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ESG-report on sustainable development of Uztransgaz JSC 2023



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Key performance indicators



Key performance indicators for 2023

GRI 2-6

13 422 km

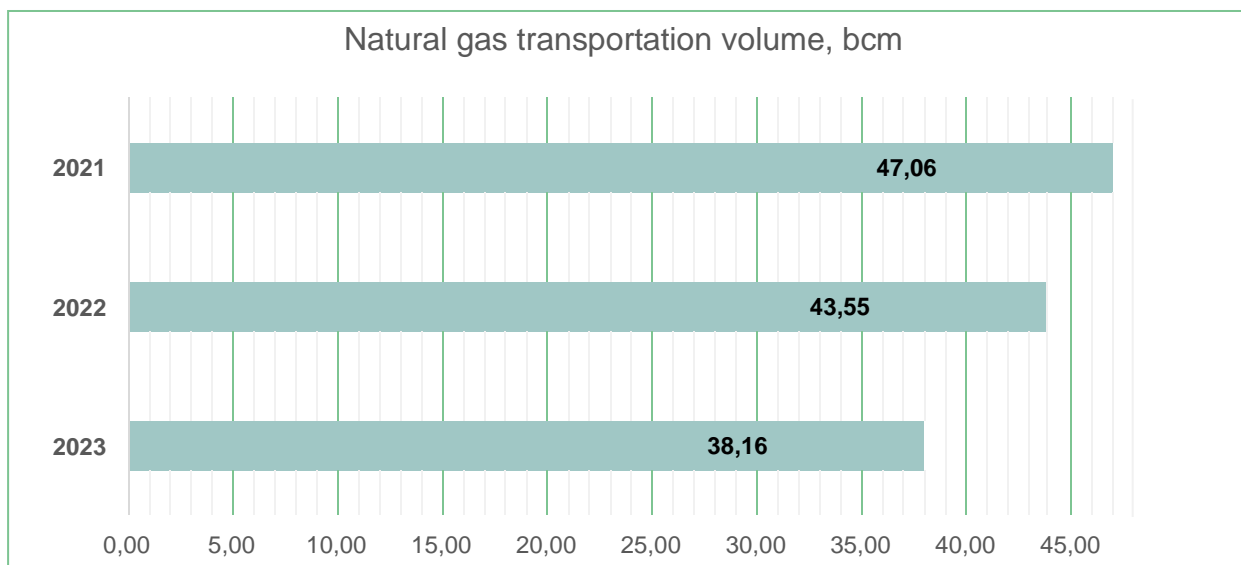
main gas pipelines

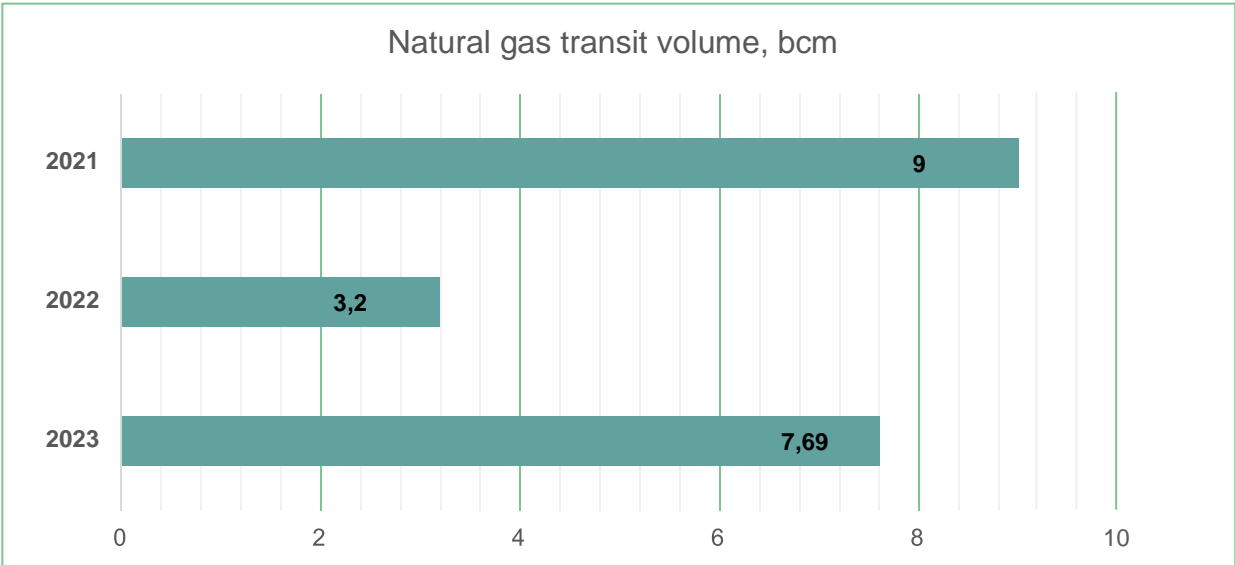
427 gas distribution stations

20 compressor stations

2 underground gas storage

Transportation and transit of gas

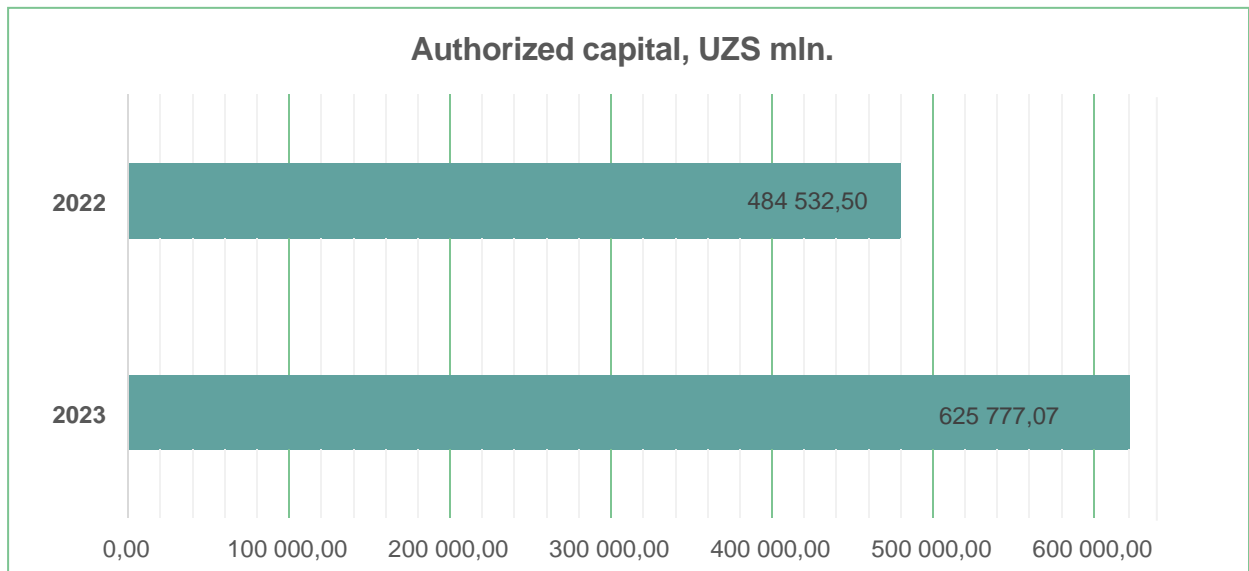


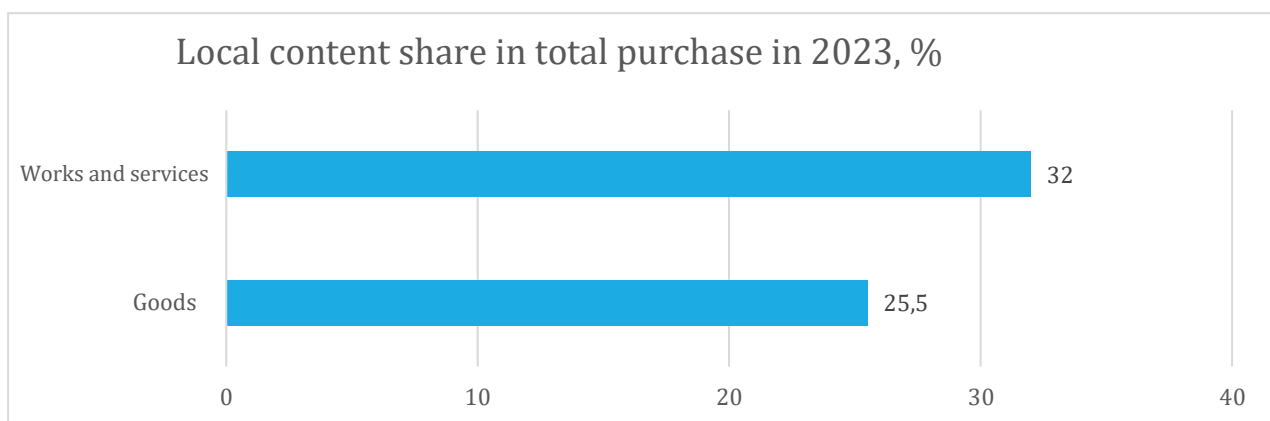
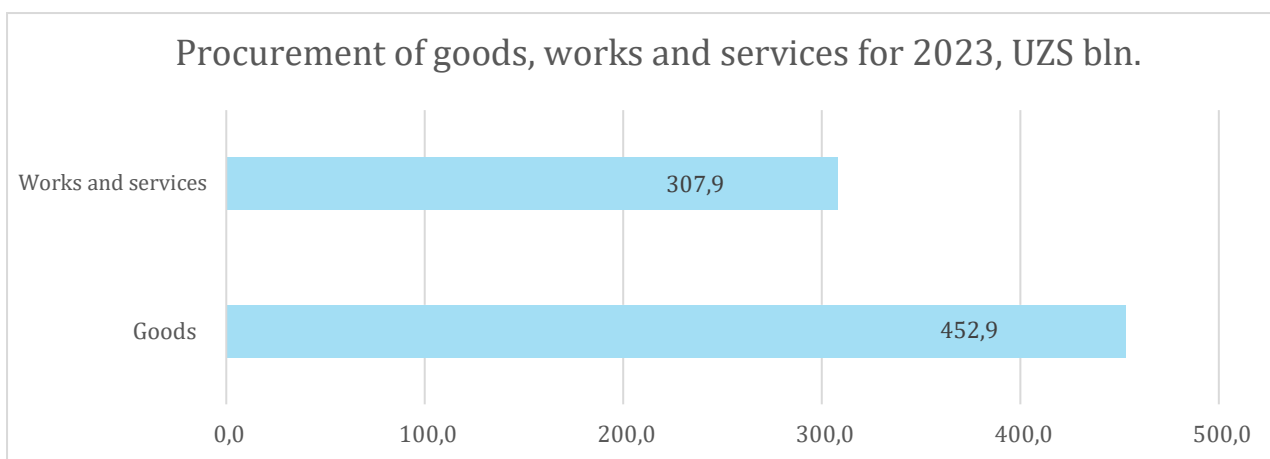


Financial performance

The financial indicators were taken from the approved financial statements, which have been prepared in accordance with the National Accounting Standard (hereinafter - NAS)

Income, UZS mln. soun	2022	2023
Uztransgaz JSC	-2 168 376	7 790 444



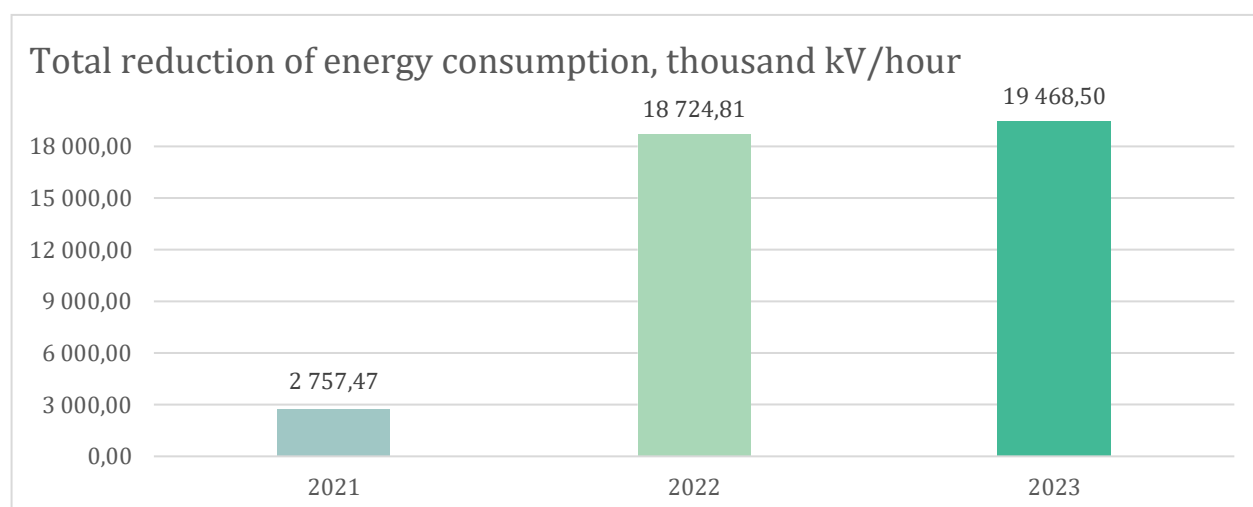
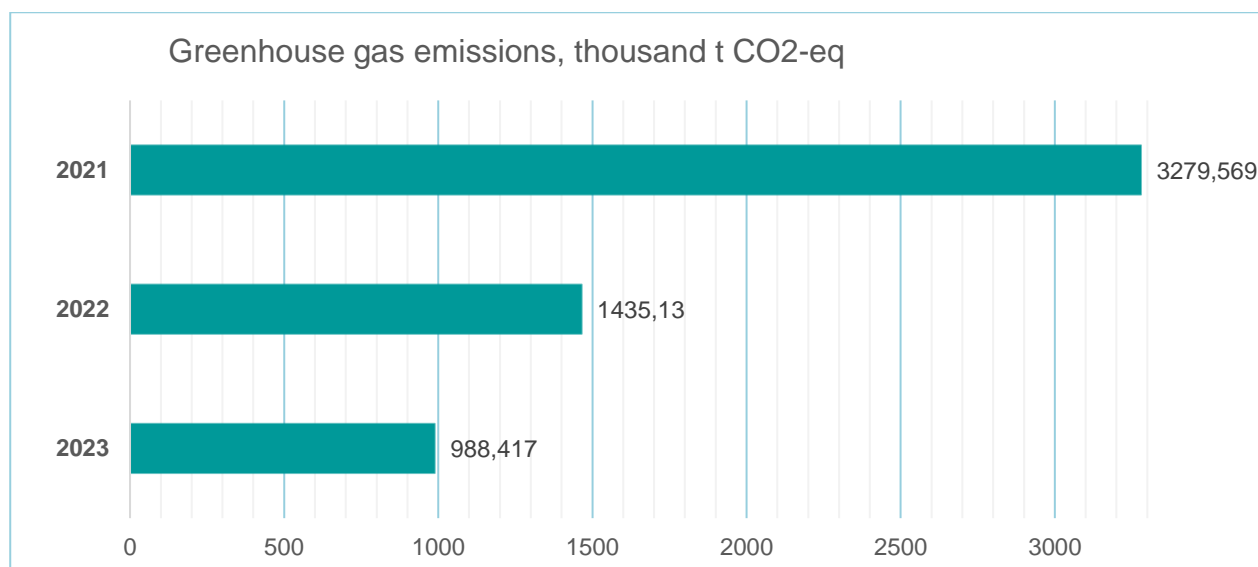
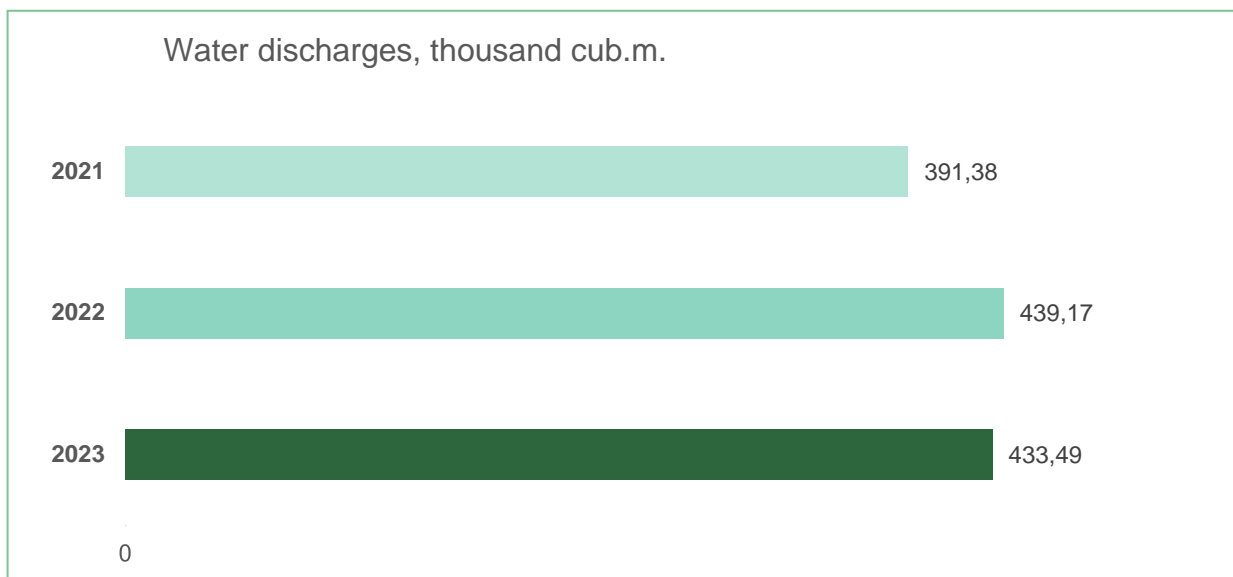


99,49% of shares are held by the Ministry of Economy and Finance* of the Republic of Uzbekistan

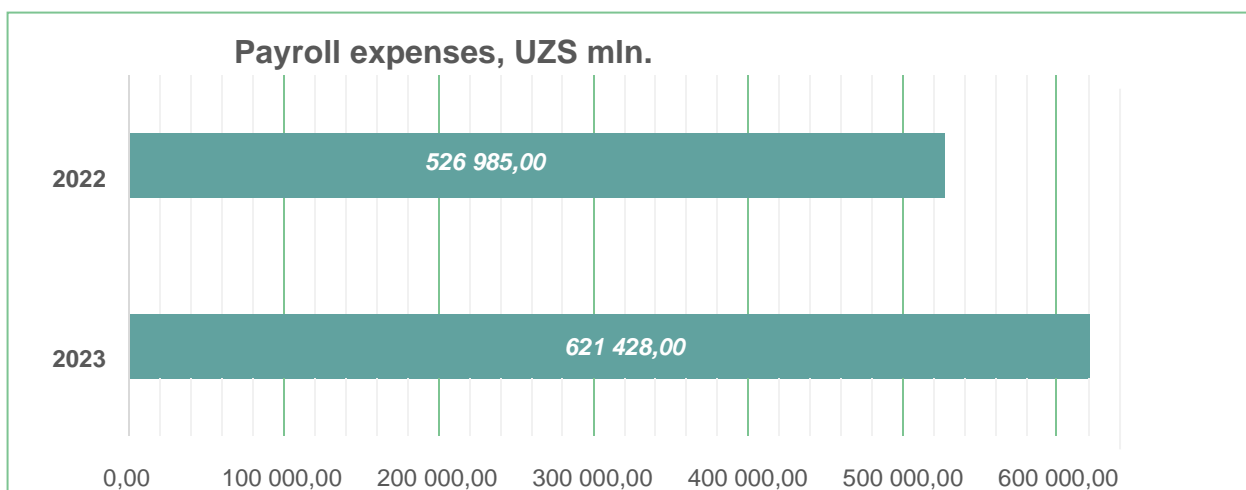
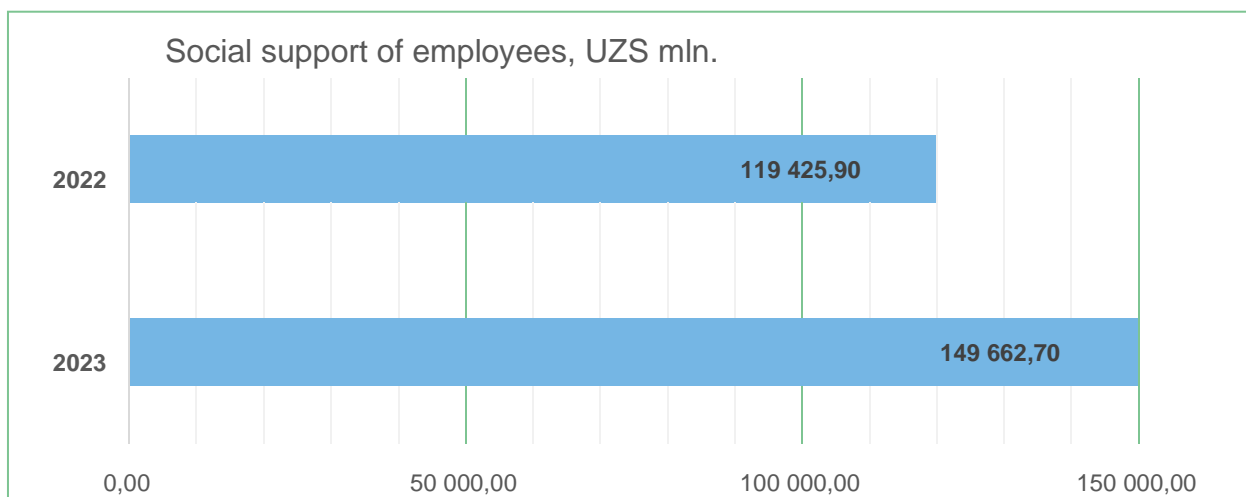
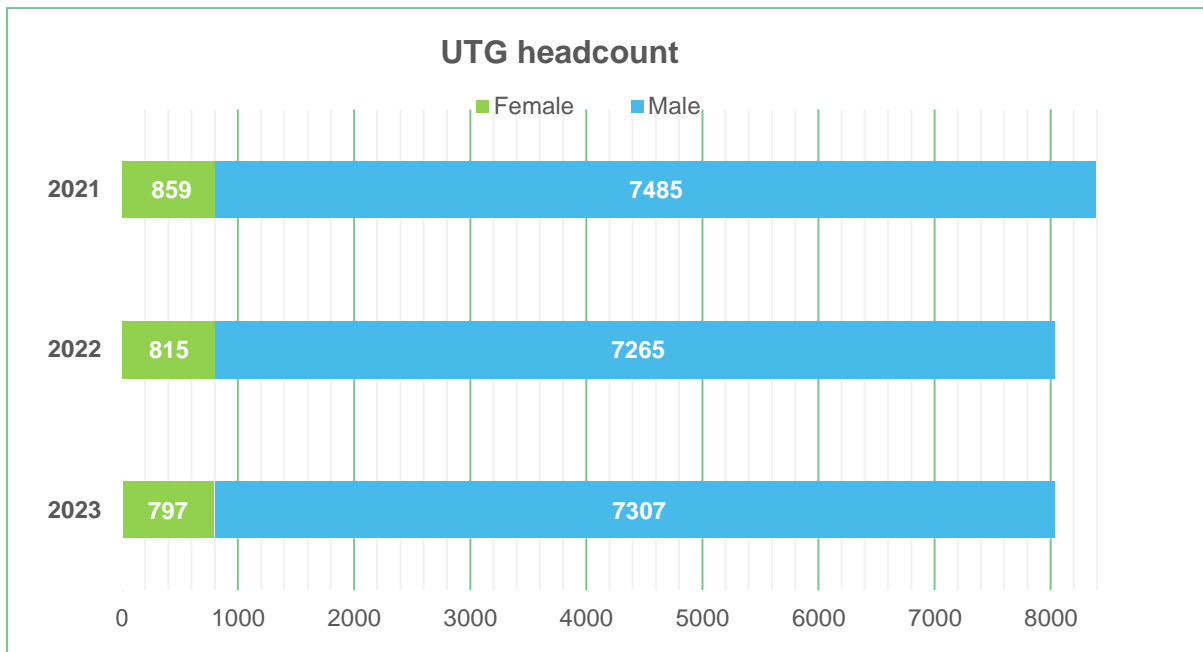
Individuals and legal entities hold **0,51%** shares

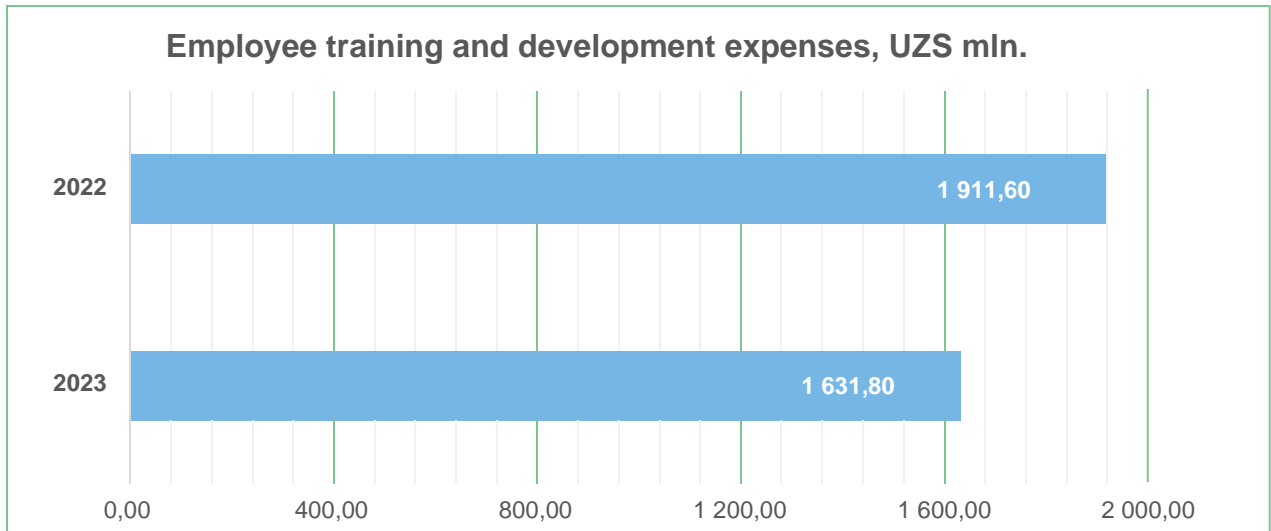
*According to the Decree of the President of the Republic of Uzbekistan No. UP-269 dated 21.12.2022 "On measures on implementation of administrative reforms of New Uzbekistan", the Ministry of Finance of the Republic of Uzbekistan since January 1, 2023 is reorganized and the Ministry of Economy and Finance of the Republic of Uzbekistan is founded on its basis.

Environmental performance



Social responsibility, health and safety performance





1 occupational injury recorded in 2023

Message from the Executive body

GRI 2-22

Dear readers!

On behalf of Uztransgaz Joint Stock Company we are proud to present our next, already the fourth, ESG-report on sustainable development based on the results of activities for 2023. The year 2023 was no less significant for the Company than the previous year, as the Company's activities for the first time the whole calendar year were devoted only to its core business - natural gas transportation. Every effort was made to provide consumers with the cleanest fuel source - natural gas.

As an authorized supplier of natural gas, the Company strives to improve the quality of gas supply to all types of consumers and continues to work within the framework of the Program for Modernization and Increase of Efficiency of the Main Gas Transmission System of the Republic of Uzbekistan. Thus, in 2023, the Gazli - Kagan main gas pipeline was prepared for operation and launched after reconstruction and line welding of the new gas pipeline was performed, as well as overhaul of some sections of the main gas pipeline.

Following the modern trends towards lean consumption of energy resources and their optimal use during the main activities of Uztransgaz JSC on an annual basis carries out organizational and technical measures to save electricity and heat energy at production facilities. Through these measures, the Company has managed to achieve a reduction in electricity consumption by more than 19 million kilowatts per hour. Recognizing the environmental value and efficiency of using renewable energy sources, solar photovoltaic stations with a total capacity of 2.9 megawatts were installed at the Company's production facilities in 2023.

As an employer, Uztransgaz JSC provides jobs in all regions of the Republic of Uzbekistan with strict observance of safe working conditions and a high level of social protection. The number of social benefits and guarantees in the reporting period amounted to more than 20 thousand payments. At the same time, the Company pays great attention to the improvement of employees' qualification and increase of human resources potential. More than 20% of the personnel underwent various training and professional development programs in 2023.

We are deeply saddened by the fact of occupational injuries, but even negative experience is a driver for improving the functioning of the occupational safety system both at production facilities and in office structures. In 2023, 1 industrial injury was recorded in the Company. The unconditional goal of Uztransgaz JSC is to reduce the rate of occupational injuries to zero. Along with care for safe working conditions, the Company pays great attention to the health of its employees, organizing annual medical examinations and providing an opportunity, with the support of the Uztransgaz JSC Trades Union, to improve their physical condition in health improvement complexes.

Uztransgaz JSC continues to actively participate in the national tree planting initiative "Yashil Makon". In the fall period, all structural subdivisions of the Company carry out activities on planting trees in the areas designated for tree planting. The Company's Trades Union, Youth Union and Women's Council organize various events, such as a round table on the topic "Enhancing women's participation in the social and economic life of the country", intellectual games "Zakovat" and a meeting "Leader and Youth". These events are designed to unite and support each employee into a cohesive team. We are confident that the social component of the work of a large team plays an important role in achieving the Company's strategic results.

Transparency and relevance are the main challenges that the Company approaches with maximum commitment. And in this great work, we cannot fail to recognize the employees of Uztransgaz JSC, whose willingness to invest all professional knowledge and skills in the functioning of the Company on a daily basis cannot fail to impress. We are grateful to every employee of the Company for their hard work. In addition to internal support, we see our allies as stakeholder representatives, thanks to whose work the information reflected in the report remains relevant from year to year and reflects the key essential topics for the Company.

Uztransgaz Joint Stock Company acts as a guaranteed supplier of natural gas throughout the Republic of Uzbekistan, a responsible employer in all its areas and a rational consumer of energy resources and is guided by the world's best practices in the field of sustainable development to regulate all aspects of its activities.

Our primary objective remains unchanged - to effectively fulfill the function of a clean gas operator of the Republic of Uzbekistan.

Members of the Body Uztransgaz JSC

About the Company

Company profile

GRI 2-1, 2-6

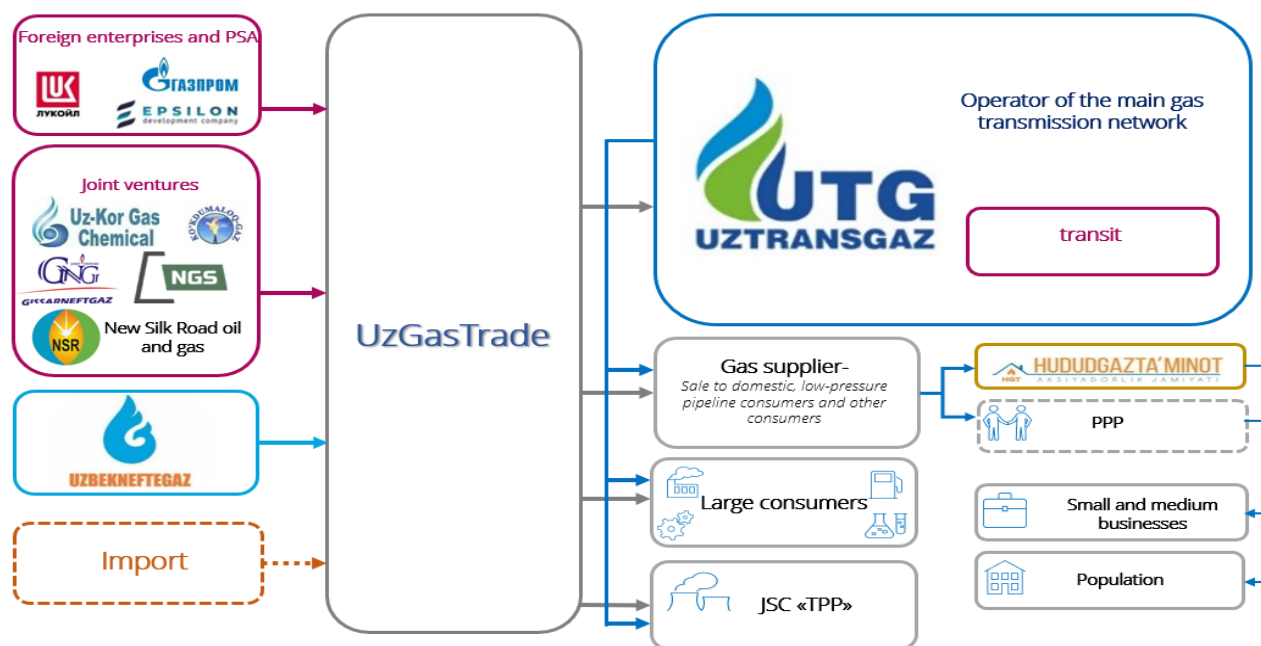
Uztransgaz JSC is the guaranteeing operator of the gas transportation network of the Republic of Uzbekistan, carrying out uninterrupted supply of natural gas to consumers of the country, also engaged in gas storage and transit. A significant part of the country's strategic enterprises is supplied with environmentally more acceptable fuel resource - natural gas, and tens of millions of houses and apartments in the country are provided with heat, light and comfort thanks to such important areas of the Company's activity as gas supply and storage.

