APPROVED:
By the General Meeting of Shareholders
of the Private Joint Stock Company "Higher
Educational Institution "Interregional Academy
of Personnel Management"
Minutes No. 2
dated 11.04.2025

STATUTE

of the Private Joint Stock Company "Higher educational institution "Interregional Academy of Personnel Management"

(new edition)

identification code 00127522

м. Kyiv - 2025

1. General provisions

1.1. The Kyiv Research and Implementation Centre "Kadry" was established by the decision of the founders' meeting, Minutes No. 1 of 03 April 1989.

The All-Union Correspondence University of Personnel Management was established by the decision of the Board of the All-Union Association of Vocational Education Workers of the USSR on the basis of the Kyiv Research and Implementation Centre "Kadry", Minutes No. 1 of 03 April 1990.

The All-Union Correspondence University of Personnel Management was renamed into the Interregional Correspondence University of Personnel Management by the decision of the General Meeting of the staff of the All-Union Correspondence University of Personnel Management, Minutes No. 1/1 of 03 January 1992.

The Interregional Correspondence University of Personnel Management was renamed into the Interregional Academy of Personnel Management (in the form of a closed joint-stock company) according to the Resolution of the General Meeting of Shareholders, Minutes No. 1 dated 23 March 1994.

The Interregional Academy of Personnel Management (in the form of a closed joint-stock company) was renamed into the Private Joint-Stock Company Higher Educational Institution Interregional Academy of Personnel Management in accordance with the decision of the General Meeting of Shareholders, Minutes No. 11 dated 30 June 2010.

Private Joint Stock Company "Higher Educational Institution Interregional Academy of Personnel Management", hereinafter referred to as the "Academy" or the "Company", was established in accordance with the current legislation and is a legal entity from the date of its state registration. The type of the Company is a private joint-stock company.

1.2. The Academy is a legal entity, has separate property, may acquire property and personal non-property rights and have obligations on its own behalf, be a plaintiff and defendant in court.

The Academy is established and operates on the basis of the Constitution of Ukraine, the Laws of Ukraine: "On Higher Education", "On Education", "On Scientific and Scientific-Technical Activity", "On Business Associations", "On Joint Stock Companies", "On Securities and the Stock Market" and other legislative acts of Ukraine, this Statute.

1.3. The Academy is a private higher education institution.

1.4. The Academy is a higher and general education institution that trains specialists with higher education in educational and professional, educational, scientific and research programmes at all levels of higher education, provides complete general secondary education, conducts basic and applied research, is a scientific and methodological centre in the field of its activity, has an appropriate level of personnel and material and technical support, and is an integral part of the system of training, postgraduate education and advanced training of personnel.

1.5. The Academy shall function on the basis of self-supporting, at the expense of funds received from the sale of paid services, research, educational and methodological and other products, as well as at the expense of state and local budgets in cases provided for by the current legislation.

1.6. The Academy shall perform accounting of the results of its activities, draw up an independent balance sheet, compile statistical information and administrative data and submit them in the manner and to the extent prescribed by law, have accounts in banks, its own emblem, flag, round seal with the image of the emblem and its name and letterhead.

1.7. Full name:

in Ukrainian: **Private Joint Stock Company "Higher Educational Institution "Interregional Academy of Personnel Management"**

in English: Private Joint-Stock Company "Higher educational institution "Interregional Academy of Personnel Management"

1.8. Abbreviated name:

in Ukrainian: PJSC "Higher educational institution "IAPM"

in English: PJSC "HEI "IAPM"

1.9. Location of the Academy: 03039, Kyiv, 2 Frometivska St.

1.10. The Academy's emblem is an original complex image that aims to give the educational institution its own style, inherent only to it, and is a form of its external expression, which is intended to combine the content and form of the educational institution.

The emblem is created by three arrows pointing upwards. The central one is absolutely vertical, the two on the sides, touching the central one at an angle and not crossing it, create two letters: on the left side - the Greek "psy", on the right - "ka". The arrows pointing upwards symbolise "control". The Greek letter "psy", on the left side of the emblem, symbolises "psychology". The letter "ka", on the right side, symbolises "personnel".

The emblem of the Academy is placed on its round seal. The emblem can be used independently (without the seal) by applying the image to any material carrier without violating the rights of third parties.

1.11. The flag of the Academy shall be a rectangular field with the sides of the field in a ratio of one to two. On the main - blue - field of the flag there is a blue triangle with the Academy's emblem (on the left) and three horizontal stripes: the middle one is red and the other two are blue.

The symbolism of the Academy's flag is intended to complement and deepen the symbolic meaning of the Academy's emblem. The main blue field of the flag corresponds to the white field of the emblem, as blue, a symbol of the sky, has long been associated with purity of thoughts and intentions. The blue stripes and the blue field of the triangle are symbols of the depth of knowledge. The central red stripe symbolises active creativity. The left triangular segment of the flag indicates the same active, purposeful beginning, which correlates with the triune nature of the emblem.

2. Purpose and subject of activity

2.1. The purpose of the Academy is to combine the industrial, scientific and commercial interests of the shareholders for the development of the education system, the development of Ukraine as a democratic, legal, highly developed state; promotion of the comprehensive development of a person as an individual and the highest value of society; enrichment of the intellectual, creative, cultural potential of Ukraine; providing conditions for mastering the knowledge system; meeting the needs of society and the state in the education and development of gifted, talented and capable citizens; raising the educational level of the population;

2.2. The subject of the Academy's activity is:

- scientific, scientific and technical, innovative and/or methodological activities, ensuring the organisation of the educational process and the acquisition of higher education by persons of the appropriate degree in the specialities of their choice, taking into account their vocations, interests and abilities;
- providing educational services to citizens, training of specialists at different levels of higher education;
- training, postgraduate education, retraining, advanced training and internships;
- provision of educational services related to higher education to foreign citizens;
- preparation for admission to higher education institutions, including pre-university training of foreign citizens;
- provision of educational services related to obtaining a complete general secondary education;
- provision of educational services related to pre-school education;
- training in working professions (including training of skilled workers, training with the provision of a second qualification in the field (profession), and advanced training of workers);
- vocational education, including primary vocational training with the issuance of state-standard diplomas, retraining of workers, advanced training, and vocational training;
- Provision of educational services related to professional higher education;
- course training (including foreign language training, computer training, driver training, etc;)
- course forms of deepening knowledge (vocational training) without awarding a qualification;
- course forms of deepening knowledge in certain subjects of general education;
- training of highly qualified specialists in the Academy's postgraduate studies, including foreign citizens;
- taking candidate examinations (examinations for the degree of Doctor of Philosophy);
- educational activities for the development of young people's abilities, pre-professional training and professional orientation;
- research work;
- organisation and conduct of scientific and scientific and technical expertise;

- organising and conducting internships;
- providing visa support, including for foreign students;
- providing visa support to Ukrainian students, teachers and other citizens travelling abroad;
- organisation of business tours, business contacts;
- conducting excursion activities;
- holding lectures and conferences;
- advertising and information activities;
- production and sale of educational emblems and other attributes;
- publishing activities: publishing books, magazines, newspapers and other printed materials;
- establishment of printing and other enterprises;
- retail and wholesale trade in books and other printed products of own, domestic and foreign production, printed media;
- provision of publishing and printing services;
- provision of photo and video services;
- Provision of vocational guidance services;
- psychological counselling and testing, training and coaching;
- translation services, written and oral translation;
- provision of all types of legal practice services;
- international cooperation in the field of education;
- provision of transportation services and other motor transport services;
- provision of car and other vehicle parking services;
- provision of photocopying services;
- provision of services for the use of the Internet;
- retail trade in audio and video products, including educational films, computer software products of own, domestic and foreign production;
- organisation of catering for participants of the educational process, namely the implementation of trade activities through the creation of cafes, canteens, shops, cafeterias;
- medical practice;
- dental practice;
- provision of hotel and dormitory services;
- meeting the needs of the population, institutions, organisations, enterprises in organising, conducting and servicing celebrations, presentations, exhibitions, fairs, conferences, etc;
- providing services for the carriage of passengers and goods by motor vehicles;
- provision of consulting, marketing, intermediary and other services;
- cultural, educational and methodological work;
- activities of sports clubs, sections, circles;
- activities of shooting clubs, shooting ranges, etc;
- expert activity, providing expert opinions on issues that are professional for the Academy;
- organising the protection of its property by carrying out security activities by its security unit
- carrying out all types of activities not prohibited by the current legislation for its own needs.

2.3. In cases provided for by the current legislation, the Academy shall obtain licences for certain types of activities.

3. Rights and obligations of the Academy

3.1 The Academy shall have the right, in accordance with the procedure established by the current legislation of Ukraine

- make necessary decisions and carry out actions that fall within the competence of the Academy and do not contradict the current legislation;
- to undergo state accreditation, as well as to be accredited by international public and professional organisations, including foreign ones;
- to develop and implement educational (scientific) programmes within the licensed specialities, taking into account state and international standards, educational and professional, educational and scientific programmes established for higher education institutions of the relevant levels of accreditation;

- to determine the forms of education and forms of organisation of the educational process in accordance with the licensed educational activity;

- issue diplomas of higher education in accredited areas (specialities) according to the samples approved by the Cabinet of Ministers of Ukraine, as well as certificates of completion of various courses, seminars, etc;

- to train specialists under contracts with enterprises, institutions, organisations and contracts with citizens;

- to develop and implement own programmes of scientific, research, scientific and industrial and commercial activities;

- develop programmes and curricula, methodological documentation to support the educational process;

- to develop, publish and implement scientific, practical and teaching aids (textbooks, monographs, lecture notes, recommendations, periodicals, etc.), publish reference, advertising and other literature;

- to train scientific and scientific-pedagogical staff of the highest qualification, taking into account both state and international standards with the award of appropriate academic degrees, to open postgraduate studies in accordance with the established procedure, as well as other units (including jointly with foreign institutions) for the training of scientists and teachers of the relevant academic degrees;

- to organise and hold scientific and scientific-practical conferences, congresses, seminars, colloquia and other events, including with the participation of international and national scientific and educational organisations;

- provide consulting, marketing, organisational and methodological, intermediary and entrepreneurial services;

- carry out information and scientific, information and advertising, translation, publishing and research and implementation work, both on an initiative basis and upon request of state and non-state institutions and organisations;

- to develop its organisational structure, determine forms of organisation and incentives that can ensure the maximum use of the intellectual potential of scientific and pedagogical, teaching and research staff;

- to determine the forms and system of remuneration of employees in accordance with the current legislation of Ukraine, to establish on a contractual basis the rates of remuneration for employees; the amount of payments based on the results of work of individual employees of the Academy is not limited;

- independently change the established procedure for remuneration and bonuses of employees;

- to independently form and approve the staff of employees, scientific and pedagogical, pedagogical and scientific workers, to involve highly qualified specialists from various institutions and organisations of Ukraine and other countries in conducting classes and research on the terms of short-term contracts

- form temporary creative teams, engage citizens, production, creative and other teams, specialists on the basis of individual agreements, contracts, assignments, labour agreements, contracts, etc. provided for by the civil legislation of Ukraine, with remuneration on a contractual basis;

- to establish various types of educational, training, educational and research and production complexes, associations, centres, institutes, separate structural subdivisions (institutes, branches, colleges, branches, representative offices, centres, etc.), including in the cities of Kharkiv, Dnipro, Odesa and Lviv, as well as subsidiaries in Ukraine and abroad. Subsidiaries and separate structural subdivisions established by the Academy may be endowed with fixed and current assets that are the property of the Academy, and their activities shall be managed by persons appointed by the decision of the Supervisory Board of the Academy;

- act as a founder or co-founder of enterprises, business companies of any form of ownership, various associations, foundations and public organisations, joint ventures with foreign legal entities and individuals in Ukraine and abroad;

- Receive funds and material assets (buildings, structures, equipment, vehicles, etc.) from enterprises, institutions, organisations, charitable foundations, and citizens;

- to acquire, use, alienate, lease and lease movable and immovable property, land, office equipment, vehicles, communications equipment, other fixed and current assets, property and funds not prohibited by applicable law from other enterprises, institutions, organisations, individuals, as well as to purchase them by bank transfer or for cash;

- to buy and sell equipment, facilities, technical documentation, technologies, scientific, methodological and educational developments, know-how, devices and materials

