation of the market at the level of demand;

18) in case of receiving a complaint about activities of market participants or in case of non-compliance with the market rules during planned studies, demand from market participants to change the conditions used by them, including tariffs and prices, in order to ensure proportionality and non-discriminatory use of their services;

19) to control compliance with license requirements and conditions by market participants;

20) to resolve disputes arising in the following cases:

a) if the licensee has a remedy against another licensee in connection with the performance of his activities;

b) when there is a problem with the third party's connection to the distribution and (or) transmission network;

v) when there are violations in the application of tariffs and fees between energy enterprises or between energy enterprises and individuals or legal entities;

g) when the market participants do not provide quality indicators of electricity or when the rules for the use of main and distribution networks are violated;

d) participate in any other disputes, inquiries and complaints related to the implementation of the Agency's decisions;

21) to apply appropriate measures to market participants and other persons in accordance with legal documents;

The Agency may also have other rights according to the ownership documents.

12. Agency is responsible for:

1) effectively ensuring the achievement of the parameters of the main indicators of activity in the relevant field;

2) the quality, final results and consequences of the implementation of the reforms being implemented, as well as the regulatory documents submitted by the Agency to the Administration of the President of the Republic of Uzbekistan and the Cabinet of Ministers, as well as accepted by the Agency;

3) effective implementation of the program, action plan, "road maps" and other documents for the development of the relevant field and the solution of the problematic issues of the regions;

4) reviewing the appeals of legal entities and individuals and respond to them within the specified periods;

5) regular retraining of employees and improvement of their qualifications;

6) compliance with internal procedures;

7) ensuring the protection of the rights and legal interests of citizens and business entities in the relevant field.

Chapter 4. The main functional tasks of the heads of the Agency

13. The following are the main functional duties of the Director of the Agency:

1) compliance with the requirements of the Constitution and laws of the Republic of Uzbekistan, as well as other legal documents;

2) general management of the Agency's activities, organizing the fulfillment of tasks and functions assigned to the Agency by relevant documents of the President of the Republic of Uzbekistan, resolutions of the Cabinet of Ministers and other legislative documents;

3) carrying out the tasks of the President of the Republic of Uzbekistan, the Prime Minister of the Republic of Uzbekistan;

4) determination of powers and assignment of duties of the deputy director and other officials of the Agency;

5) organization of Agency activity planning, approval of periodic work plans of the Agency, ensuring control over their implementation;

6) in accordance with the President of the Republic of Uzbekistan, Cabinet of Ministers assignments and on his own initiative develop drafts of normative legal documents, their introduction in accordance with the requirements of the Law of the Republic of Uzbekistan "On Normative and Legal Documents", the Regulations of the Administration of the President of the Republic of Uzbekistan and the Regulations of the Cabinet of Ministers, their detailed processing in the Cabinet of Ministers, participate in the defence in the presence of the leadership of the Cabinet of Ministers and the consideration in the Administration of the President of the Republic of Uzbekistan;

7) issuing instructions, accepting orders and normative legal documents on the issues within the competence of the Agency, making appropriate decisions together with other ministries and agencies if necessary;

8) insuring business trips of the Agency's heads and staff to be organized in accordance with the Presidential Decree of the Republic of Uzbekistan "On measures to improve the procedure for the departure of officials to foreign countries" dated March 5, 2014 No. "On measures to further increase the responsibility" PQ-3170 dated August 3, 2017, and ensure the reasonableness, effectiveness and efficiency of business trips, purposeful and rational use of the funds allocated for the trip;

9) controlling of compliance by the Agency employees with the requirements of the ethics rules of the Agency employees, approved on the basis of the model rules of ethics of civil servants approved by the decision of the Cabinet of Ministers dated October 14, 2022 No. 595;

10) considering the appeals of individuals and legal entities, appeals of individuals and legal entities in state bodies, state institutions and organizations with state participation approved by the Decree of the Cabinet of Ministers dated May 7, 2018 No. 341 effective organization, direct and open communication with the public, holding personal receptions, including organization of visiting representatives of

individuals and legal entities in accordance with the model regulation on the procedure for working with;

11) participation on behalf of the Agency in official events held in state bodies and other organizations, courts of the Republic of Uzbekistan, as well as with the participation of state bodies, international organizations and representatives of foreign countries;

12) compliance with the Law of the Republic of Uzbekistan "On Combating Corruption" and other legislative documents related to the fight against corruption, early detection of corruption risks and conflicts of interest in the activity and putting an end to them, building measures to prevent corruption-related offenses and preventing corruption in the system to lead and coordinate the actions of taking and uncompromising struggle against it;

13) organizing effective cooperation with the public receptions of the President of the Republic of Uzbekistan, to ensure that Agency managers and employees actively participate in their activities, and to ensure that the appeals of individuals and legal entities received from the Virtual Reception of the President of the Republic of Uzbekistan are considered in a timely manner;

14) acting as a chair person in Agency Board meetings;