The main functions of Uztransgaz JSC - transportation and transit of natural gas, determined by the Presidential Decree "On additional measures to reform the natural gas market" № PP-280 of June 15, 2022.

The Company is a natural monopolist in the pipeline transportation of natural gas, therefore the Company's activities are regulated by the Law of the Republic of Uzbekistan "On Natural Monopolies".

As of December 31, 2023, the authorized capital of the Company is 625 777 072 registered shares with a nominal value of UZS 1 000. 99,49% of shares of Uztransgaz JSC are owned by the Ministry of Economy and Finance of the Republic of Uzbekistan, which is the central executive body within the Cabinet of Ministers that carries out management and inter-sectoral coordination in the financial sphere of the Republic. 0,51% of the Company's shares are placed among members of the labor collective of enterprises and organizations of the industry, as well as other individuals and legal entities.

Natural gas trading scheme in 2023



As a single operator, the Company provides natural gas transportation services. Transportation tariffs are developed by the Price Regulation Authority under the Ministry of Finance and approved by the Cabinet of Ministers of the Republic of Uzbekistan.

The total volume of gas transported in 2023 was 45,85 bln. cubic meters

Name of product	2021	2022	2023
Total gas transportation, billion cubic meters.	56,06	46,75	45,85

Transportation of own gas, billion cubic meters.	47,06	43,55	38,16
Gas transit, billion cubic meters.	9,00	3,2	7,69
Underground gas storage, billion cubic meters.	2,47	3,1	2,66

History of development

Year	Event Description
1962	Gas field development began, including transshipment of the Bukhara - Urals and Central Asia - Center gas pipelines.
1973	The production association Uzbekgazsanoat was established, and the joint-stock company Uztransgaz began to develop as a separate gas transportation company.
1978	Experimental use of the underground storage facility began, followed by a gas storage facility at the Ghazli gas field the following year.
1992	In accordance with the Decree of the Cabinet of Ministers of the Republic of Uzbekistan № 585 of December 23, 1992, the State Joint Stock Company "Uztransgaz" was established on the basis of specialized subdivisions of the production association "Uzbekgazsanoat" within the National Oil Company "Uzbekneftegaz".
1999	According to the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 169 dated April 30, 1996, the experimental use of the filling station "Khoybid" was started on the basis of well-developed capacity of the oil and gas field Khoybod. According to the Decree of the President of the Republic of Uzbekistan No. UP-2154 dated December 11, 1998 "On reorganization of the national oil and gas industry "Uzbekneftegaz" into the National Holding Company "Uzbekneftegaz" and the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated December 15, 1998 Uztransgaz JSC was established in the form of a joint stock company of open type with the rights of a legal entity.
2006	In accordance with the Decree No. 4388 of the President of the Republic of Uzbekistan dated August 8, 2006 "On measures to improve the organization of activities of Joint Stock Company "Uztransgaz", formation of a unified policy in the field of development and use of natural gas distribution networks, an effective system of transport and sales management was created, as well as for the rational use of natural gas and gas discipline. Transgaz reorganization of joint stock company activities. Reorganization of the joint stock company "Uztransgaz" was carried out by transfer of gas supply companies from Uzbek Agency "Uzkommunxizmat" to the Joint Stock Company "Uztransgaz" and a joint venture of the Joint Stock Company "Uztransgaz" to provide consumers with all types of gas on the basis of gas supply facilities. 6 interregional enterprises in the form of enterprises were established.
2009	Construction of the 165-kilometer and unique main gas pipeline "Akhangaran-Pungan" with the Akhangaran compressor station through the Kamchik pass to supply natural gas to consumers in the Fergana Valley was completed and put into operation. The gas pipeline passes through the slopes of the Kyura Mountains.
2019	Uztransgaz JSC was withdrawn from Uzbekneftegaz JSC according to Presidential Decree No. 4388 dated July 9, 2019 and the share of Uzbekneftegaz JSC in the authorized capital of Uztransgaz JSC was transferred to the State Assets Management Agency of the Republic of Uzbekistan. Also, this year, Hududgaztajminot JSC was established on the basis of territorial branches of gas supply of Uztransgaz JSC with determination of the State Assets Management Agency as its state shareholder
2020	According to the Decree of the President of the Republic of Uzbekistan № 6096 of October 27, 2020 "On measures for accelerated reform of enterprises with state participation and privatization of state assets" the Ministry of Finance of the Republic of Uzbekistan became the main shareholder of Uztransgaz JSC (under the depo order N60/20 for transfer of securities on December 14, 2020)

2022

According to the Presidential Decree № PP-280 of June 15, 2022 "On additional measures to reform the natural gas market", the functions of purchasing natural gas from producers and selling natural gas to Hududgaztaminot JSC and consumers connected to the main gas transmission system on the basis of direct contracts are transferred from Uztransgaz JSC to UzGasTrade JSC

Geographic footprint

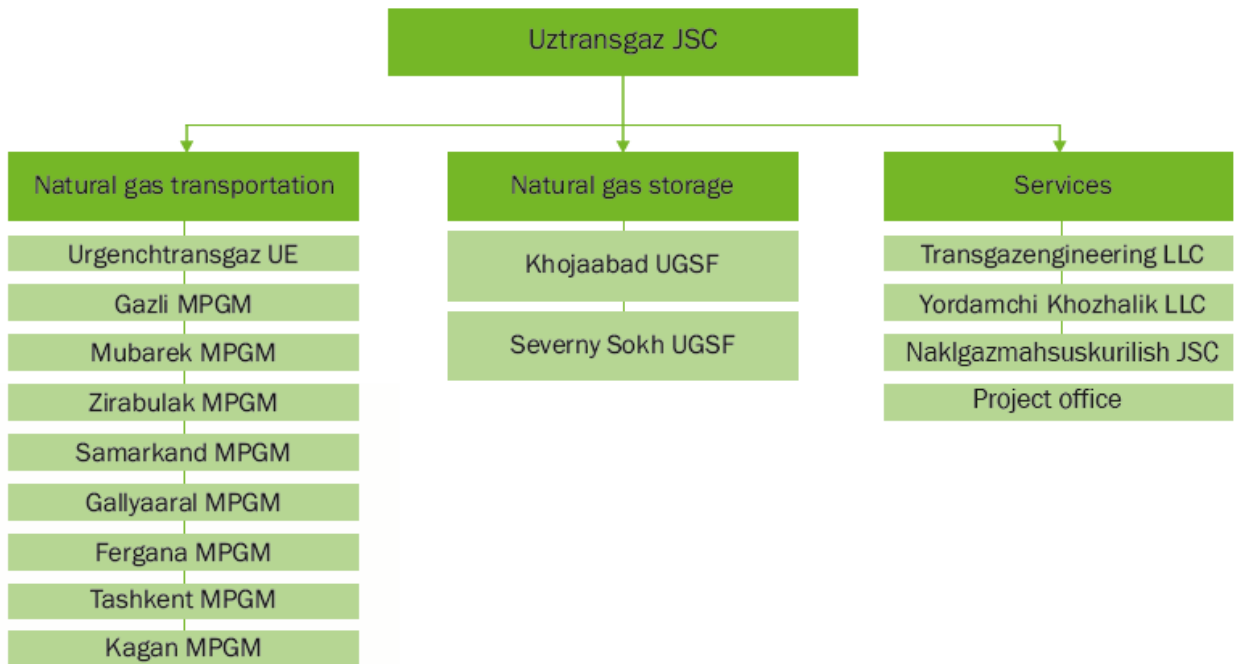
GRI 2-1

Structure of the Company

The structure of the Company includes 9 natural gas transportation enterprises, 2 natural gas storage enterprises, 3 service enterprises such as construction and mixed agriculture, and a project office that carries out corporate and digital transformation tasks. The offices of the structural enterprises are located in 7 regions of the Republic and in the city of Tashkent.

The executive office of the Company combines the tasks and functions of the executive office and is engaged in direct management of the production process.

Structural subdivisions and affiliates of direct subordinate companies are shown below:



Supply chain

GRI 2-6

According to the Presidential Decree № PP-280 "On additional measures to reform the natural gas market" from August 1, 2022 the functions of purchasing natural gas from producers and selling natural gas to Hududgaztajminot JSC and consumers connected to the main gas transmission system on the basis of direct contracts are transferred from Uztransgaz JSC to UzGasTrade JSC.

Thus, for calendar year 2023, the Company was fully engaged in the following activities:

- natural gas transportation to large enterprises, thermal power plants and suppliers providing gas to low-pressure domestic consumers;
- natural gas transit;
- injection of natural gas into underground storage facilities;
- natural gas consumption, for own needs and process losses.

The main consumer of Uztransgaz JSC services is UzGasTrade JSC, however, based on the specifics of the gas transportation system of the Republic of Uzbekistan, the process of qualitative and quantitative receipt and transfer of natural gas from producing companies to consumers closely links the Company's activities with such natural gas suppliers as:

Suppliers of natural gas

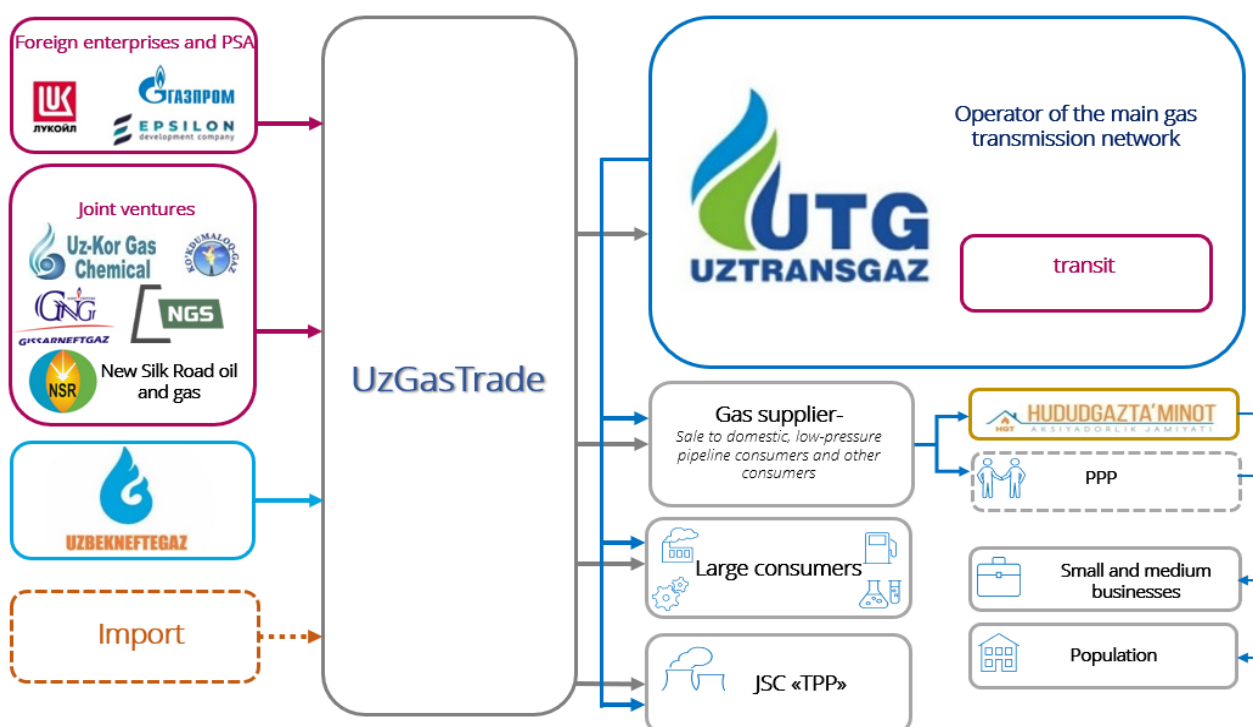
JSC Uzbekneftegaz	Gissarneftegaz JV LLC
Shurtan GCC LLC	Natural Gas-Stream JV LLC
LUKOIL Overseas Supply and Trading LTD	Uz-Kor Gas Chemical JV LLC
Kokdumalakgaz JV	Suppliers of imported natural gas

The Company is also responsible for the quality supply of natural gas to key customers, such as:

Consumers of natural gas

Hududgaztaminot JSC, including:	Large consumers
<ul style="list-style-type: none"> Small and medium-sized businesses Population 	TPP JSC

The current pattern of natural gas transportation structure is as follows:



Key corporate events for 2023

Date	Description of event
February	<p><i>Staff changes</i></p> <p>By resolution of the General Meeting of Shareholders dated February 16, 2023, the powers of the members of the Supervisory Board were prolonged</p>
March	<p><i>Reforming and improving operational efficiency</i></p> <p>According to the Presidential Decree No. PD-83 dated March 1, 2023, Uztransgaz JSC is included in the list of companies with state participation subject to reform and improvement of operational efficiency in 2023-2025 by transferring the management of the state share to Investment Company UzAssets JSC.</p>
April	<p><i>Approval of the collective agreement</i></p> <p>On April 20, 2023, the Collective Agreement of Uztransgaz JSC was approved, effective from May 1, 2023.</p>
June	<p><i>Publication of reports</i></p> <p>Verified ESG-report on sustainable development of Uztransgaz JSC for 2021 issued</p>
July	<p><i>Renaming of subsidiary organization</i></p> <p>By resolution of the Extraordinary Shareholders' Meeting of July 10, 2023, Naklgazmaxsusqurilish Joint Stock Company was renamed into Transgazmaxsusqurilish Joint Stock Company</p>
August	<p><i>Staff changes</i></p> <p>Askar Isakov was appointed Acting Chairman of the Executive Body of Uztransgaz JSC</p>
September	<p><i>Publication of reports</i></p> <p>Verified ESG-report on sustainable development of Uztransgaz JSC for 2022 was issued</p>
October	<p><i>Staff changes</i></p> <p>Appointed current Members of the Executive Body of Uztransgaz JSC</p>

Mission and strategic areas of the Company

The activities of Uztransgaz JSC are of strategic importance for the development of the entire economy of Uzbekistan and affect the interests of a wide range of stakeholders.

The mission of Uztransgaz JSC is to ensure the supply of natural gas to the domestic market, as well as to increase the transit potential of the Republic of Uzbekistan.

Vision of the Company. Uztransgaz JSC is a competitive and dynamically developing company providing a wide range of gas transportation services through a modern pipeline system, complying with the best practices in the

field of sustainable development, environmental protection and ensuring safety of production activities.

To date, the Company is guided by the "Concept of oil and gas products supply to the Republic of Uzbekistan for 2020-2030", which was developed by the Ministry of Energy of the Republic of Uzbekistan in order to ensure further balanced development of the oil and gas industry in the unified fuel and energy complex. This concept defines the goals and objectives of long-term development of the oil and gas industry of the country for the medium and long term, priorities and benchmarks, as well as mechanisms to ensure the effectiveness of the state energy policy at certain stages of its practical implementation, guaranteeing the achievement of the intended goals.

The Company has identified the following strategic directions for itself:

Name of strategic directions

Stable supply of natural gas to consumers, both inside and outside the Republic of Uzbekistan, in accordance with the terms of concluded contracts

Attracting and realizing investment projects aimed at expanding the gas transportation system and controlling existing main gas pipeline facilities

Rational use of fuel and energy resources in the gas transportation and gas distribution systems through the introduction of modern technologies to reduce energy intensity and improve energy efficiency of production

The Company has set the following priorities based on its strategic goals:

Name of task**Works that were carried out under the task in 2023**

Modernization and reconstruction of the existing gas transportation system, development of transit potential

In accordance with the Program of modernization and efficiency improvement of the main gas transmission system of the Republic of Uzbekistan in 2021-2022. Measures on reconstruction, construction and repair of main gas pipelines with the length of 545 km have been planned and implemented. Of them, ready for operation after reconstruction and launched:

- Gas main pipeline "Gazli - Kagan" Du 1220 mm 140 km;

Finished for tapping after construction:

- Main gas pipeline "CAC-II" Du 1220 mm 68.7* km (the gas pipeline is planned to be launched in 2024)

the process of construction of main gas pipelines with the length of 95* km:

- Main gas pipeline "Yangier-Akhangaran" Du 1220 mm construction of the 30-125 km section with the length of 95 km (in 2023 5.9 km will be prepared in the process of line welding);

In the process of overhaul of 14.2 km of gas pipelines.

** - actual length of constructed gas pipelines may differ from the design length.*

Publication of reports based on International Financial Reporting Standards (IFRS), on economic, social and environmental issues, in accordance with the Global Reporting Initiative (GRI)	<ol style="list-style-type: none"> 1. Prepared the consolidated financial statements for 2022 in accordance with IFRS standards and received a positive audit opinion on these 2022 financial statements. 2. Prepared ESG-report on sustainable development of Uztransgaz JSC for 2022 in accordance with GRI standards. 3. Passed the procedure of independent verification (external assurance) of ESG-reports for 2021 and 2022.
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Improvement of digital operational efficiency and introduction of information technologies into technological and management processes of Uztransgaz JSC	A fault-tolerant IT infrastructure "Data Processing Center" (DPC) corresponding to modern requirements of scalability, fault tolerance and security was built and launched in the building of Uztransgaz JSC.
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Membership in associations and external initiatives

GRI 2-28

Integrated management system

The Company's approach to managing economic, environmental and social aspects of its operations is based on a commitment to the best international practices in the field of sustainable development. The Company maintains an integrated management system (hereinafter - IMS) policy. The IMS certificate was issued for the period from May 25, 2023 to May 24, 2026.

The Integrated Management System Policy defines the main priorities and value orientations to be followed by the Company in relation to all its customers, personnel, and other stakeholders, and determines the main strategic directions for the IMS, including quality management, environmental management, health and safety management, and energy management. The main directions of the IMS Policy are: maximum satisfaction of customer requirements and expectations for domestic and export supplies and export gas transit;

- creation of safe working conditions, prevention of injuries and illnesses of personnel related to the Company's operations;
- prevention of negative environmental impact of the Company's operations;
- improving energy efficiency through the introduction and application of energy-saving technologies.

In particular, the Company is guided by the principles and provisions enshrined in international standards:

- ISO 9001 :2015 Quality management systems. Requirements;
- ISO 14001 :2015 Environmental management system. Requirements and guidance on their application;
- ISO 45001:2018 Occupational health and safety management system. Requirements;
- ISO 50001:2018 Energy management system. Requirements and guidance on their application.

As of the reporting period, 10 structural subdivisions and organizations of the Company were certified in all areas of IMS. UE Urgenchtransgaz is certified only according to "ISO 9001:2015 - Quality Management System".

Compliance with standards in the field of quality management, environment, occupational health and safety and energy of the majority of the Company's enterprises shows that the management system, internal and external processes meet the highest standards in this field recognized worldwide.

Responsible for the application of the IMS Policy requirements are the Company's management, heads of subdivisions, all Company employees, the Technical Policy Department of the Company's Executive Office, and internal IMS auditors.

About the Report

GRI 2-3

Joint Stock Company "Uztransgaz" (referred to in the Report as the Company, the Society) publishes the fourth integrated annual report disclosing the operational and financial performance of the Company. The previous Report was published in August 2023 (for the reporting period from January 1 to December 31, 2022)

The purpose of the Report is to ensure transparency and clarity of its activities, striving for a balanced presentation of information to stakeholders by highlighting the Company's approach to sustainable development, social, economic and environmental responsibility.

The Company has adopted an annual reporting cycle that reflects the results of operations from January 1, 2023 through December 31, 2023, as well as a description of plans for 2024. The reporting period of the Company's financial statements is also adopted from January 1 to December 31.

The report provides consolidated information on the executive office of Uztransgaz JSC, its structural enterprises and subsidiaries for the calendar year 2023.

The financial position and results of production activity of the Company are presented using consolidated data of the Company with the organizational support of the relevant departments and divisions of the Company.

The Report has been prepared in accordance with the requirements of the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

To ensure the possibility of comparison and comparability of data on indicators, the information in the report is presented in dynamics for several years.

The Sustainable Development Report of Uztransgaz JSC is approved by the order of the Chairman of the Management Board and brought to the attention of stakeholders through publication in Russian and English on the corporate website: <https://www.utg.uz/ru/>.










Sustainable development management

Uztransgaz JSC recognizes the importance of its impact on the economy, environment and society, seeking to grow long-term value, and ensures its sustainable development while respecting the interests of all stakeholders. The Company aims to ensure the consistency of its economic, environmental and social objectives for sustainable development in the long term.

Uztransgaz JSC shares the United Nations (hereinafter - UN) initiative on sustainable development and strives to contribute to the achievement of individual Sustainable Development Goals (hereinafter - SDG) through responsible business conduct, minimization of environmental impact, application of best practices in corporate governance and personnel management. Recognizing the significance of the 17 UN SDG aimed at addressing significant economic, social and environmental issues, the Company has identified 6 priority goals in the field of

environmental protection and occupational health and safety for its business in accordance with the Resolution of the Cabinet of Ministers (hereinafter referred to as the "SCM") of the Republic of Uzbekistan No. 841 dated October 20, 2018 "On Measures to Implement the National Sustainable Development Goals and Targets for the Period until 2030".

The Company integrates the following SDG into its operations:

	Name of UN SDG
	3. Ensure healthy lives and promote well-being for all at all ages.
	6. Ensure availability and sustainable management of water and sanitation for all.
	7. Ensure access to affordable, reliable, sustainable and modern energy for all.
	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
	12. Ensure sustainable consumption and production patterns.
	13. Take urgent action to combat climate change and its impacts.

Report preparation Process

Stakeholder engagement

GRI 3-1, 2-25, 2-26

Effective interaction with stakeholders is important for achieving the Company's strategic goals. Uztransgaz JSC builds its relations with all stakeholders on the basis of trust, openness and mutually beneficial cooperation, which allows understanding their interests and meeting their expectations. Uztransgaz JSC takes measures to establish dialog and long-term cooperation and relationship management with stakeholders on an ongoing basis.

Also, relations of Uztransgaz JSC with structural subdivisions performing works in the area of responsibility of the Company are based on their mutual interest in ensuring safety of people, including employees of the Company and contractors, other people (population, visitors, etc.) located in the area of works performance. The Company's stakeholder engagement process, which is based on best practices, helps the Company to assess and identify the interests and suggestions of various stakeholder groups in a timely manner through various dialogues and other activities to improve engagement.

The Company periodically informs and maintains an open dialog with all stakeholders on IMS issues related to all areas of this policy on a regular basis. In addition, the Company has a mechanism for receiving and reviewing employee appeals through a helpline and corporate portal. Thus, the Company creates conditions for open demonstration to stakeholders of the enterprise's aspirations and intentions in the field of quality management, labor safety, environment and energy efficiency.

Identification of stakeholders

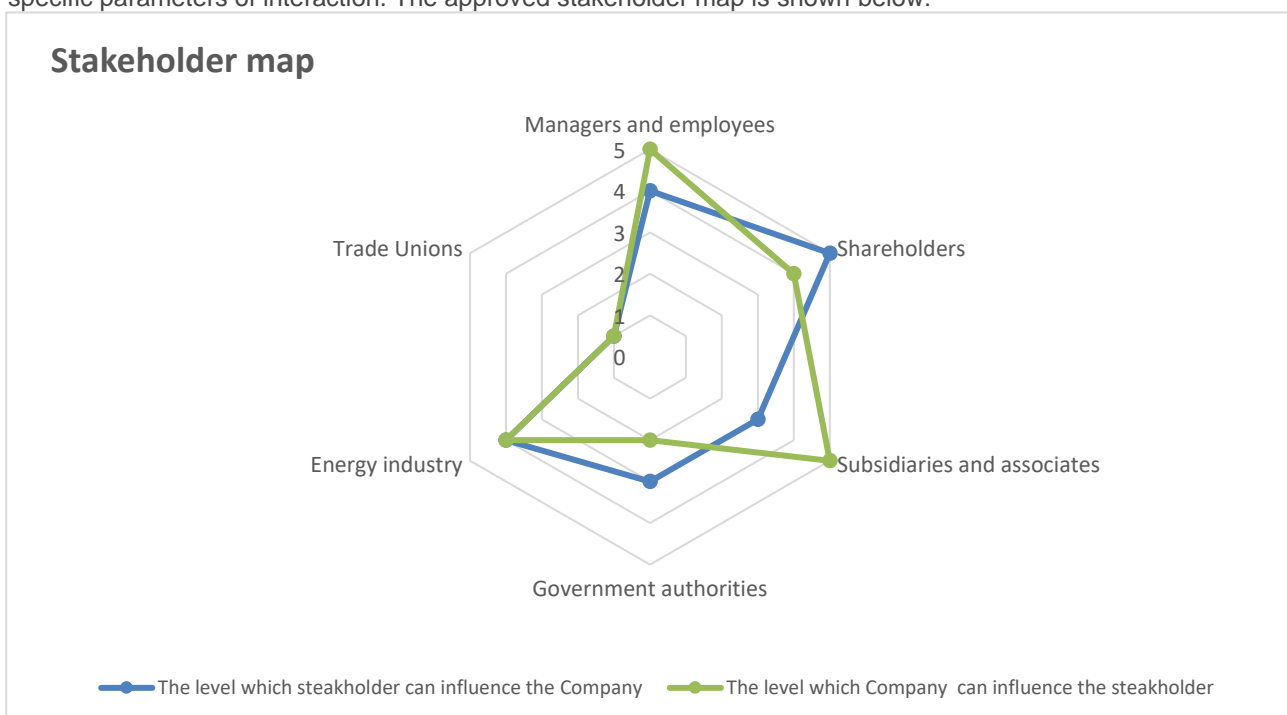
The list of stakeholder groups whose opinions influenced the determination of essential topics regarding the 2023 Report has not been changed. Their list is given below:

No	Stakeholder
1	Managers and employees
2	Shareholders
3	Subsidiaries and associates
4	Government authorities
5	Energy industry
6	Trade Unions

The Company's selection of stakeholders for engagement was based on the following 3 principles:

- 1) Engagement - the extent to which the activities of stakeholders are related to the activities of Uztransgaz JSC.
- 2) Impact - the extent to which a stakeholder is able to influence the activities of Uztransgaz JSC.
- 3) Materiality - the contribution that a stakeholder makes to the activities of Uztransgaz JSC by making certain decisions directed towards the Company.

In order to identify, assess and systematize stakeholder groups, the Company's Stakeholder Map was approved, which reflects the results of the stakeholder significance assessment. When forming the Stakeholder Map, the Company assessed the degree of influence of stakeholders on the Company and the exposure of the Company's activities to them on a five-point scale, where 1 is the lowest influence and 5 is the highest influence, based on specific parameters of interaction. The approved stakeholder map is shown below:



As part of preparing this Sustainable Development Report, the Company interacted with all stakeholder groups by requesting information to obtain their permission to participate in the Survey to identify essential topics for disclosure.

Consideration of appeals

The Company has a service for handling appeals, complaints and suggestions. Appeals are received in the form of postal and electronic letters. In addition to the possibility to address in writing, the Company has a helpline, a telephone number for appeals, days of reception of individuals and legal entities by members of the executive body, as well as field events to provide an opportunity for individuals and legal entities from remote regions to address directly with complaints and proposals. Based on the Company's business profile, great attention is paid to the detailed processing of appeals in order to resolve conflicts that arise, clarify opportunities for assistance and provide assistance or otherwise. Most of the appeals are received from individuals who are either employees of the Company or consumers of natural gas. In 2023, 2,473 appeals were received by Uztransgaz JSC, its structural subdivisions and subsidiary organizations. At the end of the reporting period, 695 appeals were positively satisfied, on 1734 appeals explanations were given on the fact of impossibility to provide assistance and 44 appeals remained under consideration.

Principles the Report preparation

When preparing the Report, the Company followed the principles of reporting preparation of the GRI Standards, provisions of the Corporate Governance Code and other internal documents of the Company. In particular, the principles listed below were applied in the preparation of this Report:

- Consideration of stakeholders' opinions. The Company takes a systematic approach to stakeholder engagement, which allows the report to reflect information relevant to stakeholders.
- Sustainable development context. The Report provides information on the Company's production activities and the impact of its activities on the country's economy, society and environment.
- Essentiality. The Report reflects essential topics, issues and indicators of economic, environmental and social impact of the Company's activities. The essentiality of the Report information is identified based on the Company's management's assessment of the Company's performance in the reporting period and the opinion of stakeholders.
- Completeness. The Report provides information on all areas of Uztransgaz's sustainable development activities for the reporting period in accordance with GRI Standards.

Approach to Identifying material topics

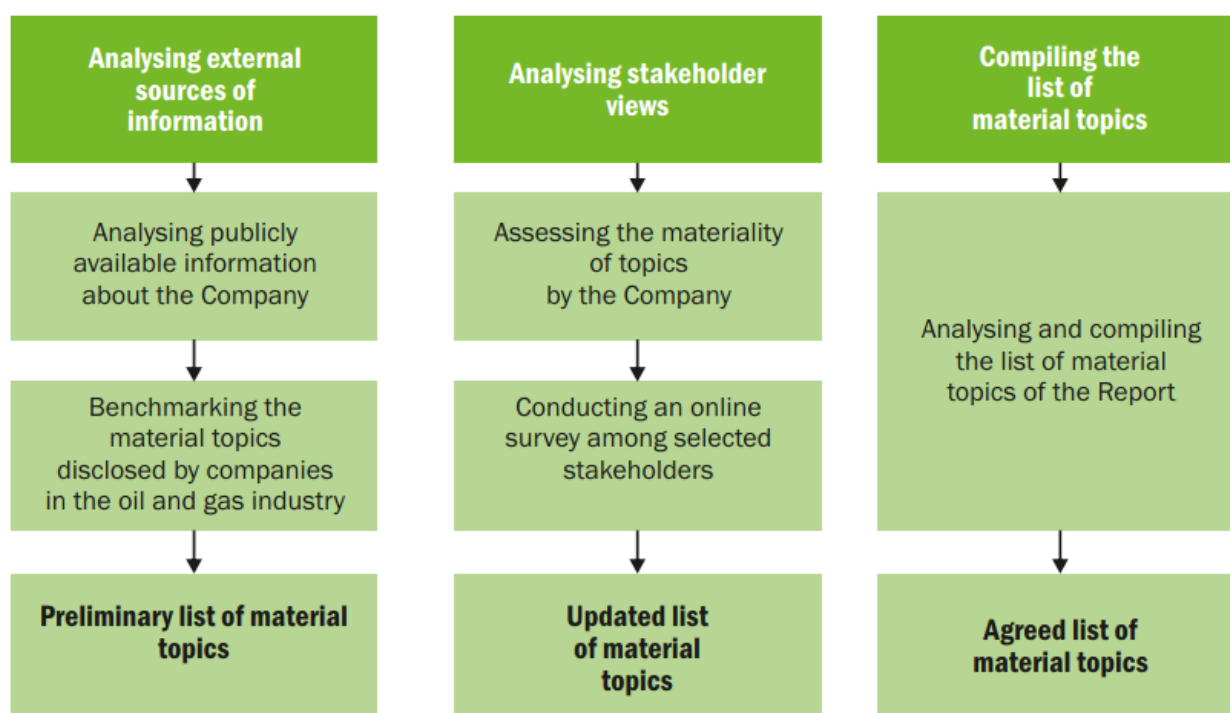
GRI 3-1, 3-2

In order to comply with the GRI Standards, the Company has identified essential topics that are most important for the selected stakeholder groups and for the Company.