- to create own or use under the contract material and technical bases for conducting educational and production practice of students, as well as conducting own economic activity;

- to develop its own social and amenity facilities, a network of sports, health, medical and cultural institutions;

- create and develop subsidiary farms;

- to provide services (training, food, treatment, etc.) on favourable terms for employees and students of the Academy at the expense of partial reimbursement from its own funds;

- to carry out capital construction, reconstruction, overhaul and current repair of fixed assets, leased premises and property under contractor agreements concluded with construction and installation and other organisations and citizens;

- transfer from balance sheet to balance sheet or sell property, equipment, devices, installations, materials, books, etc;

- write off fixed assets that have become unusable or obsolete (without limitation of value);

- establish, publish and distribute periodicals, establish and organise electronic media (radio, television) and carry out other types of publishing activities;

- create and develop its own printing facilities;

- to invest in housing construction and participate in the share construction of housing at the expense of the Academy;

- to provide short-term and long-term interest-free loans to the employees of the Academy to improve their social and living conditions, to apply instalment payments (credit) for services provided by the Academy, etc;

- to provide purchased or constructed housing to the Academy's employees both with full and partial payment of its cost and free of charge;

- to provide the Academy employees and their family members with benefits for payment of tuition fees at the Academy;

- to approve prices for training of students, scientific, educational, software and other products, services provided by the Academy;

- use bank credits and loans, including in foreign currency, in accordance with the current legislation;

- to conclude loan agreements (including interest agreements), credit and mortgage agreements, surety agreements;

- enter into cooperation agreements with enterprises, institutions, organisations in Ukraine and abroad for the purpose of organising joint scientific research, studying and using the experience of training and professional development of personnel, modern forms and methods of education, participation in international events, training of specialists from among citizens of other countries, and for performing other statutory tasks in accordance with the current legislation;

- to enter into agreements (contracts, contracts), including contracts of sale, contracting, property and personal non-property rights insurance, to bear obligations, to act as a plaintiff and defendant in court, arbitration court;

- participate in the activities of public and international organisations;

- enjoy the benefits established by the current legislation for higher education institutions;

- issue securities;

- carry out sponsorship and charitable activities;

- resolve all other issues related to the activities of the Academy in accordance with the current legislation.

3.2. The Academy shall be obliged to:

- comply with the requirements of the Laws of Ukraine "On Education", "On Higher Education" and other legislative acts

- comply with state educational standards;

- ensure safe conditions for conducting educational activities;
- to comply with contractual obligations with other entities of educational, industrial, scientific activities and citizens, including under international agreements;
- adhere to financial discipline and property safety;
- ensure social protection of participants in the educational process.

4. The authorised capital of the Academy

4.1 The Academy has an authorised capital of UAH 990,000.00 (nine hundred and ninety thousand hryvnias).

4.2. The authorised capital of the Academy is divided into 200 shares, corporate rights under which are certified by 200 shares with the same nominal value of UAH 4 950 (four thousand nine hundred and fifty) each.

4.3. All shares shall be ordinary registered shares in uncertificated form.

4.4. The Academy shall have the right to change (increase or decrease) the size of the authorised capital. The decision to increase or decrease the size of the Academy's authorised capital shall be taken by the General Meeting of the joint-stock company (hereinafter referred to as the General Meeting of Shareholders, the General Meeting).

4.5. The authorized capital of the Academy shall be increased by:

- increasing the nominal value of shares;
- placement of additional shares of the existing nominal value in accordance with the procedure established by law.

4.6. The authorised capital of the Academy shall be reduced in accordance with the procedure established by law by:

- reduction of the nominal value of shares;
- cancellation of shares previously purchased by the Academy and reduction of their total number.

Payment for the value of the Academy's shares shall be made in cash (including in foreign currency).

4.7. The Academy may place securities other than shares by decision of the Supervisory Board. The decision to place securities in an amount exceeding 25 per cent of the value of the Academy's assets shall be made by the General Meeting of Shareholders.

4.8. The Academy may issue shares and bonds to convert the Academy's liabilities into securities in accordance with the procedure established by the State Securities and Stock Market Commission.

4.9. In case of placement of securities by the Academy, their payment shall be made in cash or, by agreement between the Academy and the investor, in property rights, non-property rights with monetary value, securities (except for debt securities issued by the acquirer and promissory notes), other property. An investor may not pay for securities by assuming obligations to perform work or render services for the company.

4.10. Prior to the approval of the results of the placement of shares by the body of the Academy authorised to make such a decision, the placed shares shall be fully paid for.

4.11. During the placement of securities, the acquirer shall acquire ownership of them in accordance with the procedure and within the time limits established by the legislation on the depository system of Ukraine.

4.12. The Academy may not provide a loan for the acquisition of its securities or a guarantee for loans provided by a third party for the acquisition of its shares.

4.13. The Company shall have the right, by decision of the General Meeting, to repurchase shares from shareholders with the consent of the owners of these shares. The procedure for exercising this right shall be determined by the Charter and/or resolution of the General Meeting. The resolution of the General Meeting shall establish:

1) the redemption procedure, including the maximum number, type and/or class of shares to be redeemed;

2) the redemption period;

3) the redemption price (or the procedure for determining it);

4) actions of the company with respect to the repurchased shares (cancellation or sale).

4.14. The redemption period may not exceed one year. A shareholder's written offer to sell shares to the company shall be irrevocable. The redemption price of shares may not be less than their market value determined in accordance with the law. Payment for the repurchased shares shall be made in cash. The company shall be obliged to purchase shares from each shareholder who accepts the offer to repurchase shares at the price specified in the resolution of the General Meeting.

4.15. If the General Meeting resolves to repurchase shares proportionally, the Academy shall send to each shareholder a written notice of the number of shares to be repurchased, their price and the repurchase period.

4.16. The General Meeting may decide to buy back a certain number of shares of a certain type and/or class from individual shareholders with their consent. In this case, the resolution shall contain the names of the shareholders from whom the shares are repurchased and the number of shares of a certain type and/or class to be repurchased from these shareholders.

4.17. Shares repurchased by the Academy shall not be taken into account in the distribution of profits, voting and determination of the quorum of the General Meeting. The Academy shall, within one year from the date of repurchase, sell the shares repurchased by the Academy or cancel them in accordance with the resolution of the General Meeting that provided for the repurchase of its own shares. The sale price of shares repurchased by the Academy may not be less than their market value determined in accordance with the law.

4.18. The Academy shall have the right, by decision of the Supervisory Board, to repurchase securities other than shares placed by it with the consent of the holders of these securities.

4.19. Each shareholder holding ordinary shares of the Academy shall have the right to demand mandatory redemption by the Academy of the voting shares held by him/her if he/she has registered for participation in the General Meeting and voted against the adoption by the General Meeting of the resolution on:

1) merger, accession, division, transformation, spin-off of the Company, change of its type from public to private;

2) making a significant transaction by the Academy;

3) change in the amount of the charter capital.

In this case, the Academy shall be obliged to repurchase the shares owned by the shareholder.

4.20. The redemption price of shares may not be less than their market value, determined in accordance with the procedure established by law, calculated as of the day preceding the day of publication in accordance with the established procedure of the notice of convening the General Meeting at which the decision was made that became the basis for the requirement for mandatory redemption of shares.

4.21. Within 30 days after the General Meeting adopts the resolution that became the basis for the mandatory redemption of shares, the shareholder intending to exercise the said right shall submit a written request to the Academy. The shareholder's request for mandatory redemption of shares shall specify his/her name, place of residence (location), number, type and/or class of shares for mandatory redemption. Within 30 days after receipt of a shareholder's request for mandatory redemption of shares, the Academy shall pay the value of the shares at the redemption price specified in the notice of the right to demand mandatory redemption of shares held by the shareholder. Payment for the shares shall be made in cash, unless the parties agree on another form of payment within the established time limits.

4.22. In case of failure of the Academy to fulfil its obligations to repurchase the shareholder's shares, the consequences of such failure shall be determined by law.

5. Rights and obligations of the Academy's shareholders

5.1. The Academy's shareholders may be legal entities and/or individuals who acquired ownership of the Academy's shares during its establishment, during the additional issue of shares and in the secondary securities market.

5.2. Each ordinary share of the Academy shall be granted to its owner - shareholder the same set of rights, including the rights to:

1) participation in the management of the Academy (including through participation and voting at the General Meeting in person or through their representatives)

2) to receive dividends;

3) in the event of liquidation of the Academy, to receive a part of its property or value in proportion to the shareholder's share in the charter capital of the Academy;

4) to receive information about the economic activities of the Academy;

5) preemptive right to purchase shares of the Academy offered by their owner for sale to a third party;

6) conclude an agreement with other shareholders, which imposes additional obligations on shareholders, including the obligation to participate in the General Meeting, and provides for liability for non-compliance with it;

7) exercise other rights provided for by laws and this Charter.

One ordinary share of the Academy gives the shareholder one vote to resolve each issue at the General Meeting, except in cases of cumulative voting.

5.3. Shareholders of the Academy shall be obliged to:

1) comply with the Charter and other internal documents of the Academy;

2) implement resolutions of the General Meeting and other bodies of the Academy

3) fulfil their obligations to the Academy, including those related to property participation;

4) pay for shares in the amount, in the manner and by the means provided for by this Charter;

5) not to disclose commercial secrets and confidential information about the activities of the Academy.

6) bear other duties established by this Charter and the laws of Ukraine.

5.4. The Academy's shareholders and the Academy shall have a preemptive right to purchase the Academy's shares offered by their owner for sale to a third party.

5.5. Shareholders of the Academy shall have a preemptive right to purchase shares sold by other shareholders of the Academy at the price and on the terms offered by the shareholder to a third party, in proportion to the number of shares held by each of them. The pre-emptive right of shareholders to purchase shares sold by other shareholders of the Academy shall be valid for two months from the date of receipt by the Academy of the shareholder's notice of intention to sell shares. The term of the pre-emptive right shall be terminated if, prior to its expiry, written applications are received from all shareholders of the Academy on the use or refusal to use the pre-emptive right to purchase shares.

5.6. The Academy shall have a pre-emptive right to purchase shares sold by its shareholders if the shareholders have not exercised their pre-emptive right to purchase shares. The Academy's pre-emptive right to purchase shares sold by the Academy's shareholders may be exercised within 10 days after the expiry of the pre-emptive right to purchase these shares by the Academy's shareholders.

5.7. A shareholder of the Company who intends to sell his/her shares to a third party shall notify the other shareholders of the Academy and the Academy itself in writing, specifying the price and other terms of sale of shares. Notification of the Academy's shareholders shall be carried out through the Academy. Upon receipt of a written notice from a shareholder who intends to sell his/her shares to a third party, the Academy shall, within two business days, send copies of the notice to all other shareholders of the Academy.

5.8. If the shareholders of the Academy and/or the Academy do not exercise the pre-emptive right to purchase all shares offered for sale within the period established by the Charter, the shares may be sold to a third party at the price and on the terms and conditions notified to the Academy and its shareholders.

5.9. In case of violation of the said pre-emptive right to purchase shares, any shareholder of the Academy and/or the Academy itself shall have the right, within three months from the date when the shareholder or the Academy learned or should have learned of such violation, to demand in court the transfer of the rights and obligations of the purchaser of shares to them.

5.10. The said preemptive right shall not be assigned to other persons.

5.11. The said pre-emptive right of shareholders shall not apply to cases of transfer of ownership of the Academy's securities as a result of their inheritance or succession. In the event that the right to foreclose on shares arises in connection with their pledge, the alienation of such shares shall be subject to the preemptive right of shareholders to such shares.

6. Procedure for distributing profits and covering losses of the Academy

6.1 The procedure for distributing profits and covering losses of the Academy shall be determined by the decision of the General Meeting in accordance with the current legislation of Ukraine and the Charter.

6.2. At the expense of the net profit remaining at the disposal of the Academy:

- dividends shall be paid;
- create and replenish the reserve fund;
- accumulate retained earnings (cover losses).

6.3. Directions for the use of additional financial resources of the Academy obtained through the accumulation of retained earnings shall be approved by the General Meeting.

6.4. The Academy shall form a reserve capital in the amount of 15 percent of the authorized capital. The reserve capital shall be formed by annual deductions from the net profit of the Academy or at the expense of retained earnings. Until the amount of the reserve capital established by the Charter is reached, the amount of annual deductions may not be less than 5 per cent of the net profit of the company for the year.