15) determining the terms of payment for the services of qualified local and foreign specialists who are engaged on the contractual basis to perform the tasks assigned to the Agency, based on international practice and market conditions, and to determine their wages and other payments from the funds of the Energy Market Development Fund (hereinafter - the Fund);

16) providing proposals and make recommendations for awarding Agency employees with awards of the Republic of Uzbekistan for their long-term and effective work and special services;

17) utilize the Agency's property in accordance with the procedure specified in the legal Acts;

18) signing the international agreements of the Republic of Uzbekistan in accordance with the established procedure regarding the issues within the competence of the Agency;

19) making decisions on internal organizational issues of the Agency;

20) sending written requests to market participants on behalf of the Agency;

21) appointment and dismissal of Agency employees, signing employment contracts (orders);

22) assignment of tasks to Agency employees;

23) organization of trainings and sending the Agency employees to foreign countries for internship and experience exchange;

24) solving the issues of promotion and disciplinary action of the Agency's employees, to review the issues of promotion and disciplinary action of the deputy head, including the issues of the suitability of his remaining in the position he holds in the future, to make proposals for this, and to implement systematic measures to increase his personal responsibility;

25) establishment of permanent and strict control over external and internal organizational activities of the Agency;

26) ensuring full and comprehensive review of proposals submitted to the Agency and drafts of normative legal documents, their approval within the time limits specified in the Regulations of the Administration of the President of the Republic of Uzbekistan and the Regulations of the Cabinet of Ministers of the Republic of Uzbekistan;

27) compliance with legal requirements in working with classified and confidential information;

28) approving the staffing of the Agency within the limited number of employees, as well as the cost estimate of the Agency financed from the budget funds of the Republic of Uzbekistan;

29) implementation of other powers provided by this Charter and legislative documents.

14. the following are the main functional duties of the deputy director:

1) compliance with the requirements of the Constitution and laws of the Republic of Uzbekistan, as well as other regulatory legal documents;

2) perform his duties when the director of the Agency is absent for certain reasons (during a business trip, work vacation, illness);

3) coordination, control and direct management of the activities of the structural bodies of the Agency which are under his control, distribution of tasks among employees;

4) critical and in-depth analysis of the implementation of the complex program and complex measures approved by the documents of the President of the Republic of Uzbekistan and the decisions of the Cabinet of Ministers in order to further improve the directions of the Agency's activities under its authority;

5) regularly conduct reports hearings of the department heads of the structural bodies under his authority and to increase their personal responsibility to achieve the specified indicators;

6) ensuring timely and high-quality execution of orders and assignments of the Agency and its Director;

7) full and comprehensive review of proposals submitted to the Agency and drafts of normative legal documents;

8) submit proposals to the Director on the selection and placement of personnel in the departmental structures under his control, to ensure that they have professionalism, knowledge of their work, high level of diligence and moral and ethical qualities, to take measures to improve their professional qualifications, authority to take measures to form the personnel reserve in the existing structural structures;

9) ensures compliance by Agency employees with the requirements of Agency employees' code of conduct, approved on the basis of the rules of ethics of state civil servants, approved by the Cabinet of Ministers' decision No. 595 dated October 14, 2022;

10) cases regarding to appeals of individuals and legal entities should be reviewed in accordance by approved Law of the Republic of Uzbekistan "On Appeals of Individuals and Legal Entities", Resolution No. 341 of the Cabinet of Ministers dated May 7, 2018. Effective organization, direct and open communication with the public, holding personal receptions, including organization of visiting representatives of individuals and legal entities should be established;

11) to take practical measures to improve the activities of the Agency in the development and regulation of the market, to develop proposals for improving the legislation in this area and submit them to the Director of the Agency for consideration;

12) organization of systematic review of the regulatory base in the field of electric power in accordance with international standards that provide for the introduction of market relations;

13) preparation of proposals on the main directions of the state policy in the field of energy;

14) cooperation with foreign countries, international and foreign organizations on issues of development and regulation of the electric energy market;

15) compliance with legal requirements when working with confidential information classified as a state secret.

Chapter 5. Responsibility of the management of the Agency

15. Director of the Agency is responsible to:

perform the tasks and functions assigned to the Agency;

the the areas of specified in paragraph 12 of this Charter;

the quality performance of the functional duties specified in paragraph 13 of this Charter.

16. Deputy Director of the Agency is responsible to:

the fulfillment of the tasks and functions assigned to the Agency in the direction and structural divisions under the authority;

the the areas of specified in paragraph 12 of this Charter;

the quality performance of the functional duties specified in paragraph 14 of this Charter.

Chapter 6. Organization of Agency activities

1- §. Agency management

17. The Director of the Agency and his Deputy are appointed and dismissed by the President of the Republic of Uzbekistan based on the proposal of the Prime Minister of the Republic of Uzbekistan.

18. The status of the Director of the Agency is equal to the minister, and the Deputy Director of the Agency is equal to the deputy minister in terms of medical and transport service provision.

19. When the Director of the Agency is on leave for certain reasons (during service trip, charity leave, illness), his Deputy performs the duties of the Director of the Agency.

§ 2. Cooperation with state and local executive authorities and other organizations

20. The Agency performs its activities independently of state and local executive authorities and other organizations and cooperates with them.