Approach to the identification of substantive topics

In developing the list of essential topics, the Company's public information was reviewed and a benchmark analysis of essential topics disclosed by companies in the transportation and oil and gas industry was performed. The preliminary list was adjusted by obtaining an assessment of the essentiality of each topic from the Company's management and survey responses from stakeholders. The online stakeholder survey was conducted among 6 groups selected by the Company on the basis of the digital platform "Google Forms".

The process for developing a list of essential topics is outlined below:



The final list of essential topics is reflected in the Essentiality Matrix below:

Grouping of topics	Topic number	Evaluation from respondents	Company Vision	Title of topics
Economic topics	1	4.4	3	Economic performance
	2	4.1	4	Procurement practices
	3	3.9	4	Anti-corruption
Environmental topics	4	4.7	4	Energy
	5	3.7	4	Water and Effluent
	6	4.4	4	Emissions
	7	3.6	4	Waste
Social topics	8	4	3	Employment
	9	4.1	3	Labor/Management Relations
	10	4.3	4	Occupational health and safety
	11	4.3	4	Training and education
	12	3.7	3	Diversity and equal opportunity
	13	4	3	Non-discrimination

Based on the results of stakeholder opinion analysis and topic essentiality assessment, the Company identified 13 essential topics, which included topics from each category: economic, environmental, and social.

An agreed list of substantive topics is provided below:

No	GRI Index	Name of index
Economic topics		

1	GRI 201	Economic Performance (2016)
2	GRI 204	Procurement practices (2016)
3	GRI 205	Anti-corruption (2016)
Environmental topics		
4	GRI 302	Energy (2016)
5	GRI 303	Water and Effluent (2018)
6	GRI 305	Emissions (2016)
7	GRI 306	Waste (2020)
Social topics		
8	GRI 401	Employment (2016)
9	GRI 402	Labor/Management Relations (2016)
10	GRI 403	Occupational health and safety (2018)
11	GRI 404	Training and Education (2016)
12	GRI 405	Diversity and equal opportunities (2016)
13	GRI 406	Non-discrimination (2016)

Report scope and boundaries

GRI 2-2, 2-4

This integrated annual report discloses information on the activities of Uztransgaz JSC, all its structural subdivisions and subsidiary organizations.

Operational and financial indicators of the Company are reflected in the section "Economic Performance". The Company's financial report for the current reporting period includes financial indicators of the Executive Office and all structural divisions of the Company.

When disclosing information for 2023, the Company practiced the practice of disclosing indicators in a three-year dynamics. In addition, for a more complete presentation of information, the Report reflects events that occurred before the reporting period and development plans after 2023 in various areas of the Company.

This Integrated Annual Report for 2023 defines the boundaries of the topics of certain GRI standard indicators for the completeness of disclosure in the respective sections. Certain indicators have their own boundaries due to the specifics of the type of activity of certain subsidiaries. For example, subsidiaries whose activities are not directly related to the production process may not have data on such indicator as "Natural gas consumption for process blowdowns". However, those indicators that can be called "uniform" for all subdivisions of the Company, its subsidiaries and affiliates imply a unified approach to data collection and consolidation.

In case of changes in the organizational structure of the Company (acquisition, alienation, liquidation or formation of new structural units), the approach provides for the introduction or reversal of the structural unit in the consolidated statements, familiarization with the regulatory documents adopted by the Company, which regulate the reporting cycle and the procedure for collection of source data, obligations in bringing the statements to the end of the quarter in which the alienation/liquidation occurred.

The Report is the fourth in the Company's practice and there are no significant changes in the list of essential topics and topic boundaries compared to the previous reporting period.

Feedback

In the Annexes section of this Report there is a feedback questionnaire for the reader. The purpose of including the questionnaire is to develop the reporting of subsequent periods by obtaining assessment and suggestions from stakeholders. Uztransgaz JSC would be grateful for filling in the questionnaire for the purpose of development of the Sustainability Report of subsequent periods.

Independent assurance

GRI 2-5

The consolidated annual report for 2023 has undergone an independent external assurance procedure for information on sustainable development. The audit company's report is presented in Appendix No. 1.

The process of selecting an independent verifier was initiated by the Company's executive body. The selection process took into account such indicators as the independence of the verification organization, its competence in sustainable development issues, experience in the assurance of non-financial reporting and international image. The verification of the Sustainability Report is initiated for the third time, which can be considered a permanent and mandatory basis for the Company's practice.

Corporate governance

Corporate governance structure

GRI 2-9,2-14, 2-16, 2-19

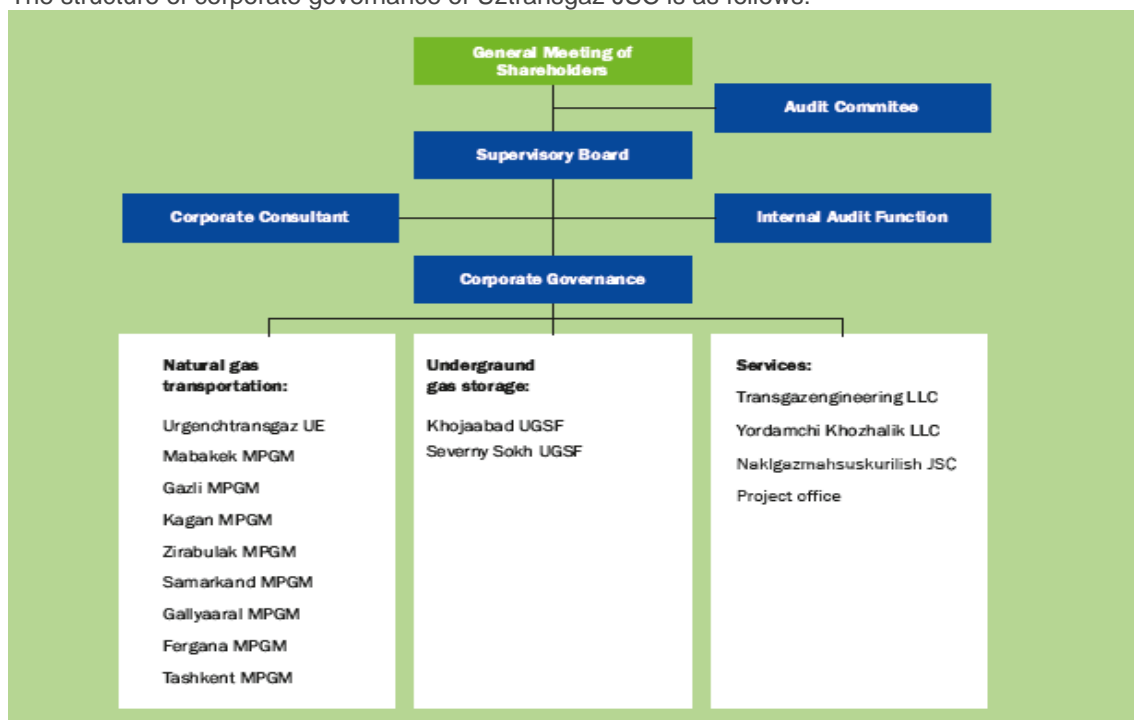
Uztransgaz JSC considers corporate governance as a key factor in the growth of the Company's value, its competitiveness and investment attractiveness. In this regard, continuous improvement of the corporate governance system and observance of the interests and rights of shareholders is a priority for the Company.

The main objectives of the Company's corporate governance system are to increase transparency, create a long-term strategic plan, develop internal regulations, and address issues related to quality assurance, industrial safety, environmental friendliness and energy efficiency.

Uztransgaz JSC is building the Company's corporate governance system in accordance with the legislation of the Republic of Uzbekistan, the Company's Corporate Governance Code and the Corporate Governance Rules for enterprises with state participation.

The supreme management body of Uztransgaz JSC is the General Meeting of Shareholders. The Supervisory Board, elected by the general meeting of shareholders, carries out general management of the Company's activities, determines the strategy and development prospects, develops tactics and medium-term objectives facing the Company.

The structure of corporate governance of Uztransgaz JSC is as follows:



General Meeting of Shareholders

The General Shareholders' Meeting is the supreme management body of the Company, which carries out its activities in accordance with the Law of the Republic of Uzbekistan "On Joint Stock Companies and Protection of Shareholders' Rights", the Company's Charter and the Regulation "On the General Meeting of Shareholders of Uztransgaz JSC.

The Company strives to ensure equal and fair treatment of all shareholders when they exercise their right to participate in the management of the Company. The main way for shareholders to exercise their rights is to participate in the Annual General Meeting of Shareholders and Extraordinary General Meetings of Shareholders.

The procedure for holding the General Meeting of Shareholders is aimed at ensuring the observance of shareholders' rights and meets all requirements of the current legislation, as well as the best international practices of corporate governance. The Audit Commission and the Internal Audit Service, which are the bodies controlling the Company's activities, may also address the ordinary meeting of shareholders. All appeals and comments are included in the agenda of the annual or extraordinary meeting. In the reporting period, no appeals reporting critical problems were received.

Extraordinary General Meetings of Shareholders

Five Extraordinary General Meetings of Shareholders were held, at which 13 issues were considered in the following areas:

- financial and economic activities;
- conclusion of loan agreements;
- election of the acting Chairman of the Management Board;
- prolongation of powers of members of the Supervisory Board.

Dividend policy

The dividend policy of Uztransgaz JSC, approved on 29 June 2021, is aimed at ensuring the growth of the Company's capitalization and is based on the balance of interests of the Company and its shareholders, on increasing the investment attractiveness of the Company, on respecting and strictly observing the rights of shareholders provided for by the current legislation of the Republic of Uzbekistan, the Company's Charter and its internal documents.

The Dividend Policy sets the amount of dividends to be paid on common shares up to 10% of the Company's net profit, and on preferred shares at the rate of 25% of the nominal value per share. The Supervisory Board of the Company submits recommendations to the General Meeting of Shareholders on the amount of dividends on shares and the procedure for their payment. The amount of dividends may not exceed the amount recommended by the Supervisory Board.

The Supervisory Board determines the amount of dividends on shares based on the factors listed below:

- The amount of net profit according to the financial statements, the reliability of which is confirmed by an auditor's report;
- the amount of reserve and other funds stipulated by the Company's Charter;
- the approved business plan and development strategy of the Company.

Executive Body

The collegial executive body of the Company (Management Board) is a working body of the Supervisory Board providing support, control and fulfillment of decisions made by the Supervisory Board. The Management Board reports to the Supervisory Board for the work done to achieve the Company's goals. The Management Board is headed by the Chairman of the Management Board, who is elected by the General Meeting of Shareholders.

The main objectives of the Executive Body are management of all financial and economic activities of the Company and implementation of the development strategy. In fulfilling these objectives, the Executive Body is guided by the following basic principles: transparency, integrity, regularity, reasonableness, as well as respect for the rights and interests of the Company's shareholders and accountability to the decisions of the General Meeting of Shareholders and the Supervisory Board of the Company.

The Company's executive body initiates the implementation of the annual sustainability reporting cycle and acts as a guarantor of the information provided in the Report. The practice provides for the approval of the Report by a "Decision of the Management Board" and designation of further actions in the direction of sustainable development.

In accordance with the organizational structure of the Company as of the end of the reporting period, the Management Board consists of 6 persons.

№	Position	Full name
1	Chairman of the Board	Isakov Askar Sharifjon ugli
		<i>(Acting from 21.08.2023 to 31.12.2023)</i>
		Isokjonov Akhadkhon Ikromovich
		<i>(temporary acting from 23.03.2023 to 20.08.2023)</i>
		Narmatov Bekhzot Rakhmatullaevich
		<i>(from 01.01.2023 to 22.03.2023)</i>
		Rakhmonov Mukhsin Narzilloevich
		<i>(from 09.10.2023 to 31.12.2023)</i>
		Nuriddinov Utkir Toshniyozovich
		<i>(temporary acting from 01.01.2023 to 22.02.2023)</i>
		Baybaev Jakhongir Bakhtiyarovich
		<i>(from 09.10.2023 to 31.12.2023)</i>
		Safarov Shokhjakhon Ilkhomovich
		<i>(acting from 09.10.2023 to 31.12.2023)</i>
		Khamidov Khayriddin Fakhritdinovich
		<i>(temporary acting from 27.04.2023 to 06.10.2023)</i>
		Ismoilov Tukhtamurod Abdurasulovich
		<i>(temporary acting from 01.01.2023 to 27.04.2023)</i>
		Umarov Bakhtiyor Muratovich
		<i>(from 22.12.2023 to 31.12.2023)</i>

		Khaydarov Sukhrob Shukhratovich <i>(temporary acting from 27.04.2023 to 21.12.2023)</i>
6	Deputy Chairman of the Management Board for Regime and Human Resources	Toshpulatov Alisher Kenjaevich <i>(from 15.05.2023 to 31.12.2023)</i>

During 2023, there were 73 in-person meetings with the participation of current members of the Company's Management Board.

Attendance at Board meetings in 2023 is summarized below:

Member of the Management Board	Attendance of meetings	
	Number of meetings attended	Percentage of meetings attended
Isakov Askar Sharifjon ugli	17 of 22	77%
Isokjonov Akhadkhon Ikromovich	31 of 39	79%
Narmatov Bekhzot Rakhmatullaevich	6 of 13	46%
Safarov Shokhjahan Ilkhomovich	3 of 12	25%
Rakhmonov Mukhsin Narzilloevich	7 of 12	58%
Nuriddinov Utkir Toshniyozovich	5 of 6	86%
Baybaev Jakhongir Bakhtiyarovich	8 of 12	67%
Khamidov Khayriddin Fakhritdinovich	29 of 37	78%
Ismoilov Tukhtamurod Abdurasulovich	17 of 23	74%
Khaydarov Sukhrob Shukhratovich	30 of 50	60%
Toshpulatov Alisher Kenjaevich	17 of 45	38%

Within the framework of the meetings held, among other things, issues were considered and decisions were taken in the following key areas:

- modernization of the gas transportation system of the Republic of Uzbekistan;
- results of financial and economic activities;
- issues related to the activities of the Youth Union;
- control and execution of governmental instructions.

The remuneration policy for board members takes into account the following indicators:

Remuneration of the members of the Management Board shall be paid in accordance with the Regulations on the Executive Body of the Company.

A fixed part of the remuneration, according to the employment contract between the member of the management board and the chairman of the management board of the supervisory board, and is paid for the proper performance of job duties.

Variable part of labor remuneration, which implies quarterly remuneration based on the results of the company's activities and based on its financial capabilities, remuneration for length of service, remuneration in honor of public holidays, compensation of travel expenses. The variable part of labor remuneration is stipulated by the Regulation on the Executive Body of Uztransgaz JSC.

Dismissal and retirement payments are made in accordance with the labor legislation of the Republic of

Uzbekistan and the collective agreement of Uztransgaz JSC. Other types of payments not provided for by the Company's internal regulations are made in accordance with the labor legislation of the Republic of Uzbekistan.

To determine the remuneration of the executive body based on performance results, an annual performance plan is prepared with a breakdown by quarters. Based on the results of the work performed each quarter, the fulfillment of indicators is assessed. Based on the fulfillment/non-fulfillment of indicators, a decision is made on the payment and amount of remuneration provided for by the payment procedure.

Audit Commission

The Audit Commission is an internal control body of the Company, which performs the functions of internal legal, financial and economic control over the activities of the Company, its structural subdivisions and organizations on the balance sheet of the Company. The activities of the Audit Commission are aimed at ensuring the legitimate interests and rights of all shareholders.

The activity of the Audit Commission is regulated by the legislation of the Republic of Uzbekistan, by-laws of the state management bodies, Regulations on the Audit Commission of the Company and other internal documents of the Company.

The Audit Commission consists of three members and is elected for a term of one year by resolution of the General Meeting of Shareholders. All members of the Company's Audit Commission have higher legal and economic education and experience in financial reporting and accounting.

All major issues are resolved at meetings of the Audit Commission, which are held in accordance with the approved plan.

Plans on corporate governance for 2024

According to the Decree of the President of the Republic of Uzbekistan "On regular reforms to create conditions for stable economic growth by improving the business environment and development of the private sector" UP-101 dated April 8, 2022 in the Company:

- attracting qualified international specialists, including those from among compatriots, to the Supervisory Board and the Management Board of the Company.

Supervisory Board

GRI 2-11, 2-14, 2-19

The Supervisory Board carries out general management of the Company's activities, except for the issues referred by the Law and the Charter to the exclusive competence of the General Meeting of Shareholders. In its activity it is guided by the Law, recommendations of the Corporate Governance Code, the Charter of the Company, and other internal documents.

The main tasks of the Supervisory Board are:

- Ensuring implementation of the medium- and long-term development strategy;
- control over the activities of the Executive Body (Management Board) and execution of annual business plans;
- Ensuring information transparency, completeness, reliability and objectivity of public information and control over the implementation of the Company's information policy;
- control over the organization of the internal control and risk management system;
- Ensuring the implementation of the dividend policy and resolving conflicts of interest;
- protection of the rights and legitimate interests of the Company's shareholders.

Members of the Supervisory Board in accordance with the Law and the Charter of the Company are elected by the General Meeting of Shareholders by cumulative voting in the number of 9 persons for a period of one year. The candidates with the highest number of votes are considered elected to the Supervisory Board of the Company and persons elected to the Supervisory Board of the Company may be re-elected without limitation. Members of the Supervisory Board may not be members of the Audit Commission of the Company. The Head and members of the Executive Body of the Company cannot be elected to the Supervisory Board of the Company. Chairman of the Supervisory board of the Company is elected by members of the Supervisory board from its structure by majority of votes from total number of members of the Supervisory board. The Chairman

of the Supervisory Board is not the head of the Company.

Composition of the Supervisory Board:

By resolution of the General Meeting of Shareholders of February 16, 2023, the powers of the members of the Supervisory Board were extended.

The Chairman of the Supervisory Board is Ishmetov Timur Amindjanovich - First Deputy Advisor to the President of the Republic of Uzbekistan.

All members of the Company's Supervisory Board have a high professional reputation, significant experience in various industries and possess the necessary knowledge and competencies in financial reporting, asset management, law, project management, business planning and strategic planning.

The composition of the Supervisory Board is set out below:

№	Full name	Position*	Role in the Supervisory Board
1	Ishmetov Timur Amindjanovich	First Deputy Advisor to the President of the Republic of Uzbekistan	Chairman of the Supervisory Board
2	Akhmedkhadjaev Azim Israilovich	First Deputy Minister of Energy	Member of the Supervisory Board
3	Ismailov Shukhrat Yakhyaevich	Officer of the Presidential Administration	Member of the Supervisory Board
4	Isakov Odilbek Rustamovich	Consultant-Advisor to the Minister of Economy and Finance	Member of the Supervisory Board
5	Jumanazarov Akmal Ruzikulovich	Head of Department of the Cabinet of Ministers of the Republic of Uzbekistan	Member of the Supervisory Board
6	Sharakhmetov Shakhrukh Shaturgunovich	Deputy Minister of Energy	Member of the Supervisory Board
7	Sharipov Otabek Bekmurodovich	Head of Department of the Ministry of Investment, Industry and Trade	Member of the Supervisory Board
8	Independent member	Vacant	
9	Independent member	Vacant	

**The positions of the Supervisory Board members are current at the end of the reporting period (December 31, 2023).*

Results of the Supervisory Board's activities

A meeting of the Supervisory Board of the Company shall be convened by the Chairman of the Supervisory Board on his own initiative, at the request of a member of the Supervisory Board and the Auditing Committee (Auditor), the Executive Body of the Company, a shareholder owning at least one percent of the voting shares of the Company, as well as other persons determined by the Charter of the Company.

The Company understands the importance of approval of the information provided in the Report by the Supervisory Board; however, at the time of the reporting period, the aforementioned is not mandatorily provided for in the Regulations on the Supervisory Board.

Attendance at meetings of the Supervisory Board in 2023 is summarized below:

Member of the Supervisory Board	Attendance of meetings		Period of being a member of the Supervisory Board in the reporting period
	Number of meetings attended	Percentage of meetings attended	
Ishmetov Timur Amindjanovich	16 of 16	100%	01.01.2023 – 31.12.2023

Akhmedkhadjaev Azim Israilovich	16 of 16	100%	01.01.2023 – 31.12.2023
Ismailov Shukhrat Yakhyaevich	13 of 16	81.25%	01.01.2023 – 31.12.2023
Isakov Odilbek Rustamovich	4 of 16	25%	01.01.2023 – 31.12.2023
Jumanazarov Akmal Ruzikulovich	16 of 16	100%	01.01.2023 – 31.12.2023
Sharakhmetov Shakhrukh Shaturgunovich	16 of 16	100%	01.01.2023 – 31.12.2023
Sharipov Otabek Bekmurodovich	16 of 16	100%	01.01.2023 – 31.12.2023

In 2023, the Supervisory Board held 16 in-person Supervisory Board meetings at which it considered and passed resolutions on 43 issues, including the following key areas of the Company's activities:

- financial and economic activities;
- strategic development.

Remuneration of the Supervisory Board members

Members of the Supervisory Board shall be paid remuneration and/or reimbursed for expenses related to the performance of their functions during the period of their duties. The following types of remuneration are paid to the members of the Supervisory Board of the Company:

- Main (fixed) remuneration. This remuneration is paid to the members of the Supervisory Board for the proper fulfillment of their duties in managing the Company and achieving the financial results set out in the annual business plan.
- Additional ("premium") remuneration. This remuneration is paid to members of the Supervisory Board for effective management of the Company in the reporting year, based on the results of an independent assessment of the corporate governance system and financial results of the Company.

Members of the Supervisory Board are not paid bonuses upon admission as members of the Supervisory Board. In case of early termination of the powers of a member of the Supervisory Board within a year, additional remuneration is paid for the actual period of fulfillment of the duties of a member of the Supervisory Board of the Company. Payments to members of the Supervisory Board are made based on the results of their performance, therefore, the return of additional remuneration is not provided for in the remuneration/compensation procedure. Also, the remuneration/compensation procedure does not provide for the payment of pension benefits.

To assess the efficiency of the Company's management, an independent assessment of corporate governance is carried out. The independent organization is selected on the basis of a tender. The Supervisory Board's performance can be assessed as unsatisfactory, low, satisfactory and high. If the Supervisory Board's performance is recognized as unsatisfactory or low, no additional (bonus) remuneration shall be paid.

Integrated management system

GRI 2-23

In order to ensure an appropriate level of control and sustainable development, the Company has implemented and operates an Integrated Management System (IMS).

The IMS is an integral part of the Company's management system and complies with the requirements of the following international standards:

- ISO 9001 :2015 – quality management system;
- ISO 14001:2015 – environmental management system;
- ISO 45001:2018 – occupational health and safety management system;
- ISO 50001:2018 – energy management system.

The IMS is based on the following procedures:

- management of documented information;
- management of internal audits of the management system;
- management of non-conformities and corrective actions;
- management of infrastructure;
- identification of hazards and risk assessments;
- personnel management;
- identification of environmental aspects;
- interaction with contracting organizations;
- emergency preparedness;
- energy planning and energy efficiency analysis.

The Company pays special attention to the issues of further improvement of the IMS. Every year, departments and divisions form goals and measures, which are further confirmed by the Chairman of the Management Board. In addition, in accordance with the requirements of international standards, the Company annually analyzes the performance of the IMS. The analysis is carried out on the basis of data received from all divisions on the activities of Uztransgaz JSC and summarized by the Technical Policy Department, Occupational Health and Safety Department and Energy Department in the relevant IMS areas. The results of the analysis and proposals on IMS improvement are submitted to the management of Uztransgaz JSC for decision making. Improvement decisions made by the management are included in the IMS Objectives and action plans.

Also, the Company conducts internal IMS audits on an annual basis. Internal audits of IMS are carried out by internal auditors appointed from members of working groups of standing commissions (hereinafter - SC) of the Executive Office and structural subdivisions of the Company, and consultants of a contracted management systems consulting company. For realization of its functional duties SC is guided by the orders of Uztransgaz JSC and structural subdivisions, in accordance with the Procedure for Management of Internal Audits of the Company's Management System.

The Company cooperates with the international management system certification body "CERT International" to assess the compliance of the Company's IMS with the requirements of ISO international standards.

In 2023, from May 22 to 27, a re-certification audit of IMS for compliance with the requirements of international standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018 was conducted in Uztransgaz JSC.

According to the results of re-certification audit 4 critical and 2 non-critical non-conformities were identified and 11 recommendations were given. Non-conformities were eliminated before the final audit report was issued by the Certification Body. Corrective actions were identified to eliminate the causes of non-conformities, and an Action Plan was drawn up, which also included measures to implement the auditors' recommendations.

As a result of the re-certification audit, on the basis of the reviewed documents and study of process activities, including the visit of auditors to the production units of the Company, the Certification Body "CERT International" made a conclusion about the effectiveness of the management system, its compliance with the requirements of international standards and issued the relevant certificates

The certificate and annexure of compliance of the Company's management system with the requirements of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018 are given below:



87 specialists of the Company's Executive Office were trained on the course "IMS Manager/Internal Auditor based on ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018 standards". The training was conducted by SMS Systems LLC, a consulting organization specializing in the development and implementation of management systems in accordance with international standards.

The Company is moving steadily towards realizing the goals in the area of compliance with international standards in various areas. The main areas of work to improve the IMS in 2023, in addition to maintaining the IMS in full compliance with the standards, are:

- Creation of safe working conditions, prevention of personnel injuries and diseases related to the Company's activities.
- Prevention of negative environmental impact of the Company's operations.
- Improvement of energy efficiency through introduction and application of energy-saving technologies.

For each of the above-mentioned directions, a number of organizational and technical activities have been defined, the resources required for their implementation, deadlines, responsible for execution and control have been determined.

Internal audit function

GRI 2-16

The Company's Internal Audit Service was established in 2015 pursuant to PIC No. 215 dated October 16, 2006 and is a structural unit directly subordinate and accountable to the Supervisory Board.

The main tasks of the activity of the Service are to provide the Supervisory Board with independent and objective information designed to ensure effective management of the Company by bringing a systematic approach to the improvement of risk management, internal control and corporate governance systems, as well as to promptly make recommendations to the management bodies to eliminate identified deficiencies.

In carrying out its functional duties, the Internal Audit Service is guided by the Regulation "On the Internal Audit Service of Uztransgaz JSC", legislation of the Republic of Uzbekistan and internal documents of the Company.

As a result of the audits conducted, corresponding quarterly summary reports are prepared, which include analytical and final parts. The Internal Audit Service is responsible for assessing the measures taken to eliminate violations and to improve the efficiency of the Company's financial and economic activities.

In 2023, 8 audits were carried out in accordance with the Annual Audit Plan of the Internal Audit Service for 2023. In particular, an audit of production, operational and financial processes in the Department of the main gas pipeline and the Company's underground gas storage facility was performed.

In total, in 2023, based on the results of the audits conducted, the Internal Audit Service identified more than detection and issued recommendations in the areas of revenue and receivables recognition, tax calculation, disposal of the Company's assets, asset inventory, etc. For all recommendations of the Internal Audit Service issued in 2023, the audit objects developed and approved action plans to eliminate the identified non-compliances.

Plans for 2024

In 2024, as part of the Internal Audit Service activities planned:

- internal audit (on a quarterly basis and based on the results of the reporting year) by conducting appropriate audits in the areas specified in PIC No. 215 of 16.10.2006;
- conducting an expert examination of business contracts for their compliance with the legislation;
- consulting and methodological assistance in accounting and taxation, holding seminars on implementation of the International Financial Reporting Standard.

Anti-corruption

GRI 3-3, 205-3

In its day-to-day activities, the Company is guided by the principles of transparent, honest and ethical business behavior, as well as conducts systematic work to identify and combat corruption and fraud in any manifestations. Assessment of corruption risks is the basis for adoption and implementation of the Company's anti-corruption policy.

The main internal documents regulating the issues of combating corruption in the Company are:

- Code of Corporate Ethics of Uztransgaz JSC;
- Anti-Corruption Policy of Uztransgaz JSC.

The anti-corruption policy of Uztransgaz JSC was approved on September 30, 2020 and was developed in accordance with the requirements of the anti-corruption legislation of the Republic of Uzbekistan, the Code of Corporate Ethics. The principles and norms used in this policy are:

- United Nations Convention against Corruption (adopted by Resolution No. 58/4 of 31.10.2003 at the 51st plenary meeting of the 58th United Nations General Assembly in New York);
- The Organization for Economic Cooperation and Development Convention on Combating Bribery of Foreign Public Officials in International Trade Transactions (adopted in Istanbul on 21 January 1997);
- Convention on the Criminalization of Corruption (signed in Strasbourg on 27.09.1999, ETS № 173);
- Criminal Code of the Republic of Uzbekistan;
- The Administrative Liability Code of the Republic of Uzbekistan;
- Law of the Republic of Uzbekistan "On Countering Corruption" No. URC-419 dated 03.01.2017.

Within the framework of implementation of the Company's anti-corruption policy, Uztransgaz JSC works on formation of anti-corruption culture, prevention of corruption, resolution and prevention of conflicts of interest. In particular, the main tools and mechanisms used by the Company to counter corruption are:

- anti-corruption monitoring;
- identification, assessment and management of corruption risks;
- formation of an anti-corruption culture;
- prevention of conflicts of interest;
- informing employees and contractors;
- functioning of channels for feedback and reporting of corruption;
- creation of information boards to raise awareness of corruption;

The implementation of the Company's anti-corruption policy is carried out by the Compliance Control Department. The Service consists of employees with high professional experience, skills and competencies. According to the anti-corruption policy, the Head of the Compliance Control Department and heads of structural units are responsible for preventing corruption and other violations.

The Company has developed a system of internal communications through which the Company's management

receives prompt information from any employee and other stakeholders on suspected corruption, as well as other abuses and violations. The Company guarantees the confidentiality of all employees and other persons reporting corruption offenses. The Company has the following channels for receiving appeals:

- Company website: WWW.UTG.UZ;
- Helpline (+99871) 202-10-60 (internal 399);
- Telegram channel @UztransgazAnticorruptionBot
- e-mail compliance@utg.uz
- official page in the social network www.facebook.com/UztransgazAnticorruption

All received appeals are immediately accepted for consideration and execution according to the current legislation.

Also, in accordance with the anti-corruption policy, the Company does not directly provide charitable and sponsorship assistance to state bodies, commercial and non-commercial organizations, their representatives, and other persons. Charity and sponsor assistance may be provided by the Company only upon agreement with the Compliance Control Service.

Corporate ethics, resolution of corporate conflicts and conflicts of interest

In Uztransgaz JSC there is a Code of Ethics, which was introduced on April 13, 2020 in order to ensure compliance with the principles of professional ethics and basic rules of professional conduct of employees of the executive body and structural units of the Company. This Code defines the most important rules of business conduct and stakeholder relations, as well as establishes the obligations of the Company's officers and employees to prevent conflicts of interest.

According to the approved Code, an employee of the Company shall perform his/her professional activities on the basis of the following principles:

Legitimacy	Fairness
Priority of rights, freedoms and legitimate interests of citizens	Integrity
Patriotism and loyalty to duty	No conflict of interest
Commitment to the interests of the state and society	Impartiality

When introducing the Code of Ethics, the HR Department organized work to familiarize each employee with the Code of Ethics and their responsibilities. Also, this department controls compliance with the Code by employees of the executive office and structural subdivisions of the Company.