6.5. The same amount of dividends shall be accrued for shares of the same type and class. The Academy shall pay dividends exclusively in cash. Dividends shall be paid on shares, the report on the results of placement of which is registered in accordance with the procedure established by law. Dividends shall be paid out of the net profit of the reporting year and/or retained earnings in the amount established by the decision of the General Meeting within six months after the end of the reporting year and/or the decision to pay dividends from retained earnings.

6.6. The decision on payment of dividends and their amount on ordinary shares shall be made by the General Meeting. For each payment of dividends, the Supervisory Board shall establish the date of drawing up the list of persons entitled to receive dividends, the procedure and the term for their payment. The date of drawing up the list of persons entitled to receive dividends may not precede the date of the decision to pay dividends. The Academy shall personally notify the persons entitled to receive dividends of the date, amount, procedure and term of their payment by a letter with a description of the attachment and acknowledgement of receipt. If a shareholder disposes of his/her shares after the date of compiling the list of persons entitled to receive dividends but before the date of payment of dividends, the right to receive dividends shall remain with the person specified in such list.

6.7. The Academy shall not have the right to decide on the payment of dividends and to pay dividends on ordinary shares in cases provided for by the legislation of Ukraine.

6.8. The Academy shall cover losses in accordance with the requirements of the current legislation of Ukraine.

7. Governing bodies, other bodies and officials of the Academy

7.1. The governing bodies, other bodies and officials of the Academy shall include:

- General meeting of the joint-stock company;
- Supervisory Board of the Academy;
- President;
- Rector;
- Corporate Secretary;
- Academic Council;
- Conference of the labour collective;
- Council of the labour collective;
- officials in accordance with the established competence.

General meeting of the joint-stock company

7.2. The supreme body of the Academy shall be the General Meeting of the joint-stock company (hereinafter referred to as the "General Meeting").

7.3. Persons included in the list of shareholders entitled to such participation or their representatives may participate in the General Meeting. At the invitation of the person convening the

General Meeting, a representative of the Company's auditor and the Company's officials, regardless of their ownership of shares in the Company, a representative of the body representing the rights and interests of the labour collective in accordance with the Charter may also attend the General Meeting.

7.4. The list of shareholders entitled to participate in the General Meeting shall be drawn up in accordance with the procedure established by the legislation on the depository system of Ukraine.

7.5. At the request of a shareholder, the Company or a person who keeps records of ownership of the Company's shares shall provide information on his/her inclusion in the list of shareholders entitled to participate in the General Meeting.

7.6. The list of shareholders entitled to participate in the General Meeting may be amended by the President of the Academy after it has been drawn up.

7.7. Restrictions on the right of a shareholder to participate in the General Meeting shall be established by law.

7.8. Shareholders shall have the right to participate and vote at the General Meeting both in person and through their representative(s) acting on the basis of a power of attorney certified by a registrar, depositary, custodian, notary or other officials performing notarial acts, or in another manner prescribed by law. Another individual or an authorised person of a legal entity may be a representative of a shareholder - an individual or a legal entity at the General Meeting, and an authorised person of a body managing state or municipal property may be a representative of a shareholder - a state or a territorial community. Officials of the Academy's bodies and their affiliates may not be representatives of other shareholders of the Academy at the General Meeting. The shareholder shall have the right to appoint his/her representative permanently or for a certain term. The shareholder shall have the right to withdraw or replace his/her representative before the expiry of the period allocated for registration of participants of the meeting (or at any time) by notifying the President of the Academy. The granting of a proxy for the right to participate and vote at the General Meeting shall not preclude the right of the shareholder who issued the proxy to participate at the General Meeting instead of his/her representative if the shareholder has registered for participation in the General Meeting.

7.9. The General Meeting may resolve any issues of the Academy's activities.

7.10. The Company shall be obliged to convene the General Meeting (annual General Meeting) annually. The Annual General Meeting shall be held no later than 30 April following the reporting year. All other General Meetings, except for the annual General Meeting, shall be deemed extraordinary.

7.11. The agenda of the annual General Meeting shall include the items specified in paragraphs 11, 12 and 24 of part two of Article 33 of the Law of Ukraine "On Joint Stock Companies".

7.12. The General Meeting shall be held at the expense of the Company. If the General Meeting is held at the initiative of the shareholders or the Supervisory Board, the documented expenses for its organisation, preparation and holding may be reimbursed at the expense of the Company if the General Meeting held in this case resolves to reimburse the expenses for organisation, preparation and holding of the General Meeting.

7.13. The exclusive competence of the General Meeting shall include:

1) determining the main activities of the joint-stock company;

2) amending the company's charter

3) decision-making on cancellation of repurchased shares or otherwise acquired shares; decision-making on issue of shares

4) making a decision to change the type of company; making a decision to change the management structure;

5) making a decision on the placement of shares; making a decision on the sale by the joint-stock company of its own shares that have been repurchased from shareholders or otherwise acquired;

6) making a decision on the issue of securities that may be converted into shares, as well as on the issue of securities in an amount exceeding 25 per cent of the value of the company's assets;

7) making a decision to increase the authorised capital of the company;

8) making a decision to reduce the share capital of the company;

9) making a decision on the split or consolidation of shares;

10) approving regulations on the general meeting, supervisory board, executive body, as well as amending them;

11) approval of the regulations on remuneration of members of the Supervisory Board of the company;

12) approval of the report on remuneration of members of the supervisory board of the joint stock company;

13) approval of the annual report of the company;

14) consideration of the report of the supervisory board and approval of measures based on the results of its consideration ;

15) consideration of the report of the executive body and approval of measures based on the results of its consideration, except in the case when the company's charter assigns the appointment and dismissal of the chairman and members of the executive body to the exclusive competence of the supervisory board;

16) consideration of the conclusions of the audit report of the audit entity and approval of measures based on the results of its consideration; appointment of the audit entity in accordance with the requirements of Article 29 of the Law of Ukraine "On the Audit of Financial Statements and Auditing Activities"

17) approval of the results of financial and economic activities for the relevant year and distribution of the company's profit or approval of the procedure for covering the company's losses;

18) decision-making on redemption of shares placed by the company, except in cases of mandatory redemption of shares as defined in Article 102 of the Law of Ukraine "On Joint Stock Companies" ;

19) making a decision on non-use of the pre-emptive right of shareholders to purchase additional shares in the course of their placement;

20) making decisions on payment of dividends on ordinary shares of the company, approval of the amount of annual dividends, taking into account the requirements stipulated by law, and the method of their payment;

21) decision-making on the procedure for holding the general meeting, approval of the rules of procedure of the general meeting of shareholders ;

22) election of members of the Supervisory Board, approval of the terms and conditions of civil law agreements, employment agreements (contracts) to be concluded with them , setting the amount of their remuneration, election of a person authorised to sign agreements (contracts) with members of the Supervisory Board;

23) decision-making on termination of powers of members of the supervisory board, except in cases established by the Law; decision-making on early termination of powers of members of the supervisory board and simultaneous election of new members;

24) election of members of the counting commission, decision-making on termination of their powers;

25) decision-making on granting consent to a major transaction or on preliminary granting of consent to such a transaction and on related-party transactions in cases provided for by the Law of Ukraine "On Joint Stock Companies"

26) making decisions on the spin-off and termination of the company, liquidation of the company, election of the liquidation commission, approval of the procedure and terms of liquidation, the procedure for distribution of property remaining after satisfaction of creditors' claims among shareholders, and approval of the liquidation balance sheet;

27) election and termination of powers of the President of the Academy;

28) making decisions based on the results of consideration of the report of the Supervisory Board and the report of the Executive Body;

29) approval of the principles (code) of corporate governance of the company; decision-making on the application of the Corporate Governance Code;

30) election of a commission for the termination of the joint-stock company;

31) resolving other issues within the exclusive competence of the general meeting in accordance with the company's charter.

7.14. The authority to resolve issues within the exclusive competence of the General Meeting may not be delegated to other bodies of the Company.

7.15. The Charter and the law may also refer other issues to the exclusive competence of the General Meeting.

7.16. A written notice of the General Meeting and its agenda shall be sent to each shareholder indicated in the list of shareholders drawn up in accordance with the procedure established by the legislation on the depository system of Ukraine on the date determined by the Supervisory Board, and in case of convening an extraordinary General Meeting at the request of shareholders - by the shareholders who request it. Written notice of the General Meeting and its agenda shall be sent to shareholders personally by the person convening the General Meeting by registered mail with return receipt requested, not later than 30 days before the date of the General Meeting. The notice shall be sent by the person convening the General Meeting or by the person keeping records of ownership of the Company's shares in case the General Meeting is convened by the shareholders.

7.17. If shares are registered in the name of a nominee, the notice of the General Meeting and the agenda shall be sent to the nominee, who shall ensure personal notification of the shareholders he/she serves.

7.18. The notice of the General Meeting shall contain the data required by law.

7.19. The General Meeting shall be held on the territory of Ukraine, within the locality where the Company is located, except in cases where, as of the date of convening the General Meeting, 100 per cent of the Company's shares are held by foreigners, stateless persons, foreign legal entities and international organisations.

7.20. From the date of sending the notice of the General Meeting until the date of the General Meeting, the Company shall provide shareholders with the opportunity to review the documents necessary for making decisions on the agenda at the location of the Company on business days, during business hours and in an accessible place, and on the day of the General Meeting - also at the place of its holding. The notice of the General Meeting shall specify a specific place for review (room number, office number, etc.) and the Company's official responsible for the procedure for shareholders to review the documents.

7.21. After sending to the shareholders the notice of the General Meeting, the Company shall not be entitled to amend the documents provided to the shareholders or with which they had the opportunity to get acquainted, except for amendments to the said documents in connection with changes in the agenda or in connection with correction of errors. In this case, the amendments shall be made no later than 10 days before the date of the General Meeting.

7.22. The agenda of the General Meeting shall be preliminarily approved by the Supervisory Board and, in case of convening an extraordinary General Meeting at the request of shareholders, by the shareholders who request it.

7.23. Prior to the meeting, upon request, a shareholder shall have the opportunity to review the draft (drafts) of the resolution on the agenda items in accordance with the procedure specified in clause 7.20 of the Charter.

7.24. Each shareholder shall have the right to submit proposals on issues included in the agenda of the General Meeting, as well as on new candidates to the bodies of the Company, the number of which may not exceed the number of members of each body, not later than 20 days before the General Meeting in writing, indicating the name of the shareholder making the proposal, the number, type and/or class of shares held by him/her, the content of the proposal on the issue and/or draft resolution, as well as the number, type and/or class of shares held by the candidate who proposes the proposal.

7.25. The Supervisory Board and, in case of convening an extraordinary General Meeting at the request of shareholders, the shareholders who request it, shall decide on inclusion of proposals to the agenda not later than 15 days before the date of the General Meeting.

7.26. Proposals of shareholders (shareholder) holding in aggregate 5 per cent or more of ordinary shares shall be subject to mandatory inclusion in the agenda of the General Meeting. In this case, no decision of the Supervisory Board to include the item on the agenda is required, and the proposal shall be deemed included in the agenda if it is submitted in compliance with the requirements of clause 7.24 of the Charter.

7.27. The agenda of the General Meeting shall be amended only by including new items and draft resolutions on the proposed items. The Company shall not have the right to amend the issues or draft resolutions proposed by the shareholders. If the shareholders submit a draft resolution that differs from the one specified in the agenda, this draft resolution shall also be included in the agenda.

7.28. A decision to refuse to include a proposal in the agenda of the General Meeting may be made only in the following cases

- failure of the shareholders to comply with the deadline established by clause 7.24 of the Charter;

- incomplete data provided for in clause 7.24 of the Charter.

The Supervisory Board shall send a reasoned decision to refuse to include a proposal to the agenda of the General Meeting to the shareholder within three days from the date of its adoption.

7.29. The Company shall notify the shareholders personally by letter with a list of enclosures and return receipt requested no later than 10 days before the date of the General Meeting of changes in the agenda.

