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ESG Report on Sustainable Development JSC "Uztransgaz" 2024



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Key Performance Indicators

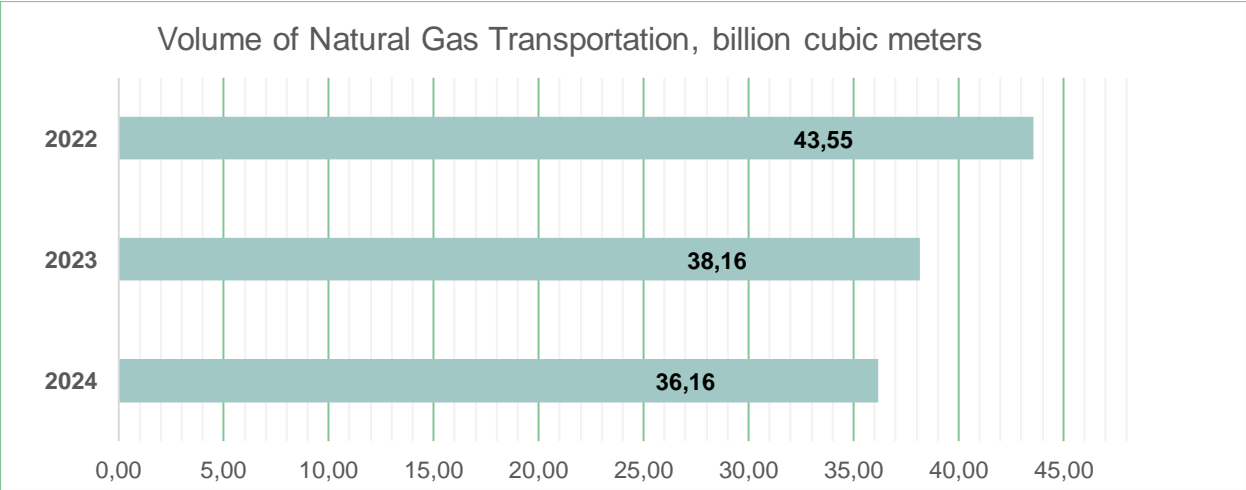


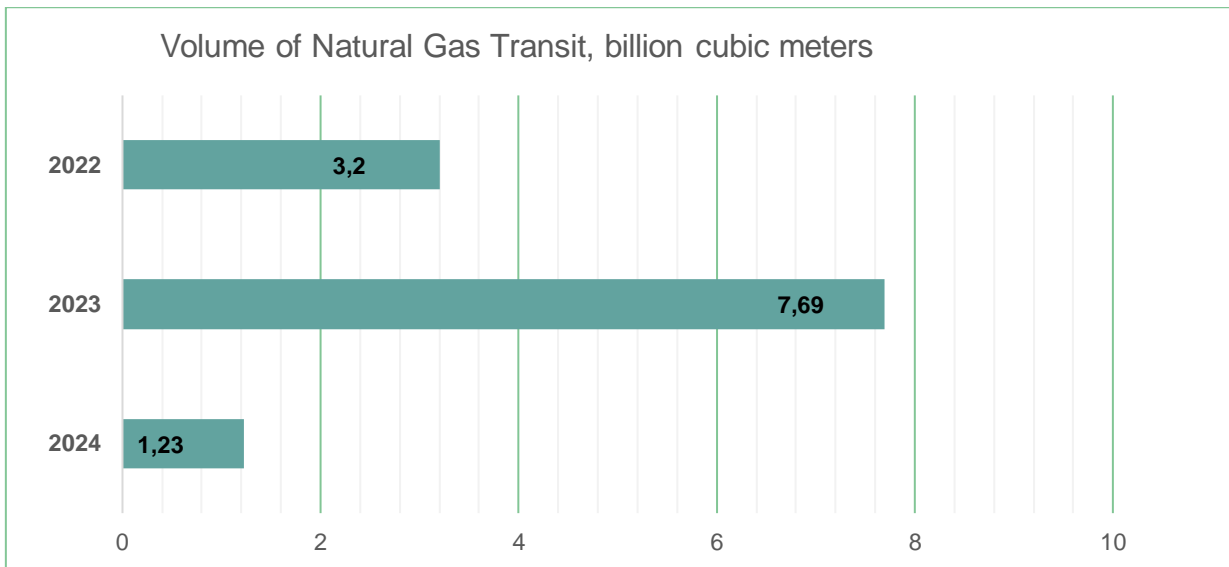
Key Performance Indicators for 2024

GRI 2-6

13 642 km of main gas pipelines	420 gas distribution station
	20 compressor stations
	2 underground gas storage facilities

Gas Transportation and Transit

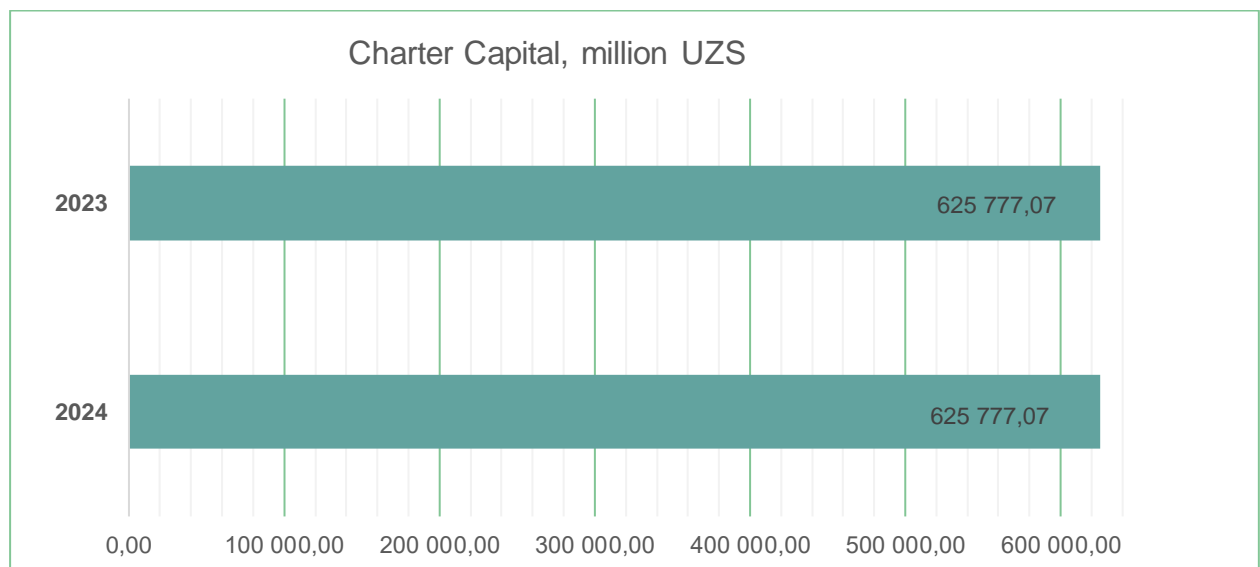


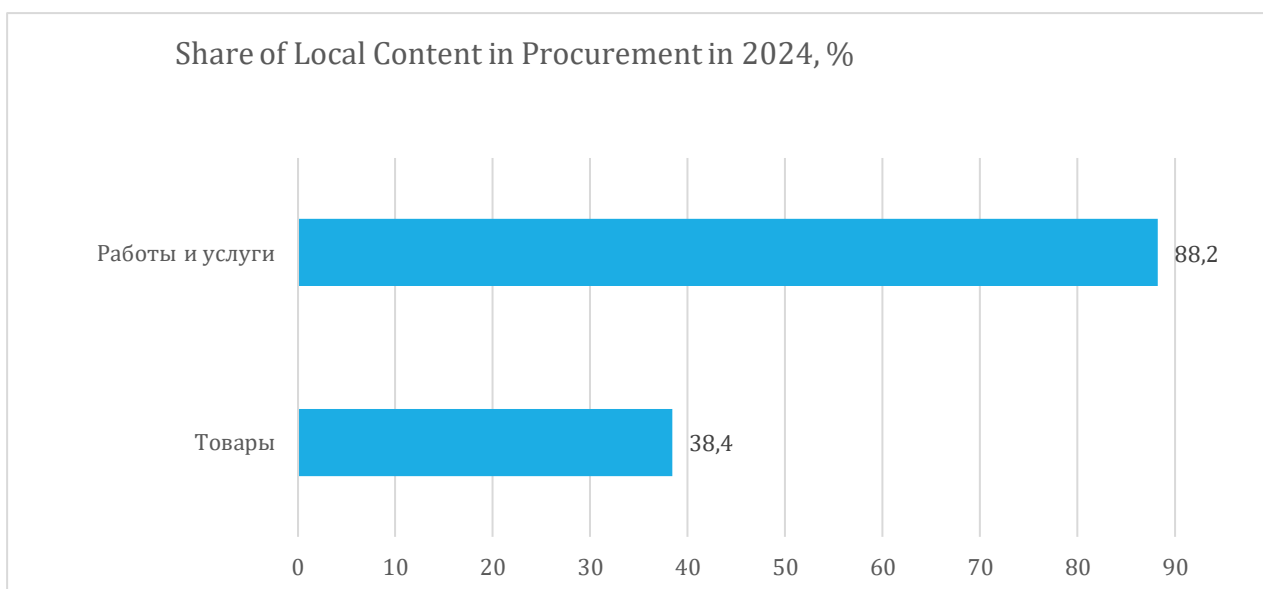
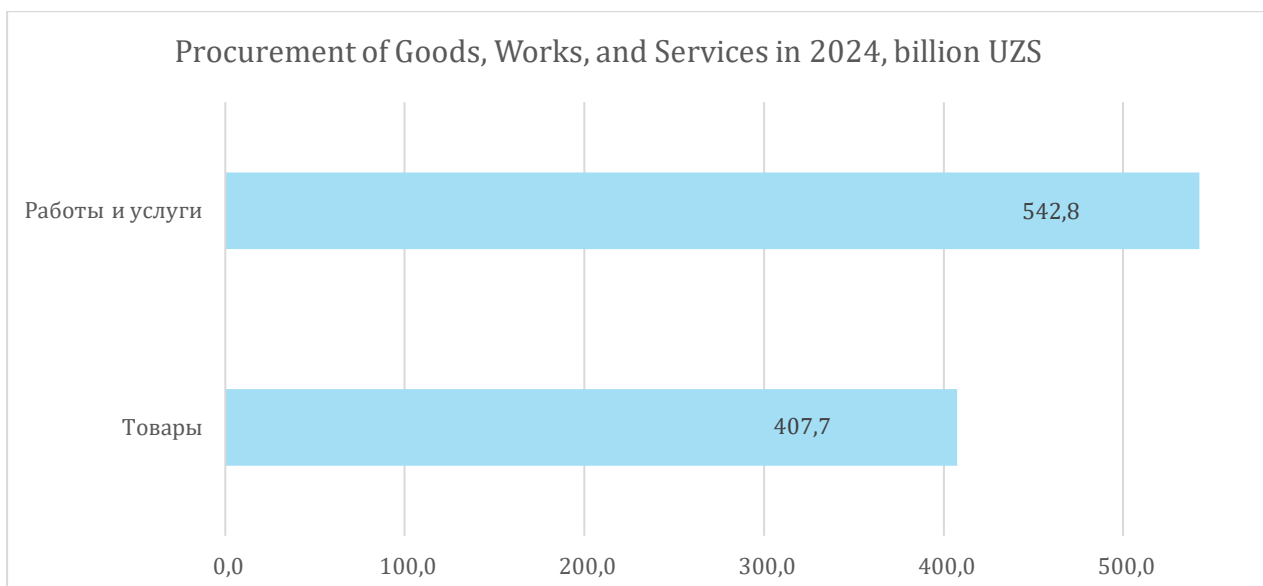


Financial Indicators

The financial indicators are based on the approved financial statements prepared in accordance with IFRS.

Profit, billion UZS	2023*	2024
JSC "Uztransgaz"	2 228	7 830



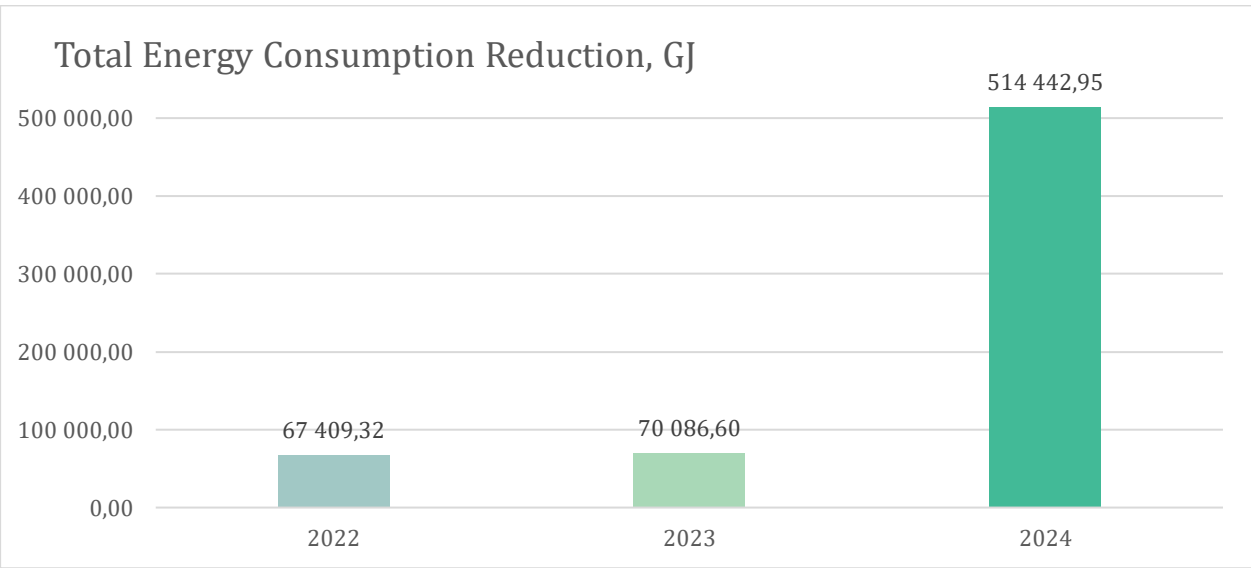
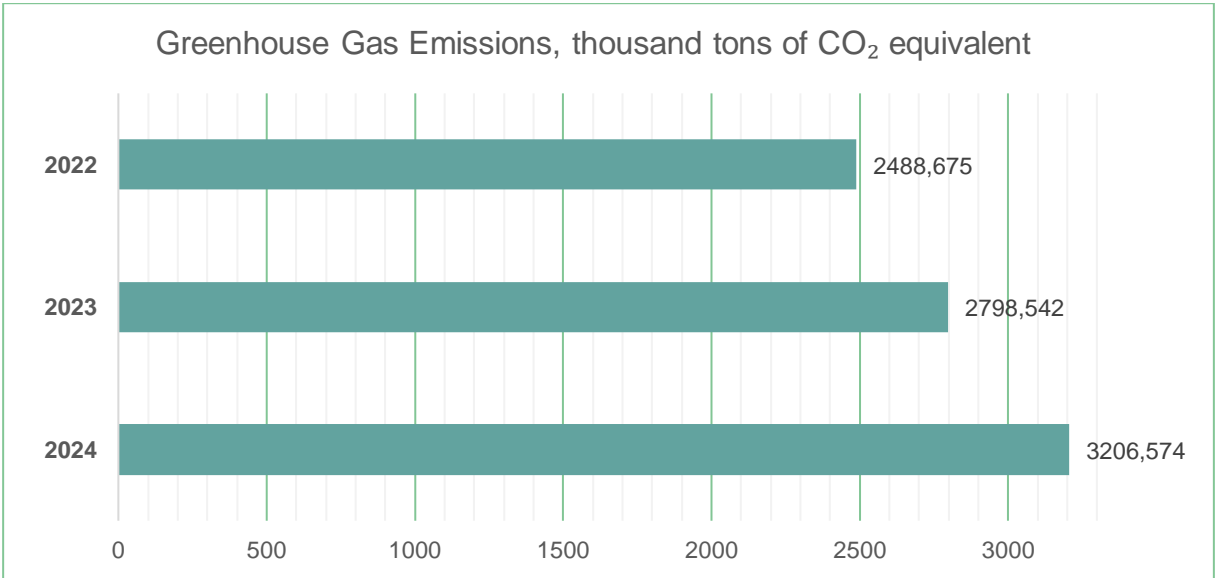
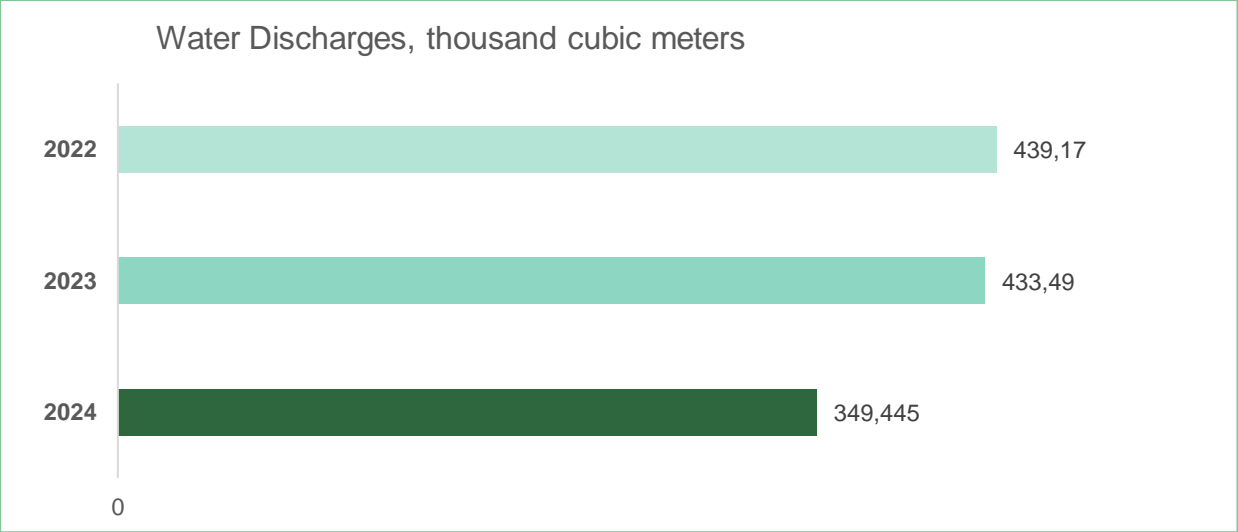


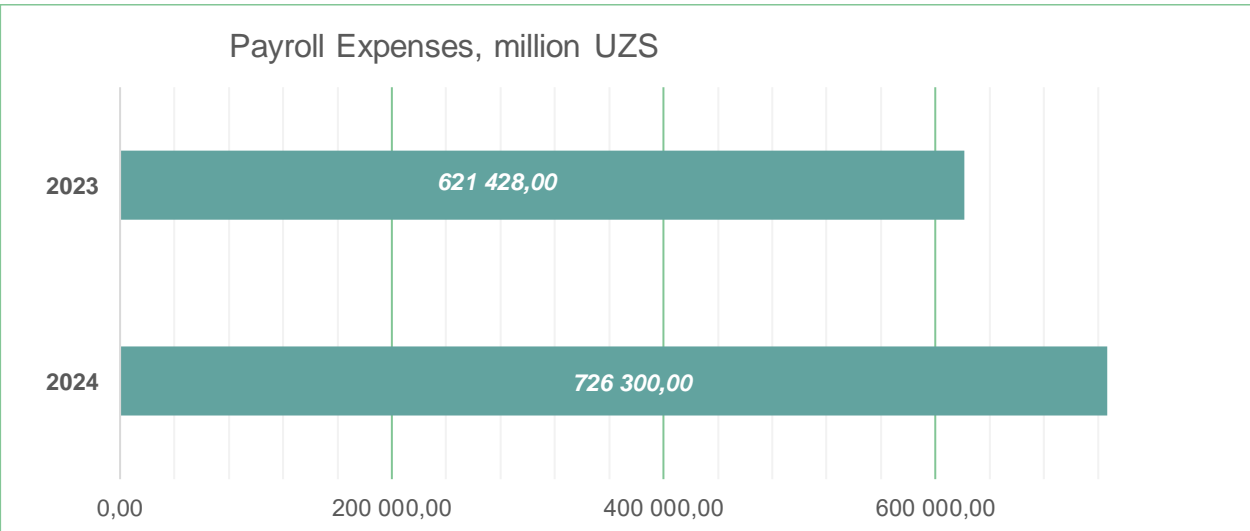
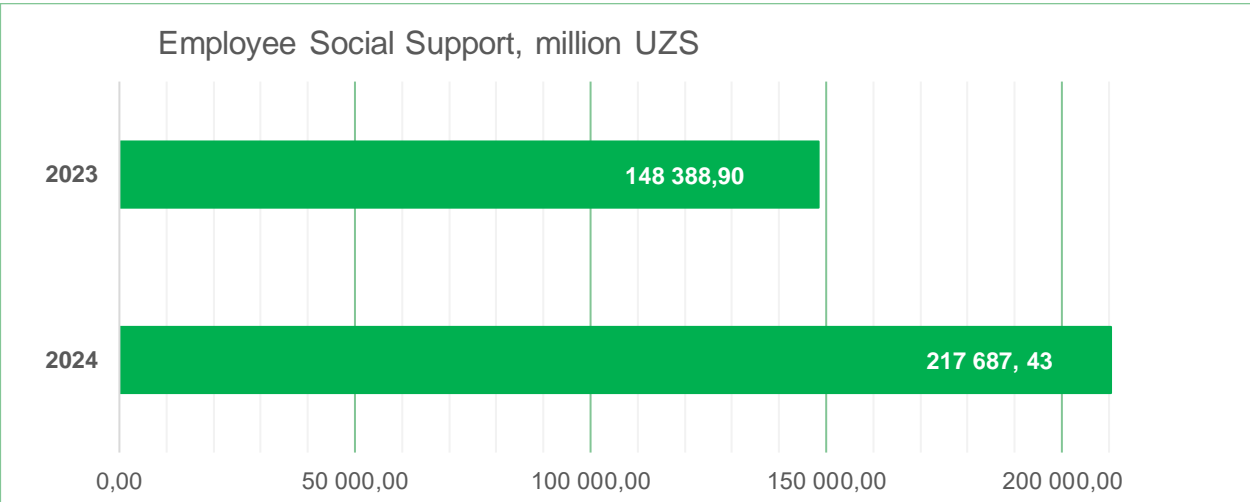
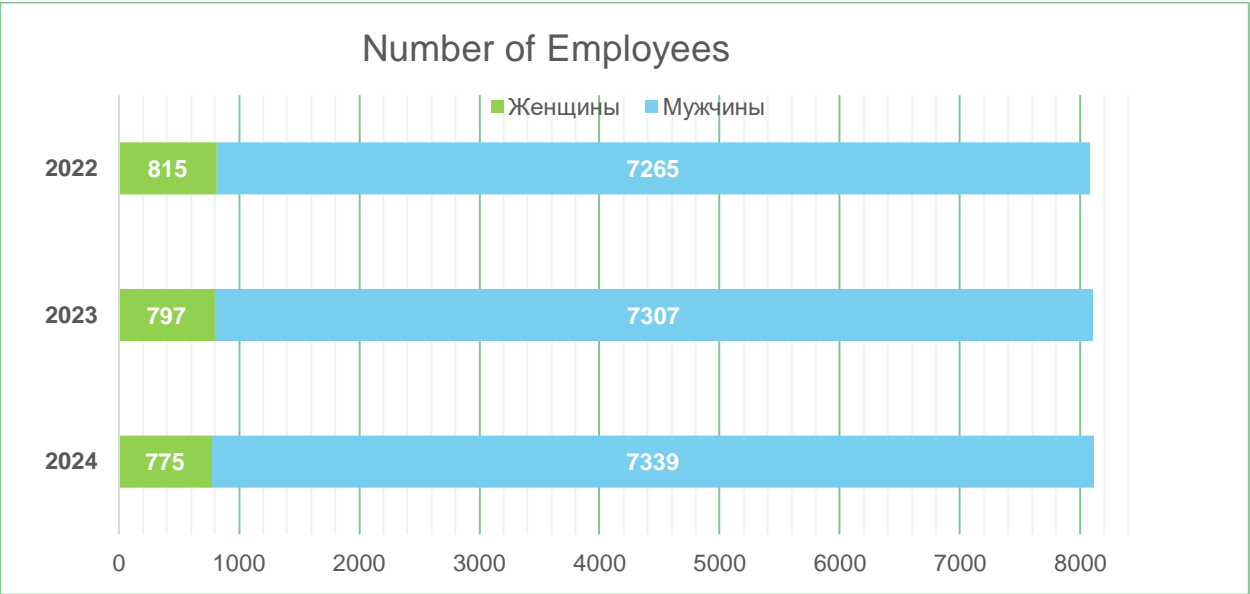
52,7% of shares are owned by the Ministry of Economy and Finance* of the Republic of Uzbekistan

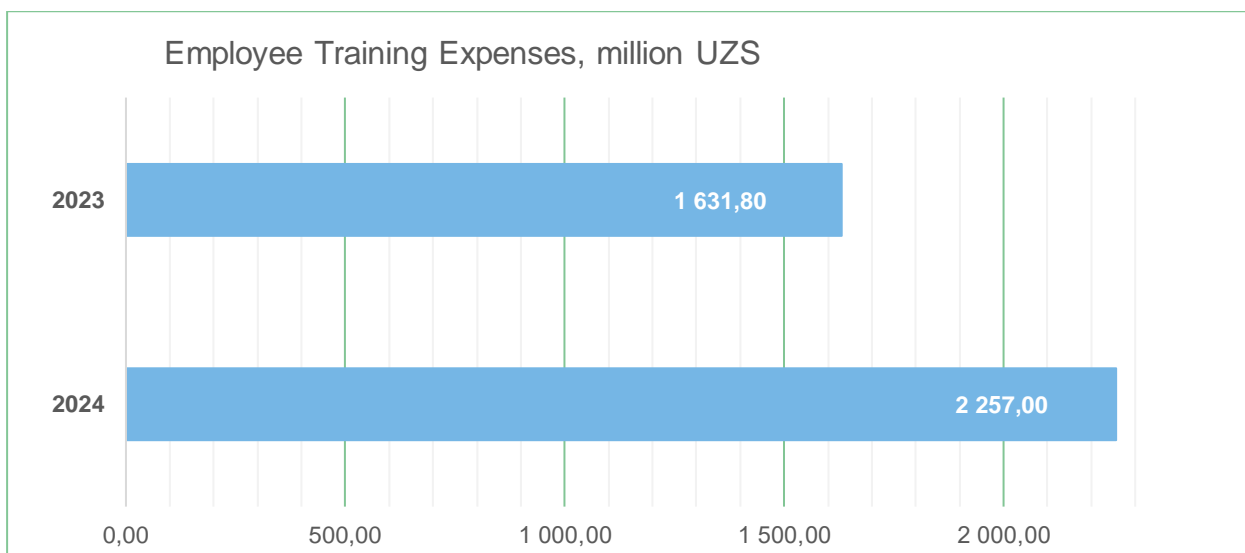
46,8% of shares are owned by the Joint Stock Company "Uzbekneftegaz"

0,51% of shares are held by individuals and legal entities

Environmental Indicators







6 recorded occupational injuries in 2024

Message from the Company's Management Board

GRI 2-22

Dear Readers,

On behalf of Joint Stock Company "Uztransgaz," we are pleased to present our fifth ESG Report on Sustainable Development, highlighting the Company's performance in 2024.

Throughout the reporting year, JSC Uztransgaz continued to steadily fulfill its core mission — the transportation of natural gas, the most environmentally friendly fossil fuel. The Company focused its main efforts on ensuring reliable, uninterrupted, and high-quality natural gas supplies to all consumer categories.

In 2024, the Supervisory Board of JSC Uztransgaz was strengthened through the appointment of two independent members with extensive international experience. This marked an important step toward enhancing corporate governance and improving transparency.

As part of the Program for the Modernization and Efficiency Improvement of the Trunk Gas Transmission System of the Republic of Uzbekistan, the following key projects were implemented in 2024:

- Commissioning of the Central Asia – Center II main gas pipeline;
- Completion of line welding for a new pipeline;
- Introduction of automated dispatch control systems and systems for monitoring, accounting, and managing energy and technological processes.

JSC Uztransgaz systematically implements organizational and technical measures aimed at improving energy efficiency and reducing resource consumption. As a result of this work, more than 514 thousand GJ of electricity were saved in 2024, and total energy consumption for internal needs was reduced by over 20% compared to the previous year.

Prioritizing environmental sustainability, the Company continued developing its own renewable energy generation. Production facilities were additionally equipped with solar photovoltaic stations, doubling the volume of "green" electricity produced compared to 2023.

As a socially responsible employer, JSC Uztransgaz provides employment across the entire territory of Uzbekistan, ensuring safe working conditions and a high level of social protection. In 2024, the number of social benefits and compensations provided exceeded 21 000. Special attention was paid to workforce development: more than 25% of employees underwent training and professional development, with over half of the trainees representing blue-collar professions.

Despite the occupational safety measures in place, three workplace accidents were recorded in 2024, resulting in six employees being injured. The Company views each such incident as a reason to further improve its occupational safety system across both production sites and administrative departments. Our unwavering goal is to achieve zero injuries.

JSC Uztransgaz remains committed to the principles of transparency and openness. In 2024, the ESG Report includes additional indicators in line with the international SASB sustainability reporting standard, ensuring the relevance and completeness of disclosures on material aspects of our activities.

We extend our sincere appreciation to all employees of the Company for their professionalism, dedication, and contribution to the achievement of our strategic goals.

JSC Uztransgaz remains a reliable supplier of natural gas across the Republic of Uzbekistan, a dependable employer, a responsible user of resources, and a consistent supporter of sustainable development principles. We are moving confidently toward our key goal — the effective fulfillment of our functions as the national natural gas transmission operator.

Members of the Management Board of JSC Uztransgaz

About the Company

Company Profile

GRI 2-1, 2-6

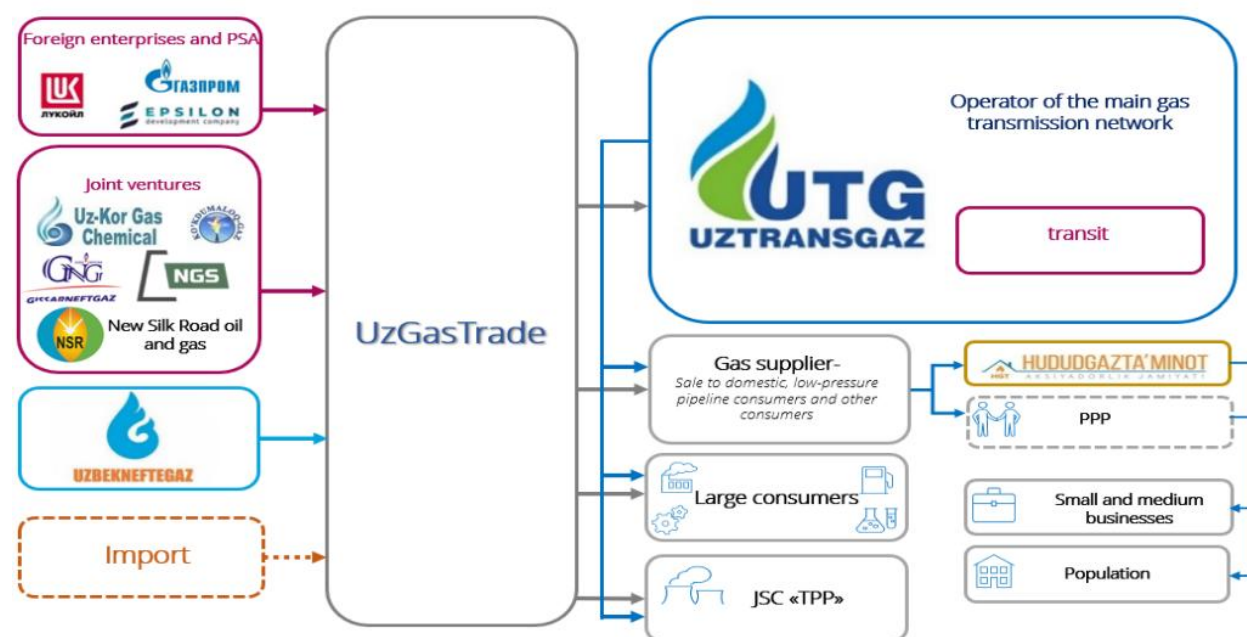
JSC Uztransgaz is the national operator of the gas transmission system of the Republic of Uzbekistan, ensuring the reliable and uninterrupted supply of natural gas to consumers throughout the country. The Company also manages gas storage and transit operations, playing a key role in the region's energy security. Through its activities, the organization makes a substantial contribution to sustainable development by supplying strategically important enterprises and sectors of the economy with a more environmentally friendly type of fuel — natural gas. Thanks to the operations of JSC Uztransgaz, millions of households in Uzbekistan have stable access to heating, electricity, and comfortable living conditions.