In turn, the heads of the Company's structural divisions are responsible for ensuring compliance with the Code by employees, in particular, their functions include:

- Familiarizing each employee with the Code;
- ensuring that all employees of structural subdivisions at the workplace perform their work activities in the special clothing assigned to them in order to comply with safety regulations;
- warning of measures to be taken in accordance with the procedure established by the Labor Law against managers and employees who do not comply with this Code of Ethics.

Violations of the Code norms are considered by the Ethics Commission, which is established from among the responsible employees of the Company's executive office in the number of at least 5 people. In its activities, the Commission is guided by the legislation of the Republic of Uzbekistan, the Charter of Uztransgaz JSC and the Regulation "On the Ethics Commission of Uztransgaz JSC".

The main tasks of the Commission are:

- control over compliance by the Company's executive staff with the legislation of the Republic of Uzbekistan, the Company's Charter and the Code of Ethics;
- assisting employees in solving problems arising within the framework of ethical rules;
- carrying out preventive work in accordance with the rules of ethics in order to prevent conflicts of interest;
- taking measures to resolve conflicts of interest in the rules of ethics through compromise;
- organizing preliminary investigations to prevent disciplinary measures against staff members in case of non-compliance with the ethics rules;
- development of proposals to amend and supplement the Code of Ethics.

The basis for organizing a meeting of the Commission is a written application of an employee (regardless of position) to the Commission about any violation of the rules of conduct. The Commission considers a complaint filed by an employee about violation of the rules of ethics and makes a decision in accordance with the rules of the Code of Ethics. The Commission's work is carried out in accordance with the current legislation and the minutes of the Commission's meetings are kept in the archives of Uztransgaz JSC as a separate document.

Economic performance

Management of material topics

GRI 3-3

The oil and gas industry of Uzbekistan is the largest segment of the economy and is of critical strategic importance for the development of the entire economy of the Republic. Being a guaranteed natural gas transporter for the Republic, Uztransgaz JSC annually makes a significant contribution to increasing the social and economic potential of the country and to the development of the regions where the Company operates by:

- Ensuring significant revenues to regional budgets through tax payments;
- providing jobs for the local population and social support;
- supporting domestic producers and increasing local content in procurement.

At the end of 2023, the Company paid UZS 1 227,3 billion of taxes and other mandatory payments to the national budget. The Company, as well as enterprises within the Company's structure, employ more than 8 thousand people in the country, providing not only stable wages, but also social support to employees and their families. Funds allocated by the Company for employee salaries in 2023 amounted to UZS 621,428 million.

In carrying out its activities, the Company is guided by an annually approved balance of natural gas resources and distribution (the "Balance") approved by the Government of the Republic of Uzbekistan to manage its economic performance. The Company monitors and summarizes its annual natural gas requirements and participates in the development of the annual Balance.

In 2023, the Company's operations as a single operator of the main gas transportation system completed a full cycle for the first time. Since until August 2022, the Company's core activity was the purchase and sale of natural gas (trading), the Company's net revenues from gas sales did not cover production costs, resulting in negative gross revenues.

Since August 1, 2022, the Company's business model has been changed in accordance with the Decree of the President of the Republic of Uzbekistan dated June 16, 2022 "On Additional Measures for Reforming the Natural Gas Market" No. PP-280 according to which the Company is determined as a single operator specialized in transportation, storage and transit of natural gas and the functions of purchase and sale of natural gas are transferred to UzGasTrade JSC. This, in turn, had a positive impact on the Company's financial position, in particular, the growth rate of production costs decreased significantly.

Plans for the medium term

The initial stages of the industry reform, which consisted in optimizing the business model aimed at financial recovery, had a positive impact on the Company's economic condition, in particular, the growth rate of production costs in the second half of the reporting period decreased significantly.

As part of the next steps in the potential transformation of the industry, which will be carried out by the government, it is expected that prices will be gradually liberalized with the introduction of market pricing mechanisms for the development and modernization of the gas transmission system and the formation of a healthy competitive environment in the industry.

According to the developed Strategy of transformation of Uztransgaz JSC in 2024-2026 the following steps on transformation of the Company are planned:

1. Partial liberalization of prices, application of regulated and market prices for appropriate categories of consumers.
2. Full liberalization. Market prices for all consumers.

Direct economic value generated and distributed

GRI 201-1

No	Indicators, UZS mln.	2022	2023
1	Net revenue (excluding taxes on goods)	16 588 381	13 500 522
2	Costs, total	22 865 926	9 495 865
3	Production cost, including:	17 223 969,	7 811 424
3.1	Production essential costs, including:	16 176 961	6 746 589
3.1.1	purchase of raw essentials	13 842 467	3 926 410
3.1.2	essentials (purchased)	55 486	87 503
3.1.3	production works and services	1 251 708	1 233 146
3.1.4	natural raw essentials	2 897	3 273
3.1.5	fuel of all types purchased from outside	16 047	17 046
3.1.6	purchased energy of all types	299 654	445 181
3.1.7	gas expenses for own needs and losses	708 702	1 034 031
3.2	Costs of production labor remuneration	298 700	334 733
3.3	Unified social payment	35 834	40 146
3.4	Depreciation of production-related fixed assets	541 593	506 679
3.5	Other production-related costs	170 879	183 277
4	Gross profit (loss) from sales	-635 587	5 689 098
5	Expenses of the period, including:	719 903	1 684 441
5.1	Sales expenses, including:	n/a	n/a
5.1.1	expenses for transportation of products	n/a	n/a

5.1.2	Other sales costs	n/a	n/a
5.2	Administrative expenses, including:	102 698	116 402
5.2.1	expenses on labor remuneration of management personnel	61 956	64 327
5.2.2	unified social payment	7 235	7 719
5.2.3	depreciation of administrative fixed assets	5 443	13 931
5.2.4	other administrative expenses	28 063	30 425
5.3	Other operating expenses, including:	617 205	1 568 039
5.3.1	mandatory payments to the budget, taxes and fees	96 772	145 822
5.3.2	tax for subsoil use	0	28 094
5.3.3	tax for the use of water resources	2 058	1 263
5.3.4	property tax	18 824	10 539
5.3.5	land tax	16 110	88 891
5.3.6	other taxes	59 778	17 036
5.3.7	payment for intangible services and bank services	60 848	36 004
5.3.8	benefits and payments of compensatory and incentive character	189 010	222 368
5.3.9	sponsorship	551	5 050
5.3.10	other operating expenses	270 023	1 158 795
6	Other income from operating activities	921 811	7 300 880
7	Profit (loss) from operating activities	-433 679	11 305 536
8	Income from financial activities, including:	3 187 357	683 270

8.1	income in the form of dividends	1	21
8.2	income in the form of interest	0	0
8.3	income from long-term rent (leasing)	420	
8.4	income from currency exchange rate differences	3 186 870	682 811
8.5	other income from financing activities	65	439
9	Expenses from financing activities, including:	4 922 053	4 198 363
9.1	interest on loans from banks and other financial and credit organizations	572 316	695 908
9.2	interest expenses on financial lease (leasing) of property	0	
9.3	negative exchange rate differences and losses on foreign currency transactions	4 349 738	3 502 455
9.4	other expenses on financial activities	0	
10	Profit before taxes, including:	-2 168 376	7 790 444
10.1	income tax	0	
11	Net profit (loss)	-2 168 376	7 790 444

The above economic indicators reflect the data on 8 MGPM, 2 UGSF, and the executive office of Uztransgaz JSC.

The Company's salaries and wages consist of the sum of wages and salaries of production personnel, management personnel and benefits, and compensatory and incentive payments. The Company's operating expenses include:

- taxes;
- benefits and payments of compensatory and incentive character;
- intangible services, bank services;
- sponsor assistance;
- commissions of the Bureau of Enforcement under the General Prosecutor's Office of the Republic of Uzbekistan.

Procurement system and local content development

GRI 3-3, 2-6, 204-1

One of the procurement principles is to provide all potential suppliers with equal opportunities to participate in the procurement process. The procurement system of Uztransgaz JSC is based on the principles of openness, competitiveness and reasonableness.

An important aspect in selecting a supplier of goods, works and services is to conduct procurement procedures in strict compliance with the Company's procurement methodology without allowing violations affecting the outcome.

The Company's procurement process includes the following key steps:

- Formation of the annual requirement;
- selection of a supplier;
- conclusion and execution of a procurement contract.

When making purchasing decisions, the Company prioritizes and supports the acquisition of those products (raw essentials, supplies, resources and services) that:

- have quality characteristics that meet the requirements for them and are the best compared to alternatives (similar);
- have higher efficiency indicators in terms of energy and/or energy resources consumption;
- more environmentally friendly, i.e. with the least negative impact on the environment during production;
- have the lowest risks for human health and damage to the Company's property during transportation, storage and consumption.

The Procurement and Cooperative Relations Department oversees the procurement processes of all the Company's divisions. All procurement procedures of Uztransgaz JSC are regulated by the Law of the Republic of Uzbekistan "On Public Procurement" dated April 22, 2021 No. ZRU-684 and the Decree of the President of the Republic of Uzbekistan "On Measures to Implement the Law of the Republic of Uzbekistan "On Public Procurement" dated September 27, 2018 No. PP-3953. Additionally, the Company conducted procurement activities pursuant to Internal Order No.4 dated January 5, 2023.

Selection of suppliers of Uztransgaz JSC and its structural subdivisions and organizations is carried out by means of open tender, selection of best offers, auctions in accordance with the methodology of procurement of goods.

Procurement and Cooperative Liaison Departments are procured through:

1. Electronic stores:

- goods with a value under one contract up to twenty-five thousand sizes of the basic calculation value (hereinafter - BCV);

- works, services with the value under one contract up to one hundred BCV.

2. Auctions for the reduction of the starting price:

- Goods with the value under one contract up to twenty-five thousand BCV.

3. Selection of the best offers:

- goods (works, services) under one contract up to twenty-five thousand BCV amounts.

4. Tenders:

- goods (works, services) under one contract over twenty-five thousand BCV.

According to Order No.4 dated January 5, 2023, all structural subdivisions and enterprises of the Company may execute contracts in accordance with the established procedure for goods (works, services), for the equivalent of not more than 2,500 BCV under one contract, except for import contracts. Purchase of goods, works and services, for the equivalent amount of more than 2,500 BCV under one contract, and all import contracts are carried out through the Department of Procurement and Cooperative Relations of Uztransgaz JSC in accordance with the established procedure, except for construction works, which will be carried out by the Department of Design and Capital Construction. Responsibility for compliance with the legislation at the conclusion of contracts is assigned to the first heads of structural subdivisions and enterprises. Heads of structural subdivisions and enterprises are responsible for the validity of the need for essential and technical resources and volumes of their purchases.

Understanding the impact of procurement processes on the efficiency of the Organization, the Company automates procurement processes. The procurement system provides for the use of 4 main platforms to select suppliers of Uztransgaz JSC and its subsidiaries through open tender and request for quotations. As of the reporting period, the Company uses the following electronic platforms:

- 1) The platform "Cooperation.uz" is designed to conduct procurement procedures with local producers. This platform was implemented in accordance with the Presidential Decree No. PP-4812 of August 21, 2020 to support local producers.
- 2) The platform "Etender.uzex.uz" is designed for tenders and selection of the best offers with various suppliers.
- 3) The platform "xarid.uzex.uz" is designed for procurement through auctions and e-shops with various suppliers.
- 4) The platform "Spot" is used for procurement of highly liquid goods, which are fixed by the Decree of the President of the Republic of Uzbekistan No. PP-5031 dated March 18, 2021.

The Company supports domestic producers by increasing the share of goods purchased from local producers and works (services) performed by local persons.

Starting from the end of 2020, the Company has an initiative of localization of purchased products, which is being implemented within the framework of Presidential Decree No. PP-4812 dated August 21, 2020 and Cabinet of Ministers Decree No. 41 dated January 29, 2021. The purpose of this initiative is to support domestic producers in increasing the volume and range of domestic industrial products, and to expand the participation of domestic producers in the public procurement system. According to this initiative, when evaluating the proposals of tender (bidding) participants, 15% preference is given to locally produced goods, provided that two or more local producers participate in the tender or bidding.

In total, 4 716 contracts for the procurement of goods, works and services were concluded in 2023, with the total amount of UZS 760,8 billion.

Company	Total, UZS bln.	Goods, UZS bln.	Works and services, UZS bln.
Uztransgaz JSC	760,8	452,9	307,9

The volume of purchases of goods, works and services from companies-residents of the Republic of Uzbekistan, regardless of the nationality of their employees and the country of production of goods, for 2023 amounted to UZS 214,3 bln. The Company's procurement indicators presented below allow us to assess this support for local suppliers:

Company	Total, UZS bln.	Share of Mi, %	Goods		Works and services	
			Amount, UZS bln.	Share of Mi, %	Amount, UZS bln.	Share of Mi, %
Uztransgaz JSC	760,8	28,2	452,9	25,5	307,9	32,0

At the end of 2023, the share of local content in the procurement of Uztransgaz JSC amounted to: for goods – 25,5%, for works and services – 32,0%. The above indicators reflect consolidated data on all structural subdivisions of Uztransgaz JSC, Urgenchtransgaz UE and Transgazinjining LLC.

Plans for the medium term

In 2024, the Company plans to continue the practice of procurement activities in accordance with corporate principles and standards. It will also continue monitoring the share of local content in the procurement of goods, works and services in accordance with the Decree of the President and Cabinet of Ministers of the Republic of Uzbekistan.

Socioeconomic compliance

GRI 2-27,3-3

Compliance with laws and regulations in the social and economic areas is a strict requirement that aims to protect the rights of employees and conduct transparent operations of the Company. Compliance with the requirements of social and economic legislation is reflected in the financial result of the Company's activities and can be quantified in direct economic value for companies that comply with the requirements.

In the social and economic sphere, the Company follows the requirements of the Tax Code and the Administrative Liability Code and other legislation in the performance of its activities.

In 2023, the total amount of monetary fines for non-compliance with the socio-economic requirement amounted to UZS 89 billion, where most of the fines were for violation of the requirement of the Tax Legislation. For example, tax penalties included late payment of excise tax and others. The figures on monetary fines for the last three years are presented below:

Category	2021, UZS mln.	2022, UZS mln.	2023, UZS mln.	Reasons/ circumstances
Penalties on taxes	44 771,4	232 285,2	88 924,7	Fines and penalties for violation of tax legislation
Other fines	4 091,2	752,2	499,2	
Total monetary value of significant fines	48 862,6	233 037,4	89 423,9	

The above figures reflect data from the Executive Office, 8 MGPM and 2 UGSF

Other types of fines that are reflected in the table include:

- recognized fines, penalties, forfeits and other types of sanctions for violations of the terms of business contracts;
- penalties for overdue debts;
- financial penalties of inspection authorities in case of large revenue collection from consumers and in case of losing in court;
- penalties for idle time due to delayed railcars.

At the time of the reporting period, there were no non-monetary sanctions and no cases brought through dispute resolution mechanisms in the social and economic fields.

Plans for the medium term

The Company strives to reduce the negative impact of fines and penalties for non-compliance with legislative requirements in the social and economic sphere on the Company's financial results.

Environmental responsibility and work area safety

Management of material topics

GRI 3-3

Part of the strategy of Uztransgaz JSC in the field of environmental safety management is commitment to the six principles of the UN SDGs - 3, 6, 7, 8, 12, 13.

Ensuring environmental safety is regulated by the provisions of the legislation of the Republic of Uzbekistan, as well as internal regulatory documents of Uztransgaz JSC, developed taking into account international practices and standards. The Company's environmental priorities include the rational use of natural resources, including water resources, reduction of greenhouse gas emissions, improvement of waste management methods, and increasing the energy efficiency of production.

To minimize the negative impact and mitigate the consequences of climate change, Uztransgaz JSC plans and implements measures in the following areas:

- reduction of losses during gas transportation and distribution;
- efficient utilization of energy resources;
- modernization of compressor stations;
- modernization of the gas transportation system;
- introduction of modern gas distribution and metering technologies.

As of the reporting period, Uztransgaz JSC is implementing projects aimed at mitigating the effects of climate change. One of such projects is the project on modernization of the gas transportation system with introduction of effective technologies for controlling losses of hydrocarbon resources during transportation, which allows increasing the capacity of gas pipelines and providing densely populated areas of the country with sufficient natural gas.

Health, safety and environmental management system

In Uztransgaz JSC, the health, safety and environment management system is developed on the basis of the best international practices and is based on the following standards: ISO 14001, ISO 45001. The Company has a management system for quality, environmental protection, occupational health and safety, energy management in accordance with the requirements of ISO 9001, ISO 14001 and OHSAS 18001. The effectiveness of management systems is regularly confirmed by external auditors.

In accordance with the requirements of the international standard ISO 14001:2015 "Environmental Management Systems", when identifying aspects and impacts on the environment in all structural divisions of the Company within the scope of the IMS, as well as in direct interaction of third-party organizations with the Company, the management system is applicable for the purpose of identifying impacts and planning their management.

Environmental safety is managed at the enterprises by environmental engineers. General control is exercised by the Company's Occupational Health and Safety Department.

Health, Safety and Environment reports are submitted to the Heads of Departments at least once a year, where further analysis of identification of all aspects of impacts, correctness of their assessment, and determination of necessary environmental management measures is carried out.

Energy consumption and energy saving

GRI 3-3, 302-1, 302-3, 302-4

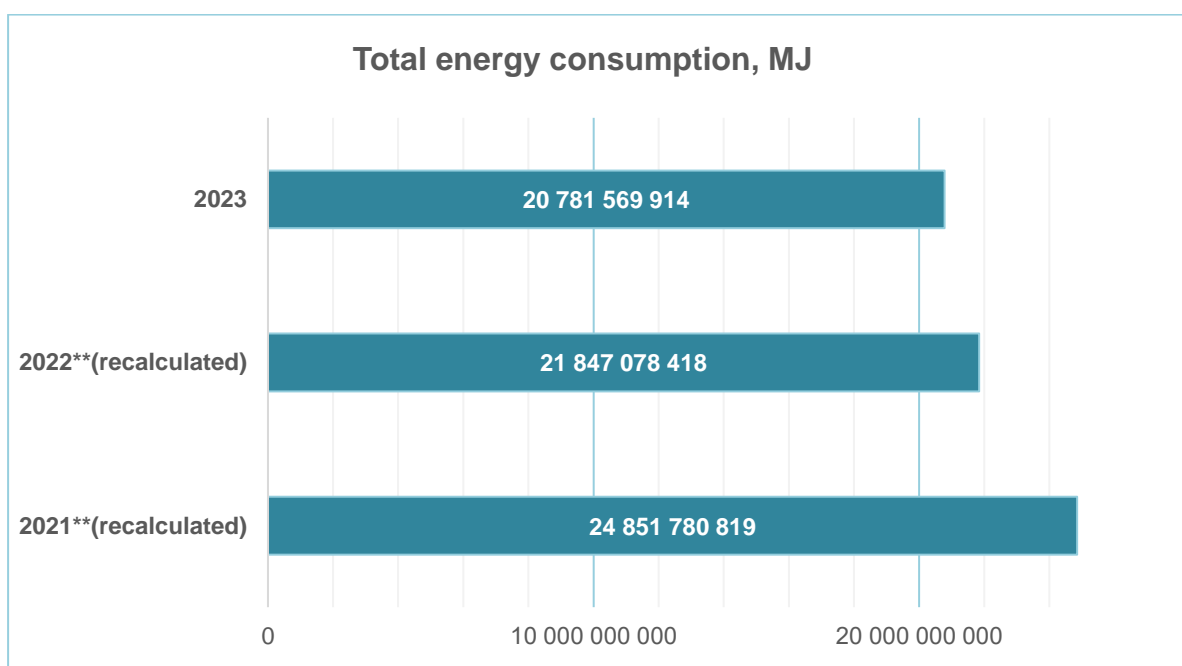
The main objectives of Uztransgaz JSC in the field of energy management are to increase energy efficiency through rational use of energy resources, introduction and application of energy-saving technologies, and much attention is paid to renewable energy sources.

The Company's energy consumption structure includes various types of energy resources, such primary sources are electricity and fuel. The production processes of Uztransgaz JSC are quite energy intensive, therefore, the urgent task for the Company is to search for and implement solutions to reduce the consumption of energy resources. In addition to consumption for its own needs, the Company provides services for the transmission of electrical energy through its electrical networks from the energy supply organization to third-party consumers.

At the time of the reporting period, Uztransgaz JSC has a procedure approved on February 15, 2021 for energy planning and energy efficiency analysis, which defines a unified procedure for energy analysis, determining methods for controlling energy consumption and improving energy performance indicators, within the framework of the Energy Management System complying with the international standard ISO 50001, and on the basis of the Company's existing integrated management system operating in accordance with the requirements of ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System). According to this document, the analysis of energy use and consumption is performed at the level of the organization, units, processes and sub-processes and will be updated at least once a year, as well as in case of significant changes in equipment, systems and processes.

Further, the analysis determines the baseline values of energy performance, calculation of forecast values and information collection plan together with the development of measures to improve energy efficiency. The baseline energy consumption level is established for 3 years and is agreed with the relevant departments, divisions and subdivisions of the Company. Based on the baseline energy consumption level, energy consumption values are determined by calculation method in accordance with the production plans for the upcoming period. In case of any changes in equipment, systems and processes, the analysis of energy use and consumption is reviewed. This procedure is mandatory for all units within the scope and boundaries of the energy management system and is based on the international standard ISO 50001:2018, the IMS manual and other instructions.

Energy consumption occurs during transportation and underground storage of natural gas. Only 20 782 million MJ of energy was consumed in 2023, where 95% of the energy is consumed during natural gas transportation. The figures for total energy consumption for 2023 were lower by 4.88% compared to 2022.



*Translation coefficient: 1 kWh = 3.6 MJ; 1 Gcal = 4187 MJ (according to IEA data). Energy sources: 1 ton of diesel fuel = 43000 TJ/Gg; 1 ton of gasoline = 44300 TJ/Gg; 1 ton of LNG = 44200 TJ/Gg; 1 ton of LPG = 47300 TJ/Gg. Natural gas: 1 ton = 48000 TJ/Gg (according to IPCC data).

*** Starting from the results of 2023, quantitative data on energy consumption in the Company are calculated minus the energy (electric and thermal) transferred to third-party consumers, as well as using energy conversion factors according to IEA and IPCC data. For relevant comparison, the data of the Sustainability Report for 2022 and 2021 were recalculated in accordance with the updated calculation methods for the GRI 302-1 indicator "Energy consumption within the organization".*

The volume of electric energy consumed for 2023 amounted to 2 167 million MJ, while the volume of thermal energy consumed amounted to 69.1 million MJ. The decrease in heat energy consumption of more than 21.6% is due to the following factor:

1. Reduction of heat energy consumption is due to the Organizational and technical measures on saving electricity and heat energy at production facilities of Uztransgaz JSC for 2023.

Electricity and heat consumption data for 2021-2023 are listed below:

Indicator	2021*	2022*	2023
Electrical energy, MJ	2 469 418 877	2 415 357 590	2 167 115 914
Thermal energy, MJ	99 187 836	88 117 462	69 047 181

**Data on the consumption of electric and thermal energy for the period 2021 and 2022 were recalculated by deducting energy transmitted to third-party consumers.*

As energy carriers from non-renewable energy sources diesel fuel, gasoline, fuel and process gases, liquefied petroleum gas (hereinafter - LPG), and compressed natural gas (hereinafter - CNG) are used. The above-mentioned fuels are involved in the processes of refueling vehicles, equipment blowdowns and use in power engineering units.

In 2023, fuel consumption decreased by an average of 4.2% from the previous year,

Non-renewable fuel consumption for 2021-2023 is shown below:

Type of fuel	2021*	2022*	2023
Diesel fuel, MJ	80 658 110	65 948 670	66 539 259
Gasoline, MJ	8 184 425	6 544 882	6 685 614
Gas fuel, MJ	22 143 408 000	19 227 936 000	18 432 531 121
<i>fuel</i>	21 257 248 000	18 514 272 000	17 603 104 339
<i>technological</i>	986 160 000	713 664 000	829 426 783
LPG, MJ	20 938 291	18 162 254	17 800 238
LNG, MJ	29 985 280	24 831 560	15 133 743

** Starting from the results of 2023, quantitative data on the consumption of non-renewable fuels in the Company are calculated using energy conversion factors according to IPCC data. For relevant comparison, the data of the Sustainability Report for 2022 and 2021 have been recalculated in accordance with the updated calculation methods.*

In order to increase the energy efficiency of technological processes, there is a need to reduce natural gas consumption for own needs and technological losses. It should be noted that these expenses are in direct

dependence on the commodity transportation work and natural gas supply to the gas pipeline system, as well as the provision of essential and technical resources

Recognizing the environmental value and efficiency of renewable energy sources, the Company has drawn up an action plan that focuses on the installation of solar water heaters, installation of LED lights equipped with photovoltaic panels and motion sensors, installation of solar photovoltaic stations for future periods. The main attention is focused on the installation of solar photovoltaic power plants (SPP). Thus, in 2023, SPP with a total capacity of 2,903 kW were installed in the Company's subdivisions.

Intensity of energy consumption

The types of energy taken into account when calculating the intensity of energy consumption within the organization are electricity, heat and fuel. To calculate this coefficient, the Company uses one indicator covering all types of activities

The energy intensity for 2021-2023 is summarized below:

Name of the indicator	2021*	2022*	2023
Energy intensity, MJ/cubic meter	0,44	0,47	0,45

**Data on the Energy Intensity indicator for 2022 and 2021 have been adjusted in accordance with changes in energy consumption calculations.*

In 2023, the energy intensity is 0,45 MJ/cubic meter, a decrease of 0,02 MJ/cubic meter from the previous year.

Reduced energy consumption

The main strategic directions of the Group's energy saving and energy efficiency development are modernization of process equipment, introduction of energy-saving technologies, optimization of heat generation and consumption, and development of own energy generation sources. The relevance of implementing projects to improve energy efficiency of technological processes is related to the need to reduce natural gas consumption for own needs and process losses, reduce energy intensity of production and reduce greenhouse gas emissions into the environment.

The Company has a schedule of implementation of organizational and technical measures on energy resources saving as a result of modernization and reconstruction of production for 2023-2025 for the Uztransgaz JSC. This document reflects the total cost of implementation of measures and sources of financing. The sources of financing are foreign investments, loans and own funds.

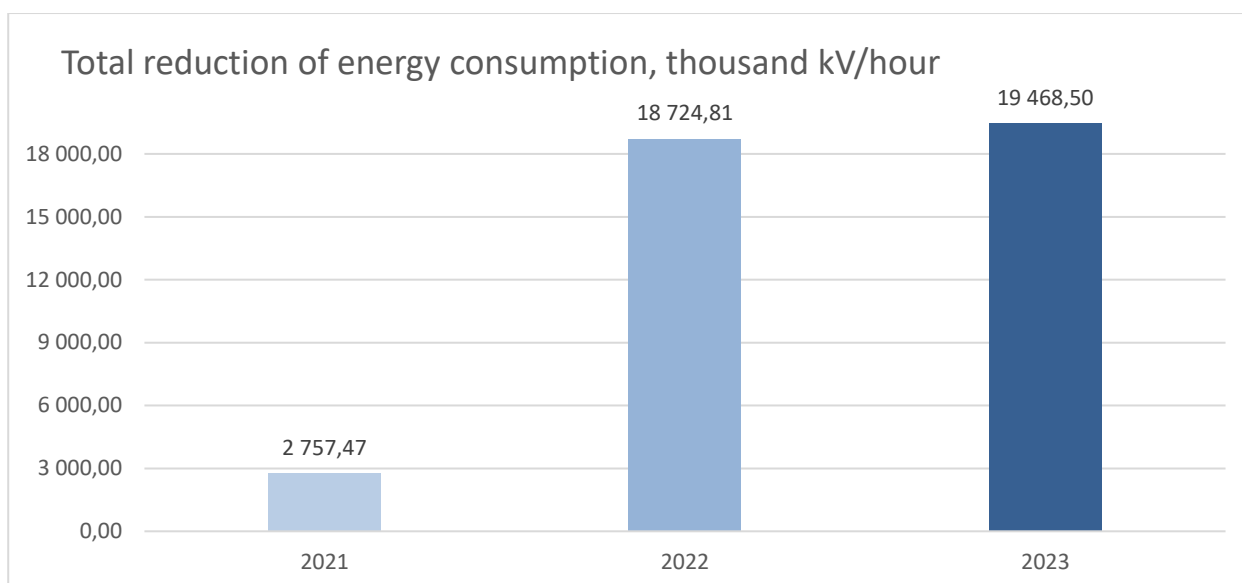
Based on the energy analysis performed, measures are developed to reduce energy consumption, rationalize its use and improve energy efficiency. When developing measures, government regulations and industry programs in the field of energy saving, as well as the Company's internal documents, such as IIN№29-SEE-01 "Temporary Instruction for the Development and Implementation of Organizational and Technical Measures to Save Electricity and Heat Energy", are taken into account. This internal document reflects the methodology for calculating electricity and heat savings for production needs. Further, at all levels of implementation of the measures, control over their implementation is ensured - on a quarterly basis, the Company's subdivisions submit a report on the actual amount of electricity and heat savings, with calculations for each item of the measures confirming the savings achieved.

In 2023, 22 measures to save electricity and heat energy were implemented, which are planned to be continued in the future. It is worth noting that the implementation of the relevant measures applies to structural subdivisions such as department of main gas pipeline and underground gas storage enterprises. The implemented measures are listed below:

№	Measures
1	Disconnection of redundant low-loaded transformers in the dormitory and the water intake
2	Optimization of operation of electrically driven compressor stations by increasing the power factor of synchronous motors
3	Optimization of hydraulic operation mode of pumps of the 3rd lift of Kungrad Technological Water Supply Department , low-pressure pumps, 2000 kW to 800 kW with frequency converters

- 4 Optimization by switching off 3 water-lift pumps according to hydraulic operation mode in the call of the CPY
- 5 Optimization of compressor stations operation taking into account changes in the gas transmission system mode
- 6 Modernization of the Sarimay Water Treatment Plant pumping station with replacement of obsolete pumps using energy-saving technologies
- 7 Introduction of solar photovoltaic stations
- 8 Introduction of LED lights with photovoltaic panels
- 9 Installation of solar water heaters
- 10 Electricity saving due to modernization of morally and physically obsolete boiler house at the central heating plant
- 11 Modernization of the dormitory boiler house in Khodjaabad UGSF
- 12 Reduction of electricity consumption after modernization of boiler house with installation of Urgench and Akchalok MGPM of Urgenchtransgaz UE
- 13 Installation of motion sensors in lighting systems
- 14 Replacement of transformers in Fergana MGPM
- 15 Use of variable frequency drive on auxiliary equipment of GPU and water pumps
- 16 Water intake by installing a pump in the wastewater for irrigation of green areas
- 17 Replacement of obsolete synchronous motor exciters with digital microprocessor exciters
- 18 Replacement of high-performance pumps with low-power pumps
- 19 Installation of modern pulse cathodic protection stations of IPKZ-M-RA-3 type instead of transformer cathodic protection stations.
- 20 Supply of compressed hot air
- 21 Replacement of lighting fixtures of the compressor station site and lighting of the gas distribution station with LED fixtures.
- 22 Heat energy saving due to the use of GPU exhaust gas heat utilizers

Starting from 2018, the Company has been reducing energy consumption. Thus, in 2023, the reduction in energy consumption amounted to 19 468,501 thousand kW of electricity in physical terms, up 4% compared to 2022, more than 7 times higher than in 2021.