7.30. Registration of shareholders (their representatives) shall be carried out on the basis of the list of shareholders entitled to participate in the General Meeting, drawn up in accordance with the procedure provided for by the legislation on the depository system of Ukraine, indicating the number of votes of each shareholder. The registration of shareholders (their representatives) shall be carried out by the registration commission appointed by the Supervisory Board, and in case of convening an extraordinary General Meeting at the request of shareholders, by the shareholders who so request. The Registration Commission shall have the right to refuse to register a shareholder (his/her representative) only if the shareholder (his/her representative) does not have the necessary documents entitling him/her to participate in the General Meeting in accordance with the law. A shareholder who has not registered shall not be entitled to participate in the General Meeting. If several representatives of the shareholder appear to participate in the General Meeting, the representative whose power of attorney is issued later shall be registered. If a share is jointly owned by several persons, the power to vote at the General Meeting shall be exercised by one of the co-owners or their common representative with their consent.

7.31. Shareholders (a shareholder) who, as of the date of drawing up the list of shareholders entitled to participate in the General Meeting, hold 10 per cent or more of ordinary shares in aggregate, as well as the National Securities and Stock Market Commission, may appoint their representatives to supervise the registration of shareholders, holding of the General Meeting, voting and summing up its results. The Company shall be notified of the appointment of such representatives in writing prior to the start of the shareholders' registration.

7.32. The presence of a quorum of the General Meeting shall be determined by the registration commission at the time of completion of registration of shareholders for participation in the General Meeting. The General Meeting shall have a quorum if shareholders holding more than 50 per cent of the voting shares in aggregate are registered for participation. One voting share shall give the shareholder one vote to resolve each of the issues put to vote at the General Meeting, except for cumulative voting.

7.33. Shareholders holding ordinary shares of the Company shall have the right to vote at the General Meeting. A shareholder may not be deprived of the right to vote. At the General Meeting, voting shall be held on all items on the agenda put to the vote. The votes shall be counted together for all shares voting on this issue.

7.34. The resolution of the General Meeting on an item put to the vote shall be adopted by a simple majority of votes of the shareholders who have registered for participation in the General Meeting and hold shares voting on this item, unless otherwise provided by law.

7.35. Resolutions of the General Meeting on issues provided for in sub-clauses 2 - 8 and 22, 28, 29 of clause 7.13 of the Charter shall be adopted by more than three-quarters of votes of shareholders who have registered for participation in the General Meeting and hold shares voting on the relevant issue.

7.36. The General Meeting may be adjourned until the next day. The decision to adjourn the General Meeting until the next day shall be taken by a simple majority of votes of the shareholders registered for participation in the General Meeting. Shareholders (their representatives) shall not be re-registered the next day. The number of votes of shareholders registered for participation in the General Meeting shall be determined on the basis of the registration data of the first day. After the adjournment, the General Meeting shall be held at the same place as specified in the notice of the General Meeting.

7.37. Voting at the General Meeting on the items on the agenda may be conducted using voting ballots.

7.38. The form and text of the voting ballot shall be approved by the Supervisory Board not later than 10 days before the date of the General Meeting, and in case of convening an extraordinary General Meeting at the request of shareholders, by the shareholders who request it. Before the General Meeting, the Shareholders shall have the right to review the form of the voting ballot in accordance with the procedure set forth in Clause 7.20 of the Charter.

7.39. A voting ballot shall be deemed invalid if it differs from the sample officially prepared by the Company or if it does not contain the signature of the shareholder (representative). If a voting ballot contains several issues put to the vote, invalidation of one issue shall be grounds for invalidation of other issues. Voting ballots declared invalid on the grounds provided for in this paragraph shall not be taken into account when counting votes.

7.40. Explanations on the procedure for voting, counting of votes and other issues related to ensuring voting at the General Meeting shall be provided by the counting commission elected by the General Meeting.

7.41. Based on the results of voting, a protocol shall be drawn up and signed by all members of the Company's counting commission who participated in the counting of votes. The resolution of the General Meeting shall be deemed adopted from the moment the minutes of the voting results are drawn up. The results of voting shall be announced at the General Meeting during which the voting was held. After the General Meeting is closed, the voting results shall be communicated to the shareholders within 10 working days personally.

7.42. The minutes of the General Meeting shall be drawn up within 10 days from the date of closure of the General Meeting and signed by the chairman and secretary of the General Meeting. The minutes of the General Meeting signed by the chairman and secretary of the General Meeting shall be filed, sealed with the Company's seal and signed by the President.

7.43. The Extraordinary General Meeting shall be convened by the Supervisory Board:

1) on its own initiative

2) at the request of the President - in case of initiation of bankruptcy proceedings or the need to make a significant transaction

3) at the request of shareholders (shareholder) who, as of the date of submission of the request, hold 10 per cent or more of the Company's ordinary shares in aggregate;

4) in other cases established by law or the Charter.

7.44. A request to convene an extraordinary General Meeting shall be submitted in writing to the President at the address at the location of the Academy, indicating the body or names of the shareholders requesting the convocation of the extraordinary General Meeting, the grounds for convocation and the agenda. In case of convocation of the Extraordinary General Meeting at the initiative of the shareholders, the request shall also contain information on the number, type and class of shares held by the shareholders and be signed by all shareholders who submit it.

7.45. The Supervisory Board shall decide to convene or refuse to convene an extraordinary General Meeting within 10 days from the date of receipt of the request to convene it. The decision of the Supervisory Board to convene the Extraordinary General Meeting or a reasoned decision to refuse to convene it shall be submitted to the relevant management body of the Company or to the shareholders who request its convocation not later than three days after its adoption.

7.46. The Extraordinary General Meeting shall be held within 45 days from the date of submission of the request for its convocation.

7.47. If the interests of the Company so require, the Supervisory Board may decide to convene an extraordinary General Meeting with written notice to shareholders of the extraordinary General Meeting and the agenda in accordance with this Law not later than 15 days before the date of the meeting, depriving shareholders of the right to submit proposals to the agenda. In this case, in the absence of a quorum of the extraordinary General Meeting, the repeated General Meeting shall not be held. The Supervisory Board may not make the decision referred to in this paragraph if the agenda of the extraordinary General Meeting includes the issue of election of members of the Supervisory Board.

7.48. If the General Meeting is convened by the shareholders, the notice thereof and other materials shall be sent to all shareholders of the Company by the person keeping records of ownership of the Company's shares.

7.49 . If the shareholders holding 100 per cent of the voting shares gathered in one place, they have the right to make any decision on issues within the competence of the general meeting of shareholders of such a company in accordance with the law and/or the charter of the joint-stock company.

All resolutions adopted in accordance with the first paragraph of this Article shall be drawn up in the form of minutes of the general meeting in accordance with the requirements of Article 57 of the Law of Ukraine "On Joint Stock Companies", which shall be signed by all shareholders of the company holding 100 per cent of the voting shares of the company.

A resolution adopted at such general meeting shall be deemed valid if all of the following requirements are met

1) as of the date of the general meeting, a register of shareholders has been drawn up in accordance with the procedure established by the legislation on the depository system of Ukraine;

2) in accordance with the register of shareholders drawn up in accordance with the requirements of clause 1 of this part, the shareholders who participated in such general meeting hold 100 per cent of the company's voting shares;

3) minutes of the general meeting are signed by all shareholders of the company holding 100 per cent of voting shares of the company.

7.50. The provisions of Articles 40-57 of the Law of Ukraine "On Joint Stock Companies" regarding the procedure for convening and holding general meetings shall not apply to general meetings held in accordance with clause 7.49 . of the Charter.

The provisions of clause 7.49. of the Charter shall also apply if the shareholders holding 100 per cent of the company's voting shares held a general meeting by means of telecommunication.

Supervisory Board

7.51. The Supervisory Board shall be established from among the shareholders or persons representing their interests in the Company. The Supervisory Board shall also elect independent directors who meet the requirements of Article 73 of the Law of Ukraine On Joint Stock Companies. The Supervisory Board is the body that protects the rights of the Company's shareholders and, within the competence defined by the legislation, the Charter and the Regulations on the Supervisory Board, controls and regulates the activities of the President and the Rector of the Academy. The Regulations on the Supervisory Board shall be approved by the General Meeting.

7.52. The procedure for work, remuneration and responsibility of the Supervisory Board members shall be determined by the legislation, the Charter, the Regulations on the Supervisory Board, as well as the agreement concluded with a member of the Supervisory Board. Such an agreement shall be signed on behalf of the Company by the President or another person authorised by the General Meeting on the terms and conditions approved by the resolution of the General Meeting.

7.53. A member of the Supervisory Board shall perform his/her duties personally and may not delegate his/her powers to another person.

7.54. Members of the Supervisory Board shall be entitled to remuneration for their activities at the expense of the Company. Determination of the terms of payment shall be entrusted to the General Meeting on the basis of the estimate approved by the meeting.

7.55. In its activities, the Supervisory Board shall be guided by the current legislation of Ukraine, the Charter, the Regulation on the Supervisory Board, other internal regulations and resolutions adopted by the General Meeting.

7.56. The competence of the Supervisory Board shall include resolution of issues provided for by the legislation, the Charter, as well as those referred to the Supervisory Board by the General Meeting.

7.57. The Supervisory Board shall exercise control over the activities of the President and Rector of the Academy, within the limits provided for by the Charter, namely

- preliminary consideration and submission of the Academy's plans and reports on their implementation to the General Meeting of Shareholders, consideration and approval of other plans of the Academy;
- approval of the organisational and staff structure of the Academy;
- approval of regulations on structural units and approval of job descriptions of employees;

- approval of rules, procedures and other internal documents of the Academy;

- making a decision on the establishment of the Academic Council of the Academy, the composition and competence of which are determined in accordance with the requirements of the Law of Ukraine "On Higher Education";

- conducting an internal investigation into the facts of damage caused to the Academy and the involvement of the Academy's officials in them; making decisions on bringing to property and/or disciplinary liability the officials of the Academy's governing bodies;

- performing other functions assigned to the Supervisory Board by the legislation, the Charter of the Academy, and the resolution of the General Meeting of Shareholders.

7.58. The exclusive competence of the Supervisory Board shall include:

- Approval of internal regulations governing the activities of the company, except for those that fall within the exclusive competence of the general meeting and those that are transferred to the executive body for approval by the decision of the Supervisory Board

- approval of the strategic development plan and performance indicators of the joint-stock company, annual financial plan and report on its implementation, annual investment plan, investment plan for the medium term (three to five years)

- Approval of the regulation on remuneration of members of the executive body of the joint-stock company;

-approval of the report on remuneration of members of the executive body of the joint-stock company;

- Preparing the agenda of the general meeting, deciding on the date of the meeting and including proposals to the agenda, except for the convocation of an extraordinary general meeting by shareholders;

- Formation of a temporary counting commission in case the general meeting is convened by the supervisory board, unless otherwise provided by the company's charter;

- approving the form and text of the ballot for voting;

- making a decision on holding annual or extraordinary general meetings in accordance with the company's charter and in cases established by this Law;

- Deciding on the sale of shares previously repurchased by the company;

- making a decision on placement by the company of securities other than shares;

- making a decision on redemption of securities other than shares placed by the company;

- Approval of the market value of property in cases provided for by this Law;

- approving the terms of contracts to be concluded with members of the executive body, setting the amount of their remuneration; determining the person who will sign contracts (agreements) on behalf of the company with members of the executive body;

-appointment and dismissal of the head of the internal audit unit (internal auditor);

- approving the terms and conditions of employment contracts concluded with employees of the internal audit unit (with the internal auditor), setting the amount of their remuneration, including incentive and compensation payments;

- Approval of the report and conclusions of the internal audit unit (internal auditor);

- approving the company's risk appetite declaration;

- control over timely provision (publication) by the company of reliable information on its activities in accordance with the law, publication by the company of information on the company's corporate governance code used by the company ;

- election of the registration commission, except as provided by this Law;

- agreeing on the terms of the contract for the provision of audit services and electing a person authorised to sign such a contract with the audit entity;

- approving and providing recommendations to the general meeting based on the results of consideration of the audit report of the audit entity on the company's financial statements for making a decision on it;

- Determining the date of compiling the list of persons entitled to receive dividends, the procedure and terms of payment of dividends within the deadline set out in parts three and four of Article 34 of the Law of Ukraine "On Joint Stock Companies";

- determining the date of drawing up the list of shareholders who shall be notified of the general meeting in accordance with part one of Article 47 of the Law of Ukraine "On Joint Stock Companies"

and have the right to participate in the general meeting in accordance with part one of Article 41 of this Law; of the Law of Ukraine "On Joint Stock Companies";

- resolving issues on the company's participation in industrial and financial groups and other associations;

-resolving issues on establishment and/or participation in any legal entities, their reorganisation and liquidation;

- resolving issues on establishment, reorganisation and/or liquidation of structural and/or separate subdivisions of the company, except when, by the decision of the supervisory board, the resolution of these issues is delegated to the executive body of the company;

- resolving issues referred to the competence of the supervisory board by section XVIII of the Law of Ukraine "On Joint Stock Companies" , in case of merger, acquisition, division, spin-off or transformation of the company;

- making decisions on entering into significant or related-party transactions in cases provided for in Articles 107 and 108 of the Law of Ukraine On Joint Stock Companies

- Determining the probability of the company being declared insolvent as a result of its obligations or their fulfilment, including as a result of dividend payment or share buyback;

- Deciding on the election of the company's property appraiser and approving the terms of the contract to be concluded with him/her, setting the amount of payment for his/her services;

- making a decision to elect (replace) a depository institution that provides additional services to the joint-stock company, approving the terms of the agreement to be concluded with it, and setting the amount of payment for its services;

- sending an offer to shareholders in accordance with Articles 93 and 94 of the Law of Ukraine On Joint Stock Companies.