The core functions of JSC Uztransgaz — the transportation and transit of natural gas — are defined by Presidential Decree No. PP-280 dated June 15, 2022, "On Additional Measures for Reforming the Natural Gas Market."

The Company holds the status of a natural monopoly in the pipeline transportation of natural gas. As such, its operations are regulated by the Law of the Republic of Uzbekistan "On Natural Monopolies."

As of December 31, 2024, the Company's authorized capital consisted of 625 777 072 registered shares with a nominal value of 1 000 UZS each. On March 29, 2024, the Ministry of Economy and Finance of the Republic of Uzbekistan transferred 292 785 159 registered shares to JSC Uzbekneftegaz. As a result, 52.70% of JSC Uztransgaz shares are owned by the Ministry of Economy and Finance of the Republic of Uzbekistan, the central executive body within the Cabinet of Ministers responsible for financial governance and intersectoral coordination. Another 46.78% of the Company's shares are held by the Joint Stock Company Uzbekneftegaz. The remaining 0.50% of shares are distributed among employees of industry enterprises and organizations, as well as other individuals and legal entities.

Natural Gas Trading Scheme in 2024



As the sole operator, the Company provides natural gas transportation services. The transportation tariff is 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 2024 amounted to 37.39 billion cubic meters.

Product Name	2022	2023	2024
Total Gas Transportation, billion m ³	46,75	45,85	37,39
Own Gas Transportation, billion m ³	43,55	38,16	36,16
Gas Transit, billion m ³	3,2	7,69	1,23
Underground Gas Storage, billion m ³	3,1	2,66	4,21

Development History

Years	Event Description
1962	Start of development of the gas field, including the transfer of pipelines from Bukhara – Ural and Central Asia – Center.
1973	Establishment of the production association "Uzbekgazsanoat"; JSC Uztransgaz began evolving as an independent gas transportation company.
1978	Launch of experimental underground storage, followed by commissioning of the gas storage facility at the Gazli gas field the next year.
1992	In accordance with Resolution No. 585 of the Cabinet of Ministers of the Republic of Uzbekistan dated December 23, 1992, the State Joint Stock Company Uztransgaz was established on the basis of specialized divisions of the Uzbekgazsanoat production association, as part of the National Oil Company Uzbekneftegaz.
1999	According to Resolution No. 169 of the Cabinet of Ministers dated April 30, 1996, experimental use of the Khoibod CNG station began based on the well-developed capacity of the Khoibod oil and gas field. Presidential Decree No. UP-2154 dated December 11, 1998, and Resolution of the Cabinet of Ministers dated December 15, 1998, established JSC Uztransgaz as an open joint-stock company with legal entity rights.
2006	Pursuant to Presidential Decree No. 4388 dated August 8, 2006, "On Measures to Improve the Organizational Activities of JSC Uztransgaz" and to form a unified policy for the development and use of gas distribution networks, an effective system was created for managing gas transportation and sales, along with the rational use of gas infrastructure. The reorganization included the transfer of gas supply enterprises from the Uzbek agency Uzkommunkhizmat to JSC Uztransgaz and the formation of six interregional enterprises.
2009	Completion and commissioning of the unique 165-kilometer Akhangaran–Pungan main gas pipeline with the Akhangaran compressor station through the Kamchik pass, delivering gas to the Fergana Valley. The pipeline crosses the slopes of the Kyura mountains.
2019	In 2019, JSC Uztransgaz was separated from JSC Uzbekneftegaz in accordance with Presidential Decree No. 4388 dated July 9, 2019. The share of JSC Uzbekneftegaz in the authorized capital of Uztransgaz was transferred to the State Asset Management Agency. That year also saw the establishment of JSC Hududgazta'minot based on Uztransgaz's regional gas supply branches, with the State Asset Management Agency appointed as its state shareholder.

2020	According to Presidential Decree No. 6096 dated October 27, 2020, “On Accelerated Reform of State-Owned Enterprises and Privatization of State Assets,” the Ministry of Finance of the Republic of Uzbekistan became the primary shareholder of JSC Uztransgaz (under order No. N60/20 dated December 14, 2020).
2022	Presidential Resolution No. PP-280 dated June 15, 2022, “On Additional Measures for Reforming the Natural Gas Market,” transferred the functions of purchasing natural gas from producers and selling it to consumers connected to the main gas transmission system from JSC Uztransgaz to JSC UzGasTrade.
2024	On March 29, 2024, the Ministry of Economy and Finance of the Republic of Uzbekistan transferred 292 785 159 (46.8% of the total number of shares) registered shares to JSC Uzbekneftegaz.

Geographic Reach of Operations

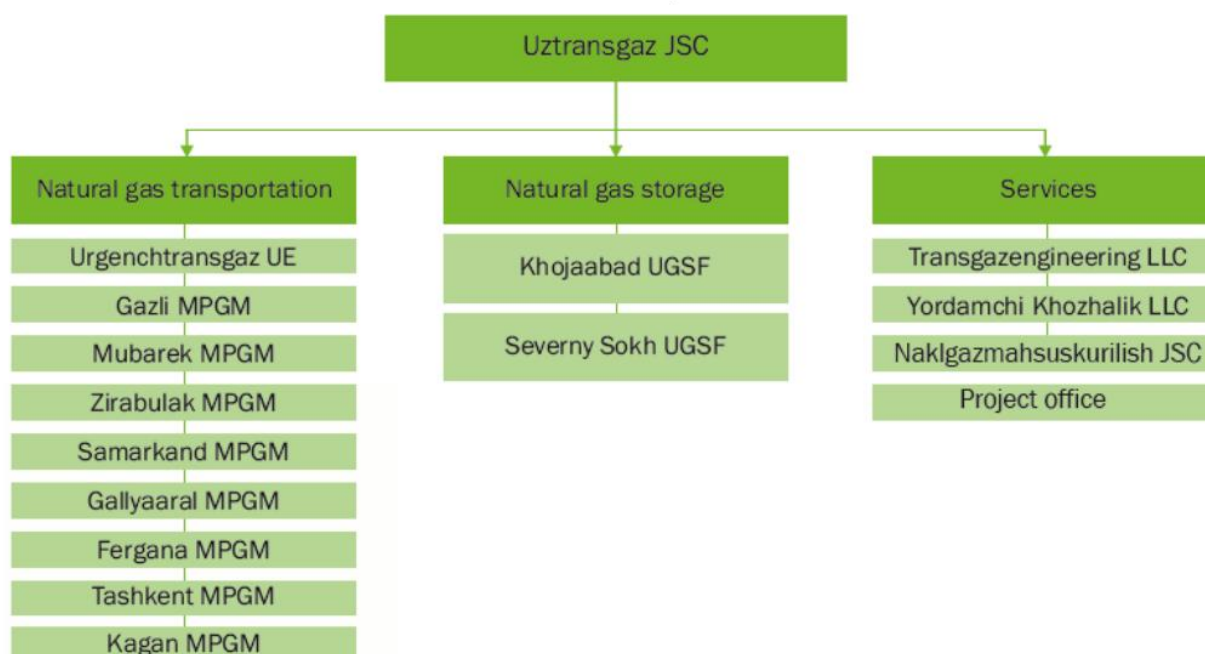
GRI 2-1

Company Structure

The structure of JSC Uztransgaz includes 9 enterprises responsible for natural gas transportation, 2 enterprises for gas storage, and 3 service units specializing in construction and mixed agriculture. Additionally, the Company includes a Project Office tasked with implementing corporate and digital transformation initiatives. The management of structural divisions is carried out from 7 regions of the Republic of Uzbekistan and the city of Tashkent.

The Company’s Executive Office combines the functions of a central administrative body and oversees direct management of production operations.

The directly subordinate structural divisions and affiliated entities are listed below:



Company Business Model

GRI 2-6

According to Presidential Resolution No. PP-280 “On Additional Measures for Reforming the Natural Gas Market,” starting from August 1, 2022, the functions of purchasing natural gas from producers and selling it to consumers connected to the trunk gas transmission system through direct contracts were transferred from JSC Uztransgaz to JSC UzGasTrade.

Thus, during the 2024 calendar year, the Company was fully engaged in the following types of activities:

- Transportation of natural gas to large industrial enterprises, thermal power plants, and suppliers that provide gas to low-pressure household consumers;
- Transit of natural gas;
- Injection of natural gas into underground storage facilities.

The primary customer of JSC Uztransgaz’s services is JSC UzGasTrade. However, due to the specifics of Uzbekistan’s gas transmission system, the qualitative and quantitative process of receiving and delivering natural gas from producers to consumers closely links the Company’s operations with the following natural gas suppliers:

Natural Gas Suppliers	
JSC Uzbekneftegaz	JV LLC Gissarneftegaz
LLC Shurtan Gas Chemical Complex	JV LLC Natural Gas-Stream
LUKOIL Overseas Supply and Trading LTD	JV LLC Uz-Kor Gas Chemical
JV Kokdumalakgaz	Imported natural gas suppliers

The Company is also responsible for ensuring the high-quality delivery of natural gas to key consumers, such as:

Natural Gas Consumers	
JSC “Hududgazta’minot”, including:	Large industrial consumers
<ul style="list-style-type: none">• Small and medium-sized businesses• Households	JSC “TPP” (Thermal Power Plants)

Key Corporate Events in 2024

Date	Event Description
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March	<p><i>Change in Shareholding Structure</i></p> <p>On March 29, 2024, the Ministry of Economy and Finance of the Republic of Uzbekistan transferred 292 785 159 registered shares (46.8% of the total number of shares) to JSC Uzbekneftegaz.</p>
June	<p><i>Report Publication</i></p> <p>In accordance with Clause 23 of Presidential Decree No. UP-37 dated February 21, 2024, “On the State Program for the Implementation of the Strategy ‘Uzbekistan – 2030’ in the Year of Support for Youth and Business,” JSC Uztransgaz published its Corporate Social Responsibility Report for 2023.</p>
July	<p><i>Personnel Changes</i></p> <p>By resolution of the Extraordinary General Meeting of Shareholders held on July 12, 2024, new members of the Supervisory Board were elected, including two independent members.</p>
August	<p><i>Annual General Meeting</i></p> <p>On August 7, 2024, the Annual General Meeting of Shareholders was held, where 12 key issues were reviewed. The organizational structure of JSC Uztransgaz was approved.</p>
September	<p><i>Personnel Changes</i></p> <p>A new Deputy Chairman of the Management Board for Construction and Transport was appointed.</p>
November	<p><i>Report Publication</i></p> <p>The verified ESG Report on Sustainable Development of JSC Uztransgaz for 2023 was released.</p>
November	<p><i>Personnel Changes</i></p> <p>A new member of the Supervisory Board was appointed by decision of the Extraordinary General Meeting of Shareholders.</p>

Company Mission and Strategic Directions

Mission of JSC Uztransgaz

JSC Uztransgaz sees its mission as ensuring the reliable, safe, and uninterrupted transportation of natural gas to the domestic market of the Republic of Uzbekistan, thereby fulfilling a vital social function — supplying the population and strategic sectors of the economy with essential energy resources.

The Company actively contributes to strengthening both national and regional energy security, recognizing its responsibility for the stable operation of the gas transmission infrastructure. The development of the country’s transit potential and integration into regional energy chains are considered important components of sustainable growth, enhancing Uzbekistan’s energy resilience and economic stability.

JSC Uztransgaz acknowledges its role in achieving the Sustainable Development Goals (SDGs) and strives to balance economic efficiency, social responsibility, and the rational use of natural resources.

Company Vision

JSC Uztransgaz is a responsible participant in the fuel and energy sector and holds the status of a natural monopoly in the field of natural gas transportation. The Company’s objectives include not only efficient management of the existing gas transmission infrastructure but also the progressive technological and production development aligned with long-term national priorities.

Guided by the principles of sustainable development, the Company seeks to build a more flexible, reliable, and environmentally oriented gas supply system. Its areas of focus include equipment modernization, digitalization of

production processes, improvements in energy efficiency, and the integration of advanced technical solutions to minimize environmental impacts.

JSC Uztransgaz is committed to shaping a modern, sustainable, and technologically advanced gas transmission network capable of effectively responding to evolving challenges, supporting the country's energy stability, and contributing to the long-term development of both the economy and society.

Company Operations

JSC Uztransgaz carries out the transportation of natural gas through trunk pipelines, supplying energy to industry, the utilities sector, and the population. The Company plays a crucial role in maintaining energy stability and holds strategic importance for Uzbekistan's economic development. The Company's operations directly affect the interests of the state, businesses, international partners, and citizens, obligating Uztransgaz to uphold high standards of responsibility and operational sustainability.

At present, the Company is guided by the "Concept for Ensuring the Republic of Uzbekistan with Oil and Gas Products for 2020–2030," developed by the Ministry of Energy of the Republic of Uzbekistan. This document aims to ensure the balanced development of the oil and gas sector within a unified fuel and energy complex. It outlines the goals and objectives for the medium- and long-term development of the sector, key priorities and directions, as well as the mechanisms for ensuring effective state energy policy implementation at various stages — all geared toward achieving the planned targets.

The Company has identified the following strategic directions:

Titles of Strategic Directions

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

Attraction and implementation of investment projects aimed at expanding the gas transmission system and monitoring existing trunk gas pipeline facilities

Rational use of fuel and energy resources within gas transmission and gas distribution systems through the introduction of modern technologies that reduce energy intensity and enhance production energy efficiency

The Company has defined the following priority objectives based on its strategic goals:

Objective Title	Work Carried Out in 2024
Modernization and reconstruction of the existing gas transmission system; development of transit potential	<p>In accordance with the Program for Modernization and Efficiency Improvement of the Republic of Uzbekistan's Trunk Gas Transmission System for 2021–2022, activities were planned and implemented for the reconstruction, construction, and repair of main gas pipelines with a total length of 47.4 km. The following sections were completed and commissioned after reconstruction::</p> <ul style="list-style-type: none"> - Commissioning of the "CAC-II" (Central Asia – Center II) main gas pipeline with a diameter of 1 220 mm; - Completion of line welding on the Yangiyer–Akhangaran main gas pipeline: 47.4 km.
	<i>* - The actual length of the constructed gas pipelines may vary from the projected length..</i>
Publication of reports in accordance with International	1. Consolidated financial statements for 2023 were prepared in accordance with IFRS, and an unqualified audit opinion was

Financial Reporting Standards (IFRS) and the Global Reporting Initiative (GRI)	obtained for the 2022 reporting period..
	2. The ESG Report on Sustainable Development of JSC Uztransgaz for 2023 was prepared in line with GRI Standards. A positive opinion was issued following the independent verification of the 2023 ESG Report..
	3. A Corporate Social Responsibility Report was compiled in accordance with Presidential Decree No. UP-37 “On the State Program for the Implementation of the Strategy ‘Uzbekistan — 2030’”.
	4. All the above-mentioned reports were published on the Company's official website..
Enhancement of digital operational efficiency and implementation of IT in the Company's technological and management processes	<ul style="list-style-type: none"> • Successfully deployed the Automated Dispatch Control System (ADCS). • Implemented the Automated System for Monitoring, Accounting, and Control of Energy Resources and Technological Processes (ASMACEP), improving transparency and real-time data capture for energy consumption and operational metrics.

Sustainability Management

JSC Uztransgaz recognizes the importance of its impact on the economy, environment, and society, aiming to enhance long-term value while ensuring its sustainable development in the interests of all stakeholders. The Company is committed to aligning its economic, environmental, and social objectives to support long-term sustainable growth.

The sustainability management system at JSC Uztransgaz is integrated into the corporate structure and is based on a comprehensive approach to Environmental, Social, and Governance (ESG) aspects. Coordination of related processes is carried out by the Project Office, which reports directly to the First Deputy Chairman of the Management Board for Transformation.

The activities of the Project Office are governed by the Company's internal regulatory documents as well as by the legislative and regulatory acts of the Republic of Uzbekistan.

In 2024, a key vector for sustainability was defined by the shareholder's position, as reflected in the approved “Shareholder Expectations” action plan. Under this plan, the Company launched and implemented various initiatives across environmental, social, and corporate domains to build the foundation for sustainable growth and improve corporate governance effectiveness.

The Executive Body of the Company is the initiator of the annual sustainability reporting cycle and serves as a guarantor of the accuracy and completeness of the disclosed information. The report preparation process includes internal review and coordination, and final approval is granted by order of the Chairman of the Management Board. The approved report also outlines the Company's priority areas for future sustainability-related actions.

Reports on occupational health and safety, industrial safety, and environmental protection are submitted to the heads of structural divisions at least once a year. These reports form the basis for identifying and analyzing all impact aspects, verifying the accuracy of their assessments, and determining necessary environmental management measures.

Contribution to the UN Sustainable Development Goals




JSC Uztransgaz supports the United Nations (UN) initiative on sustainable development and is committed to contributing to the achievement of selected Sustainable Development Goals (SDGs) through responsible business conduct, minimizing environmental impact, applying best practices in corporate governance, and effective human resource management.

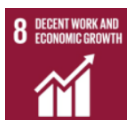
Recognizing the importance of all 17 UN SDGs aimed at addressing critical economic, social, and environmental issues, the Company has identified six priority goals in the areas of environmental protection and occupational health and safety. These were selected in line with the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 83 dated February 21, 2022, “On Additional Measures to Accelerate the Implementation of National Sustainable Development Goals and Objectives until 2030.”

The Company integrates the following SDGs into its operations:

	Title of UN Sustainable Development Goal (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

Company Results in 2024

	Achievements of JSC Uztransgaz
	3. Ensure healthy lives and promote well-being for all at all ages 6730 employees underwent annual medical examinations 971,5 million UZS allocated for medical and preventive care activities
	6. Ensure availability and sustainable management of water and sanitation for all: Water consumption reduced by 4,2% ompared to the previous reporting period through water-saving initiatives Volume of water discharge reduced by 20% ompared to the previous reporting period due to the installation of meters and the transfer of non-core facilities.



8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all:

2334 company employees completed various upskilling and professional training programs

Social benefits and allowances increased by **40%** compared to the previous period



12. Ensure sustainable consumption and production patterns:

Total installed capacity of solar photovoltaic stations increased by more than **20%** compared to the previous period

Renewable energy generation increased by **50%** compared to the previous period

Sustainability Management Plans for 2025

In 2025, JSC Uztransgaz plans to strengthen its sustainability management system by conducting a comprehensive diagnostic assessment of its current ESG practices. This will help identify areas for improvement in line with international standards. Based on the results of the assessment, the Company will develop a set of new corporate policies and programs that reflect its commitment to the principles of sustainable development.

One of the key focus areas will be the development of a Climate Strategy aimed at reducing the carbon footprint, improving energy efficiency, and adapting to climate-related risks.

Integrated Management System

GRI 2-23

To ensure a proper level of oversight and sustainable development, JSC Uztransgaz has implemented and operates an Integrated Management System (IMS). The IMS certificate is valid from May 25, 2023 to May 24, 2026. The Company's approach to managing economic, environmental, and social aspects is grounded in a commitment to international best practices.

The Integrated Management System Policy defines the core priorities and values the Company adheres to in relation to its customers, employees, and all other stakeholders. It also outlines the strategic directions for the IMS, which includes quality management, environmental management, occupational health and safety management, and energy management. The key focus areas of the IMS Policy include:

- Maximizing customer satisfaction by ensuring natural gas transportation for domestic and export markets, and transit;
- Creating safe working conditions and preventing workplace injuries and occupational diseases;
- Preventing the negative impact of the Company's operations on the environment;
- Increasing energy efficiency through the introduction and use of energy-saving technologies.

The IMS is an integral part of the Company's management system and complies with 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.

As of the reporting period, 10 structural divisions and entities within the Company were certified in all IMS areas. The enterprise “Urganchtransgaz” is certified only for ISO 9001:2015 – Quality Management System.

The compliance of most of the Company’s enterprises with standards in quality, environmental, occupational health and safety, and energy management demonstrates that the management system and both internal and external processes meet globally recognized standards.

The implementation of IMS requirements is the responsibility of the Company’s management, department heads, all employees, the Technical Policy Department of the Executive Office, and internal IMS auditors.

To support management under IMS, the Company has developed and implemented the following procedures:

- Documented information management
- Internal audit management
- Non-conformance and corrective actions management
- Infrastructure management
- Hazard identification and risk assessment
- Personnel management
- Environmental aspect identification
- Contractor interaction
- Emergency preparedness
- Energy planning and energy performance analysis.

The Company pays special attention to continuously improving the IMS. Each year, departments and divisions set goals and measures, which are approved by the Chairman of the Management Board. In addition, the effectiveness of the IMS is analyzed annually in accordance with international standards. The analysis is based on data provided by all divisions, consolidated by the Technical Policy Department, the Department for Occupational Safety and Industrial Security, and the Energy Department. The results and proposed improvements are submitted to the Company’s management for decision-making. Approved decisions are included in the IMS goals and action plans.

An internal IMS audit is conducted annually. These audits are carried out by internal auditors selected from members of standing commissions in the Executive Office and structural divisions, along with consultants from a contracted management systems consultancy. The commissions operate under internal Company orders and in accordance with the IMS Internal Audit Management Procedure.

The Company cooperates with the international certification body “CERT International” to assess the compliance of its IMS with ISO standards. From May 13 to 17, 2024, JSC Uztransgaz underwent its first surveillance audit to assess compliance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018.

The audit identified two major and three minor non-conformities, along with five recommendations. All non-conformities were resolved prior to the final audit report from the certification body. Corrective actions were taken, and an action plan was developed to address the root causes and implement the auditors’ recommendations.

As a result of the first surveillance audit, based on document reviews and field assessments at the Company's production units, CERT International concluded that the management system is effective and compliant with international standards, and issued the corresponding certificates.

The IMS certificates and annex detailing compliance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018 are presented below.



Occupational Health, Industrial Safety, and Environmental Management System

At JSC Uztransgaz, the management system for occupational health, industrial safety, and environmental protection is developed based on best international practices and complies with the following standards: ISO 14001 and ISO 45001. The effectiveness of the management systems is regularly confirmed through external audits.

In accordance with the requirements of ISO 14001:2015 Environmental Management Systems, all structural divisions of the Company covered by the Integrated Management System (IMS), as well as external organizations interacting directly with the Company, apply the environmental management system to identify environmental impacts and plan appropriate control measures.

At the enterprise level, environmental safety is managed by environmental engineers, with overall oversight provided by the Department for Occupational Health and Industrial Safety.

Reports on occupational health, industrial safety, and environmental protection are submitted to division heads at least once a year. These reports include identification and analysis of all impact aspects, assessment accuracy, and determination of necessary environmental management measures.

The Company is confidently advancing toward the achievement of its goals related to compliance with international standards across all relevant domains. In 2025, the main areas of work to improve the IMS, in addition to maintaining full compliance with applicable standards, include:

- Creating safe working conditions, preventing injuries and occupational diseases related to the Company's operations.
- Preventing the negative environmental impacts of the Company's activities.
- Improving energy efficiency through the implementation and use of energy-saving technologies.

For each of the areas above, a set of organizational and technical measures has been defined, along with the necessary resources, timelines, and persons responsible for execution and control..

Corporate Governance

Corporate Governance Structure

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

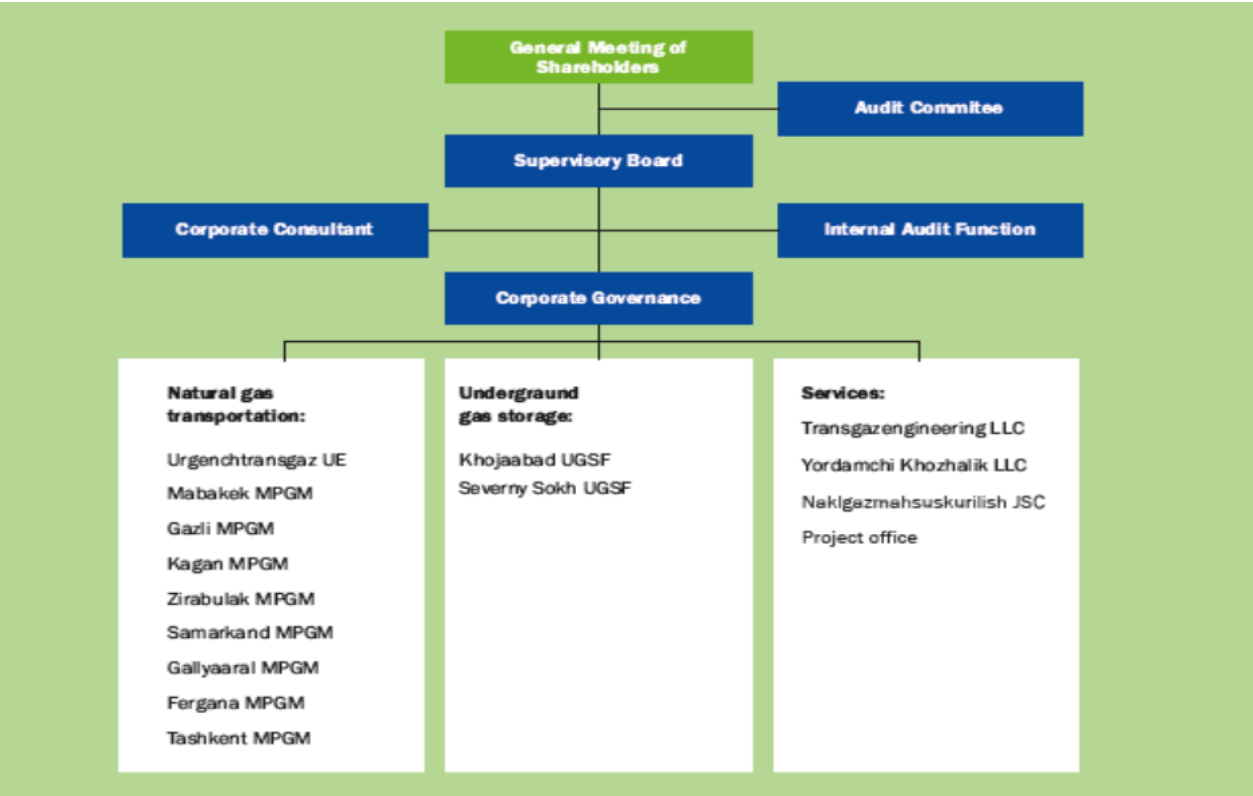
JSC Uztransgaz views corporate governance as a key factor in increasing the Company’s value, enhancing its competitiveness, and strengthening its investment appeal. Therefore, the continuous improvement of its corporate governance system and the protection of shareholders’ rights and interests remain a top priority.

The main objectives of the Company’s corporate governance system include increasing transparency, developing a long-term strategic plan, establishing internal regulations, and addressing matters related to quality assurance, industrial safety, environmental responsibility, and energy efficiency.

JSC Uztransgaz builds its corporate governance framework 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 General Meeting of Shareholders is the highest governing body of JSC Uztransgaz. The Supervisory Board, elected by the General Meeting, provides overall leadership, defines the strategy and development prospects of the Company, and outlines its tactical and medium-term objectives.

The corporate governance structure of JSC Uztransgaz, as approved by the Annual General Meeting of Shareholders on August 7, 2024, is as follows::



General Meeting of Shareholders

The General Meeting of Shareholders is the supreme governing body of the Company. It operates in accordance with the Law of the Republic of Uzbekistan "On Joint-Stock Companies and Protection of Shareholders' Rights," the Company Charter, and the Regulations "On the General Meeting of Shareholders of JSC 'Uztransgaz'."

The Company is committed to ensuring equal and fair treatment of all shareholders in the exercise of their rights to participate in the management of the Company. The primary mechanism through which shareholders exercise their rights is participation in the Annual General Meeting of Shareholders as well as in Extraordinary General Meetings.

The procedure for conducting the General Meeting of Shareholders is designed to ensure the protection of shareholders' rights and complies fully with applicable legislation and global best practices in corporate governance. Oversight of the Company's activities is also conducted through inquiries from the Audit Commission and the Internal Audit Service, which are entitled to submit their comments and recommendations to the General Meeting of Shareholders. All such feedback is included in the agenda of the annual or extraordinary meeting. During the reporting period, no inquiries regarding critical issues were received..

Annual General Meeting of Shareholders

On August 7, 2024, the Annual General Meeting of Shareholders of the Company was held, during which the following issues were considered:

1. Approval of the procedure for holding the General Meeting of Shareholders, the quantitative and personal composition of the counting commission, and the term of its powers.
2. Report of the Supervisory Board of JSC "Uztransgaz" on the work performed for 2021, 2022 and 2023.
3. Consideration of the conclusion of the Audit Commission on the results of the audit of financial and economic activities of JSC "Uztransgaz" for 2021 and 2022.
4. Consideration of the annual report of the Executive Body of JSC "Uztransgaz" on the results of financial and economic activities for 2021, 2022 and 2023.
5. Consideration of the conclusions of the external audit organization on the reliability of the financial and economic activities of the Company for 2021, 2022 and 2023.
6. Consideration of the results of the assessment of the effectiveness of the corporate governance system of JSC "Uztransgaz" for 2021, 2022 and 2023.
7. Approval of the annual report of JSC "Uztransgaz" for 2021, 2022 and 2023.
8. Distribution of profit (loss) based on the results of the financial and economic activities of JSC "Uztransgaz" for 2021, 2022 and 2023, determination of the amount of dividends, the form and procedure for their payment.
9. Consideration of transactions (a transaction) that may be concluded by JSC "Uztransgaz" with affiliated persons in the course of everyday economic activity until the next Annual General Meeting of Shareholders.
10. Approval of the new edition of the Charter of JSC "Uztransgaz".
11. Approval of the new edition of the organizational structure and the structure of the Executive Office of JSC "Uztransgaz".
12. Consideration of internal regulatory documents of JSC "Uztransgaz".

Extraordinary General Meetings of Shareholders

Seven extraordinary general meetings of shareholders were held, during which 30 agenda items were considered, covering the following areas:

- Financial and economic activities;

- Conclusion of loan agreements;
- Extension of the powers of members of the Supervisory Board.

Dividend Policy

The Dividend Policy of JSC "Uztransgaz", approved on 29 June 2021, is aimed at ensuring the growth of the Company's capitalization and is based on a balance of interests between the Company and its shareholders, on enhancing the Company's investment attractiveness, and on respect for and strict compliance with the shareholders' rights stipulated by the legislation of the Republic of Uzbekistan, the Charter of the Company, and its internal documents.

The Dividend Policy sets the dividend amount for ordinary shares at up to 10% of the Company's net profit, and for preferred shares at 25% of the nominal value per share. The Supervisory Board of the Company submits recommendations to the General Shareholders' Meeting regarding the amount and procedure of dividend payments. The amount of dividends may not exceed the level recommended by the Supervisory Board.

The Supervisory Board determines the dividend amount based on the following factors:

- The net profit as reflected in the financial statements, with its accuracy confirmed by an independent auditor's opinion;
- The amount of reserves and other funds stipulated in the Company's Charter;;
- The approved business plan and strategic development goals of the Company.

Dividend payouts for the past three years are presented below:

Period for Which Dividends Are Paid	Dividend Payment Start Date	Dividend per Share, UZS	Payout Amount, UZS
01.01.2021 – 31.12.2021	2024	250	786 250 000
01.01.2022 – 31.12.2022	2024	250	786 250 000
01.01.2023 – 31.12.2023	2024	250	786 250 000

The total amount of dividend payments in 2024 based on the results of 2021–2023 amounted to 250 UZS per one preferred share of the Company, with the total payout reaching 2 358 750 000 UZS.

Executive Body

The collegial executive body of the Company (the Management Board) acts as the operational arm of the Supervisory Board, responsible for the implementation, oversight, and execution of the decisions made by the Supervisory Board. The Management Board reports to the Supervisory Board on the progress made toward achieving the Company's objectives. The Management Board is headed by the Chairperson, who is elected by the General Meeting of Shareholders.

The main objectives of the Executive Body are to manage the overall financial and operational activities of the Company and to implement its development strategy. In fulfilling these objectives, the Management Board adheres to the following key principles: transparency, integrity, consistency, prudence, respect for the rights and interests of shareholders, and accountability to the decisions of the General Meeting of Shareholders and the Supervisory Board.

As of the end of the reporting period, the Management Board consists of 6 members.