Objectives for the medium term

In order to improve energy efficiency of gas trunk transportation facilities for 2024, a set of measures to reduce energy consumption "Organizational and technical measures to save electricity and heat at the production facilities of Uztransgaz JSC for 2024" has been developed and approved. Much attention is paid to renewable energy sources. Thus, for 2024 it is planned to introduce solar photovoltaic stations with a total capacity of 700 kW at all facilities of the Company, as well as to install solar water heaters at the subordinate facilities of Uztransgaz JSC. The company plans to reduce energy consumption by optimizing the production process, through modernization and reconstruction of production technology and heating and cooling systems. The Company's plans also include other activities, such as installation of motion sensors in lighting systems at all subordinate facilities, replacement of outdated excitors of synchronous electric motors with digital microprocessor excitors in Zirabulak, Gallaaral MGPM and GKS-3B Yangier.

Environmental protection

GRI 3-3

The gas transportation industry is one of the energy-intensive industries inherently associated with complex and hazardous operations, as well as with permanent environmental impacts. The main objectives of the Company in the field of environmental protection are prevention or reduction of negative environmental impacts, rational use of natural resources, identification and implementation of measures to improve the environment in the vicinity and at the Company's facilities.

The activities of Uztransgaz JSC on operation and maintenance of gas transportation system facilities include

13 422 km of main gas pipelines, 2 underground gas storage stations, 20 compressor stations and 427 gas distribution stations.



The Company's gas transportation system covers all regions of the Republic of Uzbekistan, each of which has unique fauna and flora, being a valuable component of the biodiversity of the Central Asian region. However, there are no gas transportation and underground storage facilities in or adjacent to protected areas.

Uztransgaz JSC has developed an Action Plan on environmental protection and rational use of natural resources for 2020-2025.

This plan contains 133 measures with description of planned costs for all structural enterprises of the Company in 4 following areas:

- protection of water resources;
- protection of atmospheric air;
- protection of land and mineral resources, waste disposal and recycling;
- protection of flora and fauna.

The Company has an environmental aspects identification procedure, which was developed in accordance with the requirements of the international standard ISO 14001:2015 to describe the procedure for identifying aspects, assessing impacts and developing further mitigation measures, as well as for planning and managing them during interaction with third-party organizations and in all structural subdivisions of the Company, including 8 MGPM and 2 UGSF.

According to this procedure, in each subdivision the manager organizes the work on identification of environmental aspects and controls the results of this work together with engineering and technical workers and the rest of the working staff. Identification of environmental aspects and impacts is carried out in several stages. First, business units identify aspects and impacts on the environment that are associated with input essentials, resources used, results of intermediate operations and finished products, with the generation of all types of waste, emissions to air, discharges to water and to the ground. Second, an environmental impact assessment is performed by determining the significance of the aspect, measuring the likelihood of the impact occurring, and estimating the impact rank.

Further, all data on the results of environmental aspects identification and impact assessment are recorded and stored in the Company's subdivisions. After completion of the identification of environmental aspects and impacts, the results of the assessment are communicated to the personnel through individual briefings on the work done, explanation of the need to comply with legal and regulatory requirements and other actions that are measures to control risks associated with environmental aspects. Consistently, department heads analyze the relevance of hazard identification and risk assessment at least once a year.

When designing new facilities and modernizing existing facilities, an environmental impact assessment of the planned activity is carried out, in which appropriate measures are developed and implemented to prevent and minimize the identified potentially negative impact.

The Company follows international environmental initiatives to reduce greenhouse gas emissions, implement energy-saving technologies and utilize renewable energy sources. Environmental services actively cooperate with the State Committee on Ecology of the Republic of Uzbekistan and other specialized organizations on environmental protection issues.

The Company allocates significant funds for environmental protection measures. In 2023, the total expenditures across the Company amounted to UZS 2 796 876 thousand.

Indicator	2021	2022	2023
Costs of activities, UZS thousand.	597 620,651	2 172 662	2 796 876

A significant increase in costs is associated with overhaul of the main gas pipeline to prevent emergency shutdowns and venting of natural gas to the atmosphere, and also UZS 962 697 thousand were allocated for landscaping of territories by planting fruit and ornamental saplings within the framework of measures according to the Decree of the President of the Republic of Uzbekistan № UP- 199 from 23.11.2023 "On measures to ensure environmental sustainability by further increasing the level of landscaping in the Republic and the sequence of implementation of the national project "Yashil Makon".

In 2023, important environmental contribution activities were:

- Greening of territories by planting flowers, fruit and ornamental saplings;
- Conclusion of contracts for waste disposal (car tires, fluorescent lamps, used oil, ferrous and non-ferrous metal scrap);
- Reduction of the amount of odorant released into the atmosphere in case of malfunction of odorization units;
- Reduction of the amount of vented gas during repair works on gas pipelines;
- Implementation of the project "Program for Modernization and Efficiency Improvement of the Main Gas Transmission System of the Republic of Uzbekistan in 2021-2022";
- Strict metering of water consumption.

Emissions of direct greenhouse gases Scope-1

GRI 3-3, 305-1, 305-2

Without reducing its obligations to supply gas to consumers, the Company strives to minimize environmental risks in the process of gas transportation and underground storage. Achievement of environmental goals is facilitated by reduction of specific consumption of fuel and energy resources for own process needs, reduction of greenhouse gas emissions, and reduction of significant emissions.

Emissions of direct greenhouse gases (Scope 1) from stationary sources at Uztransgaz facilities are realized during purging and venting of natural gas from gas pipelines and technological equipment, as well as a result of leaks from flange connections of pipeline fittings.

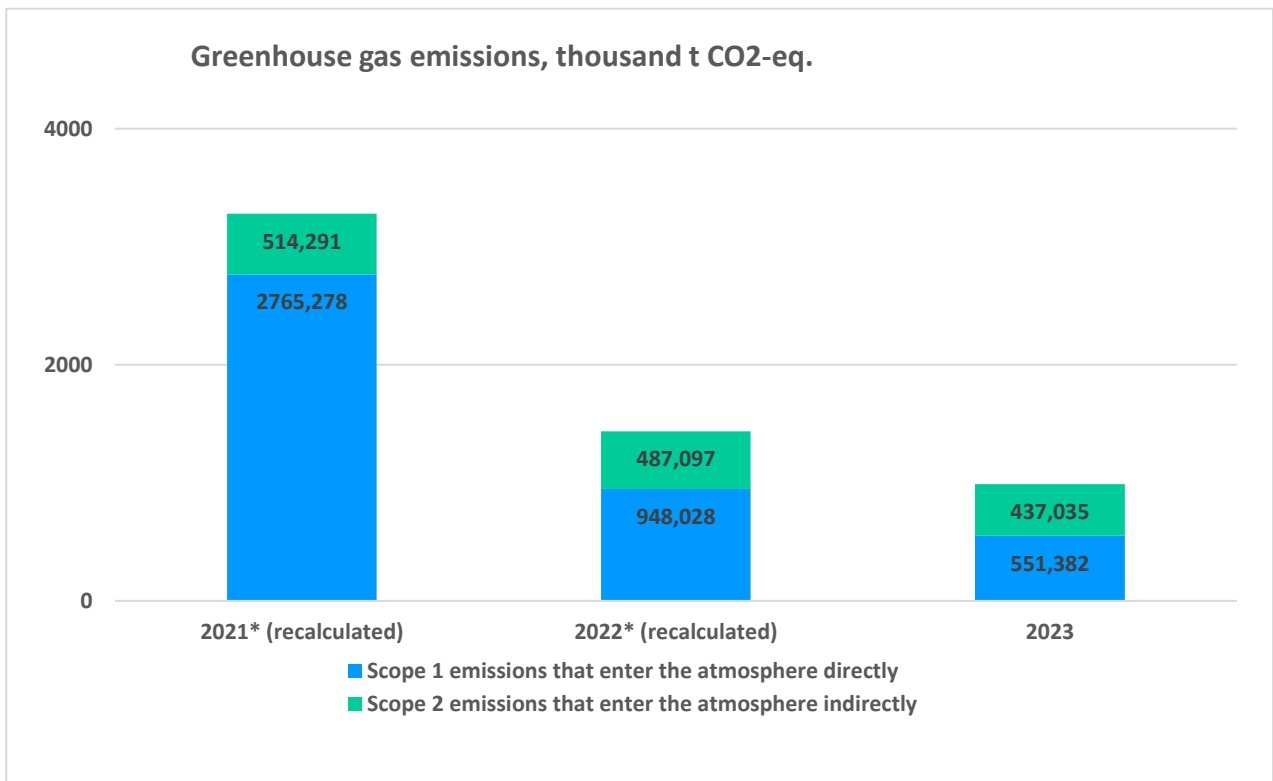
Methane, carbon dioxide and nitrous oxide are directly discharged into the atmosphere. The CH4 fraction in the gas is up to 96 %; CO2 - 1 %; N2O - 0.5 %.

The Company uses energy processing units: gas compressor units, boiler houses, reheating furnaces and fire regenerators. The chemical incompleteness of hydrocarbon fuel combustion results in the release of methane and carbon dioxide into the atmosphere.

The company's indirect energy emissions (Scope 2) are due to the generation of electricity purchased by the organization. Due to the fact that the Company does not purchase, but produces thermal energy through hot water boilers that operate on fuel and process gas in boiler houses, thermal energy is not taken into account in Scope-2. Natural gas consumption for thermal energy production is taken into account in Scope-1

The Company's facilities do not produce ozone-depleting substances or generate CO2 emissions from the combustion or decomposition of biomass.

The base year for calculation of greenhouse gas volumes in the Company was set as 2020 in accordance with the Decree of the President of the Republic of Uzbekistan dated July 9, 2019 No. PP-4388 paragraph 12. Regarding the consolidation method, the emission statistics are indicated for the facilities directly controlled by the Company by right of ownership.



**Starting with the results of 2023, quantitative data for calculating Scope-1 and Scope-2 greenhouse gas emissions in the Company are calculated in accordance with the conversion factors according to the IPCC methodology. For relevant comparison, the data of the Sustainability Report for 2022 and 2021 were recalculated in accordance with the updated calculation methods for the GRI indicator 305-1 "305-1 Direct Greenhouse Gas Emissions (Scope 1)" and 305-2 "Indirect Energy Emissions (Scope 2)".*

Reduction of Scope-1 emissions that enter the atmosphere directly is connected with the implementation of

the "Program of modernization and efficiency improvement of the main gas transportation system of the Republic of Uzbekistan in 2021-2022". Repair works and elimination of bottlenecks on the main gas pipeline allowed to reduce the volume of technological losses of natural gas, which, in turn, affected the volume of direct greenhouse emissions.

The Company conducts an annual inventory and internal assessment of greenhouse gas emissions and other air emissions, where the most significant sources of emissions are identified. The Company considers a Global Warming Potential factor in its emissions calculations, which establishes the degree of impact of the emissivity of one unit of methane mass relative to the corresponding unit of carbon dioxide over a certain period of time. In particular, the Company uses the following Global Warming Potential factors (IPCC Fifth Assessment Report, 2014)

- conversion factor of methane to t. CO₂-eq., - 28;
- conversion factor of nitrous oxide to t. CO₂-eq. - 265.

The following methodologies are used to calculate emissions: RH39.0-140:2012 "Methodology for calculating pollutant emissions for oil and gas production and oil and gas processing enterprises" O'ZLITINEFTGAZ JSC and IPCC Guidelines for National Greenhouse Gas Inventories, 2006.

Uztransgaz JSC aims to reduce greenhouse gas emissions by 10% by 2030 compared to the 2010 level, and continues efforts to build adaptive capacity and reduce the risks of adverse impacts of climate change.

Other significant emissions to the atmosphere

GRI 305-7

Air pollution in the area where the Company's facilities are located is caused by emissions of 8 elements into the atmosphere. The key category is a mixture of extreme hydrocarbons of the C_nH_{2n+2} type, accounting for 96% of total emissions. Marginal hydrocarbons enter the atmosphere as a result of process blowdowns of equipment and during gas combustion in power engineering units.

Gas consumption for process blowdowns of equipment and for operation of power engineering units is defined as gas consumption for own needs. In addition, operational losses are accounted for at the Company's facilities, i.e. leaks through flanged elements of shut-off valves and other equipment. The norms of natural gas consumption for auxiliary needs are determined by calculation according to industry-specific methods. Data from process equipment passports and process regulations for plant operation are used in the calculation. Actual natural gas consumption for own needs and operational losses is determined by the automated dispatch control system of the pipeline.

The gas transportation process emits the largest amount of pollutants into the atmosphere, compared to the underground gas storage process, where the amount of pollutants is only 1-2% of the total emissions.

When calculating emissions of pollutants that have an impact on global warming, the methodology RH 39.0-140:2012 for the OJSC "O'ZLITINEFTGAZ" oil and gas production and oil and gas refining enterprises is used.

Pollutants of the Company that enter the atmosphere are nitrogen oxide (NO_x), sulfur oxide (SO_x), CO emissions, solid emissions, volatile organic compounds and hazard class 1 substances.

Air pollutant emissions in tons are given below:

Emissions	2022*	2023
Nitrogen oxide (NO _x)	2 837,28	2 706,46
Sulfur oxide (SO _x)	26,36	22,17
CO emissions	6 584,49	4 244,92
Volatile organic compounds	96 330,44	89 441,37

Hazardous air pollutants	0,85	1,18
Emissions of solids	861,86	1 170,71
Other emissions*	370,19	393,23
Total	107 011,47	97 980,05

**The quantitative values of pollutant emissions into the atmosphere for 2022 were adjusted due to the recalculation of the Volatile Organic Compounds indicator.*

VOCs include methane, propane, and MNM odorant, which is added to the gas to give it a specific odor that warns of leaks to prevent them in a timely manner. Hazardous air pollutants are represented by such substances as sulphur dioxide, nitrogen oxides and hydrogen sulphide. From solid substances there are emissions from mechanical processing of metals, welding aerosol and insignificant admixtures of inorganic dust. Persistent organic pollutants are absent at the facilities of Uztransgaz JSC.

Expenses and investments for environmental protection consist of costs for general measures developed annually by each economic entity of Uztransgaz JSC and costs for implementation of major projects. For example, one of the regular general activities is to ensure that personnel are trained in the transportation of poisonous types of cargo to manage the risk of air pollution during the transportation of poisonous substances. The main project, whose implementation continues in 2023, is the "Program of modernization and efficiency improvement of the main gas transmission system of the Republic of Uzbekistan in 2021-2022", which in turn will have a significant impact on climate change mitigation.

Water resources

GRI 3-3, 303-1, 303-2, 303-3, 303-4

Uzbekistan is one of the countries with limited water resources. Two thirds of the Company's gas transportation system facilities are located in areas with a complete absence of water sources, in particular, in the Kyzyl-Kum desert and the Ustyurt plateau. Although transportation and underground gas storage are not water-intensive operations, the above two factors make water management an important topic for the Company.

The Company mainly uses water resources for domestic needs (household and drinking needs, filling fire extinguishing systems). Water is used in production activities in small volumes.

Water consumption volumes are managed by energy services of structural enterprises. At the moment of the reporting period, there is no specially established commission for water resources management. In carrying out its activities, the Company strictly complies with all requirements of the Law of the Republic of Uzbekistan "On Water and Water Use", norms on water consumption and water disposal of the Company and requirements of sanitary rules and regulations of the Republic of Uzbekistan №0318-15 "Hygienic and anti-epidemic requirements for the protection of water bodies in the territory of the Republic of Uzbekistan".

Water consumption of Uztransgaz JSC facilities is from surface sources (canals), underground sources (artesian wells) and municipal sources. Surface sources are water supply through "Raish" canal in Andijan region and through canals of local importance in Khorezm region. These canals are used for irrigation.

Within the framework of its activities, the Company carries out water withdrawal in accordance with concluded contracts, as well as permits for special water use. Based on calculations of the required water consumption, the Company enters into a contract with the branch of the structural water supply department - Suvokova State Unitary Enterprise. Setting of forecast values of water consumption indicators is calculated upon requests from water management services based on water consumption norms or based on actual water consumption values in the previous period. The Company's facilities do not have a significant impact on these water sources.

Industrial wastewater is discharged to the terrain, evaporation ponds and underground horizons by burial through wells. Also, domestic wastewater is discharged into cesspools and sewers. Discharge of water into water bodies is not carried out.

In 2023, the volume of wastewater discharge amounted to 433,3152 thousand cubic meters.

The volume of wastewater discharges by discharge facility in megaliters is given below:

Indicator	2021	2022	2023
Planned total volume of water discharges	1 597,751	796,205	607,937
Actual total volume of water discharges, including discharges to:	391,38	439,1655	433,3152
terrain relief	191,28	259,821	352,1902
evaporation ponds	67,01	54,911	37,863
underground horizons	22,49	15,312	15,051
sewers	103,90	101,485	22,891
cesspools	6,7	7,636	5,32

The level of wastewater discharge remains practically unchanged compared to the previous reporting period.

In 2023, the main sites of water discharge were terrain (81% of total wastewater discharge). This is explained by the increased amount of land that needs watering after planting tree seedlings for landscaping and their resistance to sand and dust storms.

The entire volume of water discharged to all water stressed areas over the past three years consisted of freshwater only as shown in the following table in megaliters:

Indicator	2021	2022	2023
Total volume of water discharge, including:	391,38	439,1655	433,3152
fresh water	391,38	439,1655	433,3152
other water	0	0	0

When discharging water, the Company is guided by the sanitary rules and regulations of the Republic of Uzbekistan No. 0318-15 "Hygienic and anti-epidemic requirements for the protection of water and water bodies in the territory of the Republic of Uzbekistan", which reflect the conditions of discharge and quality of discharged water. Over the last three years, the Company has not exceeded the established norm for the volume of water discharge.

The priority substances of concern for wastewater treatment are petroleum products. There is a unified approach to setting discharge limits for priority substances of concern. This approach is developed in accordance with DCM No. 14 "Regulations on the Procedure for Development and Approval of Draft Environmental Standards" dated January 21, 2014. Table 1 of Annex 4 shows the permissible concentration for each substance of concern.

The Company takes care of water resources and strives to reduce the amount of water consumed through strict control and elimination of leaks. To control the Company's environmental impact, the Company monitors ground, surface and municipal water with laboratory water tests, and monitors the degree of

discharge treatment.

At the beginning of each year all structural subdivisions approve a set of measures. Every three years, an inventory of water consumption and wastewater disposal sources is conducted in accordance with DCM No. 14 "Regulations on the Procedure for Development and Approval of Draft Environmental Standards" dated January 21, 2014. Also, the Company's environmental performance is assessed annually, including the sections "Water" and "Discharges and Waste" by collecting and analyzing baseline data and applying a visual survey.

Recognizing the importance of efficient water management, in 2023, the Company plans to further reduce water consumption by increasing the share of air-cooled equipment. Additionally, the implementation of the project "Program for Modernization and Efficiency Improvement of the Main Gas Transmission System of the Republic of Uzbekistan in 2021-2022", which continues in 2023, will help achieve the Company's water management targets in the short term.

Waste generation

GRI 3-3, 306-1, 306-2, 306-3

The economic activities of Uztransgaz JSC are inevitably associated with waste generation. In order to prevent the negative impact of waste on the environment, the Company plans and implements the following measures on an ongoing basis: waste minimization at its own production sites and transfer of waste to licensed organizations for neutralization and disposal.

According to the legislation of the Republic of Uzbekistan, the degree of waste hazard is assessed by five classes. During transportation and underground storage of gas at the UGSF storage facility, all five hazard classes of waste are generated, and Hazard Class 5 waste - non-toxic waste - predominates. In particular, during transportation, wastes are generated during the transit of natural gas from Turkmenistan and Kazakhstan. Additionally, the increase in the number of repair works and reconstruction of the linear part of gas main pipelines, which results in the formation of black and non-ferrous scrap, led to intensive waste generation. Also, a significant part of waste includes used turbine oils, which belong to the second class of hazard and are generated as a result of oil replacement at compressor stations.

In 2023, the total volume of waste generated was 8,419.98 tons, which is 3.5% higher than the previous year.

The volume of waste generated by class in tons is given below:

Waste generated	2021*	2022*	2023
Toxic waste generated, including in tons	2 377,84	4 467,43	3 673,25
hazard class 1	3,66	6,48	9,02
hazard class 2	328,22	111,97	324,03
hazard class 3	35,22	27,01	46,43
hazard class 4	2 010,74	4 321,96	3 293,77
Generated non-toxic waste (hazard class 5), tons	5 910,43	3 679,35	4 746,73
Total volume of generated waste, ton	8 288,27	8 146,78	8 419,98

*Quantitative data on waste generated for 2022 and 2021 were adjusted in accordance with the reporting data of Ecofond (automated electronic environmental control system in the Republic of Uzbekistan) for the corresponding periods.

The gradual decrease in hazard class 5 waste generation is due to the fact that the main stages of gas transmission system modernization, which resulted in the generation of large amounts of ferrous and non-

ferrous scrap, are being systematically stopped.

Waste generated is transferred to specialized licensed organizations for disposal and neutralization. Most of the waste of Uztransgaz JSC belongs to the categories of low-hazardous and practically non-hazardous waste - this is black and non-ferrous scrap sent for remelting in accordance with the DCM of the Republic of Uzbekistan No. 425 "On measures to improve the procedure for handling scrap, non-ferrous and ferrous metal waste" dated July 6, 2018.

Additionally, waste of the 2nd class of hazard - waste turbine oils are transferred for regeneration according to DCM of the Republic of Uzbekistan No. 258 "On approval of regulations on the order of delivery, collection, settlements, storage and transportation of waste technical oils" dated September 04, 2012. These rules regulate the entire cycle of waste management, starting from collection, sorting and ending with the transfer of waste for further disposal, utilization, recycling.

The Company takes a responsible approach to monitoring waste management procedures. Collection and monitoring of waste data and identification of the most significant sources of waste is performed on a regular basis by the ecologist of the executive office and structural divisions. The processes used to collect and monitor waste-related data are:

- conducting an inventory of waste generation and disposal once every five years;
- compiling a quarterly unified statistical report 1-ECO.

Plans for 2024 to reduce the volume of waste generated include the continuation of the program to modernize the gas transmission system of the Republic of Uzbekistan, which will have a positive impact on achieving the Company's goals in reducing waste generation.

Compliance with the requirements of environmental legislation

GRI 3-3, 2-27

Compliance with the requirements of environmental legislation is an important topic for Uztransgaz, as the Company's production activities have a significant impact on the environment. The Company strives to conduct its operations within the framework of the legislation of the Republic of Uzbekistan and to take appropriate measures to prevent environmental damage through assessments by internal and external parties. Such assessments include monitoring of the Management of material topics and assessment of compliance with environmental legislation, which are carried out on an annual basis.

All structural subdivisions of the Company within the IMS distribution area comply with the requirements of international standards in the field of quality management system and environmental management system, health and safety systems and energy management systems. Compliance with environmental legislation and international standards is managed by environmental engineers and the Occupational Health and Safety Department, and general monitoring is carried out by a standing IMS committee.

The Company has a procedure for identifying environmental aspects, which helps the company to understand the impact of its activities on the environment and contributes to the continuous improvement of its operations. The procedure takes into account both routine and non-routine situations, including emergencies of man-made and natural character. This procedure covers monitoring of all impacts related to input essentials, resources used (electricity, gas, fuel, water, etc.), results of intermediate operations and finished products, generation of all types of waste and emissions.

Further, once the identification of environmental aspects and impacts has been completed, a Register of Significant Environmental Impacts is prepared based on the assessment results, which is updated at least once a year. The results of the evaluation are shared with staff and staff are briefed on the work done and the need to comply with legal and regulatory requirements.

In 2023, the Company did not record any cases of violation of the requirements of the Law "On Nature Protection of the Republic of Uzbekistan" and regulatory requirements of international standards ISO 14001:2015 -

"Environmental Management System", ISO 50001:2018 - "Energy Management System", ISO 45001:2018 - "Health and Safety System".

In the long term, the Executive Office and all structural divisions of the Company aim to continue work on identification of non-compliance with environmental legislation of the Republic of Uzbekistan, on identification of aspects and risk management to take measures to prevent any non-compliance with the requirements of environmental legislation.

Workplace safety

GRI 3-3, 2-23

The Company's main objectives in the field of occupational health and safety management (hereinafter - OH&S) are to create safe and healthy working conditions, prevention of injuries and diseases related to professional activities, as well as prevention of damage to the health of people in the area of work performed under the management of Uztransgaz JSC. In order to achieve the strategic goal in the field of OH&S, the Company introduces modern technologies, techniques and conducts training in the field of OH&S to improve occupational safety on a regular basis in all structural subdivisions and organizations.

Due to the transportation of natural gas, which can lead to accidents and mishaps in the presence of any source of fire or other risk factors, effective OH&S management is a significant topic in the Company's operations.



OH&S management in the Company is carried out by the Occupational Health and Safety Department (hereinafter referred to as the Department of Occupational Health and Industrial Safety), which consists of 10 full-time employees: 1 Head of Department, 3 Heads of Departments, 3 Chief Specialists and 3 Leading Engineers. The Department provides organizational and methodological guidance to the Company's structural subdivisions and subordinate enterprises, and also conducts OH&S audits, training and briefings for employees throughout the Company. The activities of the Department are based on the Labor Law of the Republic of Uzbekistan (the Law of the Republic of Uzbekistan "On Labor Protection" and decrees of the Cabinet of Ministers of the Republic of Uzbekistan), Occupational Health and Safety Policy of the Company, Regulations "On Occupational Health and Safety Department",

personal responsibility of employees for the proper performance of their official duties and individual instructions of the management. In addition, each structural enterprise has labor protection and industrial safety services/departments that are directly involved in OH&S management at the facilities. In addition, the Company has an agreement with SERT International LLC, whose consultants conduct audits of OH&S together with the Occupational health and safety Department.

In the Company, the goals and objectives for the prevention of occupational injuries, improvement of industrial safety, labor protection, environmental protection and occupational safety for 2020-2023 were approved. The Company also approved and put into effect the golden rules of occupational health and safety. As of the reporting period, the OH&S Department has completed the implementation of all the goals and objectives that were set for 2023.

Implementation of OH&S processes is regulated by the Constitution and laws of the Republic of Uzbekistan "On Industrial Safety of Hazardous Production Facilities", "On Labor Protection", "On Road Traffic Safety", "On Environmental Control", as well as "Regulations on Road Traffic Safety in Oil and Gas Industry" and requirements of international standards ISO 9001, ISO 14001, OHSAS 18001.

In addition, the following local and international agreements regulate OH&S issues in the Company:

- Convention No. 98 of 1949 on the Application of the Principles of the Right to Organize and Collective Bargaining. Ratified on August 30, 1997;
- Convention No. 100 of 1951 on Equal Remuneration for Men and Women Workers for Work of Equal Value. Ratified on August 30, 1997;
- Convention No. 103 on Maternity Protection (revised 1952). Ratified on May 6, 1995;
- Convention No. 105 of 1957 concerning the Abolition of Forced Labor. Ratified on August 30, 1997;
- Convention No. 111 of 1958 on Discrimination in respect of Employment and Occupation. Ratified on August 30, 1997;
- Convention No. 122 of 1964 on Employment Policy. Ratified on May 6, 1995;

- Convention No. 135 of 1971 on the Protection of the Rights and Facilities of Workers' Representatives in the Enterprise. Ratified on August 30, 1997;
- Convention No. 138 of 1973 on Minimum Age for Admission to Employment. Ratified on April 4, 2008;
- Convention No. 154 of 1981 on the Promotion of Collective Bargaining. Ratified on April 4, 2008;
- Convention No. 182 of 1999 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor. Ratified on April 8, 2008;
- Convention No. 144 of 1976 on Tripartite Consultations for the Promotion of International Labor Standards of the ILO. Ratified on March 4, 2019;
- Convention No. 129 of 1969 on the Inspection of Labor in Agriculture. Ratified on August 27, 2019.

In order to effectively manage the Management of material topics, the Company has introduced a feedback system, which is carried out through several channels: a helpline, the Company's corporate portal, an appeal to the OH&S Department and the trade union committee.

Objectives for the medium term

The Company is confidently moving towards the realization of the goals in the field of improving OH&S management. Based on the strategic goals, the Company has set the following objectives for 2024:

- Monitoring of sanitary and hygienic condition of facilities and control over creation of safe working conditions for employees of enterprises and departments, in accordance with the requirements of the OH&S of Uztransgaz JSC.
- Control over medical examination of employees of the Company's divisions.
- Control over provision of dairy products to employees and storage of dairy products at industrial facilities and development of measures to eliminate identified deficiencies.
- Control over the condition of workplaces and workplace certification at the Company's enterprises and departments. The approximate cost of certification per workplace is about UZS 500 thousand.
- Continued implementation of ISO 45001:2018, ISO 14001:2015 standards at the enterprises and departments of the Company.
- Carrying out the 4th stage of control and monitoring in the field of industrial safety, environmental safety and labor protection according to the schedule of the order of the Standing Committee No. 4 dated January 3, 2024.
- Training and professional development of personnel, including training in professions and types of work, training in foreign companies.
- Carrying out joint work with scientific organizations, which includes work on the development of instructions, handbooks, etc.

Occupational health and safety management system

GRI 403-1

The Company has a OH&S management system, which was developed on the basis of the IMS.

In 2023, the Company continues to carry out OH&S activities in accordance with the requirements of the international standard ISO 45001:2018 and the national standard O'z DSt ISO 45001:2020.

These standards are a unified set of local and international requirements aimed at helping organizations to protect personnel from accidents.

The OH&S management system covers 5124 workplaces involved in administrative and production activities, executive office, 8 MGPM and 2 UGSF of Uztransgaz JSC.

The number of workplaces covered by the OH&S management system is given below:

Group segments	Number of workplaces
In the area of transportation, storage, distribution and sale of natural gas	
Executive Office	260
In the area of natural gas transportation and distribution	
Mubarek MGPM	528
Gazli MGPM	950
Kagan MGPM	374
Zirabulak MGPM	527
Samarkand MGPM	200
Gallaaral MGPM	600
Fergana MGPM	503
Tashkent MGPM	513
In the area of natural gas storage	
Khodjaabad UGSF	339
Severniy Sokh UGSF	330

Responsibility for the functioning of the OH&S management system is assigned to full-time specialists. At the Company level, coordination and management is carried out by the OH&S Department, and the Mobilization Preparation and Object Protection Department also carries out work in terms of coordination and organization of emergency preparedness activities. Also, at the level of structural subdivisions, responsible for the functioning of OH&S are the Departments/Services for occupational health and safety and specialists for mobilization work and civil protection.

Recognizing the need for continuous improvement of the management system, the Company improves the OH&S by:

- improving OH&S performance through personnel involvement and development of a culture of occupational health and safety compliance, supporting employee participation in improving working conditions;
- updating and modernizing equipment, improving technology;
- identifying and implementing corrective actions on incidents, communicating information to personnel to prevent recurrence of incidents.

The Company annually allocates significant financial resources to the development of the OH&S system. In 2023, the total amount of financial resources in this area amounted to UZS 6 659 mln.

GRI 403-2, 403-7

The implementation of hazard identification and risk assessment processes is regulated by the internal document "Procedure for Hazard Identification and Risk Assessment", developed according to the international standard ISO 45001:2018. This document has been developed to define the process of hazard identification, how to calculate the risk discharge and further mitigation measures, as well as planning and management. This procedure is applied in all structural divisions of the Company within the IMS distribution area to identify, assess and manage risks in relation to the Company's employees, as well as employees of subcontractor organizations and visitors.

According to this procedure for hazard identification, risk assessment and OH&S opportunities, the relevance and applicability of the results of hazard identification and risk assessment are analyzed at least once a year, as well as unscheduled in case of changes in technology, equipment used, methods of work execution and in case of identification of other factors that may affect hazards and risks. Hazard identification is carried out using the "Hazard Matrix", in which information about hazard, risk, probability category, risk category, control method and persons exposed to hazard for each activity is filled in electronically. The form of this matrix is shown in Table 4 of Annex 4. In case there were no changes in hazards and risks and the matrix can be applied without changes, a protocol on the relevance of the matrix is issued. In 2023, the Hazard Matrix was not updated due to the relevance of the data reflected in the matrix and no changes in risks and hazards.