7.59. Issues falling within the exclusive competence of the Supervisory Board of the Company may not be resolved by other bodies of the Company, except for the cases established by law.

7.60. Officials of the Company's bodies shall provide members of the Supervisory Board with access to information within the limits provided for by the Law and the Charter.

7.61. Members of the Supervisory Board shall be elected from among individuals with full legal capacity.

Shareholders or persons representing their interests (hereinafter referred to as shareholder representatives) and/or independent directors shall be elected to the Supervisory Board. A shareholder may have an unlimited number of representatives on the Supervisory Board. The procedure for the activities of the shareholder's representative on the Supervisory Board shall be determined by the shareholder. The general meeting of the company may establish dependence of membership in the Supervisory Board on the number of shares held by the shareholder.

7.62. The powers of a member of the Supervisory Board shall be valid from the moment of his/her election by the General Meeting of Shareholders.

7.63. The members of the Supervisory Board shall be elected by voting by a simple majority of shareholders.

7.64. A member of the Supervisory Board may not simultaneously be a member of the executive body or the corporate secretary of the Company.

7.65. The number of members of the Supervisory Board shall be 5 persons.

7.66. The President and the Chairman of the Labour Collective Council may participate in the work of the Supervisory Board in an advisory capacity.

7.67. The members of the Supervisory Board shall be elected for a term of three years and shall retain their powers until the election of a new Supervisory Board. Members of the Supervisory Board may be re-elected an unlimited number of times.

7.68. If the number of members of the Supervisory Board is less than half of its number, the Company shall convene an extraordinary General Meeting within three months to elect the remaining members of the Supervisory Board, and in case of election of members of the Supervisory Board by cumulative voting - to elect the entire Supervisory Board.

7.69. A member of the Supervisory Board shall exercise his/her powers on the basis of an agreement with the Company. The agreement shall be signed on behalf of the Company by a person authorised by the General Meeting. The contract with a member of the Supervisory Board shall be terminated in case of termination of his/her powers.

7.70. The Chairman of the Supervisory Board shall be elected by the members of the Supervisory Board from among them by a simple majority of votes of the number of members of the Supervisory Board, unless otherwise provided by the Charter. The Supervisory Board may re-elect the Chairman of the Supervisory Board at any time.

7.71. The Chairman of the Supervisory Board shall organise its work, convene meetings of the Supervisory Board and preside over them, open the General Meeting, organise election of the Secretary of the General Meeting, and exercise other powers provided for by the Charter and the Regulations on the Supervisory Board.

7.72. Meetings of the Supervisory Board shall be convened at the initiative of the Chairman of the Supervisory Board or at the request of a member of the Supervisory Board. Meetings of the Supervisory Board shall also be convened at the request of the Head of the Internal Audit Unit (Internal Auditor), the President, and such persons shall participate in the meeting of the Supervisory Board. At the request of the Supervisory Board, the President and other persons designated by it shall participate in its meeting or in consideration of certain items on the agenda of the meeting in accordance with the procedure established by the Regulations on the Supervisory Board.

7.73 At its invitation, representatives of a trade union or other body authorised by the labour collective that has signed a collective agreement on behalf of the labour collective may participate in the meeting of the Supervisory Board in an advisory capacity.

7.74. Meetings of the Supervisory Board shall be held as necessary, but at least once a quarter. Extraordinary meetings of the Supervisory Board may be convened in cases where the issue requires immediate resolution. The charter or regulation on the Supervisory Board may provide for the procedure for the Supervisory Board to adopt resolutions by absentee voting (poll).

7.75. A meeting of the Supervisory Board shall be deemed competent if at least half of its elected (appointed) members participate in it. At a meeting of the Supervisory Board, each member of the Supervisory Board shall have one vote. All resolutions of the Supervisory Board shall be adopted by a majority of votes of the Supervisory Board members present. In case of equal distribution of votes of the Supervisory Board members during decision-making, the Chairman of the Supervisory Board shall have a casting vote.

7.76. Meetings of the Supervisory Board shall be recorded. Minutes of the meeting of the Supervisory Board shall be signed by all its members. All minutes of meetings of the Supervisory Board shall be filed in the Book of Minutes of Meetings of the Supervisory Board and stored in the Department of Document Management and Official Correspondence.

7.77. The General Meeting may decide on early termination of powers of members of the Supervisory Board and simultaneous election of new members. The Charter or the Regulation on the Supervisory Board shall provide for cases when the powers of the Supervisory Board members are terminated and new members are elected.

7.78. Without a decision of the General Meeting, the powers of a member of the Supervisory Board shall be terminated with simultaneous termination of the contract in cases established by law. The Company's Charter may provide for additional grounds for termination of powers of a member of the Supervisory Board.

7.79. The Supervisory Board may form permanent or temporary committees from among its members for preliminary study and preparation for consideration at a meeting of issues within the competence of the Supervisory Board.

7.79.1. The Academy, as an enterprise of public interest, shall form

- Audit Committee;
- Committee for determining the remuneration of the company's officials (remuneration committee);
- Nomination Committee.

In this case, the remuneration committee and the nomination committee are combined (hereinafter referred to as the nomination and remuneration committee). The Audit Committee and the Nomination and Remuneration Committee are chaired by members of the Supervisory Board who are independent directors. The majority of members of these committees shall be independent directors.

7.79.2 The procedure for establishing and operating the committees shall be established by the regulation on the Supervisory Board, as well as by the regulations on the committees of the Supervisory Board approved by the H Supervisory Board of the company.

7.79.3. Decisions on the formation of a committee and on the list of issues that will fall within the competence of the committee shall be adopted by a simple majority of votes of the members of the Supervisory Board present at the meeting .

7.79.4. Committees of the Supervisory Board shall perform duties in accordance with their subject matter and in accordance with the procedure determined by the Supervisory Board, report to it on the results of their activities at least once a year, except for the Audit Committee, which shall report on the results of its activities at least once every six months.

President

7.80 The functions of the executive body of the Academy, which manages its current activities, shall be performed by the President. Actions aimed at the management of the Academy shall be carried out on the basis of the sole decision of the President.

7.80.1. The President shall be accountable to the General Meeting and the Supervisory Board. The President shall act without a power of attorney on behalf of the Academy within the limits established by the laws of Ukraine, this Charter and resolutions of the General Meeting and the Supervisory Board.

The President of the Academy shall be appointed by the decision of the General Meeting of the Academy. The Supervisory Board shall conclude a contract with the President in accordance with the procedure established by the current legislation of Ukraine. The grounds for early termination of the contract shall be the consent of the parties, violation of labour legislation, this Charter and the terms of the contract. The Contract may provide for other grounds for its termination.

7.80.2. The President shall resolve all issues of the Academy's activities, except for those that fall within the competence of the General Meeting of Shareholders and the Supervisory Board:

- organise the implementation of resolutions of the General Meeting of Shareholders and the Supervisory Board of the Academy
- represent the Academy without a power of attorney in state and other bodies, enterprises, institutions and organisations and to individuals;
- dispose of the property and funds of the Academy without any restrictions, execute transactions, conclude agreements, contracts, open and dispose of accounts in banking institutions
- make decisions on the acquisition and alienation of immovable property, land plots, vehicles, obtaining loans, pledging property, land plots, granting loans to employees of the Academy and other persons;
- make decisions on bringing to financial responsibility the officials of the Academy's governing bodies;
- appoint, dismiss and remove from office the Rector, the Chief Accountant and other officials of the Academy;
- control the timeliness of preparation and submission to the General Meeting of Shareholders of the balance sheet, profit and loss account, annual report;
- preliminarily approves orders, instructions of the Rector, orders of vice-rectors;
- cancels, if necessary, any decisions of the Rector, vice-rectors, chief accountant and other officials of the Academy;
- supervise the activities of the officials and departments of the Academy, as well as pre-approve all personnel appointments;
- determine the conditions of activity and remuneration of the officials of the Academy, its enterprises, branches, departments, representative offices, and other separate structural subdivisions;
- appoint and dismiss directors, deputy directors, chief accountants at the Academy and its separate structural subdivisions;
- approve all financial and payment documents;
- manage the current affairs of the Academy, carry out economic and financial activities within its competence;
- conclude any transactions (contracts, agreements) on behalf of the Academy;
- approve the conclusion of any contracts (agreements),
- sign powers of attorney on any issues related to the activities of the Academy;
- hires and dismisses employees;

- ensure labour protection, compliance with law and order;
- control the compliance of all departments with the staff and financial discipline;
- ensure compliance with trade secrets and confidential information;
- is responsible, either independently or through officials appointed by him/her, for the results of financial and economic activities, condition and safety of buildings and other property;
- issue orders and instructions within his/her competence that are binding on all employees and structural subdivisions of the Academy;
- supervise and control the work of the Academy's structural units;
- report to the General Meeting of Shareholders and the Supervisory Board of the Academy;
- manage the current educational and research activities of the Academy;
- form the contingent of persons studying at the Academy;
- is responsible for the implementation of educational activities at the Academy;
- control over the quality of work of teachers, organisation of educational, training, cultural and mass work, state of physical education and health, organise household services for participants of the educational process and other employees of the Academy;
- manage and control the work of the Academy's structural units;
- in accordance with the Statute, may delegate part of its powers to the Rector, Vice-Presidents, Vice-Rectors and heads of structural subdivisions;
- resolve other issues within its competence in accordance with the current legislation.

The Rector

7.81. The Rector shall be the Deputy President of the Academy in charge of educational and research activities of the Academy. The Rector shall manage the current educational and research activities of the Academy within the powers defined by the Charter or delegated by the President of the Academy.

7.82. The Rector is accountable to the President and the Supervisory Board. The Rector shall act without a power of attorney on behalf of the Academy within the limits established by this Charter, decisions of the General Meeting, the Supervisory Board and orders of the President.

The Rector of the Academy shall be appointed by the order of the President. The candidate for the position of the Rector of the Academy shall be fluent in the state language, have an academic title and academic degree.

7.83. The Rector shall resolve the following issues of the Academy's activity

- manage the current educational and research activities of the Academy;
- organises the implementation of decisions of the General Meeting of the Academy and the Supervisory Board of the Academy in terms of educational and research activities of the Academy;
- represents the Academy without a power of attorney in state and other bodies, enterprises, institutions and organisations and to individuals in terms of the educational and research activities of the Academy;
- form the contingent of persons studying at the Academy;
- is responsible for the implementation of educational activities at the Academy;
- sign on behalf of the Academy documents on education, record books, student cards, diaries and reports of practice, academic certificates, as well as other documents necessary for the organisation of the educational process (including agreements on practice, internship, etc.)
- issue orders and instructions within its competence, which are binding on all employees and structural units of the Academy;
- control the quality of work of teachers, organisation of educational, training, cultural and mass work, state of physical education and health, organise household services for participants of the educational process and other employees of the Academy;
- manage and control the work of the structural units of the Academy in terms of educational and research activities of the Academy;
- ensures the observance of trade secrets and confidential information;
- reports to the President of the Academy;
- in accordance with the Statute, may delegate part of its powers to its deputies (vice-rectors) and heads of structural subdivisions;

- resolve other issues within his/her competence in accordance with the orders of the President.