No	Position	Full Name
1	Chairman of the Management Board	Isakov Askar Sharifjon ugli (Acting, from 01.01.2024 to 31.12.2024)

2	First Deputy Chairman of the Management Board for Production – Chief Engineer	Rakhmonov Mukhsin Narzilloevich (from 01.01.2024 to 31.12.2024)
3	First Deputy Chairman of the Management Board for Transformation	Safarov Shohjakhon Ilkhomovich (Acting, from 01.01.2024 to 31.12.2024)
4	Deputy Chairman of the Management Board for Construction and Transport	Sobirov Bekhzod Bokhodir ugli (from 27.09.2024 to 31.12.2024)
		Baybaev Jakhongir Bakhtiyarovich (from 01.01.2024 to 27.09.2024)
5	Deputy Chairman of the Management Board for Finance and Economy	Umarov Bakhtiyor Muratovich (from 01.01.2024 to 31.12.2024)
6	Deputy Chairman of the Management Board for Security and Human Resources	Toshpulatov Alisher Kenjaevich (from 01.01.2024 to 31.12.2024)

In 2024, the proportion of senior management positions in regions of operation held by local personnel amounted to 100%.

During the year, 42 in-person meetings were held with the participation of current members of the Management Board.

Attendance at Management Board meetings in 2024 is presented below::

Member of the Management Board	Meeting Attendance	
	Number of Meetings Attended	Percentage of Attendance
Isakov Askar Sharifjon ugli	37 из 42	88%
Safarov Shohjakhon Ilkhomovich	27 из 42	64%
Rakhmonov Mukhsin Narzilloevich	33 из 42	78%
Sobirov Bekhzod Bokhodir ugli	5 из 11	45%
Baybayev Jakhongir Bakhtiyarovich	20 из 31	64%
Umarov Bakhtiyor Muratovich	34 из 42	81%
Toshpulatov Alisher Kenzhaevich	16 из 42	38%

As part of the meetings held, the following key matters were among those reviewed and decisions adopted:

- Modernization of the gas transmission system of the Republic of Uzbekistan;

- Results of financial and economic activities;
- Monitoring and implementation of government mandates.

The remuneration policy for members of the Management Board takes into account the following components:

Compensation is paid in accordance with the Regulation on the procedure for remuneration of the executive body of JSC "Uztransgaz".

Fixed compensation is defined by the employment contract concluded between the member of the Management Board and the Chair of the Supervisory Board and is paid for the proper fulfillment of official duties.

Variable compensation includes quarterly performance-based bonuses, long-service rewards, holiday bonuses, and reimbursement of business travel expenses. Variable compensation is outlined in the internal Regulation on remuneration of the executive body of JSC "Uztransgaz".

Severance and retirement payments are made in accordance with the labor legislation of the Republic of Uzbekistan and the Collective Agreement of JSC "Uztransgaz". Any other types of payments not covered by internal regulations are also governed by applicable labor legislation.

To determine performance-based remuneration for the executive body, an annual performance plan is developed with quarterly benchmarks. Based on the results of the performance assessment each quarter, a decision is made regarding the payment and amount of bonuses in line with the established procedure.

Corporate Governance Plans for 2025

In accordance with the Presidential Decree of the Republic of Uzbekistan No. UP-101 dated April 8, 2022, "On the next phase of reforms to create conditions for sustainable economic growth through improving the business environment and developing the private sector," the Company has set the following objective::

- Recruitment of qualified international professionals, including compatriots, to the Supervisory Board and the Management Board of the Company.

Supervisory Board

GRI 2-11, 2-14, 2-18, 2-19, 202-2

The Supervisory Board exercises overall control over the activities of the Company, except for matters assigned by law and the Charter to the exclusive authority of the General Meeting of Shareholders. In its activities, the Board is guided by the Law, the recommendations of the Corporate Governance Code, the Company's Charter, and other internal regulations.

The key responsibilities of the Supervisory Board include:

- Ensuring the implementation of the Company's medium- and long-term development strategies;
- Oversight of the Executive Body (Management Board) and monitoring performance against annual business plans;
- Ensuring transparency, completeness, accuracy, and objectivity of public disclosures, and overseeing the implementation of the Company's information policy;
- Supervising the internal control and risk management systems;
- Overseeing the implementation of the dividend policy and managing conflicts of interest;
- Protecting the rights and lawful interests of shareholders.

Members of the Supervisory Board are elected for a term of three years by the General Meeting of Shareholders through cumulative voting. Nine members are elected to the Supervisory Board. The candidates who receive the highest number of votes are considered elected. Members may be re-elected without limitation. Members

of the Supervisory Board may not simultaneously serve on the Company's Audit Commission. Executive body members cannot be elected to the Supervisory Board. The Chairperson of the Supervisory Board is elected by a majority vote from among its members and cannot serve as the head of the Company.

Composition of the Supervisory Board

By resolution of the Extraordinary General Meeting of Shareholders dated 12 July 2024, new members of the Supervisory Board were elected.

The same resolution terminated the powers of Shahzoda Shukhratovich Alirzayev and Shahzoda Kurbon ugli Kurbanov. Additionally, Muratjon Yulchibayevich Omarov, Head of Department at JSC "Uzbekneftegaz," was appointed as a new member of the Supervisory Board.

The Chairperson of the Supervisory Board is Khurshed Bakhtiyorovich Mustafayev – Deputy Minister of Economy and Finance of the Republic of Uzbekistan.

All members of the Company's Supervisory Board possess strong professional reputations, extensive experience across various sectors, and have the necessary expertise in financial reporting, asset management, law, project management, business planning, and strategic planning.

The composition of the Supervisory Board is presented below::

№	Full Name	Position*	Role in the Supervisory Board
1	Mustafayev Khurshed Bakhtiyorovich	Deputy Minister of Economy and Finance of the Republic of Uzbekistan	Chairman of the Supervisory Board
2	Jumanazarov Akmal Ruzikulovich	Director of the Agency for Technical Regulation	Member of the Supervisory Board
3	Rakhimov Sarvar Furkatovich	Head of Department at the Ministry of Energy	Member of the Supervisory Board
4	Mamadaliev Salokhiddin Shakhobiddin ugli	Deputy Director of Department at the Ministry of Economy and Finance	Member of the Supervisory Board
5	Kurbonaliyev Sanzhar Sabiriddinovich	Head of Department at the Agency for State Asset Management	Member of the Supervisory Board
6	Omarov Muratjan Yulchiboevich	Head of Department at JSC "Uzbekneftegaz"	Member of the Supervisory Board
7	Jon Ferrier	Independent Member of the Supervisory Board	Member of the Supervisory Board
8	Artem Simonov-Beschinskiy	Independent Member of the Supervisory Board	Member of the Supervisory Board
9	Independent Member	Vacant	

**The positions of the members of the Supervisory Board are current as of the end of the reporting period (31 December 2024).*

The proportion of senior management in the regions of operation hired from among the local population was 75% in 2024.

Members of the Supervisory Board are considered part of senior management. "Local population" refers to citizens of the Republic of Uzbekistan.

Supervisory Board Performance

Meetings of the Supervisory Board are convened by the Chair of the Supervisory Board on his own initiative, at the request of a member of the Supervisory Board, the Audit Commission (Auditor), the Executive Body of the

Company, a shareholder owning at least one percent of the Company's voting shares, as well as other persons specified by the Company's Charter.

The Company acknowledges the importance of the Supervisory Board's approval of the information disclosed in the Report. However, as of the reporting period, such approval is not mandatory under the current Regulations on the Supervisory Board's activities.

The attendance of Supervisory Board meetings in 2024 is presented below::

Member of the Supervisory Board	Meeting Attendance		Term of Service on the Supervisory Board during the Reporting Period
	Number of Meetings Attended	Attendance Rate (%)	
Ismetov Timur Aminjanovich	6 out of 6	100%	01.01.2024 – 11.07.2024
Akhmedkhadzhayev Azim Israilovich	6 out of 6	100%	01.01.2024 – 11.07.2024
Ismailov Shukhrat Yakhyayevich	6 out of 6	100%	01.01.2024 – 11.07.2024
Isakov Odilbek Rustamovich	0 out of 6	0%	01.01.2024 – 11.07.2024
Zhumanazarov Akmal Ruzikulovich	6 out of 6	100%	01.01.2024 – 11.07.2024
Sharakhmetov Shahrukh Shaturgunovich	6 out of 6	100%	01.01.2024 – 11.07.2024
Sharipov Otabek Bekmurodovich	6 out of 6	100%	01.01.2024 – 11.07.2024
Alirizaev Shakhzod Shukhratovich	8 out of 10	80%	12.07.2024 – 25.11.2024
Kurbanov Shakhzod Kurbon ugli	7 out of 10	70%	12.07.2024 – 25.11.2024
Mustafayev Khurshed Bakhtiyarovich	9 out of 10	90%	12.07.2024 – 31.12.2024
Zhumanazarov Akmal Ruzikulovich	10 out of 10	100%	12.07.2024 – 31.12.2024
Rakhimov Sarvar Furkatovich	10 out of 10	100%	12.07.2024 – 31.12.2024
Mamadaliev Salokhiddin Shakhobiddin ugli	10 out of 10	100%	12.07.2024 – 31.12.2024
Kurbonaliev Sanjar Sabriddinovich	10 out of 10	100%	12.07.2024 – 31.12.2024
Omarov Muratjon Yulchibayevich	1 out of 1	100%	25.11.2024 – 31.12.2024
Jon Ferrier*	4 out of 4	100%	12.07.2024 – 31.12.2024
Artem Simonov-Beschinskiy*	4 out of 4	100%	12.07.2024 – 31.12.2024

*- The newly appointed independent member of the Supervisory Board commenced duties following the signing of the agreement.

In 2024, a total of 15 in-person and one remote meeting of the Supervisory Board were held, during which 43 items were reviewed and decisions adopted, including those related to the following key areas of the Company's operations:

- Financial and operational performance;;
- Strategic development.

In 2024, Uzbektransgaz JSC conducted its annual independent assessment of the corporate governance system. The assessment was carried out by the international audit firm Great Fours in accordance with the Corporate Governance Code of the Republic of Uzbekistan, International Financial Reporting Standards (IFRS), and leading global practices..

Based on the results of the assessment, the corporate governance system of Uzbektransgaz JSC received a high integral score of 601, indicating its effectiveness, maturity, and a high level of compliance with established standards. The report highlighted the following strengths:

- The presence of sustainable mechanisms ensuring accountability and transparency of governing bodies;
- Respect for the rights and interests of shareholders and stakeholders;
- Implementation of strategic management principles based on risk assessment and long-term sustainability;
- High compliance with information disclosure requirements and oversight of executive bodies.

The assessment results are used as a tool for continuous improvement of the management system, increasing operational efficiency, and building investor and stakeholder trust.

Uzbektransgaz JSC continues to strengthen its corporate structure to align with international requirements and ensure long-term sustainable development.

Remuneration of Supervisory Board Members

According to the Regulation on the remuneration of members of the Supervisory Board, approved on 30 September 2024, remuneration is provided as follows:

Candidates appointed to the Supervisory Board by state shareholding (except independent members) do not receive remuneration for their activities in the Supervisory Board.

The amount of remuneration paid to independent members of the Supervisory Board appointed by the Company is specified in the agreement concluded with the independent member, based on the resolution of the General Meeting of Shareholders of the Company. The maximum amount of annual remuneration for independent members appointed to the Supervisory Board is determined by the relevant resolutions of the Cabinet of Ministers of the Republic of Uzbekistan.

An independent member of the Supervisory Board may not hold the position of chair in more than one committee of the Supervisory Board and may not be a member of more than two committees.

Based on the decision of the General Meeting of Shareholders, coordinated with the Cabinet of Ministers, individuals who are not civil servants, representatives of state-owned enterprises, or commercial banks, and are not members of the Supervisory Board appointed through state shareholding or as independent members, may be granted remuneration within the limits set by the respective resolutions of the Cabinet of Ministers of the Republic of Uzbekistan..

Internal Audit Service

GRI 2-16

The Company's Internal Audit Service was established in 2015 in accordance with Resolution No. 215 of the Cabinet of Ministers dated October 16, 2006, and functions as a structural unit directly subordinate and accountable to the Supervisory Board.

The primary responsibilities of the Internal Audit Service include providing the Supervisory Board with independent and objective information aimed at enhancing the effectiveness of the Company's management by applying a systematic approach to improving risk management, internal control, and corporate governance systems, as well as promptly submitting recommendations to management bodies to eliminate identified deficiencies.

In carrying out its functional responsibilities, the Internal Audit Service operates in accordance with the Regulation “On the Internal Audit Service of JSC Uztransgaz,” the legislation of the Republic of Uzbekistan, and the Company’s internal documents.

Based on the results of audits conducted, the Internal Audit Service compiles quarterly summary reports containing both analytical and final sections. The Service is responsible for assessing the adequacy of measures taken to eliminate violations and for enhancing the efficiency of the Company’s financial and operational activities.

In 2024, under the Annual Audit Plan of the Internal Audit Service, 8 audits were conducted. Specifically, audits were performed on production, operational, and financial processes across the Company’s MGPMs and UGSDs.

In total, the 2024 audits identified a range of findings and led to the issuance of recommendations concerning revenue recognition and accounts receivable, tax calculation, disposal of Company assets, asset inventory procedures, and other areas. In response to all recommendations issued in 2024, the audited entities developed and approved corrective action plans to address the identified non-conformities..

Plans for 2025

In 2025, the activities of the Internal Audit Service will include the following:

- Conducting internal audits (on a quarterly basis and at year-end) through inspections in line with the areas specified in Resolution No. 215 of October 16, 2006, by the Cabinet of Ministers;
- Reviewing commercial contracts to ensure their compliance with legal requirements;
- Providing advisory and methodological support in accounting and taxation, and organizing seminars on the implementation of International Financial Reporting Standards (IFRS).

Anti-Corruption Measures

GRI 3-3, 205-3

In its operational activities, the Company adheres to the principles of transparent, fair, and ethical business conduct, and carries out systematic efforts to identify and counter corruption and fraud in all forms. The assessment of corruption risks serves as the basis for adopting and implementing the Company’s anti-corruption policy.

The key internal documents regulating anti-corruption matters in the Company include:

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

The Anti-Corruption Policy of JSC “Uztransgaz”, approved on 30 September 2020, was developed in accordance with the anti-corruption legislation of the Republic of Uzbekistan and the Corporate Ethics Code. The policy incorporates principles and provisions from:

- The United Nations Convention against Corruption (adopted by Resolution No. 58/4 on 31.10.2003 at the 51st plenary meeting of the 58th UN General Assembly, New York);
- The OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (adopted in Istanbul on 21 January 1997);
- The Criminal Law Convention on Corruption (signed in Strasbourg on 27.09.1999, ETS No. 173);
- The Criminal Code of the Republic of Uzbekistan;
- The Code of Administrative Responsibility of the Republic of Uzbekistan;
- Law of the Republic of Uzbekistan “On Combating Corruption” No. ZRU-419 dated 03.01.2017.

This policy reflects the Company's stance against corruption and defines a unified set of principles supported by the Company and its structural units in the course of their operations. In implementing the anti-corruption policy, JSC "Uztransgaz" undertakes initiatives to foster an anti-corruption culture, prevent corruption, and manage conflicts of interest. Key tools and mechanisms include:

- Anti-corruption monitoring;
- Identification, assessment, and management of corruption risks;
- Fostering a culture of integrity;
- Prevention of conflicts of interest;
- Employee and stakeholder awareness;
- Functioning of communication channels for reporting corruption;
- Information boards for awareness-raising.

The implementation of the Company's anti-corruption policy is overseen by the Compliance Control Department, composed of highly experienced professionals with relevant competencies. According to the anti-corruption policy, responsibility for preventing corruption and misconduct lies with the Head of Compliance and the heads of structural divisions.

The Company has developed an internal communications system that enables employees and other stakeholders to promptly report suspected incidents of corruption or other violations. Confidentiality is guaranteed for all individuals who report such issues. The following channels are available for submitting reports:

- Company website: www.utg.uz;
- Hotline: (+99871) 202-10-60 (ext. 399);
- Telegram channel: @UztransgazAnticorruptionBot
- Email: compliance@utg.uz
- Official Facebook page: www.facebook.com/UztransgazAnticorruption

All reports are promptly reviewed and addressed in accordance with applicable legislation.

Furthermore, in line with the anti-corruption policy, the Company does not directly provide charitable or sponsorship support to government bodies, commercial or non-commercial organizations, their representatives, or any other individuals. Such support may only be rendered upon approval by the Compliance Control Department.

Corporate Ethics, Resolution of Corporate Conflicts and Conflicts of Interest

GRI 206-1

AO "Uztransgaz" operates under a Code of Ethics, which was updated on April 19, 2024, to ensure adherence to the principles of professional ethics and the fundamental rules of conduct for employees of the Executive Body and structural divisions of the Company. This Code outlines the key standards of business conduct and interaction with stakeholders, as well as the responsibilities of officials and employees to prevent conflicts of interest.

In accordance with the approved Code, every employee of the Company must carry out their professional duties in line with the following principles:

Legitimacy	Fairness
Priority of the rights, freedoms, and legitimate interests of citizens	Honesty
Patriotism and loyalty to duty	Inadmissibility of conflict of interest
Commitment to the interests of the state and society	Impartiality

As part of the implementation of the Code of Ethics, the Human Resources Management Department organized the process of familiarizing each employee with the Code and their related responsibilities. This department also oversees compliance with the Code by employees of the Executive Office and the Company's structural divisions.

In turn, the heads of the Company's structural divisions are responsible for ensuring compliance with the Code by their staff. Their duties include:

- Ensuring that each employee is familiar with the Code of Ethics;
- Monitoring that all employees carry out their work duties at the workplace wearing designated workwear in accordance with occupational safety regulations;
- Issuing warnings about the application of disciplinary measures in accordance with labor legislation against managers and employees who fail to comply with the Code of Ethics.

Violations of the Code's provisions are reviewed by the Ethics Commission, which is formed from among the responsible employees of the Executive Office and comprises at least five members. In its activities, the Commission is guided by the legislation of the Republic of Uzbekistan, the Charter of JSC "Uztransgaz", and the Regulation "On the Ethics Commission of JSC Uztransgaz."

The main responsibilities of the Ethics Commission include:

- Monitoring compliance by the Executive Office with the laws of the Republic of Uzbekistan, the Company Charter, and the Code of Ethics;
- Providing assistance to employees in resolving issues arising within the framework of ethical standards;
- Conducting preventive measures in accordance with ethical norms to avoid conflicts of interest;
- Taking measures to resolve conflicts of interest through compromise;
- Organizing preliminary investigations to prevent the unjust application of disciplinary actions in cases of violations of the Code;
- Developing proposals for amendments and additions to the Code of Ethics.

The basis for convening a Commission meeting is a written complaint submitted by an employee (regardless of position) regarding any violation of the Code of Ethics. The Commission reviews submitted complaints and issues decisions in accordance with the Code's provisions. All Commission meetings are conducted in line with current legislation, and the meeting minutes are archived at JSC "Uztransgaz" as a separate official record.

Economic Performance

Management Approach

GRI 3-3

The oil and gas sector of Uzbekistan represents the largest segment of the national economy and plays a strategically critical role in the development of the entire country. As the guaranteed transporter of natural gas for the Republic, JSC “Uztransgaz” makes a substantial annual contribution to enhancing the country's socio-economic potential and supporting development in its regions of operation by:

- Ensuring significant regional budget revenues through tax payments;
- Creating employment opportunities for the local population and providing social support;
- Supporting domestic manufacturers and increasing local content in procurement.

The Company manages its economic performance in accordance with the annually approved Natural Gas Resources and Distribution Balance (hereinafter – the Balance), which is ratified by the Government of the Republic of Uzbekistan. Uztransgaz monitors and consolidates annual natural gas demand and participates in the development of the Balance.

Since August 1, 2022, the Company's business model underwent structural changes in accordance with Presidential Decree No. PP-280 of June 16, 2022, “On Additional Measures for Reforming the Natural Gas Market.” The Decree designated Uztransgaz as the sole operator specializing in the transportation, storage, and transit of natural gas, while the functions of procurement and sales were transferred to JSC “UzGasTrade.” This restructuring had a positive impact on the Company's financial standing, notably reducing the growth rate of production costs.

Medium-Term Outlook

In the initial phase of industry reform focused on optimizing the business model and improving financial sustainability, which positively influenced the Company's economic position. In the second half of the reporting period, a significant slowdown in the growth rate of production costs was observed. The next stage of the national sector transformation is expected to include the gradual liberalization of natural gas pricing through market-based mechanisms. These measures aim to modernize the gas transportation system and foster a healthy competitive environment within the sector.

JSC “Uztransgaz” aligns its activities with the strategic direction set by the state, aiming for effective implementation of strategic goals and the achievement of sustainable economic performance. Under the Transformation Strategy for 2024–2026, the Company plans the following steps:

1. Partial price liberalization – the application of both regulated and market-based tariffs for designated consumer categories.
2. Full price liberalization – introduction of market-based pricing for all consumers..

Tax Policy and Transparency

GRI 207-1, 207-2, 207-3, 207-4

JSC “Uztransgaz” adheres to the principles of transparency, integrity, and full compliance with tax legislation in its operations. The Company recognizes the importance of taxation as a key element of the country's sustainable development and ensures the timely fulfillment of its tax obligations in accordance with the laws of the Republic of Uzbekistan.

The Company's tax policy is based on the following core principles:

- Compliance with all applicable tax requirements within its operating territory;
- Timely and complete payment of taxes and duties;

- Avoidance of aggressive tax planning;
- Engagement with tax authorities through open and constructive dialogue;
- Regular monitoring of changes in tax legislation and adaptation of internal procedures in line with updated requirements;
- Ensuring internal control and participation of authorized units in the management of tax risks.

The tax function is integrated into the corporate governance system and is overseen by the Company's financial management. JSC "Uztransgaz" does not use offshore jurisdictions and does not engage in schemes aimed at minimizing tax obligations outside the bounds of the law..

Responsibility for the implementation of tax policy lies with the central accounting office of the Company's executive body, and key tax decisions are made in accordance with approved corporate governance procedures.

Tax matters are managed through:

- Ongoing analysis of tax law updates and timely adaptation of internal policies;
- Internal audits related to tax compliance;
- Consultations with external experts in complex or disputed cases;
- Internal training for staff involved in tax reporting and calculations..

JSC "Uztransgaz" maintains open and responsible relations with the tax authorities of the Republic of Uzbekistan. Interaction is based on principles of transparency, timely disclosure of information, and full compliance with legal requirements. The Company actively participates in briefing sessions and seminars organized by tax authorities and seeks guidance on emerging issues to minimize tax risks.

All requests from government authorities are addressed promptly and in full, within the established timeframes. The Company does not engage in litigation with tax authorities, except when necessary to protect its legitimate rights and interests.

JSC "Uztransgaz" conducts its operations exclusively within the Republic of Uzbekistan and does not have legal entities, branches, or representative offices in other countries. Accordingly, country-by-country reporting—including revenues, pre-tax profits, accrued and paid corporate income taxes, and other tax-related payments—is disclosed in aggregate for the Republic of Uzbekistan.

Indicator	2024
Profit before tax, billion UZS	9 177
Income tax expense, billion UZS	1 232
Actuarial loss, billion UZS	115

In 2024, the Company paid a total of UZS 1 094.7 billion in taxes and other mandatory payments to the national budget. The Company and its affiliated enterprises provide employment for more than 8 000 people across the country, offering not only stable wages but also social support for employees and their families. Funds allocated by the Company for employee salaries in 2024 amounted to UZS 726 300 million.

Procurement System and Development of Local Content

GRI 3-3, 2-6, 204-1, 414-1, 414-2, 308-1, 308-2

One of the key principles of procurement at JSC "Uztransgaz" is to ensure equal opportunities for all potential suppliers to participate in the procurement process. The Company's procurement system is based on the

principles of transparency, competitiveness, and justification. A critical factor in the selection of suppliers of goods, works, and services is the strict adherence to the Company's procurement methodology, with no violations affecting the outcomes of procurement procedures.

The procurement process includes the following main stages:

- formulation of annual demand;
- supplier selection;
- conclusion and execution of procurement contracts.

When making procurement decisions, the Company prioritizes and supports the purchase of products (raw materials, materials, resources, and services) that:

- possess quality characteristics that meet requirements and are superior to alternative options;
- exhibit higher efficiency in terms of energy and/or resource consumption;
- are more environmentally friendly in terms of production impact;
- present lower risks to human health and Company property during transportation, storage, and use.

The Department of Procurement and Cooperation Oversight monitors procurement processes across all Company units. All procurement procedures of JSC "Uztransgaz" are regulated by the Law of the Republic of Uzbekistan "On Public Procurement" dated April 22, 2021, No. ZRU-684 and Presidential Decree No. PP-3953 dated September 27, 2018. Additionally, the Company conducts procurement activities in accordance with internal Order No. 4 dated January 5, 2023.

At present, JSC "Uztransgaz" does not perform a formalized assessment of suppliers regarding their social and environmental impact. However, the Company acknowledges the importance of integrating such mechanisms into supply chain management and is considering their implementation to enhance sustainability and responsibility.

The selection of suppliers by JSC "Uztransgaz" and its subsidiaries and affiliated organizations is carried out through open tenders, best-offer selections, and auctions in accordance with the procurement methodology.

Procurement by the Department of Procurement and Cooperation is carried out through:

1. Electronic stores:
 - for goods under one contract valued up to twenty-five thousand base calculation units (BCUs);
 - for works and services under one contract valued up to one hundred BCUs.
2. Reverse auctions:
 - for goods under one contract valued up to twenty-five thousand BCUs.
3. Best-offer selections:
 - for goods (works, services) under one contract valued up to twenty-five thousand BCUs.
4. Tenders:

– for goods (works, services) under one contract exceeding twenty-five thousand BCUs.

According to Order No. 4 dated January 5, 2023, all structural divisions and enterprises of the Company may independently execute procurement contracts for goods (works, services) valued up to 2 500 BCUs per contract, except for import contracts. Purchases exceeding this threshold and all import contracts are to be executed through the Department of Procurement and Cooperation, with the exception of construction works, which fall under the responsibility of the Department of Design and Capital Construction. Responsibility for compliance with procurement legislation lies with the heads of structural divisions and enterprises. These heads are also responsible for the justification of procurement needs and volumes.

Understanding the impact of procurement processes on operational efficiency, the Company continues to automate its procurement system. The procurement system involves the use of four primary electronic platforms for supplier selection through open tenders and price proposals. As of the reporting period, the Company utilized the following platforms:

1. The “Cooperation.uz” platform for procurement procedures with local manufacturers, implemented in accordance with Presidential Decree No. PP-4812 dated August 21, 2020;
2. The “Etender.uzex.uz” platform for tenders and best-offer selections with a wide range of suppliers;
3. The “xarid.uzex.uz” platform for auction-based and electronic store procurements;
4. The “Spot” platform for procurement of highly liquid goods, in accordance with Presidential Decree No. PP-5031 dated March 18, 2021.

The Company supports domestic manufacturers by increasing the share of goods procured from local producers and services performed by local providers. Since late 2020, the Company has implemented a localization initiative for procured products, in line with Presidential Decree No. PP-4812 dated August 21, 2020, and Cabinet of Ministers Resolution No. 41 dated January 29, 2021. This initiative aims to support local manufacturers by increasing the volume and range of domestic industrial products and expanding their participation in the public procurement system. According to this initiative, a 15% preference is granted to locally produced goods when at least two local manufacturers participate in a tender or competitive selection.

In total, 4 454 procurement contracts for goods, works, and services were concluded in 2024, amounting to a total value of 950.5 billion UZS.

Company	Total, billion UZS	Goods, billion UZS	Works and Services, billion UZS
JSC “Uztransgaz”	950,5	407,7	542,8

The total volume of goods, works, and services procured from resident companies of the Republic of Uzbekistan — regardless of the citizenship of their employees or the country of origin of the goods — amounted to 635.2 billion UZS in 2024.

The procurement figures presented below reflect the Company’s level of support for local suppliers:

Company	Total, billion UZS	Share of Local Content, %	Goods		Works and Services	
			Amount, bln UZS	Share of Local Content, %	Amount, bln UZS	Share of Local Content, %
JSC “Uztransgaz”	950,5	66,8	407,7	38,4	542,8	88,2

By the end of 2024, the share of local content in procurement at JSC “Uztransgaz” amounted to 38.4% for goods and 88.2% for works and services. The figures above reflect consolidated data across all structural divisions of JSC “Uztransgaz,” UE “Urganchtransgaz,” and LLC “Transgazengineering.”

Medium-Term Outlook

In 2025, the Company plans to continue its procurement practices in line with corporate principles and standards. Activities aimed at monitoring the share of local content in the procurement of goods, works, and services will also continue in accordance with the Resolutions of the President and the Cabinet of Ministers of the Republic of Uzbekistan.

Compliance with Socio-Economic Requirements

GRI 2-27,3-3

Compliance with legislation and regulations in the social and economic spheres is a strict requirement aimed at protecting employee rights and ensuring the transparent operation of the Company. Compliance with socio-economic regulations directly influences the financial performance of the Company and can be quantified as an economic value for enterprises that meet these requirements.

In the socio-economic sphere, the Company adheres to the requirements of the Tax Code, the Code of Administrative Responsibility, and other applicable legislation in the course of its operations.

In 2024, the total amount of monetary penalties for non-compliance with socio-economic requirements amounted to 5.6 billion UZS, with the majority related to violations of tax legislation. For instance, tax-related penalties included delayed payment of excise tax and other infractions. Additional categories of penalties reflected in the table below include:

- recognized fines, penalties, and other sanctions for breach of contractual obligations;
- penalties for overdue debts;
- financial sanctions imposed by regulatory bodies due to excess revenue from consumers or unfavorable court decisions;
- demurrage charges due to delays in wagon operations.

The following table presents monetary penalties over the past three years:

Category	2023*, mln UZS	2024, mln UZS
Fines for tax violations, UZS	11 258,4	5 134,5
Other fines, UZS	499,2	466,1
Total amount of significant monetary penalties, UZS	11 757,6	5 600,6

The indicators presented above reflect the data of the Executive Office, 8 MGPMs, and 2 UGSFs.

As of the reporting period, there were no non-monetary sanctions or cases initiated through dispute resolution mechanisms in the social and economic domains.

Plans for the Medium Term

The Company aims to reduce the negative impact of fines and penalties resulting from non-compliance with socio-economic legislation on its financial performance.

Environmental Responsibility and Workplace Safety

Management Approach

GRI 3-3

JSC “Uztransgaz” recognizes its responsibility for the environmental impact associated with the operation of gas transmission infrastructure. The Company is consistently committed to minimizing environmental risks, reducing emissions, using natural resources efficiently, and preventing environmental pollution.

Regular assessments are conducted to determine the scale and nature of the environmental impact, which helps define the Company’s contribution to the achievement of the United Nations Sustainable Development Goals (SDGs), with particular emphasis on:

SDG 6 – sustainable water management and prevention of water pollution;

SDG 7 – increased energy efficiency and sustainable energy supply;

SDG 12 – responsible consumption and waste management;

SDG 13 – climate action through reduction of greenhouse gas emissions.

Environmental safety is ensured in accordance with the legislation of the Republic of Uzbekistan and internal regulations of JSC “Uztransgaz”, which are developed in line with international standards and best practices.

To mitigate negative environmental impacts and address climate change, the Company implements activities in the following areas:

- reduction of gas losses during transmission and distribution;
- efficient use of energy resources;
- modernization of compressor stations;
- modernization of the gas transmission system;
- implementation of advanced gas distribution and metering technologies.

As of the reporting period, JSC “Uztransgaz” is implementing several climate action projects. One such project involves the modernization of the gas transmission system through the use of advanced technologies for hydrocarbon loss control. This project aims to enhance pipeline throughput capacity and ensure an adequate supply of natural gas to densely populated regions of the country.

Energy Consumption and Energy Efficiency

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

The primary goals of JSC “Uztransgaz” in the field of energy management are to improve energy efficiency through the rational use of energy resources and the implementation and application of energy-saving technologies. The Company pays special attention to the gradual integration of renewable energy sources, steadily increasing their share in the total energy mix.