21. The following documents prepared by the republican and local executive authorities of the Republic of Uzbekistan and other organizations must be agreed with the Agency:

technical and economic indicators of all projects implemented in the field of electric energy, including projects based on public-private partnership;

balance of production and consumption of electricity;

norms of technological losses in electricity production, transmission and distribution;

projects of regulatory legal documents affecting market activity.

22. The director of the Agency is a permanent member of the Interdepartmental Tariff Commission under the Cabinet of Ministers and is the deputy chairman of this commission.

§ 3. Agency's board

23. The Board will be established in the Agency consisting of the Director (chairman of the board), his Deputy (by position), as well as the heads of structural units coordinating the main directions of the Agency's activities.

The number and personal composition of the committee is approved by the Cabinet of Ministers in accordance with the established procedure.

24. The commission is assigned the following tasks:

develop and monitor the implementation of the most important performance indicators of the Agency's tasks;

organizing extended meetings of the Board of directors, ensuring that urgent issues related to the Agency's activities are discussed on the spot, as well as developing and adopting relevant decisions to eliminate the problems that have arisen;

review and approval of the nomenclature of positions included in the Agency;

strengthening the executive discipline and personal responsibility of the heads and employees of the Agency in order to ensure timely and high-quality implementation of the tasks specified in the decisions and assignments of the President of the Republic of Uzbekistan and the Cabinet of Ministers.

The Board also has the right to consider other matters included in the competence of the Agency.

25. By the decision of the director of the agency, the following:

committee work plans and deadlines for performance of specified tasks;

procedures for initiating proposals, initiating projects, and reporting;

tasks of the responsible structural units of the Agency may be approved to ensure the effective functioning of the Board.

26. State and local executive bodies, heads of other organizations and experts may be invited to the meeting of the committee on issues related to the competence of the Agency.

27. If more than half of the members of the committee are present, it is considered authorized. Decisions of the board are made by a simple majority vote.

28. In the event of disagreements between the director and the members of the Board, the director shall inform the Cabinet of Ministers and the Presidential Administration of the Republic of Uzbekistan about these disagreements and make a decision independently. Members of the committee can also express their opinions to the Cabinet of Ministers and the Presidential Administration of the Republic of Uzbekistan.

29. The commission has the right to request documents, reports and other information necessary for its activities.

30. Decisions of the Committee are signed by the chairman of the Committee and are implemented by the order (decision) of the Agency.

Chapter 7. Evaluation criteria and performance efficiency and effectiveness of the Agency

31. The effectiveness of the agency's activity is regularly evaluated.

32. The evaluation of the effectiveness and efficiency of the Agency's activity is based on the criteria and work indicators for evaluating the efficiency and effectiveness of the Agency's activity approved by the Cabinet of Ministers.

33. According to the results of the evaluation of the effectiveness and efficiency of the agency's activity:

incentive (reward) or disciplinary action of agency managers and employees; actions will be taken to eliminate the shortcomings identified in the Agency's activity and to further improve its activity.

34. The procedure and method of assessing the effectiveness and efficiency of the Agency's activity is determined by legal documents.

Chapter 8. Funding and material-technical Agency activities, paying the salary of its employees and material encourage

35. The annual periodic receipts of license fees are transferred to a special account of the Fund and used by the Agency. In this case, at the end of the year, the remaining funds in this account will be transferred to the State budget.

36. The Agency has the right to use the part of the funds remaining in the Agency from the fines applied for violation of the market rules for its activities in accordance with the procedure established by the law.

37. Funding of costs related to material and technical support of the Agency, payment of wages for employees and their financial incentives is carried out from the State budget of the Republic of Uzbekistan, Fund funds and other funds not prohibited by law.

38. The structure of the Agency and the staffing table are approved by the Director of the Agency.

39. The terms of payment of the remuneration set for the employees of the central apparatus of the Ministry of Energy are applied to the employees of the Agency. In this:

The salary of the Agency's employees consists of salary, bonus, additional payment, bonus and other payments stipulated by the law;

personal bonuses from the funds of the Fund are determined by the director to the employees of the Agency who are diligently and efficiently performing their duties;

From the funds of the fund, bonuses and other incentive payments are determined by the director, regardless of the additional payments provided for in the legal documents to the salaries of the employees of the Agency for the positions they hold;

In accordance with the staff schedule, a bonus is paid in relation to the salary of the employees from the funds of the fund or other sources not prohibited by law.

40. The employees of the Agency will be paid a bonus from the State budget funds of the Republic of Uzbekistan for the length of service (only for the main workplace) in the period and percentage applied to the employees of the central apparatus of the Ministry of Energy.

The length of service, which gives the right to receive a bonus for years of long service, is calculated in accordance with the procedure approved by the Agency.

41. Additional fees and bonuses, as well as career ranks, will be kept for the many years of service given to the employees of the Agency in previous organizations.

Chapter 9. The final rule

42. Reorganization and liquidation of the Agency shall be carried out in accordance with the procedure established by the legislative documents.