Officials according to the established competence

7.84 Legal Adviser

Actions aimed at exercising the rights of the Academy in the judicial authorities shall be carried out, inter alia, by the Legal Adviser. The Legal Adviser shall be appointed and dismissed by the decision of the Supervisory Board of the Academy or by the order of the President.

The Legal Adviser shall act without a power of attorney on behalf of the Academy within the limits established by the laws of Ukraine and this Charter, solely for the purpose of exercising the rights of the Academy in the judicial authorities and pre-trial investigation. The Legal Adviser shall act on behalf of the Academy in all judicial institutions of Ukraine, pre-trial investigation bodies, with all the rights granted to any party in commercial, civil, criminal and administrative proceedings in accordance with the Commercial Procedure Code of Ukraine, the Civil Procedure Code of Ukraine, the Criminal Procedure Code of Ukraine, the Code of Administrative Procedure of Ukraine and the Code of Ukraine on Administrative Offences.

7.85. To resolve current issues of the Academy's activities, officials shall be appointed who act within the competence defined by their job descriptions, relevant powers of attorney and this Statute.

The Deputy Presidents (Vice-Presidents) shall be appointed to resolve current issues of the Academy's activities and shall be dismissed by the order of the President of the Academy.

Public self-government bodies

7.86. The supreme collegial body of public self-government of the Academy is the Conference of the Academy's staff, including elected representatives from among the persons studying at the Academy, the permanent body of which is the Staff Council. The Staff Council represents the interests of the Academy's staff and implements the decisions of the Staff Conference.

7.87. All categories of participants of the educational process of the Academy, representatives from among the persons studying at the Academy shall be represented at the Conference of the labour collective. At the same time, not less than 75 percent of the total number of delegates (members) of the Conference of the Academic Staff shall be scientific, scientific-pedagogical and pedagogical workers of the Academy who work at the Academy on a permanent basis, and not less than 15 percent - elected representatives from among the persons studying at the Academy, who are elected by direct secret ballot.

The conference of the labour collective:

- Adopts acts regulating the organisation and activities of the Academy's public self-government bodies;
- elects the labour dispute commission in accordance with the labour legislation;
- considers issues related to the protection of the rights and interests of the Academy's employees;
- provides recommendations to the Academy's governing bodies on amendments to the internal regulations;
- approve the collective agreement;
- consider other issues of the Academy's activities.

The provisions of the Law of Ukraine "On Higher Education" regarding the powers of the Conference of the Academic Staff shall not be applied at the Academy in accordance with Article 27 of the Law of Ukraine "On Higher Education".

The Conference of the Academy staff shall be convened at least once a year.

The Conference shall be organised and held by the Rector and the Academic Staff Council.

The Conference shall be deemed competent if two thirds of the total number of elected delegates are present. Decisions at the Conference are made by a simple majority of votes.

Corporate Secretary

7.88. The corporate secretary is an official responsible for effective current interaction of the company with shareholders and other investors, coordination of the company's actions to protect the rights and interests of shareholders, maintenance of effective work of the supervisory board, and also performs other functions determined by the Law of Ukraine "On Joint Stock Companies" and this Charter .

7.89. An employment or civil law contract shall be concluded with the corporate secretary, which may be exclusively paid. The terms of such agreement shall be approved by the Supervisory Board. The agreement shall be signed on behalf of the joint-stock company by a person authorised by the Supervisory Board .

7.90. The corporate secretary may be an individual who has full civil capacity and meets the requirements established by the Law of Ukraine On Joint Stock Companies and the National Securities and Stock Market Commission.

7.91. The procedure for work, rights and duties of the corporate secretary, as well as the procedure for payment of remuneration to him/her shall be determined by the Law of Ukraine "On Joint Stock Companies" , the charter of the joint stock company, the regulation on the corporate secretary, as well as the employment agreement (contract) or civil law agreement concluded with the corporate secretary.

7.92. The corporate secretary shall be appointed to the position H by the supervisory board.

7.93. The term of office of the corporate secretary shall be established by the resolution of the H Supervisory Board. The same person may be appointed to the position of corporate secretary more than once.

7.94. The powers of the corporate secretary shall be effective from the date of his/her appointment and shall be terminated from the date of appointment of a new corporate secretary or in case of his/her dismissal or removal by the resolution of the Supervisory Board.

By resolution of the Supervisory Board, the powers of the corporate secretary may be terminated at any time and for any reason, or the corporate secretary may be temporarily suspended from exercising his or her powers.

The Supervisory Board shall have the right to dismiss the Corporate Secretary or suspend him/her from performing his/her powers at any time and for any reason.

7.95. Without a decision of the Supervisory Board, the powers of the corporate secretary shall be terminated early:

1) at his/her request, subject to a two-week written notice to the joint-stock company;

2) if cannot perform the duties of the corporate secretary for health reasons;

3) in case of entry into force of a verdict or court decision sentencing him/her to a punishment that excludes the possibility of performing the duties of the corporate secretary;

4) in the event of death, recognition as incapacitated, partially incapacitated, missing or deceased;

5) in the case provided for in part three of Article 88 of the Law of Ukraine "On Joint Stock Companies" .

In case of termination of powers of the corporate secretary by the decision of the supervisory board, the relevant agreement (contract) with this person shall be deemed automatically terminated.

7.96. The corporate secretary may not be another official of the company.

7.97 . The competence of the corporate secretary includes:

1) providing information to shareholders and/or investors, other interested persons on the company's activities;

2) providing the company's charter and bylaws, including amendments thereto, for review by persons entitled to do so;

3) performing the functions of the chairman of the counting commission in accordance with Article 55 of the Law of Ukraine "On Joint Stock Companies" ;

4) ensuring preparation, convening and holding of the general meeting, performing the functions of the secretary of the general meeting and drawing up the minutes of the general meeting;

5) preparation and holding of meetings of the Supervisory Board, committees of the Supervisory Board, acting as the secretary of the Supervisory Board, drawing up minutes of meetings of the Supervisory Board

6) participating in the preparation or drafting of explanations for shareholders or investors on the exercise of their rights, responding to shareholders' or investors' requests;

7) preparation of extracts from minutes of meetings of the company's management bodies and their certification;

8) performing other functions stipulated by the Law of Ukraine "On Joint Stock Companies" and the charter of the joint stock company.

Academic Council

7.98. The Academic Council shall be a collegial governing body of the Academy formed for a term of five years, the composition of which shall be approved by the order of the President of the Academy within five working days from the date of expiration of the powers of the previous composition of the Academic Council.

The Regulations on the Academic Council and its personal composition shall be approved by the order of the President of the Academy.

A meeting is competent if more than half of its members are present. The decision is made by a simple majority of votes.

Decisions of the Academic Council of the Academy shall be put into effect by orders of the President of the Academy.

7.99. The scope of powers and competence of the Academic Council of the Academy shall be established by the Regulations on the Academic Council.

8. Participants of the educational process

8.1. The participants of the educational process at the Academy are:

- scientific, scientific-pedagogical and pedagogical workers;
- higher education students and other persons studying at the Academy;
- practitioners involved in the educational process in educational and professional programmes;
- other employees of the Academy.

8.2. Research and teaching staff are persons who, at their main place of work at the Academy, carry out educational, methodological, scientific (scientific, technical, artistic) and organisational activities.

8.3. Pedagogical workers are persons who, at their main place of work at the Academy, carry out educational, methodological and organisational activities. The positions of teaching staff may be held by persons with a master's degree in the relevant speciality.

8.4. Researchers shall be persons who, at their main place of work and in accordance with the employment agreement (contract), professionally carry out scientific, scientific and technical or scientific and organisational activities and have the appropriate qualifications, regardless of the availability of a scientific degree or academic title.

8.5. As a rule, persons who have a scientific degree or academic title, as well as persons who have a master's degree, shall be elected to the positions of research and teaching staff on a competitive basis.

8.6. Academic staff shall be appointed to the position by order of the President of the Academy. The teaching staff shall be certified every five years. Based on the results of the appraisal, the compliance of employees with the position held is determined, categories and pedagogical titles are assigned.

8.7. Pedagogical and scientific-pedagogical workers have the right to:

- Protection of professional honour and dignity;
- free choice of methods and means of education within the approved curricula;
- conducting scientific work at the Academy;
- individual pedagogical activity;
- participation in public self-government;
- participation in associations of citizens.

8.8. Pedagogical and scientific-pedagogical workers are obliged to:

- constantly improve professional level, pedagogical skills, scientific qualification;

- ensure a high scientific, theoretical and methodological level of teaching disciplines in the full scope of the educational programme of the relevant speciality;

- adhere to the norms of pedagogical ethics, morality, respect the dignity of persons studying at the Academy, instil in them love for Ukraine, educate them in the spirit of Ukrainian patriotism and respect for the Constitution of Ukraine;

- comply with the laws, the Charter and the Internal Labour Regulations of the Academy.

8.9. The teaching and research staff shall improve their qualifications and undergo internships in relevant scientific and educational institutions both in Ukraine and abroad.

8.10. The Academy shall provide advanced training and internships for teaching and research staff at least once every five years with the preservation of the average salary.

8.11. The rights of persons studying at the Academy are determined in accordance with the Law of Ukraine "On Higher Education".

8.12. In addition to the rights provided for by the Laws of Ukraine "On Higher Education" and "On Education", students and postgraduate students of the Academy have the right to

- to elect and be elected to the self-government bodies of students and postgraduate students of the Academy;

- to choose academic disciplines in the speciality within the limits provided by the educational and professional training programme and the working curriculum; to form an individual curriculum, which is approved in accordance with the procedure established by the President or Rector of the Academy;

- with the permission of the deans, attend classes at other institutes (departments) of the Academy, provided that the schedule of the educational process is compiled in accordance with the individual curriculum;

- create funds for student needs;

- participate in the work of public organisations;

- enjoy benefits established by the current legislation during on-the-job training;

- to take an academic leave, renewal, transfer to another higher education institution in accordance with the procedure established by the current legislation.

8.13. In addition to the duties stipulated by the Laws of Ukraine "On Higher Education", "On Education", students and postgraduate students of the Academy are obliged to

- fulfil the requirements of the curriculum within the time limits specified in the schedule of the educational process;

- attend classes, timely inform the management of the Academy, institute, faculty about the impossibility to attend classes, pass (retake) tests and exams, perform individual tasks, etc. for valid reasons.

8.14. Students and postgraduate students may be subject to disciplinary sanctions or expelled from the Academy for failure to fulfil their duties, violation of the Internal Labour Regulations of the Academy.

8.15. Students and postgraduate students may be expelled from the Academy:

- in case of completion of the relevant educational (scientific) programme

- at their own request;

- in case of transfer to another educational institution

- for failure to comply with the curriculum and schedule of the educational process;

- for violation of the terms of the contract;

- for violation of academic discipline and internal labour regulations of the Academy;

- by a court sentence of imprisonment that has entered into force;

- for health reasons on the basis of the conclusion of the Medical Examination Committee;

- in other cases provided for by the legislation of Ukraine.

8.16. The Academy provides students, postgraduate students and teachers with social protection in accordance with the current legislation in the amount not lower than that established by the state.

9. Organisation of the educational process

9.1. The procedure for organising the educational process at the Academy is determined in accordance with the Law of Ukraine "On Education", "On Higher Education", this Statute, the

Regulations on the organisation of the educational process, the Internal Regulations of the Academy and other regulations, regulations of the Cabinet of Ministers of Ukraine and the Ministry of Education and Science of Ukraine.

9.2. The educational process at the Academy provides an opportunity:

- Acquisition of knowledge, skills and abilities in the humanitarian, social, scientific, natural and technical spheres;
- intellectual, moral, spiritual, aesthetic and physical development of a person, which contributes to the formation of a knowledgeable, skilful and educated personality.

9.3. The educational process at the Academy is aimed at training, postgraduate education of specialists, formation of their professional competence and mobility, ability to adapt quickly, constant updating of theoretical knowledge and practical skills.

9.4. Admission of students and postgraduate students is carried out at the Academy in accordance with the Terms and Conditions of Admission.

9.5. The main document that determines the organisation of the educational process and its content for each licensed speciality is the curriculum.

9.6. To specify the planning of the educational process at the Academy, a working curriculum for each academic year is drawn up.

9.7. Normative academic disciplines are established by the State Education Standard.

Elective disciplines shall be determined by the Academy and their list shall be approved by the Academic Council of the Academy.

9.8. For each discipline included in the relevant educational and professional training programme and postgraduate education, a working curriculum of the discipline is drawn up on the basis of the curriculum and the curriculum, which is a regulatory document of the Academy.