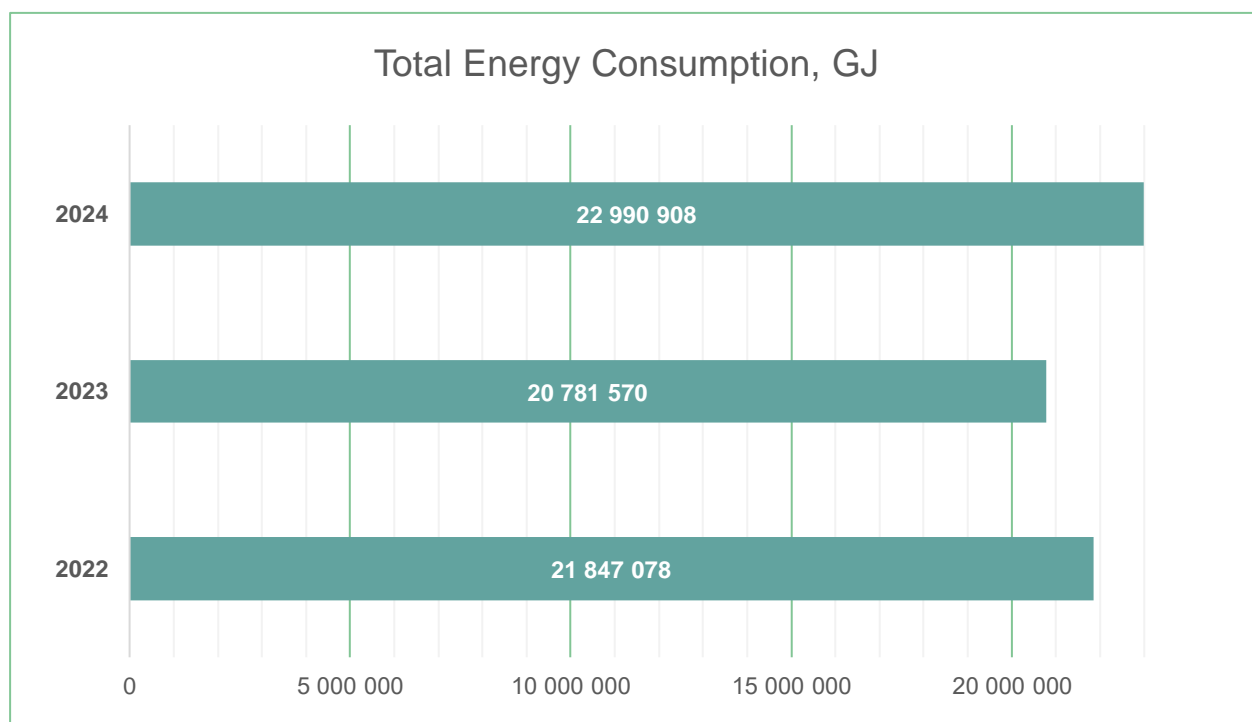
The Company's energy consumption structure includes various energy sources, with electricity and fuel being the primary ones. Given the energy-intensive nature of its production processes, identifying and implementing solutions to reduce energy consumption remains a key priority for the Company. In addition to its own consumption, the Company also provides electricity transmission services through its power networks to third-party consumers.

As of the reporting period, JSC “Uztransgaz” operates under an established procedure for energy planning and efficiency analysis, approved on 15 February 2021. This procedure sets a unified approach to conducting energy analyses, determining energy monitoring methods, and enhancing energy performance within the Energy Management System, in line with international ISO 50001 standards. It is also embedded within the Company's integrated management system, which complies with ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management).

According to this document, energy use and consumption are analyzed at the organizational, departmental, process, and sub-process levels. Reviews are conducted at least once a year or in the event of significant changes to equipment, systems, or processes. The analysis establishes baseline energy performance indicators, calculates forecast values, and defines data collection plans along with energy efficiency improvement measures. The baseline is set for a three-year period and is agreed upon with the relevant departments and units. Based on this baseline, projected energy consumption is calculated in accordance with production plans for the upcoming period. Any change in equipment, systems, or processes triggers a revision of the energy usage analysis.

This procedure is mandatory for all units falling within the scope of the energy management system and is based on ISO 50001:2018, the Company's IMS manual, and related internal guidelines.

Energy is consumed primarily during gas transmission and underground storage. In 2024, total energy consumption amounted to 22 990 million MJ, with 95% of this volume attributed to gas transmission. Compared to 2023, overall energy consumption increased by 10.6% in 2024..



**Conversion factor: 1 kWh = 3.6 MJ; 1 Gcal = 4 187 MJ (according to IEA data). Energy carriers: 1 ton of diesel fuel = 43 000 TJ/Gg; 1 ton of gasoline = 44 300 TJ/Gg; 1 ton of LNG = 44 200 TJ/Gg; 1 ton of LPG = 47 300 TJ/Gg. Natural gas: 1 ton = 48 000 TJ/Gg (according to IPCC data).*

The volume of electricity consumed in 2024 amounted to 1 669.6 thousand GJ, while the volume of thermal energy consumed totaled 70.3 thousand GJ. The more than 22% reduction in electricity consumption is attributed to the following factor:

1. The decrease in electricity consumption is due to the implementation of organizational and technical measures aimed at energy savings at production facilities of JSC “Uztransgaz” in 2024.

The data on electricity and thermal energy consumption for the years 2022–2024 are presented below:

Indicator	2022*	2023	2024
Electricity, GJ	2 415 358*	2 167 116	1 669 575
Thermal energy, GJ	88 117 *	69 047	70 328

The following non-renewable energy sources are used as fuel at the Company: diesel fuel, gasoline, fuel and process gases, liquefied petroleum gas (hereinafter – LPG), and compressed natural gas (hereinafter – CNG). These types of fuel are utilized for vehicle refueling, equipment purging, and in energy technology units.

In 2024, fuel consumption increased by an average of 14.5% compared to the previous year.

The consumption of non-renewable fuels for the years 2022–2024 is presented below:

Type of Fuel	2022	2023	2024
Diesel Fuel, GJ	65 949	66 539	65 470
Gasoline, GJ	6 545	6 686	4 856
Gaseous Fuel, GJ	19 227 936	18 432 531	21 126 025
– Fuel Gas	18 514 272	17 603 104	19 879 989
– Process Gas	713 664	829 427	1 246 036
LPG, GJ	18 162	17 800	17 759
CNG, GJ	24 832	15 134	23 504

In order to enhance the energy efficiency of technological processes, it is essential to reduce natural gas consumption for internal needs and technological losses. It is important to note that these expenditures are directly influenced by the volume of transported gas, the amount of natural gas injected into the pipeline system, as well as the availability of material and technical resources.

Recognizing the environmental value and efficiency of using renewable energy sources, the Company has developed an action plan focused on the installation of solar water heaters, LED luminaires equipped with photovoltaic panels and motion sensors, and solar photovoltaic power stations for future periods. The main emphasis is placed on the deployment of solar photovoltaic stations (SPS). By the end of 2024, SPSs with a total capacity of 3.6 MW had been installed across the Company's units, which led to a significant increase in solar power generation.

The dynamics of electricity generation from SPSs are shown below:

Indicator	2023	2024
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Electricity generated from renewable energy sources, GJ	6 716,8	13 390,89
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Energy Intensity

The types of energy considered in calculating internal organizational energy intensity include electricity, thermal energy, and fuel. For the calculation of this ratio, the Company uses a single indicator that encompasses all types of its operations.

Energy intensity* for 2022–2024 is presented below:

Indicator	2022*	2023	2024
Energy Intensity, MJ/m ³	0,47	0,45	0,61

In 2024, the energy consumption intensity amounted to 0.61 MJ/m³, which is 35% higher compared to the previous year. This increase is primarily attributed to the reduction in the volume of natural gas transported by the Company, particularly in the transit direction.

Energy Consumption Reduction

The key strategic directions for improving energy efficiency and conservation within the Group include the modernization of technological equipment, the implementation of energy-saving technologies, the optimization of heat energy production and consumption, and the development of internal energy generation sources. The relevance of these projects is linked to the need to reduce natural gas consumption for internal needs and process losses, lower production energy intensity, and decrease greenhouse gas emissions.

The Company has adopted a schedule for the implementation of organizational and technical measures aimed at energy conservation through modernization and production upgrades for 2023–2025, specifically for JSC "Uztransgaz". This document outlines the total cost of the measures and their funding sources, which include foreign investments, loans, and the Company's own funds.

Based on the conducted energy analysis, specific actions are developed to reduce energy consumption, ensure rational use of resources, and improve energy efficiency. In the development process, government decrees, sectoral energy saving programs, and internal documents such as the temporary instruction II №29-GEE-01 "On the development and implementation of organizational and technical measures for the conservation of electric and thermal energy" are taken into account. This internal document outlines the methodology for calculating savings in electric and thermal energy used for production needs.

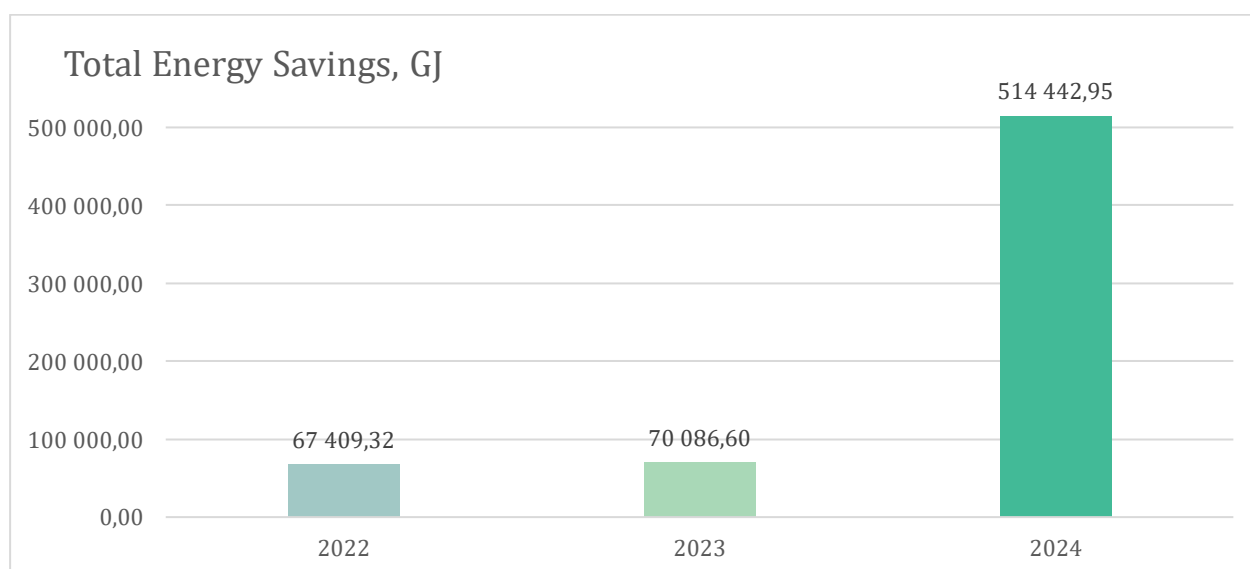
Furthermore, control is exercised at all levels of implementation: Company departments submit quarterly reports on actual savings in electricity and heat energy, with supporting calculations for each measure.

In 2024, 17 energy-saving measures were implemented for electricity and heat energy, with plans to continue in the future. It is worth noting that these measures apply to structural units such as MGPMs (Main Gas Pipeline Managements) and UGSFs (Underground Gas Storage Facilities). The implemented measures are listed below:

№	Мероприятия
1	Implementation of solar photovoltaic power stations
2	Installation of lighting fixtures equipped with solar photovoltaic panels
3	Installation of solar water heaters

4	Transfer of parallel operating voltage transformers to standby mode
5	Optimization of compressor station operation modes considering the state of the gas transmission system
6	Optimization of the hydraulic operating mode of the 3rd stage pumps at the Kungrad UTVS by replacing low-pressure pumps with 2 000 kW capacity to 800 kW pumps with frequency converters
7	Optimization of the hydraulic operation of Kungrad UTVS by disconnecting the third-stage water-lifting pump
8	Modernization of the "Sarimoy" pumping station
9	Modernization of boiler houses
10	Replacement of transformers
11	Phased replacement of transformer cathodic protection devices with modern impulse cathodic protection systems
12	Installation of motion sensors in lighting systems
13	Replacement of synchronous motor exciters with digital microprocessor-based exciters
14	Use of frequency converters in water pumps and auxiliary equipment of gas pumping units (GPU)
15	Water extraction from open channels for agricultural irrigation by installing submersible pumps
16	Replacement of high-power water pumps with low-power pumps
17	Reduction of electricity consumption by obtaining compressed air directly from compressor stations

Since 2018, the Company has been consistently reducing its energy consumption. In 2024, energy savings amounted to 514 442.95 GJ of electricity in physical terms, which is seven times higher than the figures recorded in 2023.



Medium-Term Goals

To improve the energy efficiency of main gas transportation facilities, a comprehensive set of measures has been developed and approved for 2025 under the title "Organizational and Technical Measures for Electricity and Natural Gas Savings at the Production Facilities of JSC 'Uztransgaz' for 2025." Particular attention is given to the use of renewable energy sources.

The Company aims to reduce electricity consumption through the optimization of production processes, modernization and reconstruction of production technologies, and heating and cooling systems...

Environmental Protection

GRI 3-3, EM-MD-160a.1

The gas transportation sector is among the most energy-intensive segments of the economy, involving the execution of complex and potentially hazardous operations, as well as constant interaction with the environment. In this context, the Company's environmental priorities focus on the prevention and minimization of adverse environmental impacts, the rational use of natural resources, and the development and implementation of comprehensive measures to improve the ecological state both in the vicinity of and within Company facilities.



AO “Uztransgaz” operates and maintains gas transportation infrastructure comprising 13 642 km of trunk gas pipelines, 2 underground gas storage facilities, 20 compressor stations, and 420 gas distribution stations. The Company's gas transportation network spans all regions of the Republic of Uzbekistan, each of which is home to unique fauna and flora and represents an essential part of Central Asia's biodiversity. However, no gas transportation or underground gas storage facilities are located on or adjacent to protected natural areas.

AO “Uztransgaz” has developed an Environmental Protection and Rational Use of Natural Resources Action Plan for 2020–2025. This plan includes 133 measures with budget allocations for all Company subsidiaries across four main areas:

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

The Company operates a procedure for the identification of environmental aspects, developed in accordance with the requirements of ISO 14001:2015, to define the process for identifying aspects, assessing impacts, and developing further mitigation actions, as well as for planning and managing these during interactions with third parties and across all Company business units, including 8 MGPMs and 2 UGSFs.

According to this procedure, each business unit head organizes work on identifying environmental aspects and controls the outcomes together with engineering and technical staff and other personnel. Environmental aspects refer to environmental risks. Identification of aspects and environmental impacts is carried out in several stages. First, business units identify the aspects and impacts related to input materials, resource use, results of interim operations, and final products, including the generation of all types of waste, atmospheric emissions, and water and soil discharges. Second, an assessment of environmental impact is performed by determining the significance of each aspect, measuring the likelihood of occurrence, and assessing the impact ranking.

All data from the identification of environmental aspects and impact assessments are recorded and stored within the respective business units. After identifying aspects and impacts, the assessment results are communicated to personnel via individual briefings, including explanations on the importance of meeting legislative and regulatory requirements and performing other risk control measures related to environmental aspects. Managers subsequently review the relevance of hazard identification and risk assessment at least annually.

When designing new facilities or upgrading existing ones, the Company conducts an environmental impact assessment, developing and implementing appropriate measures to prevent or mitigate potential negative effects.

The Company follows international environmental initiatives on reducing greenhouse gas emissions, implementing energy-saving technologies, and increasing the use of renewable energy. Environmental teams actively cooperate with the State Committee for Ecology of the Republic of Uzbekistan and other specialized organizations on environmental protection issues.

Currently, the Company's environmental activities do not fully comply with International Finance Corporation (IFC) standards. However, the Company recognizes the importance of these international requirements as benchmarks for sustainable development and responsible natural resource management. Looking ahead, the Company intends to analyze existing practices and introduce higher standards of environmental management, including possible alignment with IFC principles, to enhance transparency, efficiency, and environmental responsibility.

The Company allocates significant funds to environmental protection activities. In 2024, total expenditures across the Company amounted to 2 242.5 million UZS..

Indicator	2022	2023	2024
Expenditure on environmental protection measures, thousand UZS.	2 172 662	2 796 876	2 242 529

A reduction in expenditures is envisaged by the action plan. At the same time, 535 100 000 UZS was allocated for greening activities, including the planting of fruit and ornamental seedlings, as part of initiatives in line with the Presidential Decree of the Republic of Uzbekistan No. UP-199 dated 23.11.2023 "On Measures to Ensure Environmental Sustainability by Further Increasing the Level of Greening in the Republic and the Consistent Implementation of the Nationwide Project 'Yashil Makon'."

In 2024, the following key activities were undertaken to contribute to environmental efforts:

- Greening of territories by planting flowers, fruit and ornamental seedlings;
- Signing contracts for the disposal of waste (automobile tires, fluorescent lamps, used oils, ferrous and non-ferrous scrap metal);
- Reducing atmospheric emissions of odorants in case of malfunctions at odorization facilities;
- Reducing the volume of gas vented during pipeline maintenance;
- Implementation of the "Program for the Modernization and Efficiency Enhancement of the Main Gas Transmission System of the Republic of Uzbekistan for 2021-2022";
- Strict monitoring of water consumption.

For 2025, the Company plans to launch the following initiatives to further develop and update its environmental practices:

- Development of an Environmental Program for Uztransgaz JSC;
- Environmental practices diagnostics as part of the Company's overall ESG diagnostics;
- Updating existing environmental protection policies;
- Development of Uztransgaz JSC's Climate Strategy.

Land Resources

SASB EM-MD-160a.3

In order to minimize environmental impact and ensure the rational use of natural resources, the Company carries out land remediation activities in accordance with the requirements of the legislation of the Republic of Uzbekistan. These activities are performed by competent contractor organizations providing capital construction services for the Company's facilities.

During the reporting period, land reclamation works were implemented in two regions of the Republic, demonstrating the Company's systematic approach to environmental responsibility and sustainable development.

Formation and reclamation of contaminated lands by the Company in 2023–2024:

Indicators	Unit of measurement	2023	2024
Land reclaimed during the reporting period	hectares	7	36,3
Area of disturbed land in the current period	hectares	13,4	7,4
Area of disturbed land at the end of the reporting period	hectares	363,5	334,6

Direct greenhouse gas emissions (Scope 1)

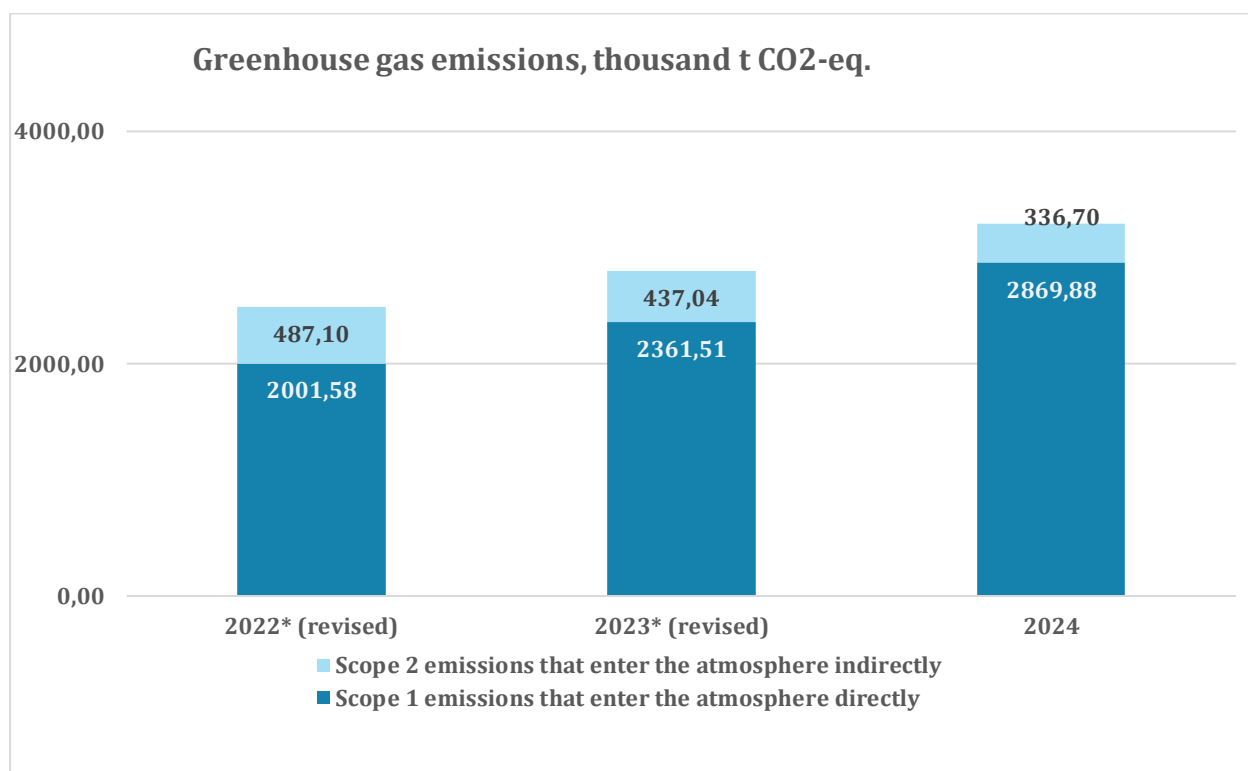
GRI 3-3, 305-1, 305-2, SASB EM-MD-110a.1

Without reducing its obligations to deliver gas to consumers, the Company is committed to minimizing environmental risks during gas transportation and underground storage. Achieving environmental goals is supported by reducing the specific consumption of fuel and energy resources (FER) for own technological needs, reducing greenhouse gas emissions, and decreasing significant emissions.

Direct greenhouse gas emissions (Scope 1) from stationary sources at Uztransgaz JSC facilities occur during purging and venting of natural gas from pipelines and technological equipment, as well as due to leaks from flange connections of pipeline fittings. Methane, carbon dioxide, and nitrous oxide are released directly into the atmosphere. The fraction of CH₄ in the gas is up to 96%; CO₂ – 1%; N₂O – 0.5%.

The Company utilizes energy technology units: gas compressor units, boiler houses, heating furnaces, and fire regenerators. As a result of incomplete combustion of hydrocarbon fuel, methane and carbon dioxide are released into the atmosphere.

Indirect energy emissions (Scope 2) of the Company are attributed to the production of electricity purchased by the organization. Since the Company does not purchase but produces thermal energy using water-heating boilers that operate on fuel and technological gas, thermal energy is not included in Scope 2. The consumption of natural gas for the production of thermal energy is accounted for in Scope 1.



**Starting from the 2024 results, the volume of methane emissions data for the calculation of Scope 1 greenhouse gas emissions has been revised upwards to provide a more comprehensive representation of the Company's environmental impact. For relevant comparison, the data from the 2023 and 2022 Sustainability Reports has been recalculated in accordance with the updated calculation methods for GRI 305-1 "Direct (Scope 1) GHG emissions."*

There are no ozone-depleting substances produced, nor any CO₂ emissions generated as a result of biomass combustion or decomposition at the Company's facilities.

The baseline year for calculating greenhouse gas emissions at the Company was set as 2020 in accordance with Presidential Decree of the Republic of Uzbekistan No. PP-4388, clause 12, dated July 9, 2019. Regarding the consolidation method, emission statistics are reported for facilities directly controlled by the Company under ownership rights.

The increase in direct (Scope 1) emissions released into the atmosphere was due to large-scale repair works as part of the implementation of the "Program for the Modernization and Efficiency Enhancement of the Republic of Uzbekistan's Main Gas Transportation System in 2021–2022." During these activities, there was a temporary increase in the use of backup equipment and auxiliary machinery, which have higher levels of direct emissions. In addition, technical maintenance required short-term purging and relaunching of certain units, which also contributed to the increase in emissions during the reporting period.

The Company conducts an annual inventory and internal assessment of greenhouse gas emissions and other atmospheric emissions, identifying the most significant sources. In calculating emissions, the Company applies a Global Warming Potential (GWP) factor, which determines the radiative impact of one unit mass of methane relative to the corresponding unit of carbon dioxide over a specific period. In particular, the Company uses the following Global Warming Potential coefficients (Intergovernmental Panel on Climate Change, Fifth Assessment Report, 2014):

- Methane to CO₂-eq conversion factor: 28;
- Nitrous oxide to CO₂-eq conversion factor: 265.

The following methodologies are used for emissions calculations: RH39.0-140:2012 "Methodology for Calculating Pollutant Emissions for Oil and Gas Production and Processing Enterprises" by JSC "O'ZLITINEFTGAZ," and the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

AO "Uztransgaz" is committed to reducing greenhouse gas emissions by 10% by 2030 compared to the 2010 baseline and continues to enhance its adaptive capacity and reduce risks from adverse climate change impacts..

Plans for 2025

SASB EM-MD-110a.2

As of the end of 2024, the Company has not yet implemented a dedicated program for reducing direct greenhouse gas emissions (Scope 1). However, in 2025, the development of a Climate Strategy is planned as an important step toward sustainable development. This strategy will include specific measures aimed at reducing all types of emissions, including direct emissions. The Company recognizes its role in combating climate change and is committed to organizing its operations in a way that reduces environmental impact and contributes to the achievement of global climate goals.

Other Significant Air Emissions

GRI 305-7,416-1, SASB EM-MD-120a.1

In compliance with requirements for assessing the impact on public health and safety, AO “Uztransgaz” implements a comprehensive approach to environmental risk management. The Company deliberately does not conduct direct assessments of the impact of pollutant emissions on public health. This approach is driven by the need to prevent possible accidents and to minimize health risks associated with exposure to pollutants. The Company focuses on implementing preventive measures and strict emission controls to ensure the safety and protection of public health in the regions where it operates.

At the same time, when assessing the impact of AO “Uztransgaz” operations on ambient air quality, the Company analyzes the main sources and volumes of pollutant emissions in the vicinity of its facilities. Air pollution in the vicinity of the Company’s sites occurs due to emissions of eight elements into the atmosphere. The key category is a mixture of saturated hydrocarbons of the type C_nH_{2n+2} , accounting for 96% of total emissions. Saturated hydrocarbons are released into the atmosphere during technological purging of equipment and combustion of gas in process units.

Gas consumption for technological purging of equipment and for the operation of process units is accounted for as gas consumed for internal needs. In addition, operational losses at the Company’s facilities—such as leaks through flanged elements of shut-off valves and other equipment—are recorded. The norms for natural gas consumption for internal needs are determined by calculation, using industry-specific methods. The calculations are based on the technical passports of process equipment and the technological regulations for the operation of installations. Actual gas consumption for internal needs and operational losses is determined using the automated pipeline dispatch control system.

During the transportation of gas, the largest quantity of pollutants is released into the atmosphere, compared to underground gas storage, where the volume of pollutants amounts to only 1–2% of the total emissions.

When calculating pollutant emissions that have an impact on global warming, the methodology RH 39.0-140:2012 for oil and gas production and processing enterprises, developed by JSC “O’ZLITINEFTGAZ,” is used.

The main pollutants released by the Company into the atmosphere are nitrogen oxides (NO_x), sulfur oxides (SO_x), carbon monoxide (CO), particulate matter, volatile organic compounds (VOCs), as well as substances classified as first-class hazards. Currently, the Company does not monitor or record emissions of particulate matter with a diameter of 10 micrometers or less (PM₁₀).

Atmospheric pollutant emissions in tonnes are presented below:

Emissions	2022	2023	2024
Nitrogen oxides (NO _x)	2 837,28	2 706,46	3 030,66
Sulfur oxides (SO _x)	26,36	22,17	2,25

Carbon monoxide (CO) emissions	6 584,49	4 244,92	6 210,71
Volatile Organic Compounds (VOCs)	96 330,44	89 441,37	80 644,70
Hazardous air pollutants	0,85	1,18	1,23
Particulate matter emissions	861,86	1 170,71	1 417,57
Other emissions*	370,19	393,23	379,19
Total	107 011,47	97 980,05	91 686,30

Among the volatile organic compounds released into the atmosphere are methane, propane, and the odorant (TBM), which is added to the gas to provide a distinctive smell for timely leak detection and prevention. Hazardous air pollutants are represented by substances such as sulfur dioxide, nitrogen oxides, and hydrogen sulfide. Particulate matter includes emissions from metalworking, welding aerosols, and minor traces of inorganic dust. Persistent organic pollutants are not present at the facilities of JSC "Uztransgaz".

Expenditures and investments for environmental protection consist of the costs for general measures developed annually by each business entity of JSC "Uztransgaz," as well as expenses for the implementation of major projects. For example, one of the regularly implemented general measures is ensuring personnel readiness for the transportation of toxic cargo in order to manage the risk of air pollution when transporting hazardous substances. The main project continuing in 2024 is the "Program for the Modernization and Enhancement of Efficiency of the Republic of Uzbekistan's Main Gas Transportation System for 2021–2022," which is expected to have a significant impact on mitigating the effects of climate change.

Water Resources

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

Uzbekistan is classified as a country with limited water resources. Approximately two-thirds of the Company's gas transmission system facilities are located in areas with no water sources at all, particularly in the Kyzylkum Desert and the Ustyurt Plateau. Although gas transportation and underground storage are not water-intensive processes, these geographic and climatic conditions make effective water resource management one of the Company's priorities.

Primarily, the Company uses water resources for domestic needs (including household and drinking water, and for filling fire-fighting systems). Water is used in relatively small volumes in production activities.

Water consumption is managed by the energy departments of the Company's operating units. As of the reporting period, there is no special commission dedicated to water resource 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," as well as the Company's water consumption and wastewater discharge standards, and the sanitary rules and norms of the Republic of Uzbekistan No. 0318-15 "Hygienic and Anti-epidemic Requirements for the Protection of Water Bodies in the Territory of the Republic of Uzbekistan."

Water consumption at the facilities of JSC "Uztransgaz" is sourced from surface, underground, and municipal sources. Surface water sources include the Raish Canal in the Andijan region and local canals in the Khorezm region, which are mainly used for irrigating agricultural lands. Underground sources are represented by artesian wells, and municipal sources by centralized water supply systems.

As part of its operations, the Company abstracts water in accordance with concluded agreements and permits for special water use. Based on calculations of required water consumption, the enterprise enters into an agreement with the relevant branch of the water supply authority – the State Unitary Enterprise “Suvokova.” The establishment of forecast values for water consumption indicators is based on requests from water resource management services, in accordance with consumption standards or based on actual consumption values from previous periods. The Company’s facilities do not have a significant impact on these water sources.

Industrial wastewater is discharged to the terrain, into evaporation ponds, or disposed of in underground horizons through specially equipped wells. Domestic wastewater is directed to septic tanks and sewage systems. No direct discharge of wastewater into surface water bodies is carried out.

In 2024, the volume of wastewater discharges amounted to 349.445 thousand cubic meters.

The breakdown of wastewater discharges by discharge site in thousand cubic meters is presented below:

Indicator	2022	2023	2024
Planned total volume of water discharge	796,205	607,937	627,017
Actual total volume of water discharge, including to:	439,1655	433,3152	349,445
— Terrain (land surface)	259,821	352,1902	265,445
— Evaporation ponds	54,911	37,863	26,225
— Underground horizons	15,312	15,051	20,647
— Sewage systems	101,485	22,891	14,436
— Septic tanks	7,636	5,32	22,692

The 20% reduction in the volume of wastewater discharge is attributable to the transfer of certain non-production facilities of Urgenchtransgaz to the balance of the local khokimiyat, as well as the installation of water consumption meters at some MGPMs of Urgenchtransgaz, where previously water usage had been calculated based on regulatory documents.

In 2024, the main destination for water discharge was the terrain (land surface), accounting for 76% of the total wastewater discharge volume. This is explained by the increased amount of land requiring irrigation following the planting of tree saplings for landscaping and to improve resilience against sand and dust storms.

Over the past three years, all discharged water in regions experiencing water stress consisted exclusively of fresh water, as presented in the following table (in thousand cubic meters). :

Indicator	2022	2023	2024
Total volume of water discharge, including:	439,1655	433,3152	349,55
– Fresh water	439,1655	433,3152	349,55

– Other water	0	0	0
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In the process of water discharge, the Company is guided by the sanitary rules and regulations of the Republic of Uzbekistan No. 0318-15 "Hygienic and anti-epidemic requirements for water protection and water bodies in the territory of the Republic of Uzbekistan", which define the discharge conditions and the required quality of discharged water. Over the past three years, the Company has not exceeded the established limits for water disposal volumes.

The priority substances of concern for which the treatment of wastewater is carried out are petroleum products. The country has a unified approach for setting discharge limits for priority substances of concern. This approach has been developed in accordance with the Resolution of the Cabinet of Ministers No. 14 "Regulation on the procedure for developing and approving environmental standardization projects" dated January 21, 2014. Table 1 of Appendix 4 provides the permissible concentration for each substance of concern.