This procedure requires the mandatory participation of rank-and-file workers in identifying and describing the hazards and risks associated with the work. When carrying out hazard identification and risk assessment, the results of assessment of the impact of harmful production factors such as dust, noise, illumination, gassiness, etc. are also taken into account, which is carried out by an independent specialized external organization "SERT International" LLC in accordance with the legislative requirements of the Republic of Uzbekistan on certification and passportization of workplaces.

In addition, the Company has implemented and operates the Unified Occupational Health and Safety Management System (hereinafter - UOSMS). The UOSMS, which is part of the Company's IMS, is developed and implemented to manage risks in the field of occupational health and safety, industrial and fire safety, to achieve the goals and fulfill the obligations assumed by the Company in the OH&S Policy.

The main stages of OH&S risk assessment applied in the Company are:

1. definition of activities, including areas of activity, types of work, operations;
2. definition of hazards associated with the performance of professional activities;
3. definition of health risks associated with the impact of hazards;
4. definition of workers exposed to the given hazard;
5. assessment of the severity of possible damage to health;
6. assessment of the probability that a deviation from the requirements will occur which may lead to health damage;
7. assessment of risk rank as a combination of the severity of possible health damage and the likelihood of a work-related event that could result in health damage.

As part of OH&S management, the Company applies 4 stages of control (monitoring) to prevent and/or mitigate risk, described below:

- 1) First level of control. When performing the first level of control, the senior operator, who is located on the site, conducts monitoring during his working hours. Information about detected violations is recorded in the control log manually by the operator.
- 2) Second level of control. This level of monitoring is conducted by engineers in the following four areas at least once every 14 days: fire safety, environment, energy and industrial safety. Upon completion of the controls, the conclusions are recorded manually in the logbook.
- 3) Third level of control. This level of control is carried out on the basis of an order developed in accordance with UOSMS. This order approves a permanent commission consisting of engineers from different fields such as metrologists, electricians, mechanics, compressors, ecologists. The commission thoroughly inspects all facilities once a quarter and reflects the conclusions in the journal.

- 4) Fourth level of control. This level of control is conducted by the OH&S Department of the Company's executive office twice a year. According to the DCM on OH&S management, the Department develops an order with an annex and a schedule of control fulfillment. The annex of the order reflects all the necessary areas in which the facilities are inspected. The composition of the commission consists of more than 10 persons.

Also, the Company uses the following hierarchy of control application to prevent and minimize identified risks when monitoring facilities:

- elimination of the hazard if possible;
- changing the technology of work performance, changing the essentials used and the tools or equipment used to safer ones;
- application of technical controls to detect hazards or prevent critical deviations in work or technological processes;
- training in safe methods of work performance, OH&S requirements, OH&S knowledge testing;
- use of personal protective equipment.

The quality of the hazard identification and risk assessment processes is ensured:

- participation in these processes of workers, including engineering and technical workers and ordinary workers, as well as employees of contractors related to the activity in question;
- Providing training and explanations on how to conduct hazard identification and risk assessment;
- periodic analysis of the relevance and applicability of the results of hazard identification and risk assessment, taking into account the actual results of monitoring and control over compliance with OH&S, industrial and fire safety requirements. The results of the risk assessment, as well as identified observations in the field of OH&S during the inspection of facilities, are used in determining measures to improve working conditions, increase work safety by adjusting work instructions, conducting unscheduled OH&S briefings, including those related to incidents, to change the requirements for the provision of personal protective equipment.

In 2023, 261 inspections of facilities of 11 structural enterprises, including 8 MGPM, 2 UGSF and Urgenchtransgaz UE were conducted.

Group segments	2021	2022	2023
Urgenchtransgaz UE	45	43	115
Mubarek MGPM	19	43	10
Kagan MGPM	15	17	13
Gazli MGPM	105	11	14
Zirabulak MGPM	10	13	17
Samarkand MGPM	22	12	14
Gallaaral MGPM	8	6	6
Tashkent MGPM	13	50	24
Fergana MGPM	27	6	18
Severniy Sokh UGSF	26	25	14

Khodjaabad UGSF	37	20	16
Total number of conducted inspections of facilities	327	246	261

During inspections in 2023, 9 413 observations were made. Comments were made on compliance with labor protection, industrial, fire and road safety rules and requirements.

The results of inspections are one of the main tools used by the OH&S Department to identify the need for measures such as staff training, application of new methodologies to improve the OH&S system.

Every six months the Company conducts explanatory work among the employees on responsibility for violation of safety rules and damage caused by industrial accidents in accordance with the requirements of the Laws of the Republic of Uzbekistan "On Industrial Safety of Hazardous Production Facilities", "On Labor Protection", "On Road Traffic Safety", "On Environmental Control" and "Regulations on Road Traffic Safety in the Oil and Gas Industry".

In accordance with the legislation of the Republic of Uzbekistan, an employee has the right to refuse to perform work associated with danger to his/her life and health, if all required safety measures are not provided at the workplace. In this case, the employee shall not be prosecuted by his/her immediate supervisor or the Company's Management.

If an employee feels that his or her rights have been violated by the employer, he or she may, in accordance with applicable law, appeal to the Company's management, the Trade Union Committee or external government agencies, including labor and social grievances. Employees of contractors and subcontractors performing work in the Company's area of responsibility may also apply to the Company's management. This provision is documented in the Company's IMS Policy.

Incidents that do not result in accidents are reviewed by the services involved, involving both management, engineering and technical staff and rank-and-file workers and engineers, and OH&S specialists. Depending on the significance of the incident, representatives of the Union, government agencies and other services may be involved.

If the incident resulted in an accident, the investigation shall be carried out in accordance with the Regulation on Investigation and Accounting of Occupational Accidents and Other Health Injuries of Workers Related to the Performance of their Labor Duties, which was approved by Decree of the Cabinet of Ministers of the Republic of Uzbekistan No. 286 of June 6, 1997.

Health services and healthy lifestyles

GRI 403-2, 403-3, 403-6

The Company pays special attention to preserving and maintaining the health of its employees. In accordance with the requirements of the legislation of the Republic of Uzbekistan, as well as the Regulation No. 200 of the Minister of Health "On Approval of the Regulation on the Procedure of Medical Examination of Employees" dated June 10, 2012, employees of Uztransgaz JSC are provided with mandatory medical examination, including daily and annual periodic medical services. The Company also carries out additional work to prevent infectious and non-communicable diseases and injuries.

The Company has a Health Protection Service, the functions of which include:

1. direct control over employees' compliance with labor protection rules and regulations;
2. analyzing the state and causes of occupational injuries and occupational diseases;
3. introduction of health management experience of advanced foreign companies;
4. participation in the development of labor safety standards, rules and regulations on labor protection;
5. organization of certification of workplaces for working conditions;
6. providing training and knowledge checks on health protection;
7. providing the enterprise with regulatory and guiding documents on labor protection and health issues.

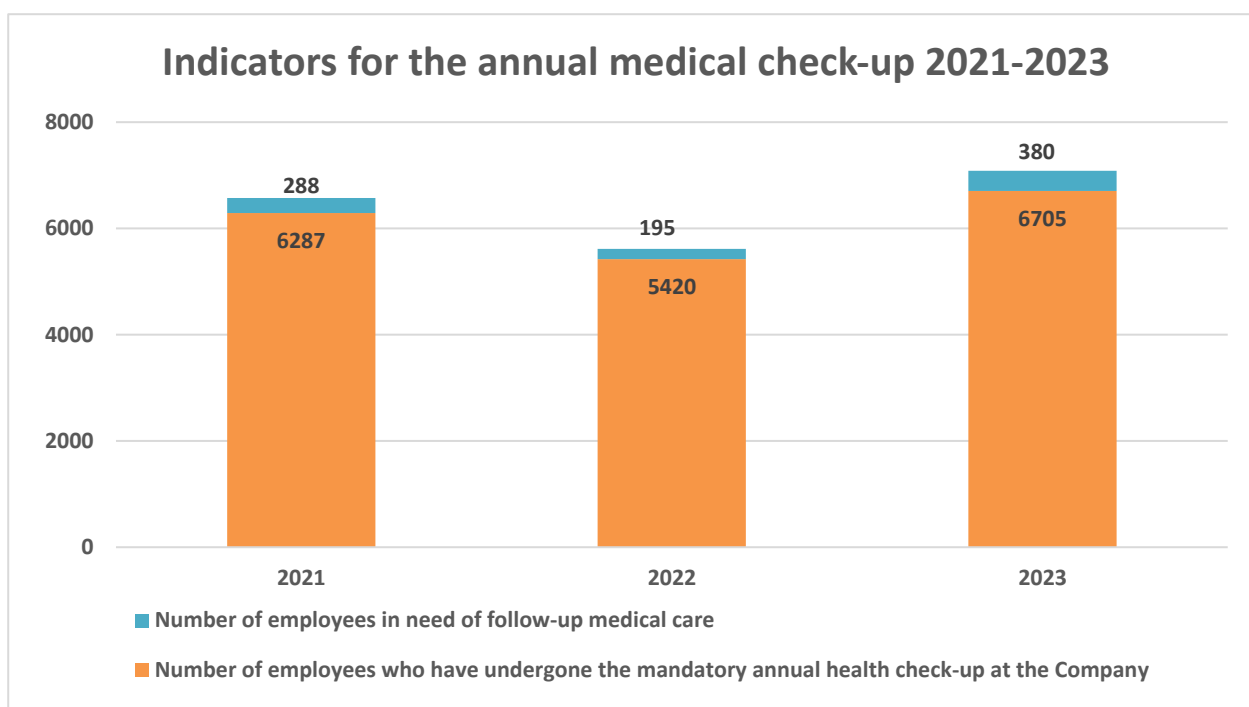
The Organization ensures the quality of medical services and facilitates employees' access to these services by following all the requirements of the Collective Agreement, according to which the Company's employees are entitled to the following medical services:

- Annual and periodic free medical examinations;
- Essential assistance in case of illness;
- free tickets to medical and recreational centers;
- free milk products when working in hazardous conditions.
- provision of passes to sports and gyms, swimming pools.

The number of employees who underwent the mandatory annual medical examination in the Company in 2023 amounted to 6 705 people, the results of which revealed 380 employees in need of dispensary observation, which in numerical terms is almost twice as much as in 2022.

The indicators for annual medical examination of employees of the executive office and all structural subdivisions are given below:

Indicators	2021	2022	2023
Number of employees who underwent mandatory annual medical examination in the Company	6 287	5 420	6 705
Number of employees in need of dispensary observation	288	195	380



Based on the results of medical examinations, the trade union committee issues vouchers to sanatoriums and resorts to the Company's employees in accordance with the rules of the Collective Agreement. If serious illnesses are detected among employees, the Company sends them to medical institutions for treatment.

Also, in order to minimize risks in the facilities, facility employees are given a basic health check by medical personnel every day. During the check, a review is made of the employee's alcohol and blood pressure status.

The Company annually conducts treatment and preventive measures. In the reporting period, UZS 935,74 million were allocated for medical preventive and sanitary-epidemiological measures, which is 18% percent higher than the same indicators of 2022.

Expenditures on sanitary-epidemiological and treatment and preventive measures in sums are given below:

Indicators	2021	2022	2023
Expenditures on sanitary and epidemiological, medical and preventive measures, UZS	999 765 753	792 820 000	935 748 590

The Company takes a responsible approach to selecting a medical institution to provide health insurance services to its employees. As of the reporting period, the Company has not entered into agreements with medical institutions to provide medical insurance services

The Company offers employees the opportunity to use voluntary health promotion services and programs during the paid workday, subject to appropriate work release orders, as well as during non-working hours. Uztransgaz JSC together with the Joint Trade Union Committee draws up a schedule of works for the beginning of the year on joint work on health improvement of employees. The plan-schedule obligatorily includes sports activities and sports events such as chess, checkers, table tennis and mini soccer. The subdivisions have sports grounds where employees have an opportunity to engage in active sports.

Also, the Company provides health promotion services and programs and programs for employees' family members. The Joint Trade Union Committee of Uztransgaz JSC provides for employees and their family members vouchers to recreation centers to improve their health, as well as vouchers to children's health camps for employees' children from 7 to 13 years old. Access to these voluntary programs is provided to employees in accordance with the rules of the Collective Bargaining Agreement.

Data privacy

The results of medical examinations are doctor-patient confidential and shall be made available personally to the employee who has undergone the medical examination or to official representatives of employees. Uztransgaz JSC maintains confidentiality of personal information related to employees' health on the basis of the Law of the Republic of Uzbekistan No. 547 dated July 02, 2019 "On Personal Data". In the Company, the results of medical examinations are provided to the Company's trade union committee and the OH&S Department in order to carry out treatment and preventive measures.

Industrial safety

GRI 403-7, 403-9

Creation of safe working conditions, preservation of life and health of employees, ensuring reliable operation of hazardous production facilities, ensuring fire and road safety are among the priority areas of the Company's activities.

Hazardous areas in the Company are considered gas compressor stations, main gas pipelines and gas distribution points, as these areas have a high noise level and work with a chemically hazardous substance - odorant, which is added to gas to give it a characteristic odor.

Additionally, running and lifting tubing and drill pipe during workover operations and all operations performed in gas, electrical and flammable environments have a high risk to human health. There is a high risk of gas poisoning, electric shock, falls from heights, chemical and thermal burns, insect bites, sunstroke, vibration, noise and dust.



Occupational health and safety issues in the Company are regulated by the internal document "Unified Systems of Occupational Health, Industrial Safety and Ecology", which was developed on the basis of the Regulation on the Organization of Occupational Health and Safety Work No. 273.

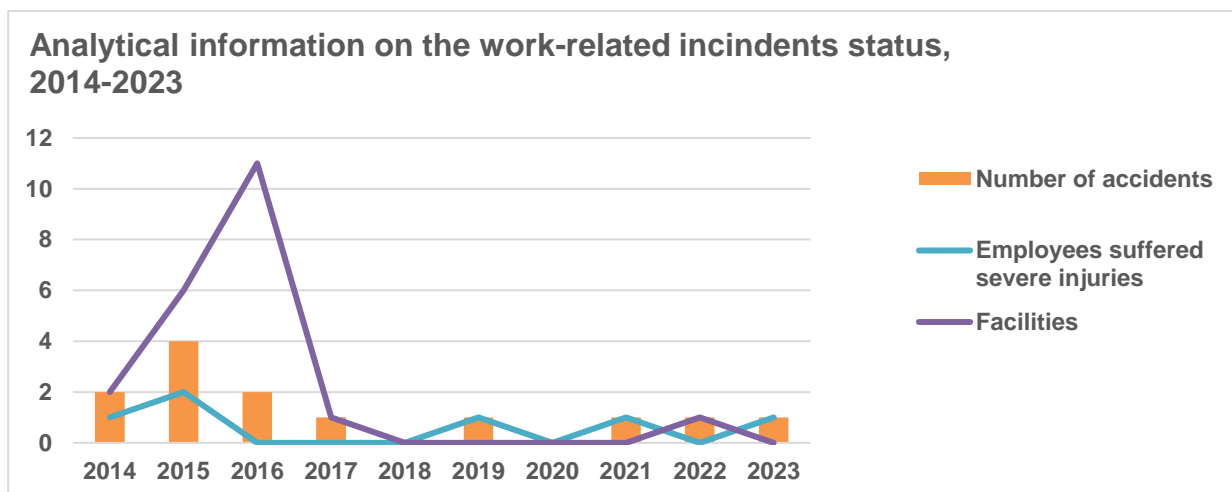
In 2023, the Company had 1 labor-related serious accident.

The driver of the Automobile Transportation Service of Mubarek MGPM was driving a service vehicle to the Mubarek-Karshi highway on a service assignment.

Having not calculated the speed of the vehicle moving towards him, the driver drove onto the highway, as a result of which two vehicles collided. As a result of the accident, the driver of the Mubarek MGPM received a concussion, closed fracture of ribs and left thigh bone. Consequently, the occupational injury frequency rate in 2023 is equal to 0,049 the frequency rate of severe injuries is equal to 0,049 and the frequency rate of fatalities was equal to 0. (Number of hours worked in the reporting period 20 399 thousand hours.).

Analytical information on the state of occupational injuries from 2014 to 2023, which covers data on all employees of Uztransgaz JSC and Urgenchneftegaz UE, is given below:

Indicator	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Number of accidents										
Uztransgaz JSC	2	4	2	1	0	1	0	1	1	1
Number of casualties with severe outcome										
Uztransgaz JSC	1	2	0	0	0	1	0	1	0	1
Number of casualties with fatal outcome										
Uztransgaz JSC	2	6	11	1	0	0	0	0	1	0



According to the legislation of the Republic of Uzbekistan, in order to investigate an accident in the performance of labor duties, an investigation was conducted and an Act N-1 was drawn up, which identified the causes of the accident and defined measures to prevent them:

1. The causes and consequences of the accident among the employees of Mubarek MGPM were discussed;
2. An unscheduled safety briefing was conducted among all employees of Mubarek MGPM;
3. An unscheduled briefing on safe road traffic was conducted among the drivers of Mubarek MGPM.

The Company closely cooperates with various contracting organizations within the framework of its activities. The relationship of Uztransgaz JSC with contractors and other organizations performing work in the area of responsibility and on the Company's territory is based on their mutual interest in ensuring the safety of people, including employees of contractors and state inspection bodies, visitors and the population. According to the IMS Policy, employees of other organizations performing work in the area of the Company's responsibility must comply with the necessary OH&S procedures in a coordinated manner in order to ensure the safety of people, preserve their life and health before commencing work and manage the risks associated

with the activities and actions of the organizations' employees. Contractor employees are required to meet the same health and safety requirements as the Company's employees.

At the time of the reporting period, Uztransgaz JSC does not keep records of occupational injuries of employees of other organizations due to the fact that the responsibility for maintaining safety rests with the employees of contracting organizations themselves. Accordingly, when work-related injuries occur to employees of contractors, the investigation is conducted by the State Industrial Safety Committee.

Training and informing on occupational health and safety issues

GRI 403-2, 403-4, 403-5

Uztransgaz JSC follows the principle of "Staff Involvement" in managing OH&S issues. The Company has implemented a mechanism of consultation and participation on OH&S issues with personnel, including rank-and-file employees. Advice on OH&S issues is provided by providing an opportunity to review information and exchange opinions before making decisions to employees, including rank-and-file employees, whose professional activities are affected by the health and safety issues under consideration. Practical implementation of this principle, for example, is the mandatory participation of rank-and-file employees or their representatives in the approval of documents establishing HSE requirements.



All processes of employee participation in the development, implementation and evaluation of the OH&S management system are regulated by the collective agreement. Powers and responsibilities are shared between the employer and the union. Participation of employees in the development, implementation of processes is regulated in written and verbal form. However, the Company does not have formal joint health and safety committees between management and employees at the time of the reporting period.

The collective agreement provides for Chapter № 8 on labor protection, where the responsibilities and powers of the employer and the trade union are taken into account. The trade union organizes the work of public control over occupational health and safety and elects OH&S commissioners by voting.

Chairmen of trade union committees and OH&S stewards take an active part in standing OH&S committees organized jointly with employers and the trade union committee.

Occupational health and safety training of employees is a priority for improving the Company's OH&S management system. When a new employee is hired to work in Uztransgaz JSC facilities, the Company organizes training for one month, after which the employee will take an exam to verify knowledge of OH&S rules for safe performance of functions. Only after successfully passing the examination, the employee can start his/her employment with the Company.

Thus, in 2023, 238 engineers from 11 structural subdivisions, executive office and subsidiaries of the Company were trained. Training was conducted in 4 major areas of OH&S and the average number of training hours among the trained employees amounted to 40 hours.

Group segments	Number of employees who received training							
	On industrial safety		On first aid		On fire safety		On environmental protection	
	Number of hours	Number of employees	Number of hours	Number of employees	Number of hours	Number of employees	Number of hours	Number of employees
Executive Office	120	3	108	3	40	1	72	2
Urgenchtransgaz UE	1560	39	396	11	240	6	432	12

Mubarek MGPM	200	5	0	0	80	2	72	2
Kagan MGPM	320	8	0	0	80	2	72	2
Gazli MGPM	440	11	72	2	80	2	72	2
Zirabulak MGPM	400	10	288	8	200	5	72	2
Samarkand MGPM	240	6	180	5	80	2	72	2
Gallaaral MGPM	280	7	216	6	80	2	108	3
Tashkent MGPM	400	10	0	0	400	10	72	2
Fergana MGPM	160	4	108	3	80	2	72	2
Severniy Sokh UGSF	240	6	72	2	120	3	72	2
Khodjaabad UGSF	200	5	144	4	80	2	36	1
Transgazinjining LLC	200	5	36	1	0	0	36	1
Transgazmaxsuxqurilish JSC	0	0	0	0	40	1	0	0
Total:	4760	119	1620	45	1600	40	1260	35

Industrial safety training was conducted at the State Unitary Enterprise "Kontexnazorato'quv",

on first aid - at the Institute of Civil Protection under the Ministry of Emergency Situations of the Republic of Uzbekistan,

on fire safety - at the Institute of Civil Protection under the Ministry of Emergency Situations of the Republic of Uzbekistan,

on environmental protection - in the Center for retraining and advanced training of employees working in the field of environmental protection.

In addition, the executive office and all structural subdivisions of the Company practice conducting fire tactical drills and ERP (emergency response plan).

In 2023, the Company conducted 3 903 fire and tactical drills and ERP.

Indicators	2023
Number of fire tactical drills	1159
Number of ERP training drills	2744

The need for certain training courses for engineers and other employees is determined by analyzing current OH&S performance and according to the requirements of international standards that the Company follows in accordance with the IMS.

According to the Company's internal policy, the OH&S Department conducts training for management personnel, which includes chief engineers, the Company's Chairman and department heads, and induction training for newly hired employees. In 2023, the Company conducted 5 402 induction training sessions separately for each newly hired employee.

Indicators	2021	2022	2023
Number of induction training sessions	3541	3767	5402
Number of employees who received induction training sessions	3541	3767	5402

Social responsibility

Management of material topics

GRI 3-3, 2-25

Being a major employer operating in all regions of the Republic of Uzbekistan. In order to increase the efficiency of the functions and tasks performed, Uztransgaz JSC takes real measures to improve the professionalism of its employees, implements tasks aimed at the development and strengthening of labor resources, creates conditions for social security and stability in the team and regions of presence, respectively. Realizing the importance of effective human resource management, the Company takes measures to improve the existing working conditions, as well as to improve the remuneration system and working conditions, and also promotes the level of social support and training of its employees.

The main objective of personnel management is to form, develop and realize the Company's personnel potential with the highest efficiency. The concept of development of the personnel management system includes a list of tasks that represent the key directions of the personnel policy. The key priorities of the personnel policy of Uztransgaz JSC are:

- Improving the professionalism of employees through career advancement;
- introduction of advanced methods of personnel management in the Company;
- development of personnel not only on a vertical scale of professional growth, but also taking into account the growth and quality of production indicators;
- management of the Company's personnel reserve;
- social protection of employees, observance of their rights and interests in full, ensuring safety at workplaces.

In its approach, the HR Department is guided by the Personnel Policy and internal regulations of the Company. Social and labor relations between the Company and employees are regulated in accordance with labor legislation and the collective bargaining agreement.

The main objectives of the Personnel Policy are education of professional personnel potential, introduction of modern methods of human resources management, formation of a personnel reserve of qualified specialists.

At the same time, in order to achieve its goals, the Company adheres to such corporate values as:

- focus not on the training process itself, but on the final result;
- self-development, professionalism, communication;
- compliance with professional standards and ethics

Principles of the Company's HR policy:

- recruitment and placement of personnel;
- development and training (training, retraining, professional development);
- implementation of motivation and efficiency improvement systems;
- formation of corporate culture and management.

Also, the Company adheres to the trend of staffing managerial positions at the expense of internal resources by forming a personnel reserve, applying the principles of rotation, identifying managerial potential in employees and further career advancement. To this end, the "Regulations on rotation of personnel in Uztransgaz JSC and structural subdivisions" have been developed.

The Company regularly carries out activities aimed at achieving HR management goals and implements a mechanism for monitoring the social conditions of employees of the executive office, subdivisions and contractors within the Company's area of responsibility. Thus, in 2023, the Company set itself several tasks in the field of personnel management, for each of which activities were carried out. These tasks included preparation of a report and documents on personnel promotion, professional development and personnel incentives. More detailed

information on these tasks is provided in Table 6 of Annex 5.

The Company has developed a feedback system. In case of complaints, each employee has the opportunity to contact his/her direct manager, the Human Resources Department, as well as via the official website, the helpline, the telephone number of the Complaints and Grievances Department, or use the Company's corporate portal. In addition, depending on the issue and topic of the problem, employees may apply to the Trade Union Committee and Women's Council of the Republic of Uzbekistan.

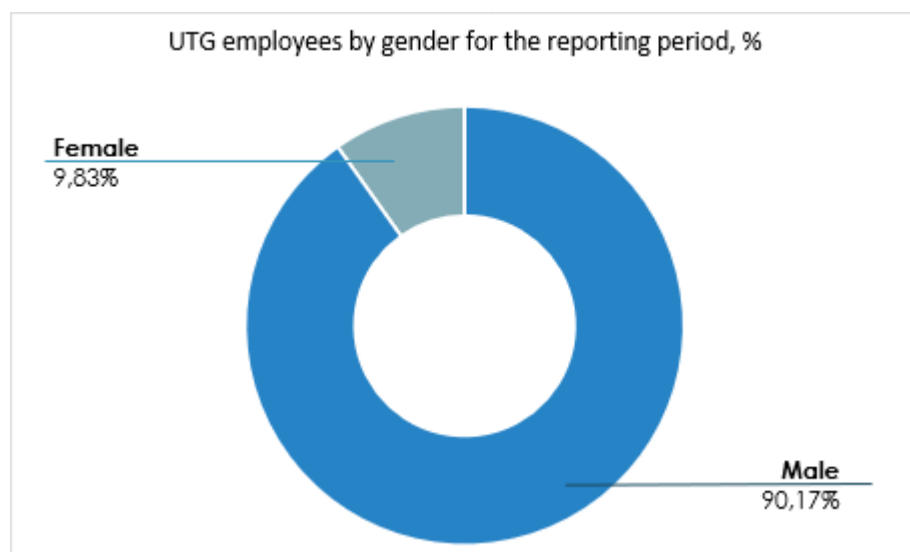
The Company works closely with the trade union committee. The Company's interaction with the trade union is carried out within the framework of social partnership established by the labor legislation of the Republic of Uzbekistan. The main parameters of interaction are issues related to the implementation of the Collective Agreement, including issues of labor discipline, consideration of labor collective appeals, occupational health and safety, provision of social benefits and compensations, etc.

Employment

GRI 2-7, 401-1, 401-2, 401-3, 402-1

The actual number of the Company's employees at the end of 2023 amounted to 8104 people. The largest number of employees works in Urgenchtransgaz UE, whose share is 33,6% of the total number of employees of the Company. All employees of the Company have full-time employment, of which 2 persons are employed under fixed-term labor contracts, which is an insignificant indicator, and 8102 persons are employed under permanent labor contracts. Listed number of employees in the reporting period by structural subdivisions and by gender is shown in Table 3 of Annex 5.

Due to the production specifics of the Company's activities, the number of men among the employees traditionally makes up the majority. Thus, at the moment of the reporting period, the share of men is 90,17%, women – 9,83%.



The Company has a predominant share of production personnel compared to administrative and management personnel. In 2023, the share of production personnel in the total headcount amounted to 77,4%, while the share of administrative and management personnel amounted to 22,6%.

The distribution of female and male employees is approximately the same for each employee category. Top managers are represented only by male staff, while the share of female specialists in the total number of women is higher than male specialists, respectively.

Employees by gender and category for the reporting period, %

Employee categories	Male	Female	Share of employees of each category in the total headcount, %
Senior managers	0,11	0	0,10
Heads of business units	2,22	1,50	2,15

Specialists	19,81	25,19	20,34
Workers	77,86	73,31	77,41

By age category, the main share of employees is represented in the group from 30 to 50 years old - 65%, while the share of young people under 30 years old is 13%, the share of employees over 50 years old is 22% of the total number of employees.

Number of employees by age category for the reporting period

Employee categories	Under 30 years old	30 – 50 years old	Over 50 years old
Senior managers	0	8	0
Heads of business units	5	120	49
Specialists	165	1153	331
Workers	879	3993	1401

The number of newly hired employees in 2023 is 511 people or 6,3% of the total number of personnel. In 2022, this indicator amounted to 464* people or 5,7%* of the total number of personnel.

Newly hired employees for 2022-2023, %

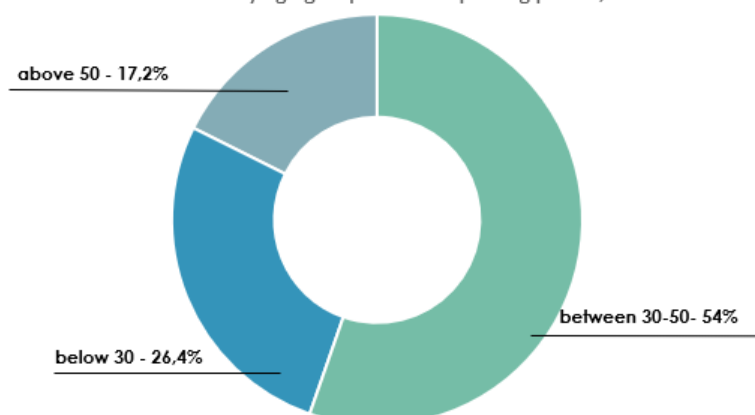
Year	2022*	2023
% of hired employees	5,7*	6,3

* Starting from the 2023 results, quantitative data on the personnel of Transgazmaxsusqurilish JSC are not included in the consolidation. For relevant comparison, the 2022 Sustainability Report data were adjusted in accordance with the updated reporting boundaries for GRI indicator 401-1 "New employee hiring and turnover".

When implementing the personnel policy, attention is paid to attracting young specialists to the Company's production activities. The Company carries out appropriate work on training, selection and placement of young specialists. The main suppliers of specialized young specialists are higher educational institutions of the Republic.

Thus, the share of young people under 30 years of age among newly hired workers amounted to 26,4%. Also, the number of newly hired workers from 30 to 50 years old was 56,4%, and over 50 years old – 17,2%.

New hires by age group for the reporting period,%



The number of employees with whom labor relations were terminated during the reporting period amounted to 486 people, including by age category: under 30 years – 10,9%, from 30 to 50 years – 48,1%, over 50 years - 41%. Also, the employees with whom labor relations were terminated during the reporting period, broken down by gender, have the following indicators: the share of female employees – 7,4%, the share of male employees – 92,6%.

The employee turnover rate amounted to 6% in 2023, which is significantly lower compared to the previous year. This ratio is calculated as the ratio of the number of all dismissed employees to the headcount.

Turnover rate, %

Year	2022*	2023
Turnover rate per calculation procedure adopted by the Company	6	6

* Starting from the 2023 results, quantitative data on the personnel of JSC Transgazmaxsusqurilish are not included in the consolidation. For relevant comparison, the 2022 Sustainability Report data were adjusted in accordance with the updated reporting boundaries for GRI indicator 401-1 "New employee hiring and turnover".

Personnel data is collected by the Personnel Management Department from all units of Uztransgaz JSC, Urgenchtransgaz UE, Transgazinjiniring LLC and Yordamchi xo'jalik LLC.

Collective agreement

GRI 2-30

The Collective Agreement, which was developed for a three-year period and is subject to regular updates, is key to the protection of labor rights, economic and social guarantees of employees, as well as to the regulation of labor relations and effective dialogue between the Company and employees.

The Collective Agreement of the Company applies to all employees of the executive office and directly subordinate structural subdivisions of the Company.