9.9. The educational process at the Academy shall be carried out in the following forms: classes, individual tasks, independent work of students, practical training, and control measures.

The main types of classes at the Academy are:

- lecture;
- laboratory, practical, seminar, individual classes;
- consultation.

The Academy may determine other types of classes, including those related to the introduction of distance learning.

9.10. The quality of training and postgraduate education at the Academy shall be ensured by

- organisation of training of specialists according to curricula that meet the requirements of domestic and foreign standards;
- introduction of promising state-of-the-art achievements of world science, engineering and technology into the curricula;
- assessment of students' knowledge is regulated by the regulations developed in accordance with the legislation of Ukraine.

9.11. Education at the Academy is carried out in the following forms: full-time (day, evening), part-time (distance), external and dual. Distance learning technologies may be used in the organisation of education in various forms.

9.12. Enrolment and transfer of persons to the next course is carried out in accordance with the procedure established by the Law of Ukraine "On Higher Education", by order of the Rector of the Academy. Documents on obtaining the appropriate level of higher education shall be signed by the Rector of the Academy.

9.13. Curricula, textbooks, curricula and teaching aids are developed by the departments and approved by the Academic Council of the Academy.

9.14. The Academy shall provide academic and research staff, students, postgraduate students and other participants of the educational process with scientific and methodological literature, classroom facilities, technical, audiovisual and other teaching aids.

10. Scientific, scientific-technical and innovative activity

10.1. Scientific, scientific, technical and innovative activities of the Academy are an integral part of educational activities and are organised, carried out and financed in accordance with the

requirements of the Laws of Ukraine "On Higher Education", "On Education", "On Scientific and Scientific-Technical Activities", other regulations and in accordance with the Regulations on the organisation of research planning in the Interregional Academy of Personnel Management.

10.2. The main task and direction of the Academy's scientific activity is to ensure the integration of the educational process, science and production, continuous improvement of scientific and methodological support of the educational process, implementation of a continuous cycle of scientific and technical activities - from basic research to the implementation of scientific developments in practice, development of students' scientific creativity.

10.3. The Academy provides scientific research, provision of scientific services and scientific and auxiliary works in accordance with the plans approved by the order of the Rector of the Academy on the basis of the decision of the Academic Council of the Academy.

10.4. The financing of scientific research shall be carried out at the expense of funds received by the Academy for the performance of scientific research works under contracts, at the expense of the Academy's own funds, loans, and other sources provided for by the current legislation.

10.5. The scientific activity of the Academy is one of the main directions of achievement of state standards of quality of training and postgraduate education of specialists with higher education and scientific and pedagogical staff of higher qualification, which is realised by

- training and postgraduate education of specialists based on the use of scientific and technological progress and involvement of students and postgraduates in research and development work performed under contracts with customers;
- organisation of scientific and research and production work in connection with the educational process;
- organising and holding scientific and practical conferences, seminars, round tables and other events;
- Holding Olympiads (competitions) of student creativity;
- involvement of leading researchers in the educational process;
- integration of the educational process, science and industry.

10.6. The research work at the Academy shall be carried out by full-time employees and persons engaged in work on a part-time basis and other agreements.

Scientific research shall be carried out by academic and research staff, postgraduate students, students, interns, as well as employees of third-party organisations on the basis of employment agreements, contracts, subcontracts and other forms of labour relations in accordance with the applicable law.

Teaching and support staff and other employees may be involved in the performance of certain scientific research.

10.7. The legal status of a researcher is determined by the current legislation.

10.8. The Academy has the right to engage in expert activity in the field of scientific and scientific and technical expertise.

11. Labour collective of the Academy

11.1. The Academy's staff shall include: scientific and pedagogical, scientific, pedagogical, engineering and technical employees, administrative, educational and production and support staff.

11.2. The rights and duties of the employees of the Academy shall be determined by the current legislation, this Statute, regulations on the structural subdivisions of the Academy, and job descriptions.

The rights and obligations of the academic, pedagogical, scientific and other employees of the Academy shall be ensured by the President, the Rector of the Academy or their authorised bodies and managers in accordance with the provisions of regulatory documents, terms of employment agreements and contracts.

11.3. Employees shall be hired for the positions of heads of educational and research departments, scientific and pedagogical, teaching and research workers in accordance with the procedure provided for by the current legislation, under agreements, contracts, and may also be carried out on the basis of competitive selection.

11.4. The structure, staff, conditions and remuneration of the Academy's employees shall be determined by the Supervisory Board of the Academy.

11.5. Members of the labour collective shall have the right to:

- to elect and be elected to the Conference of the labour collective, to the Council of the labour collective, the Academic Council of the Academy;
- participate in the discussion and resolution of all the most important issues of the Academy's activities;
- receive information, regulatory and other materials developed or used in the Academy's activities;
- to use the educational, scientific and other premises and equipment of the Academy for educational, training and research work;
- use all types of services that the Academy may provide, as well as other opportunities of the Academy (in particular, to receive financial assistance), benefits established by the Academy, etc;
- perform work on the terms of an employment contract, full-time or hourly basis;
- study at the Academy on preferential terms.

11.6. Members of the labour collective shall be obliged to:

- work honestly, conscientiously, and in a disciplined manner;
- timely and professionally execute orders and instructions of the President of the Academy, the Rector of the Academy and their authorised persons
- adhere to the Charter of the Academy and the Internal Labour Regulations;
- to take care of strengthening the authority of the Academy;
- to ensure a high level of training and postgraduate education of specialists and conducting research work;
- to take care of the professional, cultural and creative development of students;
- to constantly improve the professional level, scientific and pedagogical skills, and general culture;
- to implement the decisions of the General Meeting of Shareholders, the Supervisory Board, the President of the Academy, conferences of the staff, the Academic Council of the Academy, institutes and other structural units;
- comply with the requirements of the legislation of Ukraine.

11.7. Other rights and obligations of a member of the Academy's staff (salary, working hours, rest time, procedure and conditions for hiring and dismissal, social guarantees, additional rights, etc.), which are not defined by this Statute, may be provided for in other provisions and regulatory documents of the Academy.

12. Bodies of student self-government

12.1. The student self-government bodies of the Academy contribute to the harmonious development of the student's personality, the formation of his/her skills as a future organiser and leader.

12.2 The supreme body of self-government of students and postgraduate students of the Academy is the general (representative) meeting of students and postgraduate students of the Academy, which approves the Regulations on student self-government bodies, determines their structure, term of office, and hears the report.

Decisions of student self-government bodies are advisory in nature.

The executive body of the self-government of students and postgraduates of the Academy is the student council, which is accountable to the general (representative) meeting of students and postgraduates.

12.3 Bodies of student self-government

- adopt acts regulating their organisation and activities;
- hold organisational, scientific, cultural, sports, recreational and other events;
- facilitate employment of persons studying at a higher education institution;
- manage funds and other property on their balance sheet and bank accounts;
- perform other functions to ensure their activities.

The provisions of the Law of Ukraine "On Higher Education" regarding the procedure and powers of student self-government bodies at the Academy shall not be applied in accordance with Art. 27 of the Law of Ukraine "On Higher Education".

13. Structure of the Academy

13.1. Structural subdivisions of the Academy are established in accordance with the legislation and the main tasks of the Academy and function in accordance with separate regulations developed by the Academy.

Structural subdivisions of the Academy (including separate ones) are established, function and terminate in accordance with the decisions of the Supervisory Board or the General Meeting of Shareholders, throughout Ukraine (including the cities of Kharkiv, Dnipro, Odesa, Lviv), without complying with the requirements provided for in Article 33 of the Law of Ukraine "On Higher Education", as well as outside Ukraine.

The main structural subdivisions of the Academy are: institutes, faculties, departments, colleges and/or professional colleges, centres, preparatory departments, departments, divisions, branches, offices, etc.

13.2. The institute is the main educational and scientific structural unit of the Academy that trains students in related specialities. The Institute unites the relevant departments and laboratories.

The Institute is managed by the Director, who is appointed by the order of the President of the Academy.

13.3 Faculty is the main organisational and educational and scientific structural subdivision of the Academy, which unites the relevant departments and laboratories and is created to ensure the educational process according to the speciality and form of study.

The faculty is established by the decision of the Academic Council of the Academy, provided that it consists of at least three departments.

The Academic Council of the faculty selects and recommends to the President of the Academy a candidate for the position of the head of the faculty from among the academic staff of the faculty who have the academic title of associate professor, professor and academic degree.

The faculty is managed by the dean, who is appointed and dismissed by the order of the President of the Academy.

The President concludes a contract with the Dean of the Faculty. The grounds for early termination of the contract are the consent of the parties, violation of labour legislation, this Statute and the terms of the contract. The contract may provide for other grounds for its termination.

13.4. The department is a basic educational, training, scientific, methodological and scientific structural unit of the Academy, which conducts educational, training and methodological activities in one or more related specialities, specialisations or disciplines, as well as the education of students and carries out scientific, research and scientific and technical work in a particular area.

The department is established by the decision of the Academic Council of the Academy in accordance with the requirements of the Law of Ukraine "On Higher Education".

The department is managed by the Head of the department, who is elected to this position on a competitive basis by the Academic Council of the Academy in accordance with the requirements of the Law of Ukraine "On Higher Education".

13.5. The Scientific and Methodological Institute shall be a structural subdivision of the Academy that unites related scientific laboratories and other subdivisions providing a certain area of research work and scientific and methodological support of the educational process.

The Institute shall be managed by the Director appointed by the President of the Academy.

13.6. College - a structural subdivision of the Academy that carries out educational activities related to obtaining a bachelor's and/or junior bachelor's degree, conducts applied scientific research and/or creative artistic activity.

A professional college is a structural subdivision of the Academy that carries out educational activities related to the acquisition of professional higher education, higher education under the educational and professional programmes of a junior bachelor and bachelor in related fields of study and has an appropriate level of staffing and material and technical support;

The college and/or specialised college is headed by a director who is appointed by order of the President of the Academy.

13.7. A branch is a separate structural subdivision of the Academy, which is located outside the location of the Academy and is established to provide highly qualified personnel in a particular city, region, in accordance with the needs and specifics of the local labour market and to bring students closer to their place of residence.

The branch is established by the decision of the Supervisory Board, provided that the necessary personnel and material and technical support is available in accordance with the procedure established by the current legislation.

The branch is headed by a director who is appointed by the order of the President of the Academy.

Provided that a high level of educational and research work is ensured, the material and technical base is adequate, and a significant number of students is achieved, some branches may be granted the status of regional institutes in accordance with the requirements of the current legislation of Ukraine.

13.8. The Preparatory Department is a structural subdivision of the Academy, which is created to provide assistance in passing the external independent evaluation and admission to higher education institutions to citizens who, for various reasons, have a break between the graduation from a secondary school and the time of admission to a higher education institution, as well as for school graduates for in-depth study of subjects submitted for external independent evaluation and/or which are used in examinations for admission to a higher education institution.

13.9. Institutes, branches, departments, representative offices shall have the right to make independent decisions within their competence, if these decisions do not contradict the current legislation and comply with the Statute of the Academy.

13.10. The Academy may have: preparatory departments (subdivisions), postgraduate education and advanced training departments, laboratories, library centre, teaching and methodological rooms, driving school, educational and production and creative workshops, educational and research farms, production structures, publishing houses, sports complexes and cultural and household facilities and other subdivisions, the activities of which are not prohibited by law. Related subdivisions may be united into universities of the relevant field of activity by the decision of the Supervisory Board of the Academy.

13.11. The activities of the structural subdivisions of the Academy shall be regulated by the relevant Regulations approved by the Academic Council and the Supervisory Board.

13.12. To solve the main issues of the Academy's activities, working bodies are created: working bodies - the Rector's Office, the Dean's Office, the Admission Committee.

Regulations on the working bodies of the Academy shall be approved by the President of the Academy.

13.13. The Academy may establish postgraduate and doctoral studies, including jointly with foreign educational and research institutions, in order to train scientific and pedagogical staff of higher scientific qualification - candidates and doctors of sciences.

13.14. The Academy may establish scientific, educational, research and production institutes (complexes, centres), the activities of which shall be regulated by the provisions on them approved by the Supervisory Board.