The Company is committed to responsible water resource management and strives to reduce water consumption through strict monitoring and prevention of leaks. For the purpose of assessing environmental impact, regular monitoring of the quality of underground, surface, and municipal water is carried out, including laboratory analyses and monitoring of treatment efficiency. At the beginning of each year, all structural units approve a set of measures aimed at effective water resource management and environmental safety.

In accordance with the Cabinet of Ministers Resolution No. 14 dated January 21, 2014 "Regulation on the procedure for developing and approving environmental standardization projects", every three years, an inventory of water consumption and discharge sources is conducted. In addition, an annual assessment of the effectiveness of the Company's environmental activities is carried out, which includes an analysis of the sections "Water" and "Discharges and Waste", based on the collection and processing of initial data, as well as visual inspection of facilities.

Recognizing the importance of effective water resource management, in 2025 the Company plans to further reduce water consumption by increasing the share of air-cooling of equipment. In addition, the implementation of the "Program for Modernization and Efficiency Improvement of the Republic of Uzbekistan's Main Gas Transmission System for 2021-2022", which continued in 2024, will help achieve the Company's targeted goals in water resource management in the short term.

Waste Generation

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

JSC "Uztransgaz" conducts its operations with an awareness of the waste generated during its business activities. To prevent negative environmental impacts, the Company systematically plans and implements measures aimed at minimizing waste generation at production sites, as well as ensures the transfer of waste to licensed organizations for safe disposal and recycling.

According to the legislation of the Republic of Uzbekistan, waste hazard levels are classified into five classes. During gas transportation and underground storage in UGSF, waste of all five hazard classes is generated, with non-toxic waste of the 5th hazard class prevailing. In particular, during transportation, waste is generated from the transit of natural gas from Turkmenistan and Kazakhstan. Additionally, an increase in the number of repair works and reconstruction of the linear part of trunk gas pipelines led to intensive waste generation, resulting in significant amounts of ferrous and non-ferrous scrap. A substantial portion of the waste is also comprised of used turbine oils, which belong to the 2nd hazard class and are generated during oil replacement at compressor stations.

In 2024, the total volume of generated waste amounted to 9 586.99 tonnes, representing an increase of 13.8% compared to the previous year.

The volume of generated waste by hazard class, in tonnes, is presented below::

Generated Waste	2022	2023	2024
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Generated hazardous waste, including, tonnes:	4 467,43	3 673, 25	5 948,40
1st hazard class	6,48	9,02	8,27
2nd hazard class	111,97	324,03	342,68
3rd hazard class	27,01	46,43	742,53
4th hazard class	4 321,96	3 293,77	4 854,92
Generated non-hazardous waste (5th hazard class), tonnes	3 679,35	4 746,73	3 638,59
Total volume of generated waste, tonnes	8 146,78	8 419,98	9 586,99

Generated waste is transferred to specialized licensed organizations for disposal and treatment. The majority of waste generated by Uztransgaz JSC is classified as low-hazard or practically non-hazardous—primarily ferrous and non-ferrous metal scrap, which is sent for remelting in accordance with the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 425 "On measures to improve the procedure for handling scrap and waste of non-ferrous and ferrous metals" dated July 6, 2018.

Additionally, waste of the 2nd hazard class—used turbine oils—is sent for regeneration according to the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 258 "On approval of the regulations on the procedure for delivery, collection, settlements, storage and transportation of used technical oils" dated September 4, 2012. These regulations govern the entire cycle of waste management, from collection and sorting to transfer for further disposal, treatment, or recycling.

The Company maintains a responsible approach to monitoring waste management procedures. Collection and monitoring of waste data, as well as identification of the most significant sources of waste, are carried out on a regular basis by the environmental officer of the executive office and relevant structural units. The processes used for waste data collection and monitoring include:

- conducting an inventory of waste generation and disposal once every five years;
- compiling a unified quarterly statistical report (Form 1-EKO);
- preparing a quarterly calculation of compensation payments for environmental pollution and waste disposal via the EcoFund platform.

Plans for 2025 to reduce the volume of generated waste include the continued implementation of the modernization program of the Republic of Uzbekistan's gas transmission system, which will have a positive impact on achieving the Company's waste reduction targets..

Compliance with Environmental Legislation Requirements

GRI 3-3, 2-27

A key priority for Uztransgaz JSC is the strict adherence to environmental legislation requirements, given the significant impact of the Company's production activities on the environment and the necessity to minimize such effects. The Company is committed to carrying out its production activities in full compliance with the legislation of the Republic of Uzbekistan and takes all necessary measures to prevent negative environmental impacts. As part of these efforts, both internal and external environmental impact assessments are conducted annually, including the monitoring of the environmental management system and verification of compliance with environmental regulations.

All Company's structural units within the scope of the Integrated Management System (IMS) comply with environmental legislation requirements and conduct their activities in accordance with international standards for quality management, environmental management, occupational health and safety management, and energy

management systems. The compliance management for environmental legislation and international standards is carried out by environmental engineers and the Health and Safety Department, with overall supervision by the standing IMS committee.

The Company has implemented a procedure for the identification of environmental aspects, which enables the organization to understand the impact of its operations on the environment and supports ongoing performance improvement. This procedure takes into account both routine and non-standard situations, including emergencies of both technological and natural origin. It covers monitoring of all impacts related to input materials, resources used (electricity, gas, fuel, water, etc.), intermediate operations, final products, as well as the generation of all types of waste and emissions.

Following the identification of environmental aspects and impacts, a Register of Significant Environmental Impacts is compiled based on the assessment results and is updated at least annually. The results of the assessment are communicated to staff, and personnel are familiarized with the work performed and the necessity to comply with legislative and regulatory requirements.

In 2024, there were no recorded cases of violations of the Law “On Environmental Protection of the Republic of Uzbekistan” or the requirements of international standards ISO 14001:2015 (Environmental Management System), ISO 50001:2018 (Energy Management System), or ISO 45001:2018 (Occupational Health and Safety Management System).

In the long term, the Executive Office and all structural units of the Company are committed to continuing efforts to identify any non-compliance with the environmental legislation of the Republic of Uzbekistan, to identify aspects and manage risks, and to implement measures for the prevention of any non-compliance with environmental legislation requirements.

Social Responsibility

Management Approach

GRI 3-3, 2-25

As a major employer operating across all regions of the Republic of Uzbekistan, Uztransgaz JSC takes tangible steps to enhance the professionalism of its employees, implements initiatives aimed at developing and strengthening its workforce, and creates conditions for social protection and stability within both the company and its regions of presence. Recognizing the importance of effective human resources management, the Company takes measures to improve working conditions, continuously refines its remuneration system, and fosters increased social support and employee training opportunities.

The primary objective of personnel management is the development, growth, and efficient utilization of the Company's human capital. The HR management development concept outlines a set of tasks representing the key directions of personnel policy. The main priorities of Uztransgaz JSC's HR policy include:

- improving employee professionalism through career advancement;
- introducing advanced HR management practices;
- developing personnel not only along vertical career growth but also through increased performance quality and results;
- managing the Company's talent pool;
- social protection of employees, ensuring their rights and interests are fully observed, and providing workplace safety.

The HR Department's approach is based on the Company's Personnel Policy and internal regulations. Social and labor relations between the Company and its employees are governed by labor legislation and the collective bargaining agreement.

Key tasks of the Personnel Policy are the development of a professional talent pool, the introduction of modern human resource management practices, and the formation of a reserve of qualified specialists.

To achieve these objectives, the Company is guided by such corporate values as:

- a focus not just on the process of training but on the final result;
- self-development, professionalism, and communication skills;
- compliance with professional standards and ethics.

The principles of the Company's personnel policy are:

- recruitment and placement;
- development and training (initial training, retraining, advanced training);
- introduction of motivation systems and efficiency improvement;
- development of corporate culture and management.

The Company also adheres to the principle of staffing managerial positions internally through the formation of a talent pool, application of rotation principles, identification of management potential among employees, and subsequent career advancement. For these purposes, a "Regulation on Personnel Rotation at Uztransgaz JSC and Its Structural Units" has been developed.

The Company regularly implements initiatives aimed at achieving its HR management objectives and operates a mechanism to monitor the social conditions of employees in the executive office, business units, and contractors

under the Company's responsibility. In 2023, the Company set a number of personnel management objectives and carried out measures for each. These tasks included preparing reports and documentation on career progression, advanced training, and employee incentives. More detailed information on these objectives is provided in Table 6 of Appendix 5.

The Company has a well-developed feedback system. In the event of complaints, each employee may contact their immediate supervisor, the HR Department, or utilize the official website, hotline, grievance hotline, or the corporate portal. In addition, depending on the issue, employees may appeal to the Trade Union Committee or the Women's Council of the Republic of Uzbekistan.

The Company maintains close cooperation with the trade union committee. Interaction with the trade union takes place within the framework of social partnership as established by the labor legislation of the Republic of Uzbekistan. Key parameters of cooperation include compliance with the Collective Bargaining Agreement, labor discipline, review of workforce appeals, safety and labor protection, provision of social benefits and compensation, and related issues.

Employment

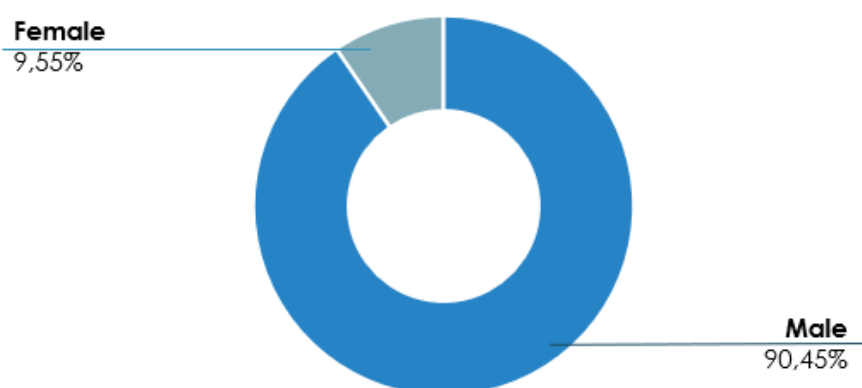
GRI 2-7, 401-1, 401-2, 401-3, 402-1

The actual headcount of the Company's employees as of the end of 2024 amounted to 8 114 people.

The largest number of employees work at Urgenchtransgaz Production Enterprise, accounting for 33.5% of the Company's total workforce. All employees of the Company have full-time employment; among them, 5 people are employed under fixed-term employment contracts, which is an insignificant figure, while 8 109 people are employed under permanent employment contracts. The total headcount by business units and gender for the reporting period is presented in Table 3 of Annex 5.

Due to the production-specific nature of the Company's activities, the number of male employees traditionally represents the majority. As of the reporting period, men accounted for 90.45% of the workforce, while women represented 9.55%..

UTG employees by gender for the reporting period, %



The share of production personnel in the Company exceeds that of administrative and managerial staff. In 2024, production personnel accounted for 77.4% of the total workforce, while administrative and managerial staff represented 22.6%.

The distribution of female and male employees is approximately the same for each employee category. All top management positions are held exclusively by male personnel, whereas the share of female specialists among all female employees is higher than that of male specialists among all male employees.

Employees by gender and category for the reporting period, %.

Category of Employees	Male	Female	Proportion of each category in total headcount, %
Executive Management	0,15	0	0,14
Functional Division Managers	2,43	1,42	2,33
Specialists	19,74	24,0	20,15
Workers	77,68	74,58	77,38

In terms of age distribution, the predominant share of the Company's workforce is represented by employees aged 30 to 50, comprising 66% of the total staff. Employees under 30 years of age account for 12%, while those above 50 years old constitute 22% of the overall headcount.

Number of employees by age group for the reporting period

Category of Employees	Under 30	30 to 50	Over 50
Executive Management	0	10	1
Functional Division Managers	4	121	64
Specialists	156	1163	316
Workers	823	4090	1366

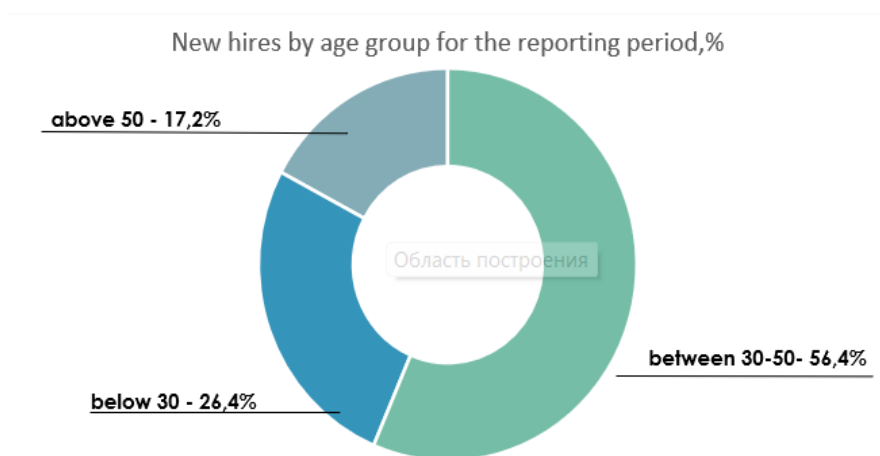
The number of newly hired employees in 2024 amounted to 506 individuals, representing 6.2% of the total workforce. In 2023, this figure was 511 individuals, or 6.3%* of the total workforce..

Newly hired employees for 2023–2024, %

Period	2023	2024
% of newly hired employees	6,3	6,2

In implementing its HR policy, special attention is paid to attracting young professionals to the Company's production activities. The Company actively engages in the training, recruitment, and placement of young professionals, with leading universities across the country serving as the primary source of specialized talent.

As a result, the share of newly hired employees under the age of 30 accounted for 30.8%. Additionally, the share of new hires aged 30 to 50 was 52.0%, while those over 50 years of age represented 16.2%..



A total of 496 employees left the Company during the reporting period, including by age category: under 30 years old – 9.7%, from 30 to 50 years old – 51.8%, and over 50 years old – 38.5%. The breakdown of employees whose employment was terminated by gender was as follows: female employees – 10.1%, male employees – 89.9%.

The employee turnover rate amounted to 6.1% in 2024, remaining virtually unchanged compared to the previous year. This rate is calculated as the ratio of the total number of employees who left to the average headcount. .

Turnover rate, %

Period	2023	2024
Turnover rate as calculated in accordance with the procedure adopted by the Company	6	6,1

Personnel data are collected by the Human Resources Department from all divisions of Uztransgaz JSC, Urgenchtransgaz UE, Transgazengineering LLC, and Yordamchi Hujalik LLC.

Collective Agreement

GRI 2-30

The Collective Agreement, developed for a three-year period and subject to regular renewal, serves as a cornerstone for the protection of labor rights, economic and social guarantees of employees, as well as for the regulation of labor relations and effective dialogue between the Company and its employees.

The Company's Collective Agreement covers all employees of the executive office and directly subordinate structural units within the Company.

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

- At UE "Urgenchtransgaz" – the Collective Agreement of UE "Urgenchtransgaz";
- At LLC "Transgazengineering" – the Collective Agreement of LLC "Transgazengineering";
- At JSC "Transgazmaksuskuryilish" – the Collective Agreement of JSC "Transgazmaksuskuryilish";
- At LLC "Erdamchi Khuzhalik" – the Collective Agreement of LLC "Erdamchi Khuzhalik".

In 2024, the share of employees of JSC "Uztransgaz" and its subsidiaries and affiliates covered by collective agreements was 100%.

In accordance with the Collective Agreement, the minimum notice period for employees and their elected representatives about the implementation of significant changes in the Company's operations, which may have a material impact on them, is 2 months. Any changes and amendments to the Collective Agreement are made

only by mutual agreement of the parties in accordance with the procedure stipulated by the Labor Code of the Republic of Uzbekistan.

Social Support

Personnel are a key resource for the Company. In fulfilling its obligations to ensure decent work, JSC “Uztransgaz” implements a comprehensive set of measures to create favorable and safe working conditions, provide guaranteed benefits and compensation, and ensure compliance with labor rights in accordance with national legislation and international standards.

The Collective Agreement provides for more than 30 types of social benefits and guarantees for employees and their family members, as well as for youth and retired non-working pensioners.

The social package offered to Company employees includes a variety of social compensations, allowances, and guarantees: insurance products, non-state pension programs, additional benefits and guarantees for youth and women, reimbursement of travel expenses for employees, reimbursement to non-working pensioners for the purchase of potatoes and vegetables for the winter period, full or partial coverage of medical and sanatorium-resort treatment or surgical operations, targeted assistance to families with school-age children, one-time material assistance to employees in various life situations, and other benefits. The Company’s ability to provide social payments is directly dependent on its financial position.

Additionally, the Company’s Collective Agreement provides for programs for further employment and career transition, implemented when employees retire or leave the Company, including:

- A one-time payment of 50% of the official salary for each year of service in the oil and gas industry when an employee retires (in accordance with the Collective Agreement of JSC “Uztransgaz”, approved on April 20, 2023, and effective from May 1, 2023). This benefit is paid only once to an employee retiring due to age.

In 2024, a total of 21 237 social benefits and guarantees were provided to employees of the executive office and all structural enterprises.

The number of benefits and guarantees provided to regular employees of JSC “Uztransgaz” is presented below:

Social benefits and guarantees	2023*	2024
Payment of temporary disability benefits to employees registered with socially significant diseases, employees who are World War II veterans, employees with disabilities, etc.	563	3
Benefits for youth in accordance with the Collective Agreement	6	0
Monthly financial assistance to women on maternity leave caring for a child up to 2 and up to 3 years of age	62	74
Provision of a reduced working day and paid breaks during working hours for women with children and pregnant women	8	27
Free treatment for pregnant women in medical sanatorium-resort institutions or health resorts in the Republic	59	25
Reimbursement of business travel expenses (per diem) to employees, amounting to 35% of the base calculation value established in the Republic of Uzbekistan	2 348	2 431
Full or partial payment for medical and sanatorium-resort treatment or surgical operations for employees, as well as for single non-working pensioners, disabled war and labor veterans, internationalist soldiers, and those with chronic illnesses	213	142

Targeted assistance to families with school-age children for September 1st and provision of New Year gifts to employees' children	6 230	7043
One-time financial assistance to employees in various life situations	2 486	2690
Other social benefits	12 746	8802
Total:	24 809	21 237

Starting from the results of 2024, the quantitative data on benefits provided by "Erdamchi Khuzhalik" LLC are no longer included in the consolidation. For relevant comparison, the data in the 2023 Sustainability Report have been adjusted in accordance with the updated reporting boundaries for the GRI 401-2 indicator "Benefits provided to full-time employees".

In this table, the provision of one-time financial assistance to employees in various life situations includes the granting of benefits to employees upon marriage, the birth of a child, the death of an employee or a family member, compensation for damages caused by natural disasters and emergency situations, as well as financial assistance to non-working pensioners, war and labor veterans who have retired from the Company on the occasion of Independence Day and the Day of Remembrance and Honors.

The number of employees on parental leave at the end of the reporting period amounted to 51 persons, with women accounting for 100%. When calculating the number of employees who took parental leave, data from the executive management, all structural enterprises, and organizations were taken into account.

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

Category of Employees	2023	2024
Eligible for Maternity/Paternity Leave	57	51
Employees Who Took Maternity/Paternity Leave	30	29
Employees Scheduled to Return from Maternity/Paternity Leave	11	14
Employees Who Returned from Maternity/Paternity Leave	11	14
Total Number of Employees Who Returned to Work after Maternity/Paternity Leave in the Previous Reporting Period	13	11
Employees Who Returned from Maternity/Paternity Leave and Continued Working for 12 Months after Returning to Work	1	5

According to GRI standards, the return-to-work rate reflects the ratio of the total number of employees who returned to work after maternity/paternity leave to the total number of employees who were scheduled to return to work after maternity/paternity leave. The retention rate reflects the ratio of the total number of employees retained 12 months after returning to work following maternity/paternity leave to the total number of employees who returned after maternity/paternity leave in the previous reporting period.

In 2024, the return-to-work rate was 100%, indicating that all employees required to return after leave did so. The retention rate was 20% in 2023 and 45% in 2024.

The return-to-work and retention rates for 2023–2024 are presented below:

Period	2023	2024
Return-to-Work Rate (proportion of employees who returned to work after maternity/paternity leave), %	100	100
Retention Rate (proportion of employees remaining with the organization after returning from maternity/paternity leave), %	20	45

In 2024, expenditures for employee social support at JSC “Uztransgaz” amounted to 210 240.8 million UZS.

The amount of financial resources allocated for employee social support in thousand UZS is presented below.:

Employee social support, thousand UZS	2023	2024
JSC “Uztransgaz”	149 662 716,3	217 687 425,23

Equal opportunities

GRI 3-3, 202-1, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1, 411-1

An effective HR policy is a key prerequisite for the successful performance of personnel at JSC “Uztransgaz”. The Company’s approach to employee 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 HR and social policies, the Company strictly complies with labor legislation and does not violate its provisions, according to which no one may be discriminated against or receive any advantages on the basis of gender, race, nationality, language, origin, as well as property, social, family, or official status, or any other circumstances unrelated to the professional qualities of the employee.

When introducing the remuneration system, JSC “Uztransgaz” adheres to the laws of the Republic of Uzbekistan, in particular Article 46 of the Constitution of the Republic of Uzbekistan and the Law “On Guarantees of Equal Rights and Opportunities for Women and Men” No. ZRU-562 dated 2 September 2019, which regulate relations in the field of ensuring equal rights and opportunities for women and men. According to the Collective Agreement, whose conditions apply to all employees, remuneration is determined based on the employee’s profession, qualifications, complexity and working conditions, and is made in accordance with the unified tariff scale. Thus, there is no difference in the Company’s remuneration and reward system based on gender.

The Company complies with the requirements of the following legislative acts and International Labour Organization conventions ratified in the Republic of Uzbekistan in order to prevent discrimination:

- Convention No. 100 of 1951 on Equal Remuneration for Men and Women Workers for Work of Equal Value.
- Convention No. 105 of 1957 on the Abolition of Forced Labour.
- Convention No. 111 of 1958 on Discrimination (Employment and Occupation).

All conventions guiding the Company’s employee rights protection activities are described in Chapter 3 of the Collective Agreement of JSC “Uztransgaz”. The Company applies a unified approach to labor relations management and remuneration. All employees of the Company sign an employment contract upon hiring. The staffing table in the Executive Management and in all structural units and organizations determines the employee’s grade and salary solely according to their position.

All changes to the remuneration system are made taking into account the opinions and suggestions of state authorities, the trade union committee, and employees. Furthermore, the amount of remuneration is reviewed based on the minimum wage established by the Decree of the President and decisions of the Government of the Republic of Uzbekistan.

The Company is committed to the principles of respect for human rights and compliance with ethical standards in all aspects of its activities. In particular, special attention is paid to the following issues:

The Company strictly prohibits any form of discrimination on the grounds of race, gender, age, nationality, religion, disability, or any other basis, and ensures equal opportunities for all employees by creating an inclusive and fair working environment.

The Company categorically rejects the use of child labor at all levels of its supply chain and operations.

The Company respects the right of employees to form trade unions and participate in collective bargaining, supports dialogue with employee representatives, and guarantees protection from any form of reprisal for participation in trade union activities.

The Company categorically prohibits any use of forced or compulsory labor and maintains strict control over compliance with this principle, ensuring transparency and accountability at all stages of the production process.

This approach reflects JSC “Uztransgaz”’s commitment to international standards and its responsibility to employees, partners, and society as a whole.

In 2024, there were no recorded cases of:

- discrimination;
- use of child labor;
- violations of the right to freedom of association and collective bargaining;
- use of forced labor.

In case of disputes or any form of discrimination, Company employees may contact the Human Resources Department, the trade union committee, or use the Company’s hotline and corporate portal to report discrimination and resolve such issues.

In 2025, the Company plans to adopt a Human Rights Policy and an Anti-Discrimination and Harassment Policy

Diversity of Management Bodies and Employees

Due to the production specifics of the Company’s operations, the proportion of male personnel among middle management was 94%, and the proportion of female personnel was 6% as of the reporting period. All Executive Management members were male in both 2023 and 2024.

A significant proportion of employees are aged 30 to 50: workers – 65.1% (63.6% in 2023), specialists – 71.1% (69.9% in 2023), heads of functional divisions – 64% (70% in 2023), Executive Management – 90.9% (100% in 2023).

In the reporting period, the number of employees with disabilities in the category of heads of functional divisions was 1 person (0 in 2023); among specialists, 12 (14 in 2023); among workers, 28 (27 in 2023).

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

Indicator	2023	2024

	Executi ve Manage ment	Function al Division Manager s	Speciali sts	Workers	Executiv e Manage ment	Function al Division Manager s	Speciali sts	Workers
Headcount, persons.	8	174	1649	6273	11	189	1635	6279
including by gender:								
Male	8	162	1448	5689	11	178	1449	5701
Female	0	12	201	584	0	11	186	578
including by age:								
Under 30	0	5	165	879	0	4	156	823
30–50	8	120	1153	3993	10	121	1163	4090
Over 50	0	49	331	1401	1	64	316	1366
including by vulnerable population groups:								
Persons with disabilities	0	0	14	27	0	1	12	28

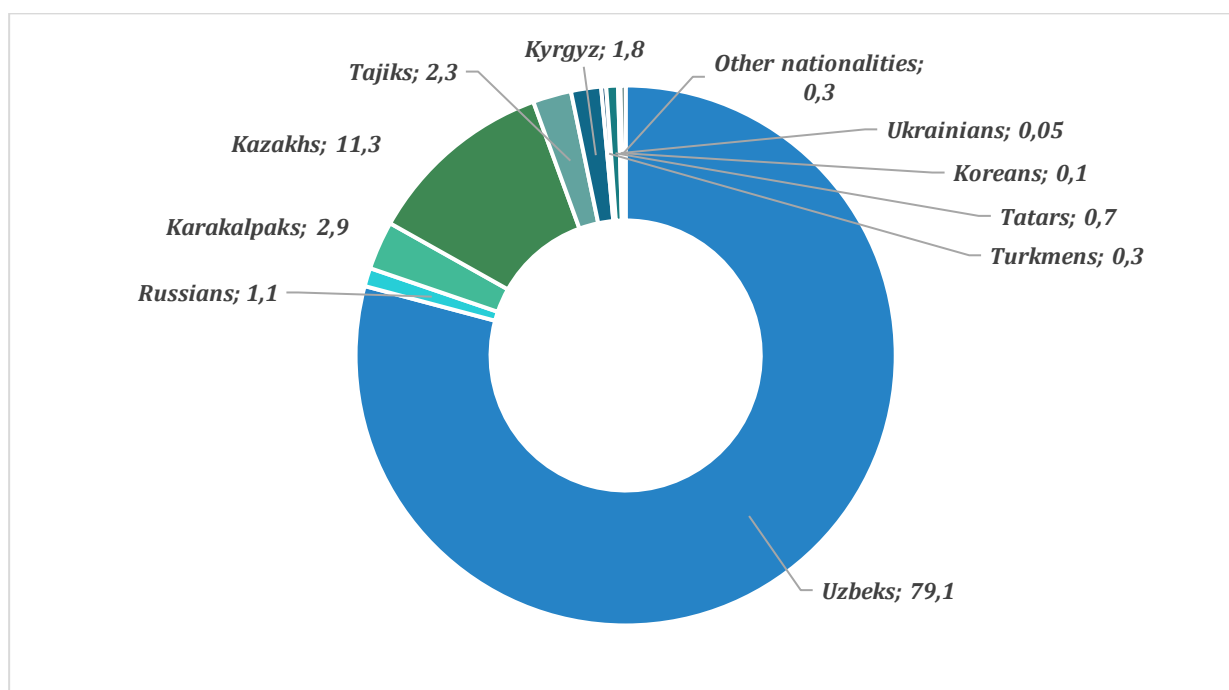
The indicators presented in the table above reflect data from the Executive Management, the Company's structural divisions, Urgenchtransgaz UE, Transgazengineering LLC, and Erdamchi Khuzhalik LLC..

Этническое разнообразие

Ethnic Diversity

The Company adheres to the principles of diversity and inclusion, which is reflected in its ethnic composition: the team includes representatives of various nationalities and cultures. We value the unique experience and contribution of each employee, which helps to create a sustainable, open, and tolerant working environment.

The ethnic composition of the Company in 2024 is presented below as a percentage:



During the reporting period, the activities of JSC “Uztransgaz” did not affect the interests or rights of indigenous peoples, as the Company does not conduct operations in regions inhabited by recognized indigenous groups. (to be verified) No complaints or inquiries related to potential violations of the rights of such population groups were received. In the event of expanding the geographical scope of operations, the Company will comply with the relevant international and national regulations governing interaction with vulnerable population groups, including indigenous peoples.

Remuneration System

All employees of JSC “Uztransgaz” and its subsidiaries receive remuneration in accordance with a single approved tariff scale. The salary levels established by this scale are fixed, do not depend on the region of the Company’s presence, and are uniform for both male and female employees holding equivalent positions.

Company employees are understood to be individuals who have entered into employment contracts with JSC “Uztransgaz” or its subsidiaries. The Company does not monitor remuneration for personnel of contracting organizations engaged to perform specific types of work at JSC “Uztransgaz” facilities.

In 2024, the ratio of the standard entry-level wage to the local minimum wage was as follows:

Personnel Category	Minimum wage level in the Company’s regions of operation (Grade 1), thousand UZS	Minimum wage established in the Republic of Uzbekistan, thousand UZS	Ratio
Non-production personnel	3 580,5	1 155	3,1
Production personnel	4 042,5		3,5

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 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 all types of bonuses and other forms of incentive payments to employees.

The ratio of average salary and remuneration of female employees to male employees among Executive Management was 0, as all Executive Management positions are held by male employees. Additionally, in five MGPMs, two UGSFs, and Transgazengineering LLC, this ratio is 0 among Functional Division Managers due to the absence of female employees in this job category.

The average salary of female employees is higher than that of male employees among Functional Division Managers in the Executive Management and Mubarek MGPM.

The highest ratio of average salary of female specialists to male specialists was observed in Zirabulak MGPM and the Executive Management. A trend towards equal average salary levels for female and male specialists was observed in Mubarek MGPM, Tashkent MGPM, and Transgazengineering LLC.

However, the lowest ratio of average salary of female employees to male employees in the specialists category was recorded in Fergana MGPM, and in the workers category—in Khodjaabad UGSF.

The ratio of average salary of female employees to male employees by job category, %:

Name of Entity	Salary ratio among Executive Management	Salary ratio among Executive Management	Salary ratio among Executive Management	Salary ratio among Executive Management
Executive Management	0	113,12	102,44	0
Gazli MGPM	0	0	80,51	75,41
Gallyaaral MGPM	0	0	54,92	85,50
Kagan MGPM	0	51,46	85,5	80,76
Mubarek MGPM	0		94,9	86,8
Samarkand MGPM	0		37,1	88,0
Tashkent MGPM	0	0	78,65	69,32
Fergana MGPM	0	80,17	82,87	87,71
Zirabulak MGPM	0		94,71	74,93
Khodjaabad UGSF	0	82,99	113,5	77,38
Severny Sokh UGSF	0	0	81,19	53,87
Urgenchtransgaz UE	0	0	70,19	77,61
Transgazengineering LLC	0	112,80	95	0

The average remuneration of female employees is higher than that of male employees among Functional Division Managers in the Executive Management and Mubarek MGPM, while an equal level of average remuneration among Functional Division Managers was observed in Zirabulak MGPM.

A high ratio of average remuneration among specialists was recorded in the Executive Management, Zirabulak MGPM, and Transgazengineering LLC; a similarly high ratio among workers was observed in Fergana MGPM and Zirabulak MGPM.

A low ratio of average remuneration between female and male Functional Division Managers was recorded in Samarkand MGPM.

The ratio of average remuneration of female employees to male employees by job category, %:

Name of Entity	Remuneration ratio among Executive Management	Remuneration ratio among Executive Management	Remuneration ratio among Executive Management	Remuneration ratio among Executive Management
Executive Management	0	118,66	108,99	
Gazli MGPM	0	0	94,26	89,64
Gallyaaral MGPM	0	0	77,94	94,20
Kagan MGPM	0	31,49	94,25	88,77
Mubarek MGPM	0		97,80	97,70
Samarkand MGPM	0		76,48	81,22
Tashkent MGPM	0		87,11	89,48
Fergana MGPM	0	0	88,21	91,17
Zirabulak MGPM			101,35	85,92
Khodjaabad UGSF	0	100,00	107,46	101,68
Severny Sokh UGSF	0	0	87,93	68,57
Urgenchtransgaz UE			77,67	91,6
Transgazengineering LLC	0	102,20	96,20	

Personnel development

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

In the current environment, the issue of training and retraining personnel is relevant for any enterprise. The Company attaches particular importance to personnel development, as a solid professional education is a key factor in ensuring the social protection of employees. Targeted efforts are made to train personnel in accordance with the Law of the Republic of Uzbekistan “On Education” and the National Program for Personnel Training.