Subsidiaries and affiliates that are legal entities have their own collective bargaining agreements, respectively:

- in Urgenchtransgaz UE - collective agreement of Urgenchtransgaz UE;
- in Transgazinjiniring LLC - collective agreement of Transgazinjiniring LLC;
- in Transgazmaxsusqurilish JSC - collective agreement of Transgazmaxsusqurilish JSC;
- in Yordamchi xo'jalik LLC - collective agreement of Yordamchi xo'jalik LLC;

In 2023, the share of employees of Uztransgaz JSC and its subsidiaries and affiliates covered by collective agreement was 100%.

According to the collective agreement, the minimum period of advance notice to employees and their elected representatives of the implementation of significant changes in the Company's business operations that may significantly affect them is 2 months. Any amendments and additions to the Collective Agreement shall be made only by agreement of the parties in the manner prescribed by the Labor Code of the Republic of Uzbekistan.

Social support

Personnel are the main potential of the Company, and in this regard, Uztransgaz JSC pays special attention to the creation of favorable working conditions and provision of labor guarantees, benefits and compensations.

The Company's Collective Agreement provides for more than 30 types of social benefits and guarantees for employees and their family members, as well as for young people and non-working pensioners.

The social package provided to the Company's employees includes various types of social compensations, benefits and guarantees: insurance products, non-state pension programs, additional benefits and guarantees for youth and women, compensating employees for travel expenses, reimbursing non-working pensioners for the cost of potatoes and vegetables purchased for the winter period, providing full or partial payment of the cost of medical and health resort treatment or surgery, targeted assistance to families with school-age children, one-time

financial aid to employees in various life situations and other benefits. The Company's ability to provide social benefits depends directly on the financial condition of the Company.

Also, the Company, through the Collective Agreement, has programs for further employment and end-of-career management, implemented when employees retire or leave the Company. These programs include:

- Payment of a lump sum benefit of 50% of the official salary for each year worked in the oil and gas industry when an employee is dismissed due to retirement (According to the Collective Agreement of Uztransgaz JSC approved on April 20, 2023 and effective from May 1, 2023). This benefit is paid to the employee only once when the retiree is dismissed for a well-deserved retirement due to age.

In 2023, 24 921 social benefits and guarantees were provided to employees of the executive Office and all structural enterprises.

The number of benefits and guarantees provided to full-time employees of Uztransgaz JSC is given below:

Description of benefits	2022	2023
Non-state pension programs	253	0
Payment of temporary disability benefits to employees registered for socially significant diseases, employees among the participants of World War II, disabled employees, etc.	874	563
Benefits for young people in accordance with the Collective Agreement	72	6
Provision of monthly financial assistance to women on parental leave for children up to 2 and 3 years of age.	54	62
Provision of reduced working hours and breaks with appropriate payment during working hours for women with children and pregnant women	25	8
Free treatment of pregnant women in medical sanatoriums and resorts or in sanatoriums and preventoriums in Uzbekistan	0	59
Reimbursement of travel expenses (per diem) to employees in the amount of 35 per cent of the basic calculation value established in the Republic of Uzbekistan	2 642	2 348
Provision of full or partial payment of the cost of medical and health resort treatment or surgery for employees, as well as single unemployed pensioners, disabled war and labour veterans, soldiers-internationalists and the chronically ill.	265	213
Targeted assistance to families with school-age children by September 1, presentation of New Year gifts for employees' children	6 691	6 230
Provision of one-time financial aid to employees in different life situations	1 803	2 486
Other social benefits	8 382	12 746
Total:	21 061	24 921

In this table, the provision of one-time financial assistance to employees in various life situations includes providing benefits to employees upon the formation of a family, birth of a first child, passing away of an employee or family member, damages due to natural disasters and emergencies, as well as providing financial assistance to non-working pensioners, war and labor veterans retiring from the Company by Independence Day, Memorial Day and Honors Day

The number of employees on maternity leave at the end of the reporting period amounted to 57 persons, with the share of women amounting to 100%. When calculating the number of employees on parental leave, data from

the executive office, all structural enterprises and organizations were taken into account

The total number of employees who took maternity/paternity leave during the reporting period is shown below:

Name of employee category	2022	2023
Eligible to take maternity/paternity leave	39	57
Took maternity/paternity leave	33	30
Should have returned from maternity/paternity leave	10	11
Returned from maternity/paternity leave	13	11
Total number of employees who returned to work at the end of maternity/paternity leave in the previous reporting period	23	13
Returned from maternity/paternity leave and continuing to work for 12 months after returning to work	6	1

According to GRI standards, the return-to-work ratio reflects the ratio of the total number of employees who returned to work at the end of maternity/paternity leave to the total number of employees who were expected to return to work at the end of maternity/paternity leave.

Also, the retention rate reflects the ratio of the total number of employees retained 12 months after returning to work at the end of maternity/paternity leave to the total number of employees who returned at the end of maternity/paternity leave in the previous reporting period.

In 2023, the return-to-work rate was 100%, which shows that all employees required to return after the end of their leave returned to work. Also, the retention rate was 26% in 2022 and 20% in 2023.

The return and retention rates for 2022-2023 are as follows:

Years	2022	2023
Return to work rate (proportion of employees who returned to work after maternity/paternity leave), %	130	100
Retention rate (proportion of staff remaining in the organization after maternity/paternity leave), %	26	20

For 2023, expenditures on social support of Uztransgaz JSC employees amounted to UZS 149 662,7 million. The amount of directed financial resources for social support of employees in UZS thousand is given below:

Social support of employees, thousand UZS	2022	2023
Uztransgaz JSC	119 425 856,7	149 662 716,3

Equal opportunities

GRI 3-3, 405-1, 405-2, 406-1

Effective HR policy is the most important condition for successful work of Uztransgaz JSC personnel. The Company's approach to personnel motivation is based on the principles of ensuring a decent level of remuneration, transparency, gender equality, and respect for the rights and interests of employees. In implementing its HR and social policy, the Company strictly complies with the requirements of labor legislation and does not violate its norms, according to which no one may be discriminated against or receive any advantages on the basis of sex, race, nationality, language, origin, as well as property, social, family, official status and other circumstances not related to the professional qualities of the worker.

When introducing the remuneration system, Uztransgaz JSC adheres to the laws of the Republic of Uzbekistan, in particular Article 46 of the Constitution of the Republic of Uzbekistan, the Law "On Guarantees of Equal Rights and Opportunities for Women and Men" No. LRU-562 dated September 2, 2019, which regulate relations in the sphere of ensuring equal rights and opportunities for women and men. According to the Collective Agreement, the terms and conditions of which apply to all employees, labor remuneration is determined depending on the profession, qualifications of the employee, complexity and conditions of the work performed and is based on a unified wage scale. Thus, there is no distinction in the Company's labor remuneration and remuneration system depending on gender differences.

The Company complies with the requirements of the following legislative documents and conventions of the International Labor Organization ratified in the Republic of Uzbekistan, while contributing to the prevention of discrimination:

- Convention No. 100 of 1951 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value.
- Convention No. 105 of 1957 concerning the Abolition of Forced Labor.
- Convention No. 111 of 1958 concerning Discrimination in Respect of Employment and Occupation.

All conventions followed by the Company in the field of protection of employees' rights are described in Chapter 3 of the Collective Agreement of Uztransgaz JSC

The Company applies a unified approach to labor relations management and remuneration. All employees of the Company conclude an employment contract upon employment. The staffing table in the Executive Office and in all structural subdivisions and organizations stipulates the grade and salary of an employee only according to the position.

All changes to the labor remuneration system are made taking into account the opinions and proposals of state bodies, trade union committee and employees. Also, the amount of labor remuneration is revised on the basis of the minimum wage established by the Decree of the President and decisions of the Government of the Republic of Uzbekistan.

In 2023, no cases of discrimination were recorded in the Company. In the event of controversial issues in this area and when faced with discrimination in any form, Company employees can contact the HR Department, the trade union committee and use the Company's helpline and corporate portal, where they can report cases of discrimination and resolve similar issues.

Diversity of management bodies and employees

Due to the production specifics of the Company's operations, the share of male personnel in the total number of workers, specialists and heads of business units amounted to 90%, while the share of female personnel amounted to 10% as of the reporting period. All senior managers were male employees in 2022 and 2023.

A significant share of employees are between 30 and 50 years old: workers – 63,6% (50,6% in 2022), specialists – 69,9% (51% in 2022), heads of business units - 70% (73% in 2022), senior managers - 100% (60% in 2022).

Also, in the reporting period, the number of employees with disabilities in the category of specialists amounted to 41 (29 in 2022), in the category of workers - 27 (23 in 2022).

More detailed indicators on the diversity of management bodies and employees are given below:

Indicator	2022*				2023			
	Senior managers	Heads of business units	Specialists	Workers	Senior managers	Heads of business units	Specialists	Workers

Headcount people	5	185	1632	6258	8	174	1649	6273
including by gender:								
Male	5	173	1445	5642	8	162	1448	5689
Female	0	12	187	616	0	12	201	584
including by age:								
under 30 years old	0	6	269	832	0	5	165	879
30-50 years old	3	135	833	3168	8	120	1153	3993
over 50 years old	2	44	530	2258	0	49	331	1401
including vulnerable groups of population:								
People with disabilities	0	0	6	23	0	0	14	27

* Starting from the results of 2023, quantitative data on the personnel of JSC Transgazmaxsusqurilish are not included in the consolidation. For relevant comparison, the 2022 Sustainability Report data has been adjusted to the updated reporting boundaries for GRI 405-1 Diversity of Governing Bodies and Employees.

The above indicators in the table reflect the data of the executive office, structural subdivisions of the Company and its subsidiaries and affiliated organizations except for JSC Transgazmaxsusqurilish.

Ratio of basic salary and remuneration of female employees to male employees

When calculating the ratio of basic salary and remuneration of female employees to male employees, the calculation was based on the average salary of employees of each gender group within each job category. Thus, the ratio was obtained by dividing the average salary of female employees by the average salary of male employees in the same category and multiplying the resulting figure by 100. Remuneration included any types of bonuses and other types of motivational payments to employees.

The ratio of average salary and remuneration of female to male employees among senior managers was 0, as all senior managers are male employees. Additionally, in 6 MGPM, 1 UGSF and Urgenchtransgaz UE, this ratio is 0 among the heads of functional units due to the absence of female employees in this position category.

The volume of average salary of female employees is higher compared to the volume of average salary of male employees among the heads of functional units in the executive office.

The highest ratio of the average salary of female specialists to the average salary of male specialists is observed in Samarkand MGPM. The tendency to equal average salaries of women and men is observed among specialists of the executive office and Mubarek MGPM.

However, the lowest ratio of average wages of female employees to male employees in the position category of specialists is observed in Khodjaabad UGSF, and in the category of workers - in Severniy Sokh UGSF.

Ratio of average wages of female employees to male employees by job category, %Group segments	Salary ratio among senior managers	Salary ratio among heads of business units	Salary ratio among specialists	Salary ratio among workers
Executive Office	0	115,8	96,1	0
Gazli MGPM	0	0	88,83	65,66
Gallaaral MGPM	0	0	62,33	72,07
Kagan MGPM	0	79,45	74,90	78,42
Mubarek MGPM	0	0	95,6	87,6
Samarkand MGPM	0	0	124,7	68,9
Tashkent MGPM	0	0	90,73	65,30
Fergana MGPM	0	79,21	82,15	87,10
Zirabulak MGPM	0	0	74,54	74,30
Khodjaabad UGSF	0	89,62	36,37	82,11
Severniy Sokh UGSF	0	0	82,32	55,26
Urgenchtransgaz UE	0	0	78,19	77,90
Transgazinjining LLC	0	87,00	93,00	0

The volume of average remuneration of female employees is higher compared to the volume of remuneration of male employees among the heads of functional units in the executive office and Khodjaabad UGSF.

Also, a high ratio of average remuneration among specialists is observed in the executive office, Samarkand and Tashkent MGPM, as well as a similar high ratio among workers is observed in Samarkand MGPM and Khodjaabad UGSF.

There is no critically low ratio of compensation for female to male employees in 2023.

Ratio of average remuneration of female employees to male employees by job category, %

Group segments	Salary ratio among senior managers	Salary ratio among heads of business units	Salary ratio among specialists	Salary ratio among workers
Executive Office	0	102,1	103	0
Gazli MGPM	0	0	85,14	72,36
Gallaaral MGPM	0	0,00	79,71	93,76
Kagan MGPM	0	78,46	78,52	81,53
Mubarek MGPM	0	0	98,70	98,50
Samarkand MGPM	0	0	100	100
Tashkent MGPM	0	0	100,24	53,24
Fergana MGPM	0	85,50	87,14	90,10
Zirabulak MGPM	0	0	95,60	86,25
Khodjaabad UGSF	0	102,36	88,14	104,17
Severniy Sokh UGSF	0	0	92,25	92,43
Urgenchtransgaz UE	0	0	92,45	96,78
Transgazinjining LLC	0	95,00	98,40	0

Employee development

GRI 3-3, 404-1, 404-2

In modern conditions, the issue of personnel training and retraining is relevant for any enterprise. The Company attaches special importance to personnel development, because good professional education is an important factor in the social security of employees. The Company carries out purposeful work on personnel training in accordance with the Law of the Republic of Uzbekistan "On Education", the National Program on Personnel Training.

The Company has an individual approach to personnel development. An important component is the assessment of an employee's overall performance in order to get an overall picture of each employee's personal skills and find an approach for professional growth.

The Company's training programs are designed to ensure a high level of efficiency in work by increasing the level of employee knowledge, developing the required professional skills and forming a system of values that corresponds to today's realities.

Personnel development is managed centrally by the Company. However, subsidiaries may additionally manage personnel development procedures separately. Based on the submitted requests from structural subdivisions and executive office the needs are formed, and accordingly, as a result, training of employees is organized. The level of satisfaction with the training, as well as its effectiveness, is assessed by the trained employees after the completion of each training course.

As of the reporting period, the main trigger for further development of professional competencies and employee training is the modernization of the gas transmission system and modernization of gas distribution stations, which in turn generates the need to improve the qualifications of employees in this area.

In order to improve the training of qualified specialists, the Company develops a Program that provides for training and advanced training of employees by personnel category.

In order to improve the qualifications of employees, a contract for training, retraining and advanced training of working personnel and engineers and technicians was concluded with the UTG training center. The purpose of this center is to train personnel in the system of Uztransgaz JSC and other specialized organizations, including advanced training, professional training and retraining. Its activities are carried out in several directions:

- training and retraining in primary qualifications;
- training in the second and third specialties;
- provision of methodical assistance in training;
- conclusion of contracts for training services with other enterprises and organizations in accordance with the established procedure;
- improvement and coordination of activities.

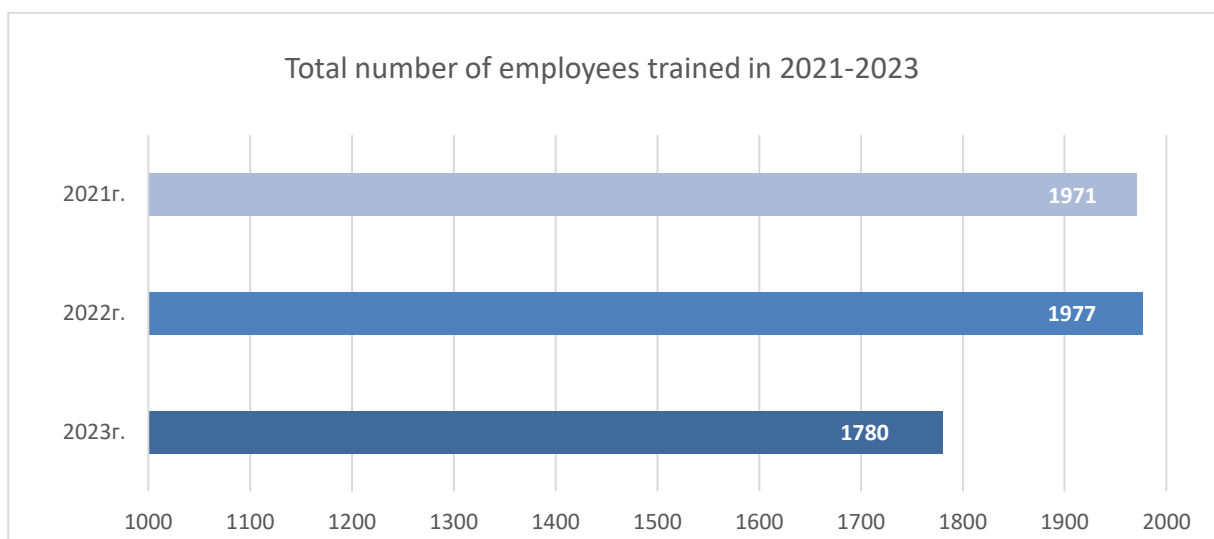
The training center has more than 30 areas for employees of working professions and about 10 areas for engineering and technical personnel.

On an annual basis, the Company invests more in training and development of its personnel. In 2023, the total expenditure on training for the personnel of the executive office and structural enterprises amounted to UZS 1 631,8 million, down 15% compared to 2022.

Expenses on training of the Company's employees, UZS mln.

Training expenses for employees	2021	2022	2023
Uztransgaz JSC	2 148,3	1 911,6	1 631,8

In 2023, the total number of employees who received training decreased by 10% compared to 2022. In 2023, the Company trained 1780 employees at 31 educational institutions with which the Company has an agreement on personnel training and retraining. It should be noted, when calculating the number of trained employees, the number of trainings completed is taken into account (e.g., if 1 employee received two trainings, the number of trained employees is 2).



The average number of training hours per employee for 2023 among all employees of the Company was 18,7 hours. More detailed information on trained employees for 2023 is given below:

Group segments	Average number of training hours per 1 employee per year					
	Managers		Specialists		Workers	
	Number of employees	Number of training hours	Number of employees	Number of training hours	Number of employees	Number of training hours
Executive Office	63	2 520	126	5 040	0	0
Urgenchtransgaz UE	1	40	289	11 560	286	41 184
Gazli MGPM	0	0	76	3 040	140	20 160
Kagan MGPM	0	0	48	1 920	49	7 056
Mubarek MGPM	0	0	40	1 600	49	7 056
Zirabulak MGPM	0	0	52	2 080	58	8 352
Gallaaral MGPM	0	0	60	2 400	68	9 792
Fergana MGPM	0	0	47	1 880	15	2 160
Tashkent MGPM	1	40	59	2 360	37	5 328
Samarkand MGPM	0	0	46	1 840	12	1 728
Severniy Sokh UGSF	0	0	27	1 080	23	3 312
Khodjaabad UGSF	0	0	56	2 240	20	2 880
Transgazinjiring LLC	3	120	11	440	1	40
Transgazmaxsusqurilish JSC	0	0	12	480	0	0

Yordamchi xo'jalik LLC	0	0	5	200	0	0
Total	68	2 720	954	38 160	758	109 048
Average number of training hours per 1 employee who received training per year	40		40		144	
Average number of training hours per 1 employee per year	14,9		23,1		17,4	

4% of trained employees are managers, 54% are specialists, and 42% are production personnel. The high percentage of trained production personnel is due to the mandatory training of employees working at hazardous production facilities. Production personnel include both workers and specialists engaged in work at production facilities.

The number of female employees trained in 2023 was 188 (10,5% of the total number of employees trained) and the number of male employees was 1592 (89,5% respectively). The increase in the share of trained women in 2023 compared to 2022 (3,9% of the total number of employees trained) is due to the increased attention of the Company's management to strengthening gender equality in the Company.

The share of employees who have undergone training relative to all employees of the Company by category is as follows:

- among managers – 37,4% (68 out of 182);
- among specialists – 57,8% (954 out of 1649);
- among workers – 12,1% (758 out of 6273).

In 2023, the number of mentors was 35, while in 2022 the number of mentors was 124. Also, in 2023, 402 interns underwent industrial practice, while in 2022 the number of interns amounted to 418. Based on the results of industrial practice, 1 intern was hired by the Company.

Tasks for 2024

In 2024, the HR Department plans to train 1994 employees of the Company, organize various contests among the employees of structural divisions in order to stimulate work and increase the efficiency of employees. It is also envisaged to conduct foreign internships for employees in the Company's line of business. The Company aims to establish international cooperation in the area of its activities and to train personnel capable of competing in the international market.

Appendices

1. Report scope Boundaries

Material topics	Uztransgaz JSC (includes 8 MGPM and 2 UGSF)	Urgenchtransgaz UE	LLC Transgazinjining	Yordamchi xo'jalik LLC	Transgazmaxsusqurilish JSC
201-1					
204-1					
205-3					
302-1					
302-3					
302-4					
303-1					
303-2					
303-3					
303-4					
305-1					
305-2					
305-7					
306-1					
306-2					
306-3					
401-1					
401-2					
401-3					
402-1					
403-1					
403-2					
403-3					
403-4					
403-5					
403-6					
403-7					
403-9					
404-1					
404-2					
405-1					
405-2					
406-1					

2. Independent assurance GRI 2-5



Independent Limited Assurance Report

To the Supervisory Board of the Uztransgaz Joint Stock Company:

Introduction

We have been engaged by the management of Uztransgaz Joint Stock Company (hereinafter – the “Company”) to provide limited assurance on the selected information described below and included in the Sustainability Report of the Company and its subsidiaries for the year ended 31 December 2023 (hereinafter – the “Sustainability Report”).

Description of the subject matter information and applicable criteria

The selected information for the year ended 31 December 2023 is summarised in the Appendix 1 to this report (hereinafter – the “Selected Information”).

The Selected information represents information related to the Company and its subsidiaries as indicated in the “Report scope and boundaries” of the Sustainability Report.

The scope of our assurance procedures was limited to the Selected Information for the year ended 31 December 2023 only. We have not performed any procedures with respect to earlier periods or any other items included in the Sustainability Report and, therefore, do not express any conclusion thereon.

The criteria used by the Company to prepare the Selected Information are contained in the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI) (hereinafter – “the GRI Standards”) and methodology and guidelines developed by the Company and disclosed in the Sustainability Report (hereinafter – the “Reporting Criteria”).

In our view, the Reporting Criteria constitute appropriate criteria to form the limited assurance conclusion.

Responsibilities of the management of the Company

The management of the Company is responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Selected Information that is free from material misstatement, whether due to fraud or error;
- establishing internal methodology and guidelines for preparing and reporting the Selected Information in accordance with the Reporting Criteria;
- preparation, measurement and reporting of the Selected Information in accordance with the Reporting Criteria; and
- the accuracy, completeness, and presentation of the Selected Information.

Audit Organization “PricewaterhouseCoopers” LLC
88A Mustaqillik Ave, Mirzo-Ulugbek district, Tashkent 100000, Republic of Uzbekistan
T: +998 (78) 1206101, F: +998 (78) 1206645, www.pwc.com/uz



Our responsibilities

Our responsibility is to express a limited assurance conclusion on the Selected Information based on the procedures we have performed and the evidence we have obtained.

We performed the limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information" issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements, and to plan and perform procedures to obtain limited assurance that the Selected Information for the year ended 31 December 2023 has been prepared, in all material respects, in accordance with the Reporting Criteria.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (the IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

We apply International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Summary of work performed

Our planned and performed procedures were aimed at obtaining limited assurance that the Selected Information for the year ended 31 December 2023 has been prepared, in all material respects, in accordance with the Reporting Criteria. We have performed the following procedures:

- made enquiries of the management of the Company and those with responsibility for sustainability reporting management and reporting;
- conducted interviews of personnel responsible for the preparation of the Selected Information and collection of underlying data;
- performed analysis of the relevant internal methodology and guidelines, gaining an understanding of the design of the key structures, systems, processes, and controls for managing, recording, preparing and reporting the Selected Information; and
- performed limited substantive testing on a selective basis of the Selected Information to check that data had been appropriately measured, recorded, collated, and reported.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.



Inherent limitations

Under the GRI Standards there is a range of different, but acceptable, measurement and reporting techniques. The techniques can result in materially different reporting outcomes that may affect comparability with other organisations. The Selected Information should therefore be read in conjunction with the methodology used by management as described in the Sustainability Report, and for which the Company is solely responsible.

Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information for the year ended 31 December 2023 has not been prepared, in all material respects, in accordance with the Reporting Criteria.

Restrictions of use and distribution

This report, including our limited assurance conclusion, has been prepared solely for Supervisory Board in accordance with the agreement between us, to assist the management of the Company in reporting on the Company's and its subsidiaries' sustainability performance and activities.

We permit this report to be disclosed in the Sustainability Report, which will be published on the Company's website, to assist the management of the Company in responding to their governance responsibilities by obtaining an independent limited assurance report in connection with the Selected Information.

The maintenance and integrity of the Company's website is the responsibility of management; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Information or Reporting Criteria when presented on the Company's website.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Supervisory Board of the Company and the Company for our work or this report except where the respective terms are expressly agreed in writing and our prior consent in writing is obtained.

Audit Organization "PricewaterhouseCoopers" LLC

26 November 2024

Tashkent, Uzbekistan



Appendix 1 to the Independent Limited Assurance Report dated 26 November 2024

The Selected Information for the year ended 31 December 2023 disclosed on pages 44-107 in the Sustainability Report and prepared in accordance with the GRI Standards and the methodology and guidelines developed by Uztransgaz Joint Stock Company (hereinafter – the “Company”) and subject to limited assurance procedures are set out below:

GRI Standard	Reported Performance (Selected Information)
302-1	Energy consumption within the organization
303-3	Water withdrawal
303-4	Water discharge
305-1	Direct GHG emissions - Scope 1
305-2	Energy indirect GHG emissions - Scope 2
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
306-3	Waste generated
401-1	New employee hires and employee turnover
403-9	Work-related injuries
404-1	Average hours of training per year per employee
405-1	Diversity of governance bodies and employees

3. GRI Content Index

Indicator	Page number	Exclusion / Reason for exclusion	Reporting segment
General reporting elements			
GRI 2: General disclosures 2021			
GRI 2-1: Organizational details	11-15, 107		
GRI 2-2: Entities included in the organization's sustainability reporting	23		
GRI 2-3: Reporting period, frequency, and contact information	18-19		
GRI 2-4: Restatement of information	23, 105-106		
GRI 2-5: External assurance	24,80-83		
GRI 2-6: Activities, value chain and other business relationships	4-9, 11-15, 43,93		
GRI 2-7: Employees	68-70,94		
GRI 2-8: Workers who are not employees		Not applicable. Non-employee employees do not have significant influence over the Company's operations.	
GRI 2-9: Governance structure and composition	2624-28		
GRI 2-11: Chairman of the highest governance body	28		
GRI 2-14: Role of the highest governance body in sustainability reporting	24-30		
GRI 2-16: Communication of critical concerns	24-28,32-33		
GRI 2-19: Remuneration policies	24-30		
GRI 2-22: Statement on sustainable development strategy	10-11		
GRI 2-23: Political commitments	30-32, 56-57		
GRI 2-25: The processes for eliminating negative impacts	19-21, 67-68		
GRI 2-26: Mechanisms for seeking advice and expressing concerns	19-21		
GRI 2-27: Compliance with Laws and Regulations	42,55	The Company has not assessed the essentiality of the non-compliance. There were no non-monetary sanctions or cases brought	

		through dispute resolution mechanisms in the Company.	
		No fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations were imposed on the Company during the reporting period	
GRI 2-28: Membership associations	18		
GRI 2-29: Approach to Stakeholder Engagement	103-104		
GRI 2-30: Collective bargaining agreements	70		
Material topics			
GRI 3-1 Process to determine material topics	19-23		
GRI 3-2 List of material topics	21-23		
GRI 3-3 Management of material topics	36	The effectiveness of the actions taken is assessed by the Company's management. The results of the evaluation were satisfactory. Areas of improvement were identified.	
GRI 201: Economic performance 2016			
201-1 Direct economic value generated and distributed	37-39	Disclosure of economic indicators broken down separately at the country, regional or market level is not applicable.	
GRI 3-3 Management of material topics	39-40	The effectiveness of the actions taken is assessed by the Company's management. The results of the evaluation were satisfactory. Areas of improvement were identified.	
GRI 204: Procurement activities 2016			
204-1 Share of spending on local suppliers	41,93-94		
GRI 3-3 Management of material topics	33		
GRI 205: Anti-corruption 2016			
205-3 Confirmed incidents of corruption and actions taken	33-34	Disclosure of information not applicable	
GRI 3-3 Management of material topics	43-44	An audit was conducted by external consultants and based on the recommendations received, recommendations for 2024 were developed	

GRI 302: Energy 2016

302-1 Energy consumption within the organization	44-45	Disclosure of information on cooling energy sold, and steam sold is not applicable, as according to PP-4249 dated 27.03.2019, the functions of a single purchaser of electric energy from enterprises - producers of electric energy, as well as the sale of electricity to regional grid companies by JSC National Electric Networks of Uzbekistan. Electricity and heat consumption from renewable energy sources is not metered	
302-3 Energy intensity	46		
302-4 Reduction of energy consumption	46-47,91-92	Reductions in energy consumption such as fuel, heating, cooling, steam are not applicable. A basis for calculating energy use reductions, such as a base year or baseline, is not applicable to the Company.	
GRI 3-3 Management of material topics	52		

GRI 303: Water and Effluents 2016

303-1 Interaction with water as a shared resource	52-53		
303-2 Management of impacts associated with water discharge	52-53		
303-3 Water withdrawal	52-53,89-90		
303-4 Water Discharge	52-53,89,90-91		
GRI 3-3 Management of material topics	49	Ecologists evaluated the effectiveness of the actions taken. The results of the evaluation were satisfactory. Areas for improvement were identified.	

GRI 305: Emissions 2016

305-1 Direct greenhouse gas emissions (Scope 1)	50,92	The company has no biogenic CO2 emissions in metric tons of CO2 equivalent.	
305-2 Indirect energy emissions (Scope 2)	50	The company has no biogenic emissions	
305-7 Emissions of nitrogen oxide (NOX), sulfur oxide (SOX) and other significant pollutants into the atmosphere	51-52	There are no persistent organic pollutants at the Company's facilities. Emission factors for this category of emissions are not applicable.	
GRI 3-3 Management of material topics	53-54		

GRI 306: Discharges and waste 2020			
306-1 Waste generation and significant waste-related impacts	54		
306-2 Management of significant waste-related impacts	54		
306-3 Waste generated	54		
GRI 3-3 Management of material topics	67-68		
GRI 401: Employment 2016			
401-1 New employees hired and turnover	68-70,94-98	The Company does not keep records of the turnover rate by gender, age groups.	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	70-72,99-100		
401-3 Maternity/paternity leave	72		
GRI 3-3 Management of material topics	67-68		
GRI 402: Labor-management relations 2016			
402-1 Minimum notice period regarding operational changes	70		
GRI 3-3 Management of material topics	55-56		
GRI 403: Occupational Health and Safety 2018			
403-1 OH&S management system	57-58,91	Only the Company's employees are covered by the OH&S system, employees of other contracting organizations are not covered by this system.	
403-2 Hazard identification, risk assessment and investigation	58-63, 64-66		
403-3 Occupational health services	61-63	The index does not apply to employees of other contracting organizations.	
403-4 Participation, consulting and informing employees on HSE issues	64-66	The index does not apply to employees of other contractor organizations. There are no formal joint management-worker OH&S committees.	
403-5 Worker training on occupational health and safety	64-66, 102	The index does not apply to employees of other contracting organizations.	
403-6 Promotion of worker health	61-63	The index does not apply to employees of other contracting organizations.	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	58-61,63-64		

403-9 Work-related injuries	63-64	Occupational injury rates are calculated on the basis of 1,000,000 hours worked. Occupational injury rates cover all employees of Uztransgaz JSC	
GRI 3-3 Management of material topics	76-77		
GRI 404: Training and Education 2016			
404-1 Average hours of training per year per employee	77-78,101-102	The average number of training hours per 1 employee by gender is not recorded	
404-2 Programs for upgrading employee skills and transition assistance programs	77-78		
GRI 3-3 Management of material topics	72-73	The Company did not assess the effectiveness of the actions taken in the reporting period.	
GRI 405: Diversity and Equal Opportunities 2016			
405-1 Diversity of governing bodies and employees	74		
405-2 Ratio of basic salary and remuneration of women to men	75		
GRI 3-3 Management of material topics	73-74	The Company did not assess the effectiveness of the actions taken in the reporting period.	
GRI 406: Non-discrimination 2016			
406-1 Incidents of discrimination and corrective actions taken		There were no incidents of discrimination in the Company in 2023	

4. Environmental indicators

Table 1

Unified approach to setting discharge limits for priority substances of concern GRI 303-4

#	Indicators	Permissible concentration, mg/l
1	Suspended solids	30
2	BOD5	6
3	COD	40
4	Nitrate nitrogen	25
5	Nitrite nitrogen	0.5
6	Ammonium nitrogen	2
7	Chromium (VI)	0,1
8	Chromium (III)	0,5
9	Iron	0,5
10	Copper	1
11	Zinc	1
12	Dry residue	1
13	Sulphates	500
14	Chlorides	350
15	Phosphates	1
16	Phenols	0,001
17	Petroleum products	0,3

Table 2

GRI 303-3

The Company's actual water supply indicators:

General indicators* for water supply of Uztransgaz JSC

Water withdrawal, thousand m3/year	Period			
	2020	2021	2022	2023
Total:	33851,291	29214,418	23292,666	21510,427
From surface sources	24201,819	25083,721	19188,286	17530,523
From underground sources	3455,509	587,131	521,894	540,796
Received from other organizations	6193,963	3543,566	3582,486	3439,108

*All water withdrawals are in water scarce regions and are categorized as "fresh water" (≤ 1000 mg/l dissolved salts) Values have been adjusted from the 2020 Sustainability Report due to the refinement of the calculation.