14. Property of the Academy

14.1 The Academy shall be the owner of

- property, buildings, structures, equipment and other tangible assets, securities, rights to use land, water and other natural resources, buildings, structures, equipment, as well as other property rights (including intellectual property), funds, including in foreign currency;
- property, funds, other property objects transferred to it by the founders, individuals and legal entities in the form of a gift, donation or by will and on other grounds not prohibited by law;
- products manufactured by it as a result of its economic activity;
- income received from its own activities and property acquired with these funds;
- bank loans;

- allocations from the state budget of Ukraine;
- other property acquired on the grounds not prohibited by law.

14.2 The Academy shall own, use and dispose of its property in accordance with the purpose of its activities.

14.3. The Academy may independently sell, transfer free of charge, exchange, lease to legal entities and citizens its buildings, structures, premises, vehicles, means of production, property and other material values, and dispose of them in other ways.

15. International cooperation

15.1. The Academy shall carry out international cooperation and international relations in accordance with the legislation of Ukraine.

15.2. International cooperation and international relations shall be carried out by concluding agreements, contracts, and contracts with foreign citizens, educational institutions, scientific institutions, international organisations, foundations, firms, enterprises, and other organisations.

15.3. The Academy shall carry out the following main types of international relations:

- training of foreign students, postgraduate training, advanced training of specialists, scientists, training of scientific and pedagogical personnel of the relevant academic degrees;
- organisation of joint training and postgraduate education, internships for students and specialists in accordance with international standards;
- conducting joint research and educational projects;
- carrying out scientific research under grants established by the funds of foreign states and international organisations;
- holding and participating in international conferences, symposia, seminars, etc.

15.4. The training and postgraduate education of specialists for foreign countries at the Academy is carried out in accordance with international agreements of Ukraine, as well as agreements, contracts, concluded by the Academy with authorities, organisations, companies, higher education institutions of other countries, foreign organisations and international organisations.

15.5. The Academy imports goods (services) for the implementation of the Statutory activities, other property, goods, products, medical equipment, etc. for the needs of the Academy, its subsidiaries and separate structural subdivisions.

15.6. Currency and material proceeds from international cooperation shall be used by the Academy to ensure its statutory activities in accordance with the current legislation.

15.7. The Academy has the right to receive loans, material and financial assistance from its foreign partners. In this case, the currency shall be credited to the balance sheet of the Academy and used by it independently.

16. Concept of the Academy's educational activities

16.1. The concept of the Academy's activities determines the legal, organisational, managerial, educational, methodological, material and technical and financial principles of functioning and development of the personnel training system.

16.2. The purpose of the Academy's activity at the present stage of development of the state in accordance with the Laws of Ukraine "On Education", "On Higher Education", the State National Programme "Education" ("Ukraine of the XXI century") is to further develop the national system of education, science and culture, their orientation to meet the needs of the people of Ukraine, national educational and national cultural rights and demands of all citizens regardless of their ethnicity, integration of education and science, the widest use of scientific research in the educational process, creation of the most favourable conditions for the development of the Academy's activities.

16.3. In order to achieve this goal, the following conceptual provisions of the Academy's educational activities have been formed:

- maximum in-house staffing of educational activities at certain levels of higher education;
- full educational and methodological support of the educational process, creation of conditions for its updating, publishing activities;

- constant updating and expansion of the material base of educational and methodological activities, including the provision of the latest computing equipment, meeting the growing social needs of students and employees of the Academy;

- promoting the further development and expansion of research topics for solving scientific and research problems of fundamental and applied nature.

Based on the above conceptual provisions, the objectives of the Academy's educational activities include reproduction of the intellectual potential of the state, provision of social and industrial activities with qualified specialists, formation of moral principles and norms of personal behaviour.

16.4. The educational activity of the Academy is based on the principles of:

- continuity and continuity of education;

- use of state standards of higher education, which determine the content of higher education, the content of training, a means of diagnosing the quality of higher education and the normative period of study;

- compliance of the level of education and the level of higher education of graduates with the requirements of the social division of labour;

- mobility of training specialists to meet the requirements of the labour market;

- integration into the European and world educational space, monitoring of the quality of education.

16.5. Target programmes of the Academy's activities and means of their implementation.

16.5.1. Ensuring the quality of educational activities is carried out through:

- formation of a high-quality contingent of students;

- adequacy of the content of education to the requirements of the labour system;

- competitiveness of graduates in the labour market;

- updating the content of education and organisation of the educational process in accordance with democratic values, modern scientific and technical achievements;

- improving the quality of education, updating the forms of organisation of the educational process;

-scientific and methodological support of the educational process as an information model of the pedagogical system;

- postgraduate education, retraining, specialisation, expansion of the profile, internships;

- development of effective educational technologies;

- studying the demand for certain specialities in the labour market and facilitating the employment of graduates;

- formation of highly qualified scientific and pedagogical potential of the staff;

- providing internships and advanced training for research and teaching staff, creating conditions for their effective professional activity, national education, through the affirmation of the national idea.

16.5.2. Ensuring equal access to education through:

- introduction of an effective system of informing the public about opportunities to obtain higher education;

- creation of conditions for orphans, children deprived of parental care and children with disabilities to obtain higher education;

- introducing flexible educational programmes and information technologies for learning;

- ensuring equal access to education by expanding opportunities for education through individual loans;

- creation of a system of continuous education by forming the need and ability of individuals to self-educate, creating integrated curricula and postgraduate programmes, introducing and developing distance education;

- preparation of students for life in the information society through informatisation of the education system, introduction of distance learning with the use of information and communication technologies in the educational process, creation of electronic textbooks, use of global information and educational networks;

16.5.3. National education through:

- ensuring cultural and spiritual development of the individual, education in the spirit of patriotism and respect for the Constitution of Ukraine

- formation of students' democratic outlook, observance of civil rights and freedoms, respect for traditions, culture, religion and language of communication of the peoples of the world;

- formation of a modern worldview in young people, development of creative abilities and skills of independent scientific cognition, self-education and self-realisation;

- stimulating the desire for a healthy lifestyle among young people;

- development of humanistic education based on cultural and historical values of the nation, its traditions and spirituality;

- creation of a system of continuous language education that ensures mandatory mastery of the state language by citizens of Ukraine and the opportunity to master their native (national) language and to practically master at least one foreign language.

16.5.4. Combining education and science through:

- fundamentalisation of education, intensification of scientific research, development of education on the basis of the latest scientific and technological achievements;

- deepening of cooperation and collaboration with other educational institutions and scientific institutions;

- involvement of leading scientists in the educational process;

16.5.5. Monitoring and use of foreign experience through:

- conducting joint research, cooperation with international funds;

- holding international scientific conferences, seminars, symposia;

- facilitating the participation of the Academy's research and teaching staff in relevant events abroad, scientific exchanges, internships and study abroad for students and research and teaching staff;

- publication and distribution of the best examples of foreign scientific and educational literature.

The concept of educational activity shall be supplemented and detailed by the concepts of educational activity of the institutes and departments of the Academy and its other subdivisions.

17. Amendments to the Statute

17.1. Amendments to the Statute of the Academy shall be drawn up in the form of a new version, set forth in writing and approved by the General Meeting of Shareholders of the Academy in the manner and within the terms determined by the current legislation of Ukraine and the Statute.

17.2. The approved new version of the Charter shall be stitched, numbered and signed by the Chairman of the General Meeting of Shareholders of the Academy. The authenticity of the signature on the constituent document shall be notarised, except as provided by law.

17.3. The Academy shall be obliged to notify the registration authority of the changes that have occurred in the Charter in order to make the necessary changes to the state register.

18. Procedure for termination of the Company and spin-off

18.1. The Company shall be terminated as a result of transfer of all its property, rights and obligations to other business entities - successors (by merger, acquisition, division, spin-off, transformation) or as a result of liquidation.

18.2. Voluntary termination of the Company shall be carried out by resolution of the General Meeting in accordance with the procedure and in compliance with the requirements provided for by law. Other grounds and procedure for termination of the Company shall be determined by law.

18.3. Merger, consolidation, division, spin-off and transformation of the Company shall be carried out in accordance with the law by resolution of the General Meeting, and in cases provided for by law - by a court or relevant authorities.

18.4. In cases provided for by law, the division of the Company or spin-off of one or more joint stock companies from it shall be carried out by decision of the relevant state authorities or by a court decision.

18.5. The Company may not simultaneously carry out a merger, consolidation, division, spin-off and/or transformation.

18.6. Shares of the Company, which is terminated as a result of division, shall be converted into shares of the successor companies and placed among their shareholders.

18.7. Shares of the Company that is terminated as a result of a merger or acquisition shall be converted into shares of the successor company and placed among its shareholders.

18.8. The shares of the Company being transformed shall be converted into shares (units) of the successor company and distributed among its shareholders.

18.9. In the event of a spin-off, the Company's shares, if spun-off, shall be converted into shares of the Company and the spin-off company and distributed among the Company's shareholders.

18.10. The procedure for conversion of shares of the company being terminated into shares of the newly established joint stock company shall be established by the National Securities and Stock Market Commission.

18.11. If the Company participates in a merger, acquisition, division, spin-off or transformation, the Supervisory Board shall develop the terms of the merger (acquisition) agreement or the plan of division (spin-off, transformation), which shall contain the terms stipulated by law, and shall also prepare explanations for the shareholders to the terms of the merger (acquisition) agreement or the plan of division (spin-off, transformation). The materials sent to the shareholders of the Company, if it participates in a merger (acquisition), division (spin-off, transformation), in preparation for the General Meeting to approve the terms of the merger (acquisition) agreement, division (spin-off, transformation) plan, transfer act shall include the materials required by law.

18.12. Upon recommendation of the Supervisory Board, the General Meeting, if it participates in a merger, consolidation, division, spin-off or transformation, shall decide on termination (merger, consolidation, division, spin-off or transformation), as well as on approval of the terms of the merger (consolidation) agreement or division (spin-off, transformation) plan, transfer act (in case of merger, consolidation and transformation) or distribution balance sheet (in case of division and spin-off).

18.13. Within 30 days from the date of adoption by the General Meeting of a resolution on termination of the Company by way of division, transformation or spin-off, and in case of termination by way of merger or acquisition - from the date of adoption of the relevant resolution by the General Meeting of the last joint stock company participating in the merger or acquisition, the Company shall notify the Company's creditors in writing and publish a notice of the resolution in the official gazette.

18.14. The Company may participate in a merger only with another joint stock company.

18.15. The Supervisory Board, if the Company participates in a merger, shall submit for approval to the General Meeting the issue of termination of the Company by merger, approval of the merger agreement, the charter of the company created as a result of the merger, and approval of the transfer deed.

18.16. Formation of the bodies of the successor company shall be carried out at the joint general meeting of shareholders of the companies participating in the merger.

18.17. In the event of a company merger, all rights and obligations of each company shall be transferred to the successor company in accordance with the transfer deed.

18.18. Only a joint stock company may be spun off from the Company.

18.19. A merger, division or transformation of the Company shall be deemed completed from the date of entry in the Unified State Register of the termination of the Company and registration of the successor company (successor companies).

18.20. The Company's accession to another joint-stock company shall be deemed completed from the date of entry in the Unified State Register of Legal Entities and Individual Entrepreneurs on termination of such Company.

18.21. A spin-off of a joint stock company shall be deemed completed from the date of entry in the Unified State Register on establishment of the spin-off company.

18.22. A joint-stock company's accession to another joint-stock company shall be deemed completed from the date of entry in the Unified State Register on termination of such joint-stock company.

18.23. The General Meeting shall decide on the liquidation of the Company, election of the liquidation commission, approval of the liquidation procedure, as well as the procedure for distribution of property remaining after satisfaction of creditors' claims among shareholders, unless otherwise provided by law.

18.24. From the moment of election of the liquidation commission, the powers of the Supervisory Board and the President shall be transferred to it. The liquidation balance sheet drawn up by the liquidation commission shall be subject to approval by the General Meeting.

18.25. The liquidation of the Company shall be deemed completed and the Company shall be deemed terminated from the date of entry in the Unified State Register of the state registration of the termination of the Company as a result of its liquidation.

18.26. In the event of liquidation of the Company, if it is solvent, the claims of its creditors and shareholders shall be satisfied in the order determined by law. The property of each priority shall be distributed after the claims of the creditors (shareholders) of the previous priority have been fully satisfied.

Chairman of the General Meeting of Shareholders

_____ G. V. Shchokin