The Company employs an individual approach to personnel development. A key component is the assessment of each employee’s overall performance in order to gain a comprehensive understanding of their personal skills and to identify pathways for professional growth.

The Company’s training programs are designed to ensure high levels of job performance by increasing employees’ knowledge, developing required professional skills, and fostering a value system aligned with current realities.

Personnel development management is carried out centrally by the Company. However, subsidiaries may independently manage certain personnel development procedures. Based on requests from structural divisions and the Executive Management, needs are identified, and as a result, employee training is organized. The level of satisfaction with training and its effectiveness is assessed by employees upon completion of each training course.

As of the reporting period, the primary driver for further professional development and employee training is the modernization of the gas transmission system and the modernization of gas distribution stations, which, in turn, necessitates the upskilling of employees in this area.

To improve the training of qualified specialists, the Company is developing a Program aimed at the training and professional development of employees by personnel category.

To enhance employee qualifications, an agreement has been signed for the training, retraining, and professional development of workers and engineering and technical personnel with the “UTG training” center. The purpose of this center is to provide training for employees within the JSC “Uztransgaz” system and other related organizations, including upskilling, professional training, and retraining of personnel. The center’s activities cover several areas:

- primary qualification training and retraining;
- training for second and third specialties;
- methodological support in training;
- conclusion of service contracts for training with other enterprises and organizations as established by procedure;
- improvement and coordination of activities.

The training center offers more than 30 programs for blue-collar staff and around 10 programs for engineering and technical personnel.

In 2024, competitions were held among Company employees. The “Best Electric Gas Welder and Locksmith” contest also included representatives from JV LLC “Asia Trans Gas.” The Company also organized a contest for the “Best Gas Distribution Station Operator.” Both male and female employees participated. One of the prize-winning places (honorable second place) was rightfully awarded to a female employee from Kungirat MGPM.

Pursuant to the Agreement on Cooperation in the Field of Personnel Training and Development between PJSC “Gazprom” and JSC “Uztransgaz,” international internships were organized in 2024, under which:

30 specialists from JSC “Uztransgaz” completed internships on “Ensuring Effective Corrosion Protection” and “Studying Modern Methods for Operating and Increasing the Reliability of Gas Turbine Compressor Stations” at PJSC “Gazprom” production sites.

12 employees from PJSC “Gazprom” completed introductory internships on the topic “Gas Transmission System of the Republic of Uzbekistan” at the production sites of JSC “Uztransgaz.”

Each year, the Company increases its investment in employee training and development.

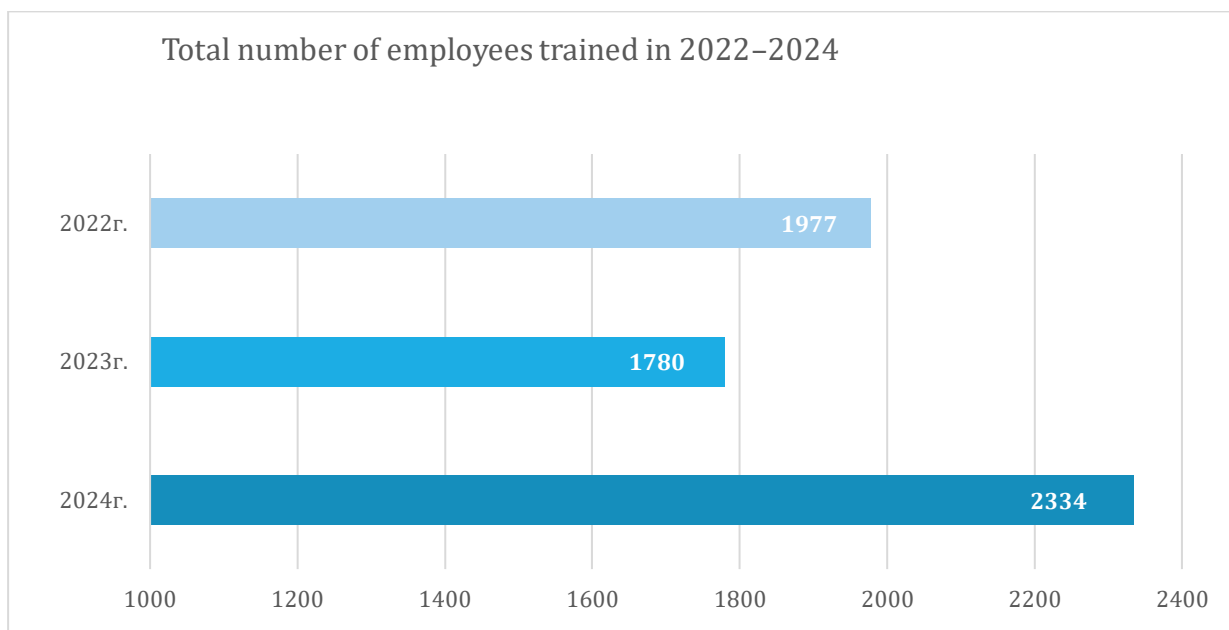
In 2024, the total amount of expenditures for training employees of the Executive Management and structural enterprises amounted to 2 257.0 million UZS, which is 38% higher than in 2023.

Expenditures on employee training, million UZS.

Employee training expenditures	2022	2023	2024
JSC “Uztransgaz”	1 911,6	1 631,8	2 257,0

In 2024, the total number of employees who completed training increased by 31% compared to 2023. In 2024, 2 334 employees were trained at 47 educational institutions with which the Company has agreements on personnel training and retraining.

It should be noted that the number of trained employees is calculated based on the number of completed training courses (for example, if one employee completed two training courses, the number of trained employees is counted as two).



The average number of training hours per employee for all Company staff in 2024 was 16.1 hours.

More detailed information on employees who received training in 2024 is presented below. :

Average number of training hours per employee per year						
Name of Entity	Executive Management		Specialists		Workers	
	Number of employeesc	Number of training hours	Number of employeesc	Number of training hours	Number of employeesc	Number of training hours
Executive Management	95	3800	91	3640	0	0
Urgenchtransgaz UE	6	240	242	9680	372	26784
Gazli MGPM	3	120	91	3640	111	7992
Kagan MGPM	1	40	85	3400	70	5040
Mubarek MGPM	1	40	55	2200	63	4536
Zirabulak MGPM	1	40	64	2560	144	10368
Gallyaaral MGPM	1	40	68	2720	114	8208
Fergana MGPM	6	240	68	2720	91	6552
Tashkent MGPM	3	120	71	2840	38	2736
Samarkand MGPM	1	40	53	2120	21	1512

Severny Sokh UGSF	2	80	39	1560	79	5688
Khodjaabad UGSF	3	120	51	2040	65	4680
Transgazengineering LLC	15	600	47	1880	1	72
Transgazmaksusqurilish JSC		0	1	40		0
Erdamchi Khuzhalik LLC		0	1	40		0
Total	138	5 520	1027	41 080	1169	84 168
Average number of training hours per trained employee per year	40		40		72	
Average number of training hours per employee per year	27,6		25,1		13,4	

6% of employees who completed training were Executive Management, 44% were specialists, and 50% were production personnel. The high percentage of trained production personnel is associated with mandatory training for employees working at hazardous production facilities. Production personnel includes both workers and specialists engaged in work at production sites.

The number of male employees who received training amounted to 2 106, or 90% of the total number of trained personnel, while the number of female employees who received training was 228, or 10% of the total.

The proportion of employees who received training in relation to all Company staff by category is as follows:

- among Executive Management – 69% (138 out of 200);
- among specialists – 62.8% (1 027 out of 1 635);
- among workers – 18.6% (1 169 out of 6 279).

In 2024, the number of mentors was 186, compared to 35 in 2023. In addition, in 2024, 376 interns completed industrial placements, while in 2023, the number of interns was 402.

Objectives for 2025

In 2025, the Human Resources Department plans to provide training for 2 060 Company employees and to organize various competitions among employees of structural divisions in order to stimulate work performance and increase employee efficiency. The organization of international internships for employees in the Company's areas of activity is also planned. The Company aims to establish international cooperation in its field of activity and to develop personnel capable of competing in the international market.

In 2025, Company employees will participate in the international "Best Electric Gas Welder" competition alongside teams from neighboring countries.

According to the Agreement on Cooperation in the Field of Personnel Training and Development between PJSC “Gazprom” and JSC “Uztransgaz,” two international internships at PJSC “Gazprom” production facilities are planned for 2025.

Engagement with local communities

GRI 3-3,413-2, 203-2

JSC “Uztransgaz,” as a strategic organization engaged in the construction, reconstruction, and operation of gas transmission infrastructure facilities, regularly implements projects that require the temporary or permanent acquisition of land plots from individuals and legal entities, including agricultural land and plots used by local communities.

According to the current Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 146 dated 25 May 2011, which regulates the allocation of land for urban development and other non-agricultural activities, the Company is required to:

- inform local communities in advance about planned projects;
- hold public consultations (public hearings) on issues related to land acquisition;
- ensure transparency in the assessment of damage caused by land acquisition, taking into account both direct and indirect losses;
- provide compensation and alternative solutions to affected owners, tenants, or other stakeholders;
- take into account the opinion of the local population when making decisions regarding the location of facilities.

Some projects may have a significant negative impact on local communities, including:

- loss of or restricted access to land resources;
- disruption of ecosystems or agricultural activities;
- temporary relocation of households or businesses;
- changes in transport infrastructure and accessibility of areas;
- public concern related to construction activities (noise, dust, equipment, etc.).

In order to minimize risks and impacts, JSC “Uztransgaz”:

- conducts social impact assessments before the implementation of major projects;
- develops and implements stakeholder engagement plans;
- implements measures to restore or improve living conditions for affected groups;
- ensures ongoing monitoring and feedback with local communities at all stages of the project.

The Company adheres to the principles of fairness, non-discrimination, and consideration of vulnerable population groups when developing infrastructure solutions, including the construction of main gas pipelines, compressor stations, underground gas storage facilities, and other facilities.

In 2024, as part of infrastructure construction projects, JSC “Uztransgaz” made compensation payments to farm owners in accordance with established procedures, using its own funds to reimburse losses, including lost profits, in the amount of 1 986 million UZS. The main regions where construction work was carried out were Tashkent and Bukhara regions.

As part of programs to improve social infrastructure and the quality of life of the population, the Company actively participates in projects aimed at regional development and support for local communities. One such project was the construction of a football field in the “Kibla-Ustyurt” mahalla of the Kungirat district. This facility

was built to create favorable conditions for recreation, promote health, and encourage an active lifestyle among residents of the mahalla, especially youth. The Company views the development of sports as an important part of its social responsibility and seeks to contribute to the creation of a healthy and active environment in the regions where it operates. By the end of the reporting period, construction was fully completed, the football field was commissioned, and is now available for use by the local population.

Workplace safety

GRI 3-3, 2-23, SASB EM-MD-540a.4



Creating a safe production environment and ensuring employee health protection are integral components of the Company's sustainable and responsible operations. Occupational health and safety (OHS) issues are considered key elements of social responsibility within the ESG agenda.

The main objectives of the Company in the field of occupational health and safety management (hereinafter – OHS) are the creation of safe and healthy working conditions, the prevention of work-related injuries and occupational diseases, as well as the prevention of harm

to the health of people present in work zones managed by JSC “Uztransgaz.” To achieve strategic goals in OHS, the Company implements modern technologies and practices and conducts regular OHS training to improve workplace safety across all structural divisions and organizations. Due to the nature of natural gas transportation—which can lead to accidents and incidents in the presence of any ignition source or other risk factors—effective OHS management is a critical aspect of the Company's activities.

OHS management in the Company is carried out by the Department of Occupational Safety and Industrial Safety (hereinafter – the OS&IS Department), which consists of 10 full-time employees: 1 Head of Department, 3 Division Heads, 3 Chief Specialists, and 3 Lead Engineers. The Department provides organizational and methodological guidance for structural divisions and subsidiaries of the Company, conducts OHS audits, as well as training and briefings for all Company employees. The Department operates in accordance with the Labor Legislation of the Republic of Uzbekistan (the Law “On Occupational Safety” and resolutions of the Cabinet of Ministers of the Republic of Uzbekistan), the Company's Occupational Health and Industrial Safety Policy, the “Regulation on the Department of Occupational Safety and Industrial Safety,” and the principle of personal responsibility of employees for the proper fulfillment of their duties and instructions. In addition, each structural enterprise has its own occupational safety and industrial safety departments, which manage OHS directly at the sites. The Company has also entered into an agreement with SERT International LLC, whose consultants conduct OHS audits jointly with the OS&IS Department.

The Company has approved goals and objectives for the prevention of occupational injuries, enhancement of industrial safety, occupational health, environmental protection, and professional safety for 2024–2026. The golden rules of occupational health and industrial safety have also been approved and implemented. As of the reporting period, the OS&IS Department completed all goals and objectives set for 2024.

OHS processes are governed by the Constitution and laws of the Republic of Uzbekistan “On Industrial Safety of Hazardous Production Facilities,” “On Occupational Safety,” “On Road Safety,” “On Environmental Control,” as well as the “Regulation on Road Safety in the Oil and Gas Industry,” and the requirements of international standards ISO 9001, ISO 14001, and ISO 45001.

OHS issues in the Company are also regulated by the following national and international agreements::

- Convention No. 98 (1949) "Right to Organise and Collective Bargaining," ratified on 30 August 1997;
- Convention No. 100 (1951) "Equal Remuneration for Men and Women Workers for Work of Equal Value," ratified on 30 August 1997;
- Convention No. 103 (1952, revised) "Maternity Protection," ratified on 6 May 1995;
- Convention No. 105 (1957) "Abolition of Forced Labour," ratified on 30 August 1997;
- Convention No. 111 (1958) "Discrimination (Employment and Occupation)," ratified on 30 August 1997;
- Convention No. 122 (1964) "Employment Policy," ratified on 6 May 1995;
- Convention No. 135 (1971) "Workers' Representatives," ratified on 30 August 1997;
- Convention No. 138 (1973) "Minimum Age," ratified on 4 April 2008;
- Convention No. 154 (1981) "Collective Bargaining," ratified on 4 April 2008;
- Convention No. 182 (1999) "Worst Forms of Child Labour," ratified on 8 April 2008;
- Convention No. 144 (1976) "Tripartite Consultations," ratified on 4 March 2019;
- Convention No. 129 (1969) "Labour Inspection in Agriculture," ratified on 27 August 2019..

For effective management, a feedback system has been established in the Company, which is implemented through several channels: hotline, corporate portal, direct contact with the OS&IS Department, and the trade union committee.

Medium-term objectives

The Company is confidently moving toward its goals in improving OHS management. Based on its strategic objectives, the following tasks were defined for 2024:

- Monitoring the sanitary and hygienic condition of facilities and control over the creation of safe working conditions for employees of enterprises and management units, in accordance with the OHS requirements of JSC "Uztransgaz."
- Monitoring of medical examinations for employees of Company divisions.
- Control over the provision of dairy products to employees and storage of dairy products at industrial sites, and development of measures to address identified deficiencies.
- Monitoring the condition of workplaces and conducting workplace assessments at the Company's enterprises and management units. The estimated cost of assessing one workplace is about 500 thousand UZS.
- Implementation of ISO 45001:2018 and ISO 14001:2015 standards at Transgazmaksusqirish JSC, UE Urgenchtransgaz, and Transgazengineering LLC.
- Implementation of four-stage control and monitoring in the fields of industrial safety, environmental safety, and occupational health and safety in accordance with the schedule of Standing Commission Order No. 4 dated 3 January 2024.
- Training and upskilling of personnel, including vocational training and retraining, as well as training at international companies.

- Collaboration with scientific organizations, including the development of guidelines, manuals, etc.

Occupational Health and Safety Management System

GRI 403-1, 403-8

The Company operates an OHS management system developed on the basis of an integrated management system (IMS). In 2024, the Company continued its OHS 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 provide a unified set of local and international requirements aimed at assisting organizations in protecting personnel from workplace accidents.

The number of employees covered by the OHS management system is presented below.

	Number of employees	% of total Company employees
Number of employees covered by the Unified Occupational Health, Industrial Safety, and Environmental Management System (UOHISEM)	8109	100%
Number of employees covered by the ISO 45001:2018 OHS Management System	5266	65%

Responsibility for the functioning of the OHS management system is assigned to dedicated specialists. At the Company level, coordination and management are carried out by the OS&IS Department, while the Department of Mobilization Training and Facility Protection is responsible for coordination and organization of activities related to emergency preparedness. At the level of structural divisions, OHS management is ensured by Occupational Safety and Industrial Safety Departments/Services, as well as specialists in mobilization and civil protection.

Recognizing the need for continuous improvement of the management system, the Company enhances OHS through:

- improving OHS performance by engaging personnel and fostering a culture of compliance with occupational health and safety requirements, as well as supporting employee participation in improving working conditions;
- upgrading and modernizing equipment and technologies;
- identifying and implementing corrective actions based on incidents and communicating information to personnel to prevent recurrence.

Each year, the Company allocates significant financial resources to the development of the OHS system. In 2024, the total amount of financial resources allocated to this area amounted to 9 071 million UZS..

Hazard Identification, Risk Assessment, and Incident Investigation

GRI 403-2, 403-7

Hazard identification and risk assessment in occupational health and industrial safety are governed by the internal document "Hazard Identification and Risk Assessment Procedure." This document was developed in accordance with ISO 45001:2018 and is aimed at formalizing the process of hazard identification, risk level determination, selection of appropriate risk mitigation measures, and planning of activities for effective risk management. This procedure applies to all structural divisions of the Company within the scope of the Integrated Management

System (IMS) for the identification, assessment, and management of risks concerning Company employees, subcontractor personnel, and visitors.

According to this hazard identification, risk assessment, and opportunity evaluation procedure in the field of OHS, the relevance and applicability of the results are analyzed at least once a year, and on an unscheduled basis in case of changes in technology, equipment, work methods, or identification of other factors that may impact hazards and risks. Hazard identification is carried out using a “Hazard Matrix,” in which information about the hazard, risk, probability rating, risk rating, control method, and persons exposed to the hazard is entered electronically for each type of activity. The form of this matrix is provided in Table 4 of Appendix 4. If no changes in hazards and risks have occurred and the matrix remains applicable, a protocol confirming its relevance is issued. In 2024, the Hazard Matrix was not updated, as the data remained relevant and no changes in risks and hazards were identified.

Additionally, the Company has implemented and operates the Unified Occupational Health Management System (UOHMS), which is part of the Company’s IMS and was developed and implemented to manage occupational health, industrial, and fire safety risks, achieve objectives, and fulfill commitments set forth in the OHS Policy.

The main stages of OHS risk assessment applied in the Company include:

1. identifying activities, including areas, types of work, and operations;
2. identifying hazards associated with the performance of professional activities;
3. identifying health risks associated with the impact of hazards;
4. identifying employees exposed to such hazards;
5. assessing the severity of possible health damage;
6. assessing the likelihood of deviations from requirements that could lead to health deterioration;
7. assessing the risk rating as a combination of the severity of possible health damage and the likelihood of a work-related event resulting in harm.

In OHS management, the Company applies a four-level control (monitoring) system to prevent and/or reduce risks, described below:

1. First level control: Senior operators at the facility monitor compliance during their shifts. Identified violations are recorded by hand in the control log.
2. Second level control: Engineers conduct control in four areas—fire safety, environment, energy, and industrial safety—at least once every 14 days. Results are recorded manually in the log.
3. Third level control: Based on an order developed in accordance with UOHMS, a standing commission consisting of engineers from various fields (metrologists, electricians, mechanics, compressor specialists, ecologists) conducts thorough inspections of all facilities once a quarter, recording conclusions in the log.
4. Fourth level control: The OS&IS Department of the Company’s Executive Management conducts control twice a year. According to OHS management regulations, the Department issues an order with an annex and control schedule. The annex details all areas subject to inspection. The commission consists of more than 10 members.

The Company also applies the following hierarchy of controls to prevent and minimize identified risks during site monitoring:

- elimination of hazards where possible;
- modification of work technology, substitution of materials, tools, or equipment with safer alternatives;

- use of technical control devices to identify hazards or prevent critical deviations in work or technological processes;
- training in safe work methods and OHS requirements, and testing knowledge of OHS;
- use of personal protective equipment.

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

- involving employees, including engineering, technical, and line personnel, as well as subcontractor employees related to the relevant activities;
- providing training and clarifications on hazard identification and risk assessment methods;
- periodic analysis of the relevance and applicability of hazard identification and risk assessment results, taking into account monitoring and compliance with OHS, industrial, and fire safety requirements.

The results of risk assessments, as well as identified OHS observations during site inspections, are used to determine measures for improving working conditions and workplace safety by updating work instructions, conducting unscheduled OHS briefings (including those related to incidents), and revising requirements for personal protective equipment.

In 2024, 273 site inspections were carried out across 11 structural enterprises, including 8 MGPMs, 2 UGSFs, and UE Urgenchtransgaz.

Name of Entity	2022	2023	2024
UE Urgenchtransgaz	43	115	110
Mubarek MGPM	43	10	15
Kagan MGPM	17	13	13
Gazli MGPM	11	14	14
Zirabulak MGPM	13	17	16
Samarkand MGPM	12	14	15
Gallyaaral MGPM	6	6	9
Tashkent MGPM	50	24	25
Fergana MGPM	6	18	20
Severny Sokh UGSF	25	14	6
Khodjaabad UGSF	20	16	30

Total number of site inspections conducted	246	261	273
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During inspections in 2024, a total of 10 074 remarks were made. As part of internal control, non-conformities were identified related to compliance with occupational health, industrial, fire, and transport safety requirements.

Inspection results are one of the main tools used by the OS&IS Department to identify the need for measures such as staff training and the application of new methodologies to improve the OHS system.

Every six months, explanatory work is conducted among employees regarding responsibility for safety violations and damages resulting from industrial accidents, in accordance with the requirements of the Laws of the Republic of Uzbekistan “On Industrial Safety of Hazardous Production Facilities,” “On Occupational Safety,” “On Road Safety,” “On Environmental Control,” and the “Regulation on Road Safety at JSC ‘Uztransgaz’.”

According to the legislation of the Republic of Uzbekistan, employees have the right to refuse to perform work that poses a danger to their life and health if all required safety measures are not provided in the workplace. In such cases, no disciplinary action may be taken by their immediate supervisor or Company Management.

If an employee believes their rights have been violated by the employer, they may, in accordance with current legislation, contact Company Management, the Trade Union Committee, or external state authorities with complaints, including labor and social complaints. Employees of contractors and subcontractors working within the Company's area of responsibility may also contact Company Management. This provision is documented in the Company's IMS Policy.

Incidents that do not result in injuries are reviewed by the responsible departments, involving management, engineering staff, and OHS specialists. Depending on the significance of the incident, representatives of the Trade Union, government authorities, and other services may also be involved.

If an incident results in a workplace accident, the investigation is conducted in accordance with the Regulation on the Investigation and Recording of Workplace Accidents and Other Health Impairments Related to the Performance of Work Duties, as approved by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 286 dated 6 June 1997.

Occupational Health Services and a Healthy Lifestyle

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

The Company pays special attention to maintaining and supporting employee health. In accordance with the legislation of the Republic of Uzbekistan, and Regulation No. 200 of the Minister of Health “On Approval of the Regulation on the Procedure for Medical Examinations of Employees” dated 10 June 2012, JSC “Uztransgaz” employees are provided with mandatory medical examinations, including daily and annual periodic medical services. Additional work is also carried out to prevent infectious and non-infectious diseases and injuries.

The Company has a Health Service whose functions include:

1. Direct control over employee compliance with occupational health and safety rules and standards;
2. Analysis of the state and causes of occupational injuries and diseases;
3. Implementation of health management best practices from leading international companies;
4. Participation in the development of labor safety standards, rules, and norms;
5. Organization of workplace certification in terms of working conditions;
6. Providing training and knowledge assessment on health protection;
7. Provision of regulatory and guidance documents on occupational health and safety.

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

- Annual and periodic free medical examinations;
- Financial assistance in case of illness;
- Free vouchers to medical and health centers;
- Provision of free dairy products to employees working in hazardous conditions;
- Provision of memberships to sports and fitness centers, swimming pools.

The number of employees who underwent the mandatory annual medical examination in 2024 was 6 730, of which 289 employees were identified as requiring dispensary observation, which is 24% lower than in 2023.

Indicators for annual medical examinations of employees in the Executive Management and all structural divisions are presented below:

Indicators	2022	2023	2024
Number of employees who underwent the mandatory annual medical examination in the Company	5 420	6 705	6 730
Number of employees requiring dispensary observation	195	380	289

for Company employees to health resorts and sanatoriums in accordance with the rules of the Collective Agreement. In cases where serious illnesses are identified among employees, the Company arranges their treatment at medical institutions.

Additionally, to minimize risks at facilities, employees undergo a basic daily health check by medical personnel. During this check, employees are screened for the presence of alcohol in the body and their blood pressure is monitored.

The Company conducts annual medical and preventive activities. In the reporting period, 971.5 million UZS were allocated for medical, preventive, and sanitary-epidemiological measures, which is 4% higher than in 2023.

Expenditures on sanitary-epidemiological and medical-preventive measures in UZS are presented below:

Indicators	2022	2023	2024
Expenditures on sanitary-epidemiological and medical-preventive measures, UZS	792 820 000	935 748 590	971 500 000

As of the reporting period, the Company had not entered into agreements with medical institutions for the provision of medical insurance services.

The Company offers employees the opportunity to participate in voluntary health improvement services and programs during paid working hours, provided there is an official order for release from work, as well as outside working hours. JSC “Uztransgaz,” together with the Unified Trade Union Committee, prepares an annual work plan at the beginning of each year for joint health improvement initiatives. The plan necessarily includes sports activities and events such as chess, checkers, table tennis, and mini-football. The Company’s divisions are equipped with sports grounds where employees have the opportunity to engage in active sports.

The Company also provides health improvement services and programs for employees’ family members. The Unified Trade Union Committee of JSC “Uztransgaz” provides vouchers for employees and their family members to health resorts, as well as vouchers to children’s health camps for employees’ children aged 7 to 13. Access to these voluntary programs is provided to employees in accordance with the rules of the Collective Agreement..

Data Confidentiality

Medical examination results are considered medical confidentiality and are provided personally to the employee who underwent the examination or to official employee representatives. JSC “Uztransgaz” ensures the confidentiality of personal health information in accordance with the Law of the Republic of Uzbekistan No. 547 dated 2 July 2019 “On Personal Data.” Within the Company, medical examination results are provided to the Company’s trade union committee and the OS&IS Department for the purpose of implementing medical and preventive measures..

Occupational Health and Safety

GRI 403-7, 403-9, SASB EM-MD-540a.1

Creating safe working conditions, preserving the life and health of employees, ensuring the reliable operation of hazardous production facilities, as well as fire safety and road safety, are among the Company’s priority areas.

Hazardous zones within the Company include gas compressor stations, main gas pipelines, and gas distribution points, as these areas have high noise levels and operate with a chemically hazardous substance—odorant, which is added to gas to impart a characteristic odor. Additionally, the lowering and lifting of pump-compressor and drill pipes during well overhauls, as well as all operations performed in gas-hazardous, electrical-hazardous, and fire-hazardous environments, carry a high risk of harm to human health.

During such activities, the following risks are significantly elevated:

- gas poisoning;
- electric shock;
- falls from height;
- chemical and thermal burns;
- insect bites;
- heat stroke;

harm to health resulting from increased levels of vibration, noise, and dust.



Occupational health and safety issues in the Company are regulated by the internal document “Unified Occupational Health, Industrial Safety, and Environmental Management System,” which is developed based on Regulation No. 273 on the organization of occupational health activities.

In 2024, there were 3 occupational accidents with serious and fatal outcomes at the Company, related to work activities.

On 29 March 2024, at the Severny Sokh UGSF facility, an occupational accident occurred involving a road traffic incident that resulted in the death of an employee, an assistant engineer of the administrative support group.

On 9 August 2024, at Zirabulak MGPM, during the extraction of a piston from the piston receiver chamber of the Gazli–Chimkent main gas pipeline (1 220 mm in diameter at kilometer 286.7), an explosion occurred, resulting in a group accident. As a result of the incident, one employee sustained fatal injuries, while several other employees were injured to varying degrees, one of whom was in a state of shock.

On 28 October 2024, during the numbering and inspection of pipes stored at the industrial site warehouse of Zirabulak MGPM, an accident occurred involving a pipeline operations service employee. The employee became trapped between a pipe and a truck crane, which led to serious injuries.

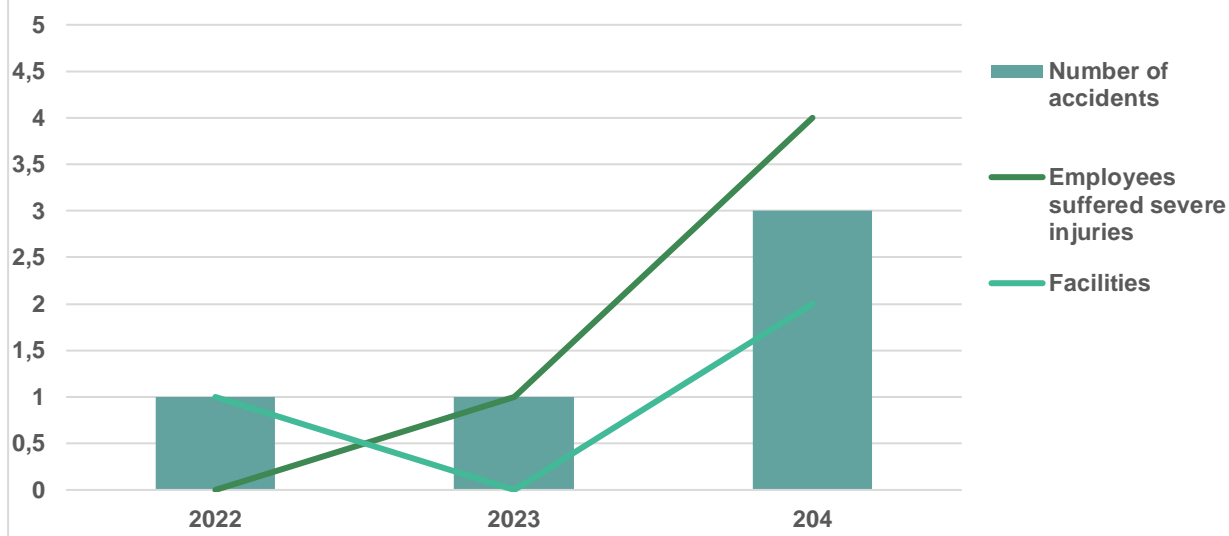
The Company expresses its regret regarding the cases of severe injuries and fatalities that occurred during the reporting period and extends its condolences to the families of those affected. Employee safety remains a priority, and the Company will continue systematic efforts to prevent such incidents.

The total recordable injury frequency rate (TRIFR) in 2024 was 0.29, the lost time injury frequency rate (LTIFR) was 0.29, and the fatal accident rate (FAR) was 0.01. (The total number of hours worked in the reporting period was 20 535 thousand hours.)

Analytical information on occupational injury rates from 2014 to 2023, covering all employees of JSC “Uztransgaz” and UE Urgenchtransgaz, is presented below

Indicator	2022	2023	2024
Number of occupational accidents			
JSC “Uztransgaz”	1	1	3
Number of employees with serious injuries			
JSC “Uztransgaz”	0	1	4
Number of employees with fatal injuries			
JSC “Uztransgaz”	1	0	2

Analytical information on the status of occupational injuries in 2022–2024



According to the legislation of the Republic of Uzbekistan, an investigation is conducted for every occupational accident that occurs while performing work duties, and Form H-1 is completed to identify the causes of the accident and determine preventive measures. In 2024, this process was carried out for each registered case, including the completion of required documentation, analysis of circumstances, and the implementation of preventive actions to avoid similar incidents in the future.

The Company works closely with various contracting organizations in its operations. The relationship between JSC “Uztransgaz” and contractors, as well as other organizations operating within the Company’s area of responsibility and territory, is based on their shared interest in ensuring the safety of people, including contractor employees, government inspectors, visitors, and the public. According to the IMS Policy, employees of other organizations working within the Company’s area of responsibility are required to adhere to all necessary OHS procedures to ensure the safety, life, and health of people before starting work and to manage risks associated with the activities and actions of organization employees. Contractors are subject to the same occupational and industrial safety requirements as Company employees.

The Company has a unified mechanism for monitoring and collecting OHS and incident data from counterparties. This mechanism is implemented through service contracts, with OHS and industrial safety requirements incorporated into service agreements. In 2024, occupational injury records covered only the Company’s own employees, as no information was received regarding injuries among contractor employees.