For gas transportation

Water withdrawal, thousand m3/year	Period			
	2020	2021	2022	2023
Total:	33691,596	29054,878	23128,578	21347,067
From surface sources	24086,1	25083,721	19188,286	17508,893
From underground sources	3414,836	479,078	414,778	421,950

Received from other organizations	6190,66	3492,079	3525,514	3416,524
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For underground gas storage

Water withdrawal, thousand m3/year	Period			
	2020	2021	2022	2023
Total:	159,695	159,540	164,088	163,360
From surface sources	115,719	0	0	21,930
From underground sources	40,673	108,053	107,116	118,846
Received from other organizations	3,303	51,487	56,972	88,584

Table 3

GRI 303-4

The approved norms and actual indicators of the Company's water supply

General indicators* on wastewater discharge - Uztransgaz JSC

Period	Breakdown of wastewater discharge volumes, thousand m³						
	Planned	Fact	Holding ponds	Terrain	Sewage	Waste pits	Well disposal
2020	2713,102	442,717	58,92	311,73	52,321	6,700	13,046
2021	1597,751	391,380	67,01	191,282	103,896	6,7	22,492
2022	796,205	439,1655	54,911	259,821	101,485	7,636	15,312
2023	607,937	433,3152	37,863	352,1902	22,891	5,32	15,051

For gas transportation

Period	Breakdown of wastewater discharge volumes, thousand m³						
	Planned	Fact	Holding ponds	Terrain	Sewage	Waste pits	Well disposal
2020	2613,021	407,273	36,442	311,730	52,321	6,700	-
2021	1524,935	352,470	50,592	191,282	103,896	6,7	-
2022	589,799	312,529	33,538	169,87	101,485	7,636	-
2023	394,819	303,1262	15,326	259,5892	22,891	5,32	-

For underground gas storage

Period	Breakdown of wastewater discharge volumes, thousand m ³						
	Planned	Fact	Holding ponds	Terrain	Sewage	Waste pits	Well disposal
2020	100,081	35,524	22,478	-	-	-	13,046
2021	72,816	38,910	16,418	-	-	-	22,492
2022	206,406	126,636	21,373	89,951	-	-	15,312
2023	213,118	130,189	22,537	92,601	-	-	15,051

Table 4

GRI 403-1

Form of Hazard and Risk Matrix

Type of activity	Hazard (an object or situation that could cause)	Risk (Possible damage to health)	Persons exposed to risk	Hazard class	Grade of significance	Risk category	Control method (reference to instruction)	Conclusion
n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Table 5

GRI 302-4

Organizational and technical measures to save electricity at production facilities of Uztransgaz JSC for 2023.

№ s/n	Name of initiatives	Total	Measurement unit
Section: " Electricity "		19 468,50	thousand kWh
1	Shutdown of backup low-loaded transformers in the dormitory and water intake	73,84	thousand kWh
2	Optimization of operation of electrically driven compressor stations by increasing the power factor of synchronous motors	5 755,34	thousand kWh
3	Optimization of hydraulic operation mode of pumps of the 3rd lift of Kungrad Technological Water Supply Department, low-pressure pumps, 2000 kW by 800 kW with frequency converters	3 247,60	thousand kWh
4	Optimization by switching off 3 water lifting pumps according to hydraulic operation mode in the call of CPB	2 264,80	thousand kWh

5	Optimization of compressor stations operation taking into account changes in the gas transmission system regime	1 625,02	thousand kWh
6	Modernization of the Sarimay Water Treatment Plant pumping station with replacement of obsolete pumps using energy-saving technologies	386,20	thousand kWh
7	Introduction of solar photovoltaic stations	1 865,79	thousand kWh
8	Introduction of LED lights with photovoltaic panels	1 560,73	thousand kWh
9	Installation of solar water heaters	451,89	thousand kWh
10	Electricity saving due to modernization of morally and physically obsolete boiler house at the central heating plant	57,78	thousand kWh
11	Modernization of the dormitory boiler house in Khodjaabad UGSF	40,36	thousand kWh
12	Reduction of electricity consumption after modernization of boiler house with installation of Urgench and Akchalok MGPM of UE Urgenchtransgaz	67,00	thousand kWh
13	Installation of motion sensors in lighting systems	93,80	thousand kWh
14	Replacement of transformers in Fergana MGPM	3,53	thousand kWh
15	Use of variable frequency drive on auxiliary equipment of GPU and water pumps	191,31	thousand kWh
16	Water intake by installing a pump in the wastewater for irrigation of green areas	16,44	thousand kWh
17	Replacement of obsolete synchronous motor exciters with digital microprocessor exciters	521,02	thousand kWh
18	Replacement of high-performance pumps with low-power pumps	169,83	thousand kWh
19	Installation of modern pulse cathodic protection stations of IPKZ-M-RA-3 type instead of transformer cathodic protection stations.	433,97	thousand kWh
20	Supply of compressed hot air	256,61	thousand kWh
21	Replacement of lighting fixtures of the compressor station site and lighting of the gas distribution station with LED fixtures.	385,64	thousand kWh

Table 6

GRI 305-1

Scope-1 emissions that enter the atmosphere by direct pathway

Types of energy consumption sources	Units of measurement	Period		
		2021*	2022*	2023
Stationary sources	thousand.t CO2-eq.	2 755 ,545	939,996	543,559
Mobile sources	thousand.t CO2-eq.	9, 733	8,032	7,823

Total	thousand.t CO2-eq.	2 765, 278	948,028	551,382
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5. Socio-economic indicators

Table 1

Location and type of activity of structural subdivisions and associates of direct control

GRI 2-6

Detailed information on the geography of the Company's activities is presented on the official website

<https://www.utg.uz/en/about/structure/>

Table 2

a) Volume of total purchases of goods, works and services in monetary equivalent (UZS) for 2023

GRI 204-1

Group segments	Total for 2023, UZS	Goods for 2023, UZS	Works and services for 2023, UZS
Uztransgaz JSC	760 797 300 480	452 891 362 970	307 905 937 510
Executive Office, of which	594 462 851 325	366 584 869 031	227 877 982 294
<i>in UZS</i>	49 298 721 125	29 323 453 476	19 975 267 649
<i>in USD</i>	19 084 421	8 175 421	10 909 000
<i>in RUB</i>	2 292 381 710	1 750 333 083	542 048 627
Gazli MGPM	15 449 212 400	6 287 683 547	9 161 528 853
Gallaaral MGPM	22 193 110 039	6 074 912 210	16 118 197 829
Zirabulak MGPM	19 818 832 355	5 911 951 331	13 906 881 024
Kagan MGPM	4 627 133 130	2 866 940 079	1 760 193 051
Muborek MGPM	15 790 587 136	5 565 611 659	10 224 975 477
Transgazinjining LLC	3 935 814 758	1 614 368 198	2 321 446 560
Samarkand MGPM	2 848 591 168	1 455 913 537	1 392 677 631
Severniy Sokh UGSF	2 665 386 716	2 191 534 903	473 851 813
Khodjaabad UGSF	15 273 781 119	5 157 271 278	10 116 509 841
Tashkent MGPM	15 951 066 571	8 282 459 151	7 668 607 420
Urgenchtransgaz UE, of which	41 434 623 326	36 461 553 310	4 973 070 016
<i>in UZS</i>	40 133 723 726	36 461 553 310	3 672 170 416
<i>in USD</i>	105 336	0	105 336
Fergana MGPM	6 346 310 437	4 436 294 736	1 910 015 701

b) Total amount of goods, works and services that were purchased only from local suppliers (UZS) for 2023

GRI 204-1

Group segments	Total for 2023, UZS	Goods for 2023, UZS	Works and services for 2023, UZS
Uztransgaz JSC	214 332 270 680	115 629 947 415	98 702 323 265
Executive Office, of which	49 298 721 125	29 323 453 476	19 975 267 649
<i>in UZS</i>	49 298 721 125	29 323 453 476	19 975 267 649
<i>in USD</i>	0	0	0
<i>in RUB</i>	0	0	0

Gazli MGPM	15 449 212 400	6 287 683 547	9 161 528 853
Gallaaral MGPM	22 193 110 039	6 074 912 210	16 118 197 829
Zirabulak MGPM	19 818 832 355	5 911 951 331	13 906 881 024
Kagan MGPM	4 627 133 130	2 866 940 079	1 760 193 051
Muborek MGPM	15 790 587 136	5 565 611 659	10 224 975 477
Transgazinjining LLC	3 935 814 758	1 614 368 198	2 321 446 560
Samarkand MGPM	2 848 591 168	1 455 913 537	1 392 677 631
Severniy Sokh UGSF	2 665 386 716	2 191 534 903	473 851 813
Khodjaabad UGSF	15 273 781 119	5 157 271 278	10 116 509 841
Tashkent MGPM	15 951 066 571	8 282 459 151	7 668 607 420
Urgenchtransgaz UE, of which	40 133 723 726	36 461 553 310	3 672 170 416
<i>in UZS</i>	40 133 723 726	36 461 553 310	3 672 170 416
<i>in USD</i>	0	0	0
Fergana MGPM	6 346 310 437	4 436 294 736	1 910 015 701

Table 3

Listed number of employees for 2023

All employees reflected in the table are full-time employees

GRI 2-7,401-1

Group segments	Under employment contract, persons.					
	Male		Female		Total	
	Permanent contract	Fixed-term contract	Permanent contract	Fixed-term contract	Permanent contract	Fixed-term contract
Uztransgaz JSC	7305	2	797	0	8102	2
Executive Office	206	0	61	0	267	0
Urgenchtransgaz UE	2404	0	322	0	2726	0
Gazli Main gas pipeline management	876	0	144	0	1020	0
Kagan Main gas pipeline management	352	0	28	0	380	0
Mubarek Main gas pipeline management	511	0	22	0	533	0
Zirabulak Main gas pipeline management	506	0	23	0	529	0
Samarkand Main gas pipeline management	183	2	14	0	197	2
Gallaaral Main gas pipeline management	561	0	39	0	600	0
Fergana Main gas pipeline management	480	0	23	0	503	0
Tashkent Main gas pipeline management	461	0	55	0	516	0
Underground gas storage facilitySeverniy Sokh	322	0	7	0	329	0
Underground gas storage facilityKhodjaabad	319	0	17	0	336	0
Transgazinjining LLC	91	0	22	0	113	0
Yordamchi xo'jalik LLC	33	0	20	0	53	0

Table 4

a) Number of new employee hires by gender, age group and region for 2022

GRI 401-1

Group segments	2022*						
	Total employee hires	New employee hires with disabilities	Male	Female	under 30 years old	30 – 50 years old	over 50 years old
Uztransgaz JSC	464*	1	413*	51*	175*	262*	27*
Executive Office	35	0	32	3	10	23	2
Urgenchtransgaz UE	116	1	99	17	34	80	2
Gazli Main gas pipeline management	52	0	48	4	33	16	3
Kagan Main gas pipeline management	40	0	39	1	25	13	2
Mubarek Main gas pipeline management	28	0	27	1	17	10	1
Zirabulak Main gas pipeline management	14	0	14	0	6	8	0
Samarkand Main gas pipeline management	10	0	9	1	2	7	1
Gallaaral Main gas pipeline management	38	0	37	1	18	20	0
Fergana Main gas pipeline management	24	0	24	0	5	18	1
Tashkent Main gas pipeline management	6	0	6	0	1	5	0
Underground gas storage facility Severniy Sokh	14	0	13	1	10	2	2
Underground gas storage facility Khodjaabad	14	0	13	1	5	7	2
Transgazinjining LLC	30	0	28	2	2	26	2
Yordamchi xo'jalik LLC	43	0	24	19	7	27	9

* Values have been adjusted compared to the Report on Sustainable Development for 2022 due to the change of reporting boundaries for GRI indicator 401-1 "New employee recruitment and turnover".

b) Number of new employee hires by gender, age group and region for 2023

GRI 401-1

Group segments	2023						
	Total employee hires	New employee hires with disabilities	Male	Female	under 30 years old	30 – 50 years old	over 50 years old
Uztransgaz JSC	511	0	476	35	135	288	88
Executive Office	58	0	54	4	22	33	3
Urgenchtransgaz UE	169	0	160	9	21	105	43
Gazli Main gas pipeline management	14	0	14	0	11	3	0
Kagan Main gas pipeline management	19	0	16	3	3	15	1
Mubarek Main gas pipeline management	23	0	22	1	13	10	0
Zirabulak Main gas pipeline management	23	0	22	1	8	10	5
Samarkand Main gas pipeline management	12	0	12		3	8	1
Gallaaral Main gas pipeline management	36	0	34	2	7	26	3
Fergana Main gas pipeline management	36	0	34	2	16	16	4
Tashkent Main gas pipeline management	65	0	59	6	15	33	17
Underground gas storage facility Severniy Sokh	15	0	14	1	9	6	0
Underground gas storage facility Khodjaabad	11	0	11	9	1	5	5
Transgazinjiring LLC	19		17	2	5	13	1
Yordamchi xo'jalik LLC	11	0	9	2	1	5	5

Table 5

Number of dismissed employees by gender, age group and region for 2023

GRI 401-1

Group segments	2023					
	Total dismissed	Male	Female	under 30 years old	30 – 50 years old	over 50 years old
Uztransgaz JSC	486	450	36	53	234	199
Executive Office	37	35	2	9	24	4
Urgenchtransgaz UE	152	137	15	12	69	71
Gazli Main gas pipeline management	40	35	5	1	20	19
Kagan Main gas pipeline management	18	16	2	4	7	7
Mubarek Main gas pipeline management	21	19	2	6	7	8
Zirabulak Main gas pipeline management	25	24	1	1	6	18
Samarkand Main gas pipeline management	12	12	0	1	3	8
Gallaaral Main gas pipeline management	35	34	1	6	12	17
Fergana Main gas pipeline management	29	28	1	1	15	13
Tashkent Main gas pipeline management	55	53	2	9	40	6
Underground gas storage facilitySeverniy Sokh	16	14	2	0	3	13
Underground gas storage facilityKhodjaabad	14	12	2	0	6	8
Transgazinjining LLC	17	16	1	1	9	7
Yordamchi xo'jalik LLC	15	15	0	2	13	0

Table 6

Human resources management objectives for 2023

GRI 401-1

Human resources policy targets formulated in 2023	Activities carried out as part of implementation of these targets
Work with personnel preparation of documents for employment and dismissal of employees, registration of travel orders, work leave and sick leave.	The work with personnel was carried out, documents on employment and dismissal of employees, registration of travel orders, labor leaves and sick leaves were prepared.
Preparation of documents for awards for anniversaries and industry holidays.	Work was carried out to prepare documents for awards for anniversaries and industry holidays.
Preparation of the schedule of employees' labor leaves. Compliance with the timely release of employees on labor leave.	Collected requests from all departments for scheduling of employee leaves of absence.
Preparing an employee development plan and sending employees for training.	Collected applications from all departments to prepare an employee development plan.
Prepare and analyze reports (monthly, quarterly, annual) on personnel movement and professional development.	Information collection, preparation and analysis of reports (monthly, quarterly, annual reports (monthly, quarterly, annual) on personnel movement and professional development.
Selection of candidates for professional development and training, enrollment in universities. Organization of industrial practice of students.	Analyzed data on services to select candidates for professional development and training, enrollment in universities.
Preparation of documents for long-service bonuses, holiday bonuses, etc.	Work was carried out to calculate the length of service of employees to prepare documents for long-service bonuses. Lists of employees were prepared for payment of bonuses for holidays, etc.

Table 7

Social support of employees of Uztransgaz JSC, UZS thousand.

GRI 401-2

Group segments	2022	2023
Total for Uztransgaz JSC	119 425 856,67	149 662 716,26
Executive Office	2 829 929,00	13 501 081,00
Gazli MGPM	26 097 150,00	26 050 193,00
Tashkent MGPM	13 344 010,01	14 757 772,71
Mubarek MGPM	14 506 056,36	17 547 844,44
Zirabulak MGPM	14 811 439,55	15 684 229,05
Kagan MGPM	9 540 323,84	11 978 308,47
Gallaaral MGPM	18 711 184,44	22 165 314,54
Samarkand MGPM	1 718 996,83	1 210 564,28
Fergana MGPM	1 241 014,63	4 609 607,80
Khodjaabad UGSF	9 027 106,60	10 148 928,20
Severniy Sokh UGSF	1 340 771,00	1 462 168,23
Transgazinjiniring LLC	977 002,40	4 014 050,06
Urgenchtransgaz UE	5 087 454,00	5 258 820,49
Yordamchi xo'jalik LLC	193 418,00	1 273 834,00

Table 8

Number of benefits and guarantees provided to full-time employees of Uztransgaz JSC for 2023

GRI 401-2

Group segments	The number of employees who took advantage of the programs in 2023									
	payment of temporary disability benefits to employees registered for socially significant diseases, employees among the participants of World War II, disabled employees, etc.	provided benefits for young people in accordance with the Collective Agreement	Provision of monthly material assistance to women on leave to care for children up to 2 and up to 3 years of age	Provision of reduced working hours and breaks with appropriate pay during working hours for women with children and pregnant women [3]	Free treatment of pregnant women in medical sanatoriums and health resorts or in sanatoriums-preventorioms in the Republic	Reimbursement of travel expenses (per diem) to employees in the amount of 35% of the basic calculation value (hereinafter referred to as BCV) established in the Republic of Uzbekistan	Make full or partial payment of the cost of medical and sanatorium-resort treatment or surgery of the employee, as well as single pensioners who are not working, disabled war and labor veterans, soldiers-internationalists and chronically ill [4]	Targeted assistance to families with school-age children by September 1, presentation of New Year gifts for children of employees [5]	Provision of one-time material assistance to employees in various situations. This item includes benefits that are specified in Section 9.12 in "9. Social insurance. Social guarantees and benefits".	Other social benefits that are specified in paragraphs 9.13 through 9.33 under "9. Social Insurance. Social guarantees and benefits" of the Collective Agreement
Total for Uztransgaz JSC	563	6	62	8	59	2348	213	6230	2486	12946
Gazli MGPM	0	0	15	0	0	139	1	1126	421	8317
Tashkent MGPM	195	0	4	0	0	126	8	334	218	497
Mubarek MGPM	235	0	1	0	0	158	0	305	518	528
Zirabulak MGPM	0	0	0	0	0	160	0	591	230	531
Kagan MGPM	0	0	4	0	0	39	0	246	177	371
Gallaaral MGPM	1	0	11	0	0	204	1	362	177	610
Samarkand MGPM	0	0	0	0	0	94	3	110	0	362
Fergana MGPM	129	0	3	1	0	74	0	353	67	503
Khodjaabad UGSF	0	0	2	1	0	78	0	190	141	336
Severniy Sokh UGSF	0	0	0	0	0	49	0	230	239	330
Executive Office	0	0	9	2	0	156	2	278	139	260
Yordamchi xo'jalik LLC	0	0	0	0	0	2	0	51	4	55
Transgazinjining LLC	0	5	3	0	0	32	5	47	27	110
Urgenchtransgaz UE	3	1	10	4	59	1037	192	2 007	128	136

Table 9

Information on training of the Company's employees

GRI 404-1

Name of educational institutions	Number of employees
Training Center UTG training UE Urgenchtransgaz	756
Navoi Center (NEE) "Industrial Training"	20
Research Institute for Standardization, Certification and Technical Regulation	73
Scientific and Technical Center of SE "Kontexnazorat O'quv" "Industrial Safety"	119
EMCOS Corporate 3	67
Scientific and Methodological Center for Archival Work and Records Management under the "Uzarxiv" Agency	55
Gazprom VNIIGAZ LLC	15
JSC "AtlantikTransgazSistem"	74
Training Center of the Uzbek paramilitary unit	7
Committee for the Development of Competition and Consumer Protection of the Republic of Uzbekistan	5
Accounts Chamber of the Republic of Uzbekistan	2
MTSFER-U LLC	55
State University of World Economy	1
Training Center of Navoi Machine-Building Plant Production Association	3
Uztransgaz JSC	23
State Committee of the Republic of Uzbekistan on Ecology and Environmental Protection and the Center for Retraining and Professional Development of Employees in the Field of Environmental Protection	35
Academy of Public Administration under the President of the Republic of Uzbekistan	5
Republican trade union	2
Republican Center for Technical and Practical Sports	39
"Delta Engineering" LLC	11
Department of Emergency Situations of Kashkadarya region	6
Ministry of Energy of the Republic of Uzbekistan	6
NEE "Bukhara Standard of Education"	30
Uztransgaz JSC (internship) (Samarkand, Urgench, Gallaaral and Kagan educational seminar)	99
Khorezm Regional Emergency Management Center "Training Center for Life Safety"	12
Anti-Corruption Agency of the Republic of Uzbekistan	3
Center for Training and Professional Development in the State Language at the Tashkent State University of Uzbek Language and Literature named after Alisher Navoi	55

Private enterprise "SMS SYSTEMS"	87
Training Center of the Civil Protection Institute of the Ministry of Emergency Situations of the Republic of Uzbekistan	103
"KDS assessment services" LLC	4
Amir Temur Academy of the State Security Service of the Republic of Uzbekistan	8

Table 11

Number of briefings held for newly hired employees of the Company

GRI 403-5

Group segments	2021	2022	2023
Executive Office	58	31	65
Urgenchtransgaz UE	2 090	2381	3757
Mubarek MGPM	218	57	533
Kagan MGPM	322	310	273
Gazli MGPM	296	270	112
Zirabulak MGPM	40	22	23
Samarkand MGPM	124	24	49
Gallaaral MGPM	95	251	114
Khodjaabad UGSF	15	14	81
Severniy Sokh UGSF	81	106	123
Tashkent MGPM	156	184	198
Fergana MGPM	46	26	74
Total number of induction training sessions	3 541	3 676	5402

6. Engaging with our stakeholders in 2023

GRI 2-29

Managers and employees

Stakeholder engagement methods	Stakeholder requirements and expectations	Rate of engagement with stakeholders
<ul style="list-style-type: none"> • Corporate mail and portal of Uztransgaz JSC • Satisfaction survey (surveys) • Personnel training and development system • Cultural and sporting events • Helpline 	<ul style="list-style-type: none"> • Safety of workplaces • Providing opportunities for personal and professional growth • Provision of social guarantees • Fulfillment of obligations <p>Performance of the Company's obligations under the Collective Agreement</p> <ul style="list-style-type: none"> • Ensuring a decent standard of living 	On an ongoing basis

Activities implemented in 2023

- 24 921 benefits and social guarantees were provided to employees.
- Information exchange between employees and the Company took place through the corporate portal of Uztransgaz JSC.

Shareholders

Stakeholder engagement methods	Stakeholder requirements and expectations	Rate of engagement with stakeholders
General Meeting of Shareholders, Supervisory Board and Management Board of the Company Quarterly and annual financial statements	Compliance with the principles and requirements of the Company's Charter, the Law "On Joint Stock Companies and Protection of Shareholders' Rights", the Corporate Governance Code of the Republic of Uzbekistan Observance of the principle of equal treatment of all shareholders	When summing up the results of the company's activities (quarterly, annually)

Activities implemented in 2023

- 5 extraordinary general meetings were held, at which 13 issues were heard and decisions were made on all issues.

Government authorities

Stakeholder engagement methods	Stakeholder requirements and expectations	Rate of engagement with stakeholders
<ul style="list-style-type: none"> • Regular reporting • Participation in the development of legal acts, programs, industry documents and in the work of advisory groups and expert platforms, where topical issues of the oil and gas industry of the Republic of Uzbekistan are discussed • Conclusion of business contracts, agreements and cooperation agreements 	<ul style="list-style-type: none"> • Modernization of the Company's production facilities • Compliance with applicable laws • Payment of taxes and mandatory payments • Information openness and transparency • Minimization of negative environmental impact of the Company's operations • Economic and social stability in the regions of operation 	Upon request by one of the two parties and on an ongoing basis

Activities implemented in 2023

- Realization of the items of Presidential Decision No. PP-83 of March 1, 2023, "On Measures to Accelerate the Reform Processes of Enterprises with State Participation"
- Realization of the items of Presidential Decision No. PP-357 of August 23, 2022, "On Measures to Raise the Information and Communication Technology Sector to a New Level in 2022-2023".

Subsidiaries and associates

Stakeholder engagement methods	Stakeholder requirements and expectations	Rate of engagement with stakeholders
<ul style="list-style-type: none"> • Reporting on the Company's activities • Cultural sports events organized by the Company • Conducting audits Negotiations, meetings	<ul style="list-style-type: none"> • Regular monitoring of the activities of structural subdivisions, paying attention to the peculiarities of the work process 	On an ongoing basis (reporting period)

Activities implemented in 2023

- Decision-making on key issues related to the activities of structural subdivisions and organizations.
- Taking part in general meetings of shareholders.
- Decision-making on renaming Naklgazmaxsusqurilish JSC into Transgazmaxsusqurilish JSC

Trade unions

Stakeholder engagement methods	Stakeholder requirements and expectations	Rate of engagement with stakeholders
<ul style="list-style-type: none"> • Conclusion of agreements Regular meetings of employees, representatives of Uztransgaz JSC management and trade unions	<ul style="list-style-type: none"> • Compliance with labor legislation of the Republic of Uzbekistan, including ensuring social and labor rights and interests of trade union members • Fulfillment of the Company's obligations under the Collective Agreement 	On an ongoing basis

Activities implemented in 2023

- The trade union organized 30 events jointly with the Women's Council and Youth Union of Uztransgaz JSC
- Once a year, Uztransgaz JSC subdivisions reported on the work done in the field and financial activities to the joint trade union committee.

Energy industry

Stakeholder engagement methods	Stakeholder requirements and expectations	Rate of engagement with stakeholders
<ul style="list-style-type: none"> • Development of road maps • Formation of regulatory documents in the gas transportation sector 	<ul style="list-style-type: none"> • Timely delivery of natural gas to consumers 	Upon request by one of the two parties, on an ongoing basis

Activities implemented in 2023

- Approved the development plan of Uztransgaz JSC for the forthcoming period

7. Restatements of prior period indicators

A number of indicators of previous periods were recalculated due to changes in the reporting perimeter, as well as methodological approaches to the calculation of certain indicators. The table below shows the indicators that have been changed significantly

GRI #	Metrics	Unit of measure	2021 information per Sustainability Report'22	2021 information per Sustainability Report'23	Difference	2022 information per Sustainability Report'22	2022 information per Sustainability Report'23	Difference	Explanation for Restatement
2-7	Total number of employees (yearend)	employees				8 190	8 080	-110	A decrease of 1.3% compared to the data recorded in the previous period. Recalculation due to change in reporting boundaries. Starting from the results of 2023, quantitative data on the personnel of JSC Transgazmakhskurilish are not included in the consolidation.
302-1	Total energy consumption within the organization	MJ	27 235 815 297	24 851 780 819	-2 384 034 478	23 914 269 557	21 847 078 418	-2 067 191 139	A decrease of 8.6% compared to the data recorded in the previous period. Recalculation due to a change in the calculation methodology. Starting from the results of 2023, quantitative data on energy consumption in the Company will be calculated using energy conversion factors according to IEA and IPCC data.
302-3	Energy intensity	MJ/cub.m	0,49	0,44	-0,05	0,51	0,47	-0,04	A decrease of 7.8% compared to the data recorded in the previous period. Restatement due to changes in reporting boundaries. Restatement due to a change in the calculation methodology
305-1	Direct greenhouse gas emissions (Scope 1)	thousand tons CO2-eq.	2 224,890	2 765,278	540,388	742,625	948,028	205,403	An increase of 24.3% (2021) and 27.7% (2022) compared to the data recorded in the previous period. Recalculation due to a change in the calculation methodology. Starting from the results of 2023, quantitative data on direct greenhouse gas emissions (Scope 1) in the Company using conversion factors according to IPCC data.
305-2	Indirect energy emissions (Scope 2)	thousand tons CO2-eq.	4 773,250	514,291	-4 258,959	4 666,750	487,097	-4 179,653	A decrease of 89.2% (2021) and 89.6% (2022) compared to the data recorded in the previous period. Recalculation due to a change in the calculation methodology. Starting from the results of 2023, quantitative data on indirect energy greenhouse gas emissions (Scope 2) in the Company using conversion factors according to IPCC data.
305-7	Emissions of volatile organic compounds into the atmosphere	tons				43 167,75	96 410,22	53 242,47	An increase of 123% compared to the data recorded in the previous period. Recalculation due to errors made in previous reporting periods.
305-7	Emissions of nitrogen oxide (NOx) into the atmosphere	tons				769,99	1 106,69	336,70	An increase of 43.7% compared to the data recorded in the previous period. Recalculation due to errors made in previous reporting periods.
305-7	Emissions of sulfur oxide (SOx) into the atmosphere	tons				340,89	24,49	-316,40	A decrease of 92.8% compared to the data recorded in the previous period. Recalculation due to errors made in previous reporting periods.
306-3	Waste generation and significant waste-related impacts	tons	3 114,39	8 288,27	5 173,88	3 868,83	8 146,78	4 277,95	An increase of 166.2% (2021) and 110.6% (2022) compared to the data recorded in the previous period. Recalculation due to errors made in previous reporting periods.
401-1	New employees hired	employees				686	464	-222	A decrease of 32.4% compared to the data Recalculation due to change in reporting boundaries. Starting from the

									recorded in the previous period.	results of 2023, quantitative data on the personnel of JSC Transgazmahsuskurilish are not included in the consolidation.
401-1	Turnover					9,6	6	-3,6	A decrease of 37.5% compared to the data recorded in the previous period.	Restatement due to changes in reporting boundaries.
405-1	Senior managers	employees				10	5	-5	A decrease of 50% compared to the data recorded in the previous period.	Recalculation due to change in reporting boundaries. Starting from the results of 2023, quantitative data on the personnel of JSC Transgazmahsuskurilish are not included in the consolidation.
405-1	Heads of business units	employees				191	185	-6	A decrease of 3.14% compared to the data recorded in the previous period.	Recalculation due to change in reporting boundaries. Starting from the results of 2023, quantitative data on the personnel of JSC Transgazmahsuskurilish are not included in the consolidation.
405-1	Specialists	employees				1 731	1 632	-99	A decrease of 5.71% compared to the data recorded in the previous period.	Recalculation due to change in reporting boundaries. Starting from the results of 2023, quantitative data on the personnel of JSC Transgazmahsuskurilish are not included in the consolidation.

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GRI 2-1

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Date of report release: November 2024