If occupational injuries occur among contractor employees, investigations are carried out by the authorized occupational health and industrial safety authorities..

Approach to Emergency Management

SASB EM-MD-540a.4

JSC “Uztransgaz” implements a systematic and multi-level approach to the prevention and elimination of emergency situations (ES), covering both the Executive Management and all subsidiaries and structural divisions of the Company. These activities are carried out in accordance with the “Regulation on the Effective Organization of the Emergency Prevention and Response System at JSC ‘Uztransgaz,’” approved on 12 August 2023. The main objective is to ensure personnel safety and enhance the resilience of production infrastructure to natural and man-made risks.

The Emergency Prevention and Response System (EPRS) includes territorial and functional subsystems, as well as an information and management structure operating at the national, local, and facility levels. It is based on the legislation of the Republic of Uzbekistan, internal regulations, and coordinated response plans.

Key tasks for the Company include risk forecasting, planning protective measures, rapid response, personnel training, establishing necessary reserves, and continuous situation monitoring. Civil defense structures and emergency rescue services at JSC “Uztransgaz” are on round-the-clock alert to respond to emergencies.

Three modes of operation are organizationally provided: routine, heightened readiness, and emergency mode. Depending on the threat level, appropriate measures are activated—from local evacuation to the involvement of national resources and international assistance.

The Company actively cooperates with the Ministry of Emergency Situations of the Republic of Uzbekistan and other state bodies, developing joint programs, insurance mechanisms, and innovative alert and monitoring systems.

Thus, JSC “Uztransgaz” builds a multi-level, adaptive, and legally compliant emergency management system, ensuring the protection of employees, the public, and infrastructure even in the event of major and complex threats.

Training and awareness on occupational health and safety (OHS)

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

JSC “Uztransgaz” adheres to the principle of “Employee Engagement” in managing occupational health and safety (OHS) issues. The Company has implemented a mechanism for consulting and involving personnel in OHS matters, including rank-and-file employees. OHS consultations are carried out by providing employees, including frontline staff whose professional activities are affected by health and safety issues, with the opportunity to review information and share their opinions before decisions are made.

A practical implementation of this principle is the mandatory participation of rank-and-file employees or their representatives in the approval of documents establishing OHS requirements.

All processes of employee participation in the development, implementation, and evaluation of the OHS management system are regulated by the Collective Agreement. Responsibilities and authorities are allocated between the employer and the trade union. Employee involvement in the development and implementation of processes is regulated both in written and oral form. However, as of the reporting period, there are no formal joint health and safety committees between management and employees in the Company.



Chapter 8 of the Collective Agreement is dedicated to occupational health and safety, specifying the obligations and authorities of the employer and the trade union. The trade union organizes public oversight of occupational health and safety, and OHS representatives are elected by vote. The chairpersons of trade union committees and OHS representatives actively participate in permanent OHS committees, which are organized jointly by management and the trade union committee.

Training employees in occupational health and safety is a priority for improving the Company’s OHS management system. When a new employee is hired to work at JSC “Uztransgaz” facilities, the Company organizes one month of training, after which the employee must pass an exam on OHS rules to ensure safe performance of their duties. Only after successfully passing the exam may the employee begin work at the Company.

Thus, in 2024, 397 engineers from 11 structural divisions, the Executive Management, and the Company’s subsidiaries underwent training. The training covered four major OHS areas, and the average number of training hours per employee was 36 hours.

Name of Entity	Number of employees who completed training							
	On industrial safety		On industrial safety		On industrial safety		On industrial safety	
	Number of hours	Number of hours	Number of hours	Number of hours	Number of hours	Number of hours	Number of hours	Number of hours
Executive Management UE	252	7	72	2	72	2	0	0
Urgenchtransgaz	900	25	936	26	1116	31	1116	31
Mubarek MGPM	216	6	216	6	216	6	252	7
Kagan MGPM	288	8	180	5	288	8	252	7
Gazli MGPM	216	6	252	7	360	10	432	12
Zirabulak MGPM	288	8	216	6	360	10	324	9
Samarkand MGPM	216	6	180	5	180	5	216	6
Gallyaaral MGPM	252	7	180	5	360	10	324	9
Tashkent MGPM	432	12	216	6	396	11	252	7
Fergana MGPM	252	7	216	6	360	10	288	8
Severny Sokh UGSF	108	3	72	2	108	3	108	3
Khodjaabad UGSF	108	3	108	3	288	8	180	5
Transgazengineering LLC	0	0	0	0	0	0	36	1
Transgazmaksusqurilish JSC	36	1	0	0	0	0	0	0
Total:	3564	99	2844	79	4104	114	3780	105

Training in industrial safety was conducted at the State Unitary Enterprise “Kontekhnazoratukuv.” First aid training was carried out at the Institute of Civil Protection under the Ministry of Emergency Situations of the Republic of Uzbekistan; fire safety training was also conducted at the Institute of Civil Protection under the Ministry of Emergency Situations; and occupational health and safety training was provided at the accredited training center “Buxoro o’quv.”

Additionally, fire-tactical drills and Emergency Response Plans (ERP) exercises are regularly conducted in the Executive Management and across all structural divisions of the Company.

In 2024, the Company conducted 5% more drills compared to 2023.

Indicators	2024
Total number of drills, including:	4103
<i>number of fire-tactical drills</i>	1173
<i>number of emergency response plan (ERP) drills</i>	2930

The need for specific training courses for engineers and other employees is determined through analysis of current OHS and industrial safety performance indicators, as well as in accordance with international standards that the Company follows within the Integrated Management System (IMS).

According to the Company's internal policy, the OS&IS Department provides training for management personnel, which includes chief engineers, the Company Chairperson, and department heads, as well as introductory briefings for newly hired employees. In 2024, the Company conducted 518 introductory briefings, individually for each new employee.

Indicators	2022*	2023*	2024
Number of introductory briefings	556	611	518
Number of employees who completed introductory briefings	556	611	518

**Starting from the 2024 reporting period, it was decided to reflect only the number of briefings conducted for newly hired employees. Previously, the Report indicated the total number of introductory briefings conducted, which included not only newly hired employees but also existing staff and visitors to production facilities who were subject to introductory briefings. For the sake of relevant comparison, the data in the Sustainability Report for 2023 and 2022 have been recalculated accordingly..*

Appendices

1. About the Report

GRI 2-3

Joint Stock Company “Uztransgaz” (hereinafter in the Report referred to as the Company, or the Organization) publishes its fifth integrated annual report, disclosing the Company’s operational and financial performance indicators. The previous Report was published in November 2024 (covering the reporting period from 1 January to 31 December 2023).

The purpose of this Report is to ensure transparency and openness in the Company’s activities, as well as to provide stakeholders with balanced and objective information on the Company’s approaches to sustainable development, social, economic, and environmental responsibility.

The Company follows an annual reporting cycle, covering the period from 1 January to 31 December 2024, and also includes a description of plans for 2025. The financial reporting period coincides with the calendar year—from 1 January to 31 December.

This Report presents consolidated information on the Executive Management of JSC “Uztransgaz,” its structural divisions, and subsidiaries for 2024. The financial position and production results of the Company are presented based on consolidated data, prepared with the support of the relevant departments and divisions.

The Report is prepared in accordance with the requirements of the GRI Standards 2021 (hereinafter referred to as GRI) and SASB Standards — Oil & Gas Midstream (hereinafter referred to as SASB). To ensure comparability and analysis of key performance indicators, information in the Report is provided for several reporting periods.

The Sustainability Report of JSC “Uztransgaz” is approved by order of the Chairperson of the Management Board and communicated to stakeholders by publication in Russian and English on the corporate website: <https://www.utg.uz/en/>.



Report Preparation Process

Stakeholder Engagement

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

To achieve the Company’s strategic objectives, effective engagement with stakeholders is essential. JSC “Uztransgaz” builds its relationships with all stakeholders based on trust, openness, and mutually beneficial cooperation, which allows the Company to understand their interests and meet expectations. JSC “Uztransgaz” consistently takes steps to establish dialogue, long-term cooperation, and stakeholder relationship management.

Furthermore, relationships between JSC “Uztransgaz” and structural divisions working within the Company’s area of responsibility are based on their mutual interest in ensuring the safety of people, including Company employees and contractors, as well as other external stakeholder groups (such as the public, visitors, etc.) located in the work area. The Company’s stakeholder engagement process, built on best practices, enables the timely identification and assessment of stakeholder interests and proposals through various dialogues and other activities aimed at improving interaction.

Handling Inquiries

The Company regularly informs and maintains open dialogue with all stakeholders on matters related to the integrated management system. Special attention is paid to feedback from employees, as they are able to promptly report issues and operational risks. To facilitate this, the Company operates a hotline and a communication channel on the corporate portal.

We also focus on communication with external stakeholders. For this purpose, JSC “Uztransgaz” has a dedicated service for handling inquiries, complaints, and suggestions. Submissions are accepted by mail and email. In addition to written appeals, the Company operates a hotline and a dedicated phone for inquiries, holds open reception days for individuals and legal entities with members of the Executive Management, and organizes outreach events to ensure that individuals and legal entities from remote regions can directly address complaints and suggestions. Given the Company’s line of business, special attention is paid to the thorough review of inquiries in order to resolve conflicts, clarify opportunities for assistance and support, or provide other responses. The majority of inquiries come from individuals who are either Company employees or consumers of natural gas. In 2024, JSC “Uztransgaz,” its structural divisions, and subsidiaries received 2 299 inquiries. By the end of the reporting period, 1 917 inquiries were positively resolved, 356 received clarifications regarding the impossibility of providing support, and 26 inquiries remained under review.

Stakeholder Identification

The list of stakeholder groups whose opinions influenced the determination of material topics for the 2024 Report has not changed. The list is provided below:

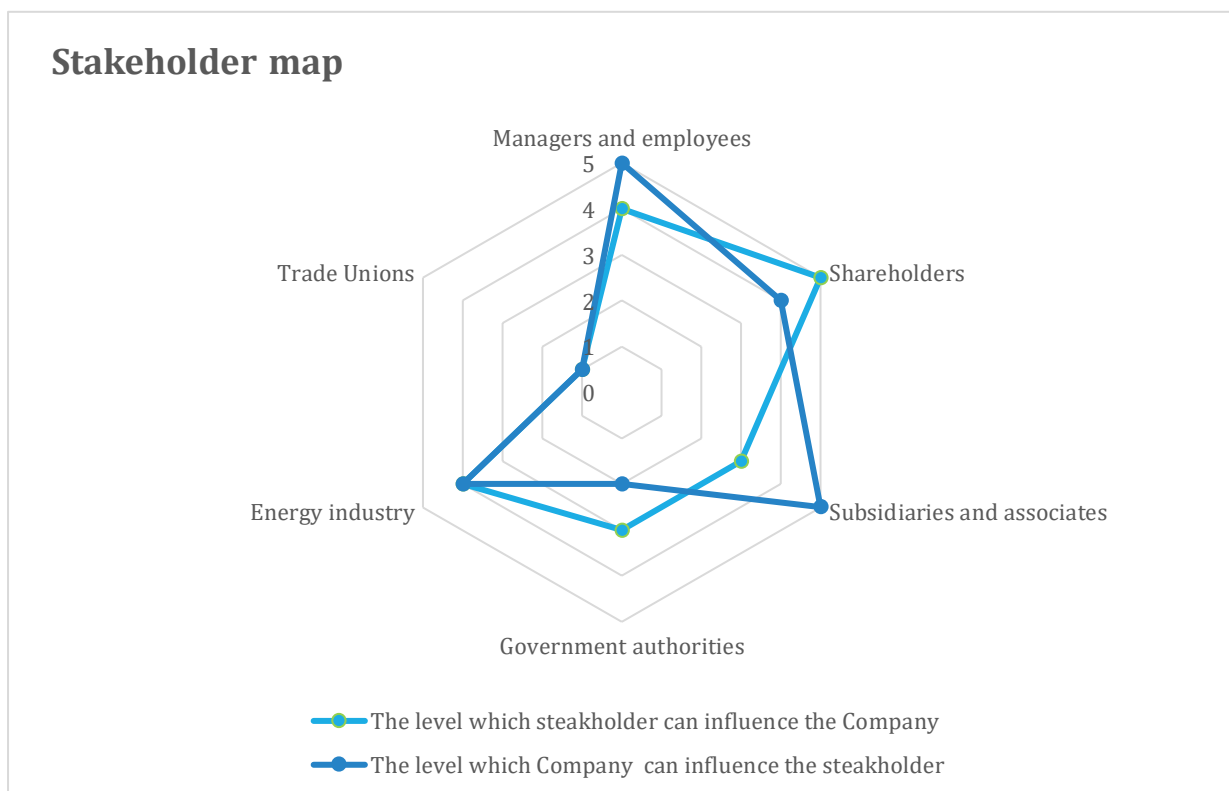
№	Stakeholder
1	Management and personnel
2	Shareholders
3	Subsidiaries and affiliated organizations
4	Government authorities
5	Energy industry
6	Trade unions

The selection of stakeholders for engagement by the Company was based on the following three principles:

- 1) Engagement – the extent to which the stakeholder’s activities are connected with the activities of JSC “Uztransgaz.”
- 2) Impact – the degree to which the stakeholder is able to influence the activities of JSC “Uztransgaz.”
- 3) Materiality – the contribution that the stakeholder makes to the activities of JSC “Uztransgaz” through decisions directed toward the Company.

To identify, assess, and systematize stakeholder groups, the Company approved a Stakeholder Map reflecting the results of its stakeholder materiality assessment. In forming the Stakeholder Map, the Company evaluated

both the degree of influence stakeholders have on the Company and the exposure of stakeholders to the Company's activities, using a five-point scale where 1 is the lowest influence and 5 is the highest, based on specific parameters of interaction. The approved Stakeholder Map is presented below:



As part of the preparation of this Sustainability Report, the Company engaged with all stakeholder groups by requesting information in order to obtain their consent to participate in the Materiality Survey for disclosure purposes.

Principles of Report Preparation

In preparing the Report, the Company followed the reporting principles of the GRI and SASB Standards, as well as the provisions of the Corporate Governance Code and other internal documents of the Organization. In particular, the following principles were applied in the preparation of this Report:

- Consideration of stakeholders' views. The Company systematically engages with stakeholders, which allows the Report to reflect information relevant to them.
- Sustainable development context. The Report presents information on the Company's production activities and the impact of these activities on the economy, society, and the country's environment.
- Materiality. The Report addresses material topics, issues, and indicators of the Company's economic, environmental, and social impact. The materiality of the information is determined based on the assessment by Company management of its performance for the reporting period and the views of stakeholders.
- Completeness. The Report provides information on all areas of Uztransgaz's sustainable development activities during the reporting period, in accordance with GRI and SASB standards..

Material Topic Identification

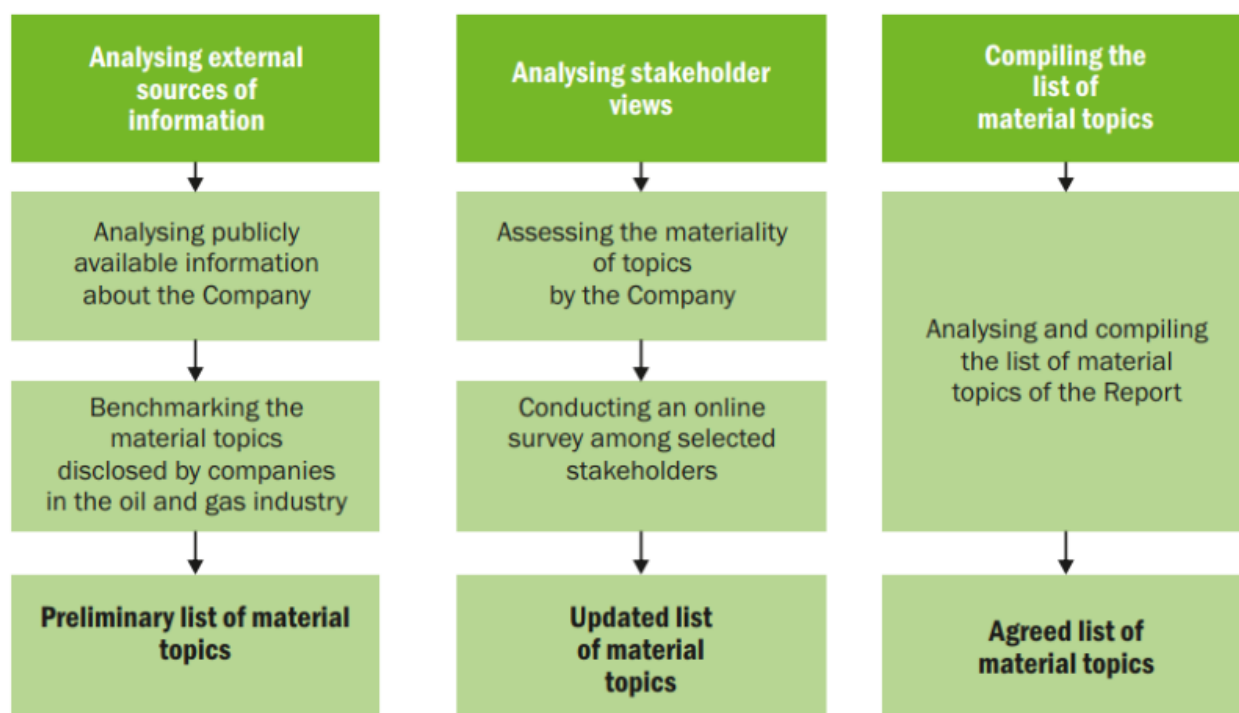
GRI 3-1, 3-2

In accordance with the GRI and SASB Standards, the Company has identified material topics that are of the greatest importance to selected stakeholder groups and to the Company itself.

Approach to Materiality Determination

When developing the list of material topics, publicly available information about the Company was analyzed and a benchmarking review was conducted of material topics disclosed by companies in the transportation and oil and gas industries. The resulting preliminary list was adjusted by obtaining materiality assessments for each topic from Company management and through stakeholder survey responses. The online stakeholder survey was conducted among six stakeholder groups selected by the Company, using the digital platform “Google Forms.”

The process for compiling the list of material topics is presented below::



The final list of material topics is reflected in the Materiality Matrix presented below:

Topic Grouping	Topic Number	Stakeholder Assessment	Company Perspective	Topic Title
Economic Topics	1	4.3	3	Economic Performance
	2	4.1	4	Procurement Practices
	3	4.0	4	Anti-corruption
Environmental Topics	4	4.6	4	Energy
	5	3.9	4	Water and Effluents
	6	4.5	4	Emissions
	7	3.8	4	Waste
Social Topics	8	4	3	Employment
	9	4.2	3	Employee-Management Relations
	10	4.2	4	Occupational Health and Safety
	11	4.1	4	Training and Education

	12	4	3	Diversity and Equal Opportunity
	13	4	3	Non-discrimination

Based on the analysis of stakeholder opinions and the Company's materiality assessment, 13 material topics were identified, including topics from each category: economic, environmental, and social.

The consolidated list of material topics is presented below:

No	GRI Index	Index Title
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 Effluents (2018)
6	GRI 305	Emissions (2016)
7	GRI 306	Effluents and 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 Opportunity (2016)
13	GRI 406	Non-discrimination (2016)

Alongside the disclosure of information on identified material topics, this Report also includes information on issues recognized as material in accordance with the SASB Standard for the Natural Gas Midstream industry.

Report Topic Boundaries

GRI 2-2, 2-4

This integrated annual report discloses information on the activities of JSC "Uztransgaz," all its structural divisions, and subsidiaries.

The Company's operational and financial performance is reflected in the section "Economic Performance." The Company's financial statements for the current reporting period include consolidated financial indicators in accordance with IFRS.

In disclosing information for 2024, the Company practiced presenting key indicators in a three-year dynamic. Additionally, to provide a more comprehensive view, the Report includes events that occurred before the reporting period and development plans for various areas of the Company after 2024.

This Integrated Annual Report for 2024 defines the boundaries of topics for specific GRI and SASB indicators to ensure comprehensive disclosure in the respective sections. Certain indicators have their own boundaries due to the specific nature of some subsidiaries' activities. For example, subsidiaries whose activities are not directly related to the production process may not have data for indicators such as "Natural gas consumption for process purging." However, those indicators that are considered "universal" for all divisions of the Organization and its subsidiaries are subject to unified approaches in data collection and consolidation.

In the event of changes in the organizational structure of the Organization (acquisition, disposal, liquidation, or establishment of new structural units), the approach provides for the inclusion or exclusion of the structural unit in the consolidated reporting, familiarization with the Organization's regulatory documents governing the reporting cycle and the procedure for collecting initial data, as well as obligations for reporting up to the end of the quarter in which the disposal/liquidation took place.

This Report is the fifth in the Company's practice, and there have been no significant changes in the list of material topics or topic boundaries compared to previous reporting periods..

Feedback

A feedback form for readers is provided in the "Appendices" section of this Report. The purpose of including the questionnaire is to improve future reporting by obtaining feedback and suggestions from stakeholders. JSC "Uztransgaz" would appreciate the completion of the questionnaire to support the development of the Sustainability Report in subsequent periods.

Independent Assurance

GRI 2-5

The consolidated annual Report for 2024 underwent an independent external assurance procedure for sustainability-related information. The auditor's conclusion is presented in Appendix 3.

The process of selecting an independent verifier was initiated by the Company's Executive Management. The selection criteria included the independence of the verifying organization, its expertise in sustainability matters, experience in non-financial assurance, and its international reputation. This is the third time that the Sustainability Report has been assured, which can be considered an established and mandatory practice for the Company..

2. Reporting Boundaries

Material Topics	JSC "Uztransgaz" (including 8 MGPMs and 2 UGSFs)	UE Urgenchtransgaz	Transgazengineering LLC	Erdamchi Khujalik LLC	Transgazmaksusqurili sh JSC
201-1					
202-1					
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417-1					
418-1					

3. Independent Assurance GRI 2-5



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Independent practitioner's assurance report

To the Shareholders and Management of JSC Uztransgaz

Scope

We have been engaged by JSC Uztransgaz to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, (hereinafter "Engagement"), to report on the selected indicators (hereinafter "Subject Matter" or "Indicators") of sustainability report (hereinafter referred to as the "Report") in which sustainability information for JSC Uztransgaz and its subsidiary organizations is disclosed for the period from January 1 to December 31, 2024 (hereinafter "the Reporting Period").

Subject Matter with relevant GRI-indexes / SASB-indexes (if applicable) and boundaries for each Indicator include the following disclosures:

- ▶ GRI 302-1: Energy consumption within the organization, JSC Uztransgaz, pages 38-43, 106-107;
- ▶ GRI 303-3: Water withdrawal, JSC Uztransgaz, page 104;
- ▶ SASB EM-MD-110a.1: Gross global Scope 1 emissions, percentage of methane, percentage covered under emission-limiting regulations, JSC Uztransgaz, pages 45-46;
- ▶ GRI 305-1: Direct (Scope 1) GHG emissions, JSC Uztransgaz, pages 45-46, 107;
- ▶ GRI 305-2: Indirect (Scope 2) energy-related GHG emissions, JSC Uztransgaz, pages 45-46;
- ▶ GRI 305-7: NOx, SOx, and other significant air emissions, JSC Uztransgaz, pages 47-48;
- ▶ SASB EM-MD-120a.1: Air emissions of the following pollutants: (1) NOx (excluding N₂O), (2) SOx, (3) Volatile Organic Compounds (VOCs), and (4) Particulate Matter (PM₁₀), JSC Uztransgaz, pages 47-48;
- ▶ GRI 306-3: Waste generated, JSC Uztransgaz, pages 50-51;
- ▶ GRI 401-1: New employee hires and employee turnover, JSC Uztransgaz, pages 53-56, 108-111;
- ▶ GRI 403-9: Work-related injuries, JSC Uztransgaz, pages 68-71;
- ▶ SASB EM-MD-540a.1: (1) Number of reportable pipeline incidents, (2) percentage, JSC Uztransgaz, pages 69-71;
- ▶ GRI 404-1: Average hours of training per year per employee, JSC Uztransgaz, pages 64-68, 117-118;

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- ▶ GRI 405-1: Diversity of governance bodies and employees, JSC Uztransgaz, pages 60-64;

The Subject Matter also is disclosed in the following sections of the Report:

- ▶ GRI Index and relevant sections of the Report which the GRI Index refers to, pages 94-101;
- ▶ SASB Index and relevant sections of the Report which the SASB Index refers to, pages 102-103.

The Subject Matter is marked in the Report with the symbol “(A)”.

Other than as described in the preceding paragraph, which sets out the scope of our Engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by the Company

In preparing the Subject Matter the Company applied:

- ▶ Global Reporting Initiative Sustainability Reporting Standards 2021 (hereinafter “the GRI Standards”),
- ▶ Sustainability Accounting Standards Board (hereinafter “the SASB Standards”),

as stated in the section “About the Report” on page 82 (hereinafter referred to as the “Criteria”).

Company’s responsibilities

The Company’s management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY’s responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our limited assurance engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* (“ISAE 3000 (Revised)”), and the terms of reference for this engagement as agreed with the Company. ISAE 3000 requires that we plan and perform our engagement to



obtain limited assurance about whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

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

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we 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.

Description of procedures performed

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 procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.



Our procedures included the following:

- ▶ We interviewed representatives of the Company's divisions involved in the preparation of the Subject Matter;
- ▶ We conducted analytical procedures of the quantitative information related to Subject Matter;
- ▶ We examined sustainability-related internal corporate documents of the Company;
- ▶ On a sample basis, we compared the Subject Matter with source information;
- ▶ We evaluated the presentation of the Subject Matter in the layout of the Report.

We also performed other procedures that we considered necessary in the circumstances.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter for the period from January 1 to December 31, 2024, in order for it to be in accordance with the Criteria.

*"Ernst and Young Advisory"
JV LLC*

July 31, 2025
Tashkent, Uzbekistan

4. GRI Content Index

Indicator	Page Number	Omission / Reason for Omission
General Reporting Elements		
GRI 2: General Disclosures 2021		
GRI 2-1: Organizational details	11-13, 123	
GRI 2-2: Entities included in the organization's sustainability reporting	87	
GRI 2-3: Reporting period, frequency, and contact point	82	
GRI 2-4: Restatements of information	87, 121-122	
GRI 2-5: External assurance	87, 89-92	
GRI 2-6: Activities, value chain, and other business relationships	4-9, 11-14, 34-35, 107	
GRI 2-7: Employees	54-55, 108-109	
GRI 2-8: Workers who are not employees		Not applicable. Workers who are not employees do not have a material impact on the Company's activities.
GRI 2-9: Governance structure and composition	22-26	
GRI 2-11: Chair of the highest governance body	26-29	
GRI 2-14: Role of the highest governance body in sustainability reporting	22-29	
GRI 2-16: Communication of critical concerns	23-24, 29-30	
GRI 2-18: Evaluation of the performance of the highest governance body	28-29	
GRI 2-19: Remuneration policies	31-32, 33	
GRI 2-22: Statement on sustainable development strategy	10	
GRI 2-23: Policy commitments	19-22, 70	
GRI 2-25: Processes to remediate negative impacts	53, 82-83	
GRI 2-26: Mechanisms for seeking advice and raising concerns	82-83	
GRI 2-27: Compliance with laws and regulations	37, 51-52	The Company has not conducted a materiality assessment of non-compliance.

		<p>There were no non-monetary sanctions or cases initiated through dispute resolution mechanisms at the Company.</p> <p>No fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations were imposed on the Company during the reporting period.</p>
GRI 2-29: Approach to stakeholder engagement	118-120	
GRI 2-30: Collective bargaining agreements	56-57	
Material Topics		
GRI 3-1: Process of determining material topics	82-86	
GRI 3-2: List of material topics	85-86	
GRI 3-3: Management of material topics	33	<p>The effectiveness of the actions taken is evaluated by the Company's management. The results of the evaluation were satisfactory. Areas for improvement were identified.</p>
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed		<p>Disclosure of economic performance indicators at the country, regional, or market level is not applicable.</p> <p>The Company's economic performance data for 2024 is published on the official website.</p>
GRI 3-3: Management approach	27,62	
GRI 202: Market Presence 2016		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	62	
202-2 Proportion of senior management hired from the local community	27	

GRI 3-3: Management approach	68	
GRI 203: Indirect Economic Impacts		
203-1 Infrastructure investments and services supported		Not conducted during the reporting period.
203-2 Significant indirect economic impacts	68	
GRI 3-3: Management approach	34-35	The effectiveness of the actions taken is assessed by the Company's management. The evaluation results were satisfactory, and areas for improvement were identified.
GRI 204: Procurement Practices 2016		
GRI 204-1: Proportion of spending on local suppliers at significant locations of operation	35-37,107-108	
GRI 3-3: Management approach	30-31	
GRI 205: Anti-corruption 2016		
205-3 Confirmed incidents of corruption and actions taken	30-31	Disclosure not applicable.
GRI 3-3: Management approach	31-32	
GRI 206: Anti-competitive Behavior 2016		
GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		In 2024, the Company was not involved in any legal actions related to anti-competitive behavior, anti-trust, or monopoly practices.
GRI 3-3: Management approach	33	
GRI 207: Tax 2019		
207-1 Approach to tax	33-34	
207-2 Tax governance, control, and risk management	34	
207-3 Stakeholder engagement and management of concerns related to tax	34	
207-4 Country-by-country reporting	34	
GRI 3-3: Management approach		Not applicable to the Company.
GRI 301: Materials 2016		

GRI 3-3: Management approach	38-39	An audit was conducted by external consultants, and based on the recommendations received, action points for 2025 were developed.
GRI 302: Energy 2016		
	39-42, 105-106	<p>Disclosure of information on sold cooling energy and sold steam is not applicable, as according to Resolution No. PP-4249 dated 27.03.2019, the functions of the single purchaser of electricity from power generating companies, as well as the sale of electricity to regional power grid enterprises, are performed by JSC "National Electric Grids of Uzbekistan."</p> <p>Accounting for the consumption of electricity and heat from renewable energy sources is not carried out.</p>
302-1 Energy consumption within the organization	41	
302-3 Energy intensity	42, 105-106	Reduction of consumption of such types of energy as fuel, heating, cooling, and steam is not applicable. The basis for calculating energy consumption reduction, such as a base year or baseline, is not applicable to the Company.
GRI 3-3: Management approach	48	
GRI 303: Water and Effluents 2016		
303-1 Interactions with water as a shared resource	49-50	
303-2 Management of water discharge-related impacts	49-50	
303-3 Water withdrawal	49-50,103	
303-4 Water discharge	49-50,104-105	
GRI 3-3: Management approach		The Company does not carry out activities in this area.
GRI 304: Biodiversity		
GRI 3-3: Management approach	45-46	Environmental specialists evaluated the effectiveness of the actions taken. The results of the evaluation were satisfactory, and areas for improvement were identified.

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	45-46,106	The Company does not have biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.
305-2 Energy indirect (Scope 2) GHG emissions	45-46,	The Company does not have biogenic emissions.
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	47-48	Persistent organic pollutants are not present at the Company's facilities. Emission factors for this category of emissions are not applicable.
GRI 3-3: Management approach	50	

GRI 306: Effluents and Waste 2020

306-1 Waste generation and significant waste-related impacts	50-51	
306-2 Management of significant waste-related impacts	50-51	
306-3 Waste generated	50-51	
GRI 3-3: Management approach	35	

GRI 308: Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria		In 2024, the Company did not screen new suppliers using environmental criteria.
308-2 Negative environmental impacts in the supply chain and actions taken		In 2024, the Company did not assess negative environmental impacts in the supply chain.
GRI 3-3: Management approach	53-54	

GRI 401: Employment 2016

401-1 New employee hires and employee turnover	53-56,108-112	he Company does not track turnover rates by gender or age groups.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	57-58,113-115	
401-3 Parental leave	58	
GRI 3-3: Management approach	53-54	

GRI 402: Labor/Management Relations 2016

402-1 Minimum notice period regarding operational changes	57	
GRI 3-3: Management approach	69-70	

GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system	71, 105	The OH&S management system covers only the Company's employees; employees of other contracting organizations are not included in this system.
403-2 Hazard identification, risk assessment, and incident investigation	71,74-76,79-81	
403-3 Occupational health services	74-76	The indicator is not applicable to employees of other contracting organizations.
403-4 Worker participation, consultation, and communication on occupational health and safety	79-81	The indicator is not applicable to employees of other contracting organizations. There are no official joint management-worker occupational health and safety committees.
403-5 Worker training on occupational health and safety	79-81,117	The indicator is not applicable to employees of other contracting organizations.
403-6 Promotion of worker health	74-76	The indicator is not applicable to employees of other contracting organizations.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	71, 76-78	
403-8 Workers covered by an occupational health and safety management system	71	
403-9 Work-related injuries	68-70	Work-related injury rates are calculated based on 1 000 000 hours worked. These indicators cover all employees of JSC "Uztransgaz."
GRI 3-3: Management approach	64	
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	64-68,116-117	The average number of training hours per employee is not tracked by gender.
404-2 Programs for upgrading employee skills and transition assistance programs	64-68	
404-3 Percentage of employees receiving regular performance and career development reviews		The Company did not conduct an assessment of the effectiveness of employee training during the reporting period.
GRI 3-3: Management approach	59-60	The Company did not conduct an assessment of the effectiveness of the measures taken during the reporting period.

GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	60-64	
405-2 Ratio of basic salary and remuneration of women to men	63-64	
GRI 3-3: Management approach	59-60	The Company did not conduct an assessment of the effectiveness of the measures taken during the reporting period.
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	59-60	
GRI 3-3: Management approach	59-60	
GRI 407: Freedom of Association and Collective Bargaining 2016		
GRI 3-3: Management approach	59-60	
GRI 408: Child Labor 2016		
GRI 3-3: Management approach	59-60	
GRI 409: Forced or Compulsory Labor 2016		
GRI 3-3: Management approach		
GRI 410: Security Practices 2016		
GRI 410-1 Security personnel trained in human rights policies or procedures		No training on this topic was conducted during the reporting year.
GRI 3-3: Management approach	59-60	
GRI 411: Rights of Indigenous Peoples 2016		
GRI 3-3: Management approach	68	
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs		No impact assessment was conducted.
413-2 Operations with significant actual and potential negative impacts on local communities	68	
GRI 3-3: Management approach	35	

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria		In 2024, the Company did not screen new suppliers using social criteria.
414-2 Negative social impacts in the supply chain and actions taken		In 2024, the Company did not assess negative social impacts in the supply chain.
GRI 3-3: Management approach		The Company does not finance political parties, organizations, or movements; this is strictly prohibited by the legislation of the Republic of Uzbekistan.

GRI 415: Public Policy 2016

GRI 3-3: Management approach	47	
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GRI 416: Customer Health and Safety Assessment of Product and Service Categories 2016

GRI 3-3: Management approach		Not applicable to the Company.
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GRI 417: Marketing and Labeling 2016

GRI 3-3: Management approach		Not applicable to the Company.
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GRI 418: Customer Data Privacy 2016

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5. SASB Indicator Content Index

Indicator	Page Number	Omission / Reason for Omission
Greenhouse Gas Emissions		
EM-MD-110a.1 Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	45-46	
EM-MD-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets	46	
Air Quality		
EM-MD-120a.1 Emissions to air of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOC), and (4) particulate matter (PM ₁₀)	47-48	
Environmental Impact		
EM-MD-160a.1 Description of environmental management policies and practices for active operations	43-44	The Company does not operate in marine areas.
EM-MD-160a.2 Percentage of land owned, leased, or operated within areas of protected conservation status or endangered species habitat		0% There are no gas transportation facilities located directly within protected natural areas. However, several gas pipelines and compressor stations are situated in relative proximity to nature reserves: Saigachiy Integrated Landscape Reserve, Sudochoye State Ornithological Reserve, Lower Amu Darya Biosphere Reserve (LABR), Kitab Nature Reserve, Zaamin National Park, State Surkhan Mountain Forest Reserve, "Chust" Nature Monument, and "Mingbulak" Nature Monument.
EM-MD-160a.3 (1) Area of land disturbed, (2) percentage of disturbed land rehabilitated	45	10,85%
EM-MD-160a.4 (1) Number and (2) aggregate volume of hydrocarbon spills, (3) volume in the Arctic, (4) volume in areas of high biodiversity value, and (5) volume recovered		The Company does not operate in the Arctic region.
Competitive Behavior		
EM-MD-520a.1 Total amount of monetary losses as a result of legal proceedings associated with pipeline and storage regulations		In 2024, the Company did not incur any monetary losses as a result of legal proceedings associated with pipeline and storage regulations.

Operational Safety, Emergency Preparedness, and Response

EM-MD-540a.1 (1) Number of reportable pipeline incidents, (2) percentage value	69-70	
EM-MD-540a.2 Percentage of (1) natural gas pipelines and (2) hazardous liquid pipelines inspected		100%; Annually, in accordance with the requirements for the operation of main gas pipelines, schedules for diagnostic activities (in-line inspection, excavation, wall thickness measurement, testing, etc.) are developed to identify and subsequently eliminate pipeline defects..
EM-MD-540a.3 Number of (1) accidental releases and (2) non-accidental releases (NARs) from rail transportation		0; In the course of its core activities, the Company does not use rail transport.
EM-MD-540a.4 Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and across project life cycles	69-71, 78-79	
<i>Показатель деятельности</i>		
EM-MD-000.A Total number of metric ton-kilometers of: (1) natural gas, (2) crude oil, and (3) refined petroleum products transported, by mode of transport		179 billion ton-kilometers

6. Environmental Indicators

Table 1

Unified approach to establishing limits for the discharge of priority substances of concern

GRI 303-4

#	Indicators	Permissible concentration, mg/L
1	Suspended solids	30
2	BOD ₅ (Biochemical Oxygen Demand, 5 days)	6
3	COD (Chemical Oxygen Demand)	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	Total dissolved solids	1
13	Sulfates	500
14	Chlorides	350
15	Phosphates	1
16	Phenols	0,001
17	Petroleum hydrocarbons	0,3

Table 2

GRI 303-3

Actual Company indicators for water supply:

General water supply indicators for JSC “Uztransgaz”*

Water intake, thousand m ³ /year	Period			
	2021	2022	2023	2024
Total:	29214,418	23292,666	21510,427	20 599,636
From surface sources	25083,721	19188,286	17530,523	16 587,862
From underground sources	587,131	521,894	540,796	436,996
Received from other organizations	3543,566	3582,486	3439,108	3 574,778

***The entire volume of water intake is sourced from regions experiencing water scarcity and is classified as “freshwater” (≤1 000 mg/L of dissolved solids). The values have been adjusted compared to the 2020 Sustainability Report due to a refined calculation methodology.*

For gas transportation

Water intake, thousand m ³ /year	Period			
	2021	2022	2023	2024
Total:	29054,878	23128,578	21347,067	20 401,758

From surface sources	25083,721	19188,286	17508,893	16 563,822
From underground sources	479,078	414,778	421,950	287,719
Received from other organizations	3492,079	3525,514	3416,524	3 550,217

For underground gas storage

Water intake, thousand m³/year	Period			
	2021	2022	2023	2024
Total:	159,540	164,088	163,360	197,878
From surface sources	0	0	21,930	20,040
From underground sources	108,053	107,116	118,846	149,277
Received from other organizations	51,487	56,972	88,584	24,561

Table 3

GRI 303-4

Approved standards and actual Company indicators for wastewater disposal

General indicators for wastewater discharge – JSC “Uztransgaz”*

Period	Distribution of wastewater discharge volumes, thousand m³						
	Planned	Actual	Evaporat ion pond	Land surface	Sewerag e	Septic tank	Disposal via well
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
2024	627,017	349,445	26,225	265,445	14,436	22,692	20,647

For gas transportation

Period	Distribution of wastewater discharge volumes, thousand m³						
	Planned	Actual	Evaporat ion pond	Land surface	Sewerag e	Septic tank	Disposal via well
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	-

2024	413,315	174,561	4,467	132,966	14,436	22,692	-
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For underground gas storage

Period	Distribution of wastewater discharge volumes, thousand m³						
	Planned	Actual	Evaporation pond	Land surface	Sewerage	Septic tank	Disposal via well
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
2024	213,702	174,884	21,758	132,479	-	-	20,647

Table 4

GRI 403-1

Hazard and Risk Matrix Form

Type of activity	Hazard (object or situation capable of causing harm)	Risk (potential health damage)	Exposed persons	Hazard class	Significance class	Risk class	Control method (reference to instruction)	Заключе ниеConclusion
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 for electricity savings at the production facilities of JSC “Uztransgaz” for 2024.

No.	Name of measure	Total	Unit of measurement
Section: “Electricity”		142 900,82	thousand kWh
1	Implementation of solar photovoltaic power stations	3 719,69	thousand kWh
2	Installation of lighting fixtures equipped with solar photovoltaic panels	2 002,19	thousand kWh
3	Installation of solar water heaters	515,31	thousand kWh

4	Transfer of parallel operating voltage transformers to standby mode	97,20584	thousand kWh
5	Optimization of compressor station operation modes considering the state of the gas transmission system	128 878,20	thousand kWh
6	Optimization of the hydraulic operating mode of the 3rd stage pumps at the Kungrad UTVS by replacing low-pressure pumps with 2 000 kW capacity to 800 kW pumps with frequency converters	3065,32	thousand kWh
7	Optimization of the hydraulic operation of Kungrad UTVS by disconnecting the third-stage water-lifting pump	2344,30	thousand kWh
8	Modernization of the "Sarimoy" pumping station	448,40	thousand kWh
9	Modernization of boiler houses	267,25	thousand kWh
10	Replacement of transformers	2,53	thousand kWh
11	Phased replacement of transformer cathodic protection devices with modern impulse cathodic protection systems	828,41	thousand kWh
12	Installation of motion sensors in lighting systems	92,72	thousand kWh
13	Replacement of synchronous motor exciters with digital microprocessor-based exciters	283,701	thousand kWh
14	Use of frequency converters in water pumps and auxiliary equipment of gas pumping units (GPU)	188,63	thousand kWh
15	Water extraction from open channels for agricultural irrigation by installing submersible pumps	18,19	thousand kWh
16	Replacement of high-power water pumps with low-power pumps	93,85	thousand kWh
17	Reduction of electricity consumption by obtaining compressed air directly from compressor stations	54,91	thousand kWh

Table 6

GRI 305-1

Scope 1 emissions released directly into the atmosphere

Types of energy consumption sources	Units of measurement	Period		
		2022* (revised)	2023* (revised)	2024
Stationary sources	thousand t CO ₂ -eq.	1 993,546	2 353,684	2 862,108
Mobile sources	thousand t CO ₂ -eq.	8,032	7,823	7,768
Total	thousand t CO ₂ -eq.	2 001,578	2 361,507	2 869,876

**Starting from the 2024 results, the quantitative data on methane emissions used to calculate Scope 1 greenhouse gas emissions have been revised upward to provide a more comprehensive representation of the Company's environmental impact. For relevant comparison, the data for 2023 and 2022 in the Sustainability Report have been recalculated in accordance with the updated calculation methods for GRI 305-1 "Direct (Scope 1) GHG emissions."*

7. Socio-economic Indicators

Table 1

Location and type of activity of structural divisions and directly subordinate subsidiaries

GRI 2-6

Detailed information on the Company's geographic operations is available on the official website.

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

Table 2

a) Total value of goods, works, and services purchased (in UZS) in 2024

GRI 204-1

Name of enterprise	Total for 2024, UZS	Goods for 2024, UZS	Works and services for 2024, UZS
JSC "Uztransgaz"	950 535 281 587	407 709 456 635	542 825 824 952
Executive office, including:	722 807 289 843	296 955 644 072	425 851 645 771
in UZS	409 200 517	47 427 551 393	361 772 965 983
in US dollars	15 467 549	15 456 551	10 998
in rubles	465 918 859	174 512 046	291 406 813
in euros	3 918 944	2 084 944	1 834 000
Gazli MGPM	24 336 504 787	7 527 619 651	16 808 885 136
Gallyaaral MGPM	30 267 731 549	9 921 908 805	20 345 822 744
Zirabulak MGPM	25 978 946 956	7 919 925 811	18 059 021 145
Kagan MGPM	8 023 146 530	5 731 613 807	2 291 532 723
Mubarek MGPM	26 968 243 348	10 623 416 659	16 344 826 689
LLC "Transgazengineering"	5 865 363 337	1 738 767 865	4 126 595 472
Samarkand MGPM	7 545 357 489	6 387 566 033	1 157 791 456
UGSF Severny Sokh	3 599 042 686	2 085 791 899	1 513 250 787
UGSF Khodjaabad	17 571 751 097	5 272 816 555	12 298 934 542
Tashkent MGPM	23 231 140 767	8 549 049 134	14 682 091 633
UE "Urgenchtransgaz," including:	47 024 861 020	40 272 806 532	6 752 054 488
in UZS	45 306 228 940	38 554 174 452	6 752 054 488
in rubles	13 019 940	13 019 940	-
Fergana MGPM	7 315 902 176	4 722 529 810	2 593 372 366

b) Total value of goods, works, and services purchased exclusively from local suppliers (in UZS) in 2024

GRI 204-1

Name of enterprise	Total for 2024, UZS	Goods for 2024, UZS	Works and services for 2024, UZS
JSC "Uztransgaz"	635 209 877 040	156 462 731 875	478 747 145 164
Executive office, including:	409 200 517 376	47 427 551 393	361 772 965 983
in UZS	409 200 517 376	47 427 551 393	361 772 965 983

Gazli MGPM	24 336 504 787	7 527 619 651	16 808 885 136
Gallyaaral MGPM	30 267 731 549	9 921 908 805	20 345 822 744
Zirabulak MGPM	25 978 946 956	7 919 925 811	18 059 021 145
Kagan MGPM	8 023 146 530	5 731 613 807	2 291 532 723
Mubarek MGPM	26 968 243 348	10 623 416 659	16 344 826 689
LLC "Transgazengineering"	5 865 363 337	1 738 767 865	4 126 595 472
Samarkand MGPM	7 545 357 489	6 387 566 033	1 157 791 456
UGSF Severny Sokh	3 599 042 686	2 085 791 899	1 513 250 787
UGSF Khodjaabad	17 571 751 097	5 272 816 555	12 298 934 542
Tashkent MGPM	23 231 140 767	8 549 049 134	14 682 091 633
UE "Urgenchtransgaz,"	45 306 228 940	38 554 174 452	6 752 054 488
Fergana MGPM	7 315 902 176	4 722 529 810	2 593 372 366

Table 3

Headcount for 2024

All employees listed in the table are employed on a full-time basis

GRI 2-7,401-1

Name of enterprise	Under employment contract, persons					
	Male		Female		Total	
	Permane nt contract	Fixed- term contract	Permanen t contract	Fixed- term contract	Permane nt contract	Fixed- term contract
JSC "Uztransgaz"	7334	5	771	4	8098	9
Executive office	215		57		272	
UE "Urgenchtransgaz"	2413		308		2721	
Gazli MGPM	857		144		1001	
Kagan MGPM	355		27		382	
Mubarek MGPM	513		21		534	
Zirabulak MGPM	514		23		537	
Samarkand MGPM	184		12		196	
Gallyaaral MGPM	572		39		611	
Fergana MGPM	488		24		512	
Tashkent MGPM	482		72		554	
UGSF Severny Sokh	316		8		324	
UGSF Khodjaabad	326		17		343	

LLC “Transgazengineering”	92	5	19	4	111	9
LLC “Yordamchi Khujalik”	7		0		7	

Table 4

a) Number of newly hired employees by gender, age group, and region in 2023

GRI 401-1

Name of enterprise	2023						
	Total newly hired	Newly hired persons with disabilities	Male	Female	Under 30	30 to 50	Over 50
JSC “Uztransgaz”	511	0	476	35	135	288	88
Executive office	58	0	54	4	22	33	3
UE “Urgenchtransgaz”	169	0	160	9	21	105	43
Gazli MGPM	14	0	14	0	11	3	0
Kagan MGPM	19	0	16	3	3	15	1
Mubarek MGPM	23	0	22	1	13	10	0
Zirabulak MGPM	23	0	22	1	8	10	5
Samarkand MGPM	12	0	12		3	8	1
Gallyaaral MGPM	36	0	34	2	7	26	3
Fergana MGPM	36	0	34	2	16	16	4
Tashkent MGPM	65	0	59	6	15	33	17
UGSF Severny Sokh	15	0	14	1	9	6	0
UGSF Khodjaabad	11	0	11	9	1	5	5
LLC “Transgazengineering”	19		17	2	5	13	1
LLC “Yordamchi Khujalik”	11	0	9	2	1	5	5

b) Number of newly hired employees by gender, age group, and region in 2024

GRI 401-1

Name of enterprise	2024						
	Total newly hired	Newly hired persons with disabilities	Male	Female	Under 30	30 to 50	Over 50
JSC “Uztransgaz”	506	2	465	41	156	263	82
Executive office	33	1	33	0	17	13	3
UE “Urgenchtransgaz”	199		189	10	64	88	47
Gazli MGPM	6		6	0	3	3	
Kagan MGPM	22	1	22	0	5	14	3
Mubarek MGPM	27		26	1	7	20	
Zirabulak MGPM	22		22	0	12	8	2
Samarkand MGPM	8		8	0	0	6	2
Gallyaaral MGPM	22		17	5	5	10	2
Fergana MGPM	25		25	0	10	13	2
Tashkent MGPM	84		63	21	20	47	17
UGSF Severny Sokh	14		12	2	6	7	1
UGSF Khodjaabad	17		17	0	2	15	0
LLC “Transgazengineering”	26		24	2	5	18	3
LLC “Yordamchi Khujalik”	1		1	0		1	

Table 5

Number of employees dismissed by gender, age group, and region in 2024

GRI 401-1

Name of enterprise	2024					
	Total dismissed	Male	Female	Under 30	30 to 50	Over 50
JSC “Uztransgaz”	496	446	50	48	257	191
Executive office	28	28	0	9	13	6
UE “Urgenchtransgaz”	204	184	20	11	131	62
Gazli MGPM	25	25	0	5	8	12
Kagan MGPM	20	19	1	2	12	6
Mubarek MGPM	26	26	0	0	6	20
Zirabulak MGPM	14	14	0	0	3	11
Samarkand MGPM	11	9	2	0	1	10
Gallyaaral MGPM	11	11	0	1	3	7
Fergana MGPM	16	16	0	0	2	14
Tashkent MGPM	46	42	4	12	21	13
UGSF Severny Sokh	19	18	1	0	7	12
UGSF Khodjaabad	10	10	0	0	1	9
LLC “Transgazengineering”	19	17	2	3	14	2
LLC “Yordamchi Khujalik”	47	27	20	5	35	7

Table 6

HR management objectives for 2024

GRI 401-1

HR policy objectives set for 2024	Activities carried out as part of these objectives
Personnel management: preparation of documents for hiring and dismissal of employees, issuing business trip orders, managing annual leave and sick leave documentation.	Work was carried out with personnel; documents were prepared for hiring and dismissal of employees, as well as for issuing business trip orders, annual leave, and sick leave.
Preparation of documents for awards related to anniversaries and industry holidays.	Documentation was prepared for awards related to anniversaries and industry holidays.
Preparation of the employees' annual leave schedule. Ensuring employees take their annual leave on time.	Applications were collected from all departments to compile the employees' annual leave schedule.
Preparation of a staff training plan and arranging employee participation in training programs.	Applications were collected from all departments to prepare the employee training and upskilling plan.
Preparation and analysis of reports (monthly, quarterly, annual) on staff movement and professional development.	Information was collected, and monthly, quarterly, and annual reports were prepared and analyzed on staff movement and professional development.
Selection of candidates for training and upskilling, admission to higher education institutions. Organization of student internships.	Data were analyzed across departments to select candidates for training and upskilling, as well as for admission to higher education institutions.
Preparation of documents for long service awards, holiday bonuses, and other incentive payments.	Work was carried out to calculate employees' length of service for the preparation of long service award documents. Lists of employees for holiday bonuses and other incentive payments were also prepared.

Table 7

Employee social support at JSC “Uztransgaz”, thousand UZS

GRI 401-2

Name of enterprises		
	2023*	2024
Total for JSC “Uztransgaz”	148 388 882,26	217 689 425, 23
Executive office	13 501 081,00	15 064 222,30
Gazli MGPM	26 050 193,00	33 553 443,00
Tashkent MGPM	14 757 772,71	19 440 026,24
Mubarek MGPM	17 547 844,44	20 787 281,89
Zirabulak MGPM	15 684 229,05	18 561 046,55
Kagan MGPM	11 978 308,47	16 047 731,66
Gallyaaral MGPM	22 165 314,54	26 978 802,53
Samarkand MGPM	1 210 564,28	7 013 567,15
Fergana MGPM	4 609 607,80	16 515 199,3
UGSF Khodjaabad	10 148 928,20	13 034 976,16
UGSF Severny Sokh	1 462 168,23	12 783 170,52
LLC “Transgazengineering”	4 014 050,06	4 678 842,53
UE “Urgenchtransgaz”	5 258 820,49	13 229 115,39

Starting from the 2024 results, quantitative data on benefits provided by LLC “Yordamchi Khujalik” are not included in the consolidation. For relevant comparison, the data for 2023 in the Sustainability Report have been adjusted in accordance with the updated reporting boundaries for GRI 401-2 “Benefits provided to full-time employees.”

Table 8

Number of benefits and guarantees provided to full-time employees of JSC “Uztransgaz” in 2024

GRI 401-2

Name of enterprise	Number of employees who participated in the programs in 2024									
	Payment of temporary disability benefits to employees registered with socially significant diseases, employees who are World War II veterans, employees with disabilities, etc.	Provision of monthly financial assistance to women on childcare leave up to 2 and up to 3 years.	Provision of reduced working hours and breaks with appropriate pay during working hours for women with children and pregnant women	Free treatment for pregnant women at medical sanatorium-resort institutions or sanatoriums of the Republic.	Reimbursement of business trip expenses (per diem) to employees, in the amount of 35% of the basic calculated value (BCV) established in the Republic of Uzbekistan.	Compensation to non-working pensioners receiving additional payments for the cost of potatoes and vegetables purchased for the winter period in the amount of one minimum wage (MW).	Full or partial payment of the cost of medical and sanatorium-resort treatment or surgical operations for employees, as well as for single non-working pensioners, war and labor invalids, internationalist soldiers, and those with chronic illnesses	Targeted assistance to families with school-age children by September 1; New Year gifts for employees' children	One-time financial assistance to employees in various situations. This item includes benefits listed in Section 9.12, "9. Social insurance. Social guarantees and benefits."	Other social benefits as specified in Clauses 9.13 to 9.33 of Section "9. Social insurance. Social guarantees and benefits" of the Collective Agreement
Total for JSC “Uztransgaz”	3	74	27	25	2431	88	142	7043	2690	8802
Gazli MGPM		17	4		179			1970	712	1011
Tashkent MGPM	0				139		3	378	221	780
Mubarek MGPM	0	1	0	0	148	0	0	410	212	536
Zirabulak MGPM	0	0	0	0	166	0	0	603	227	538
Kagan MGPM		7	2		77	88	3	224	243	399
Gallyaaral MGPM	1	8	6		211		1	351	222	612
Samarkand MGPM					98			206	76	266
Fergana MGPM	0	4	1		125		1	288	177	661

UGSF Khodjaabad	0	1	0	0	77	0	194	152	341	
UGSF Severny Sokh	0				68	0	1	207	433	
Executive office		8	5		168		132	47	265	
LLC “Transgazengineering”	0	1	2		68		7	60	97	
UE “Urgenchtransgaz”	2	27	7	25	907	0	126	2 020	330	2863

Table 9

Information on employee training at the Company

GRI 404-1

Names of educational institutions	Number of employees
UTG Training Center, UE "Urgenchtransgaz"	756
Navoi Center (NOU) "Vocational Training"	20
Scientific Research Institute for Standardization, Certification and Technical Regulation	73
Scientific and Technical Center, State Enterprise "Kontekhnazorat Training" "Industrial Safety"	119
EMCOS Corporate 3	67
Scientific and Methodological Center for Archival Work and Records Management under the "Uzarchiv" Agency	55
LLC "Gazprom VNIIGAZ"	15
JSC "AtlantikTransgazSistem"	74
UzVCH Training Center	7
Committee for the Development of Competition and Protection of Consumer Rights of the Republic of Uzbekistan	5
Accounts Chamber of the Republic of Uzbekistan	2
LLC MTSFER-U	55
State University of World Economy	1
Training Center of the Navoi Machine-Building Plant Production Association	3
JSC "Uztransgaz"	23
State Committee of the Republic of Uzbekistan for Ecology and Environmental Protection and the Center for Retraining and Advanced Training of Personnel 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
LLC "Delta Engineering"	11
Department for Emergency Situations of Kashkadarya Region	6
Ministry of Energy of the Republic of Uzbekistan	6
NOU "Bukhara Education Standard"	30
JSC "Uztransgaz" (internship) (Samarkand, Urgench, Gallyaaral, and Kogan Educational Seminars)	99
Khorezm Regional Center for Emergency Management "Training Center for Life Safety"	12
Anti-Corruption Agency of the Republic of Uzbekistan	3

Training and Professional Development Center for Fundamentals of Working in the State Language under Tashkent State University of Uzbek Language and Literature named after Alisher Navoi	55
PE "SMS SYSTEMS"	87
Training Center of the Institute of Civil Protection, Ministry of Emergency Situations of the Republic of Uzbekistan	103
LLC "KDS Assessment Services"	4
Academy of the State Security Service of the Republic of Uzbekistan named after Amir Temur	8

Table 10

Number of induction trainings conducted for newly hired employees of the Company

GRI 403-5

Name of enterprise	2022*	2023*	2024
Executive office	31	50	31
UE "Urgenchtransgaz"	130	169	199
Mubarek MGPM	22	24	27
Kagan MGPM	41	15	21
Gazli MGPM	52	14	6
Zirabulak MGPM	22	23	22
Samarkand MGPM	10	15	7
Gallyaaral MGPM	38	44	22
UGSF Khodjaabad	14	12	18
UGSF Severny Sokh	106	123	77
Tashkent MGPM	65	84	59
Fergana MGPM	25	38	29
Total number of induction trainings	556	611	518

8. Stakeholder engagement in 2024

GRI 2-29

Management and personnel

Methods of stakeholder engagement	Stakeholder requirements and expectations	Frequency of stakeholder engagement
<ul style="list-style-type: none"> Corporate email and portal of JSC "Uztransgaz" Satisfaction surveys (questionnaires) Personnel training and development system Cultural and sports events Hotline 	<ul style="list-style-type: none"> Workplace safety Provision of opportunities for personal and professional growth Provision of social guarantees Fulfillment of the Company's obligations under the Collective Agreement Ensuring a decent standard of living 	On an ongoing basis

Activities implemented in 2024

- 21 237 benefits and social guarantees were provided to employees.
- Information exchange between employees and the Company was carried out via the corporate portal of JSC "Uztransgaz".

Shareholders

Methods of stakeholder engagement	Stakeholder requirements and expectations	Frequency of stakeholder engagement
General meetings of shareholders, Supervisory Board, and Management Board of the Company Quarterly and annual financial reporting	Compliance with the principles and requirements of the Company's Charter, the Law "On Joint Stock Companies and Protection of Shareholder Rights," and the Corporate Governance Code of the Republic of Uzbekistan Compliance with the principle of equal treatment of all shareholders	Upon summarizing the Company's performance (quarterly, annually)

Activities implemented in 2024

- An annual general meeting of shareholders was held, during which 12 issues were considered. In addition, 7 extraordinary general meetings were conducted, where 30 issues were addressed, and resolutions were adopted on all matters.

Government authorities

Methods of engagement with the stakeholder	Stakeholder's requirements and expectations	Frequency of engagement with the stakeholder
Regular reporting Participation in the development of legal acts, programs, sectoral documents, and in the work of advisory groups and expert platforms where current issues of the oil and gas sector of the Republic of	Modernization of the Company's production facilities Compliance with applicable legislation Payment of taxes and mandatory payments Information transparency and openness Minimization of the Company's negative	Upon request by either party and on an ongoing basis

Uzbekistan are discussed Conclusion of business contracts, agreements, and cooperation arrangements	environmental impact Economic and social stability in the regions of operation
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Activities implemented in 2024

- Implementation of the provisions of the Presidential Decree of the Republic of Uzbekistan “On the State Program for the Implementation of the Uzbekistan – 2030 Strategy in the Year of Support for Youth and Business” No. UP-37 dated 21.02.2024
- Implementation of the provisions of the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan “On Measures for the Implementation of the Investment Program of the Republic of Uzbekistan for the First Quarter of 2024” No. PKM-92 dated 14.02.2024

Subsidiaries and affiliates

Methods of engagement with the stakeholder	Stakeholder's requirements and expectations	Frequency of engagement with the stakeholder
Enterprise activity reporting Cultural and sports events organized by the Company Conducting audits Negotiations, meetings	Regular monitoring of the activities of structural divisions, with attention to the specific features of work processes	On an ongoing basis (reporting period)

Activities implemented in 2024

Decision-making on key issues related to the activities of structural divisions and organizations.
Participation in general meetings of shareholders.

Trade unions

Methods of engagement with the stakeholder	Stakeholder's requirements and expectations	Frequency of engagement with the stakeholder
Conclusion of agreements Regular meetings of employees, representatives of JSC “Uztransgaz” management, and trade unions Jointly organized sports, health, and cultural events	Compliance with labor legislation of the Republic of Uzbekistan, including the protection of social and labor rights and interests of trade union members Fulfillment of the Company's obligations under the Collective Agreement	On an ongoing basis

Мероприятия, реализованные в 2023 году

- The trade union conducted 30 events jointly with the Women's Council and the Youth Union of JSC “Uztransgaz.”
- Once a year, the divisions of JSC “Uztransgaz” reported to the unified trade union committee on work carried out on site and on financial activities.

Energy industry

Methods of engagement with the stakeholder	Stakeholder's requirements and expectations	Frequency of engagement with the stakeholder
Development of roadmaps Formulation of regulatory documents in the gas transportation sector	Timely delivery of natural gas to consumers	Upon request by either party, on an ongoing basis

Activities implemented in 2024

- A development plan for JSC “Uztransgaz” for the upcoming period has been approved.

9. Restatements of indicators for previous periods

GRI 2-4

A number of indicators for previous periods have been restated due to changes in the reporting perimeter as well as methodological approaches to the calculation of certain indicators. The table below lists the indicators that have been significantly revised.

GRI #	Metric	Unit of measurement	2022 values from the 2023 Sustainability Report of JSC "Uztransgaz"	2022 values from the 2024 Sustainability Report of JSC "Uztransgaz"	Difference	2023 values from the 2023 Sustainability Report of JSC "Uztransgaz"	2023 values from the 2024 Sustainability Report of JSC "Uztransgaz"	Difference in physical terms	Percentage difference	Reason for restatement
2-27	Compliance with socio-economic requirements	million UZS				89 423,9	11 757,6	77 666,3	A decrease of 86% compared to the data recorded in the previous period.	Restatement due to adjustments in tax reporting
201-1	Direct economic value generated and distributed	billion UZS				7 790	2 228	-5562	A decrease of 70% compared to the data recorded in the previous period.	Restatement due to a change in calculation methodology. Starting from the 2024 results, quantitative data on financial performance are reported in accordance with the financial statements of JSC "Uztransgaz" prepared under International Financial Reporting Standards (IFRS). Previously, quantitative data on financial performance were reported based on the financial statements of JSC "Uztransgaz" prepared under the National Accounting System.
403-5	Occupational health and safety training for employees	persons	3767	556	-3211	5402	611	-4761	A decrease of 90% compared to the data recorded in the previous period.	Starting from the 2024 results, it was decided to report only the number of induction trainings conducted for newly hired employees. Previously, the Report included the total number of all induction trainings conducted, which covered not only newly hired employees but also existing employees and visitors to production facilities for whom induction training was required.
305-1	Direct (Scope 1) greenhouse gas emissions	thousand tons CO ₂ -eq	948,028	2001,578	1053,55	551,382	2361,507	1810,125	An increase of 111.1% (in 2022) and 328.3% (in 2023) compared to the data recorded in the previous period.	Restatement due to a change in calculation methodology. Starting from the 2024 results, quantitative data on direct (Scope 1) greenhouse gas emissions include a more

401-2	Number of benefits and guarantees provided to full-time employees	-				24 921	24 809	-112	comprehensive dataset for calculation.
401-2	Employee social support	thousand UZS				149 662 716,26	148 388 882,26		<p>A decrease of 0.45% compared to the data recorded in the previous period.</p> <p>Restatement due to a change in reporting boundaries. Starting from the 2024 results, quantitative data on benefits provided by LLC "Yordamchi Khujalik" are not included in the consolidation.</p> <p>A decrease of 0.85% compared to the data recorded in the previous period.</p> <p>Restatement due to a change in reporting boundaries. Starting from the 2024 results, quantitative data on benefits provided by LLC "Yordamchi Khujalik" are not included in the consolidation.</p>

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GRI 2-1

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