



UZINFOCOM

SINGLE INTEGRATOR FOR THE CREATION AND SUPPORT
OF STATE INFORMATION SYSTEMS

POLICY

ESG



2025



CEO's Address



In the current global landscape, business success is measured not only by financial indicators but also by its contribution to society's development, environmental protection, and building effective corporate management systems. We see our company's future in harmoniously combining these aspects and becoming a driver of positive change.

ESG transformation for us is not just a modern trend but a strategic priority. We strive to be a company that not only meets customer and partner expectations but exceeds them, setting new standards for environmental, social, and governance responsibility.

We understand that on the path to achieve these goals, it's important to be open to changes and new approaches. Therefore, our strategy is based on integrating ESG principles into key business processes, allowing us to make responsible decisions, conserve resources, and create value for all stakeholders.

In the near future, we plan to implement several initiatives that will help us strengthen our contribution to developing a sustainable future. This includes both improving the energy efficiency of our operations and supporting social projects aimed at improving the quality of life for people.

Sustainable development is our investment in the future, where success is measured not only by numbers but also by the legacy for future generations.

1. Terms, Abbreviations and Definitions

ESG (Environmental, Social, and Corporate Governance) – a set of company management characteristics that achieve the company's involvement in solving environmental, social, and governance issues.

“Single integrator UZINFOCOM” LLC (hereinafter – the Company) – “Single integrator for creation and support of state information systems UZINFOCOM” Limited Liability Company.

Company's Top Management – the top management team of “Single integrator UZINFOCOM” LLC.

Business Partners – individuals and legal entities with whom business relations are maintained: suppliers, contractors, clients, agents, etc.

Discrimination – the unfair treatment of individuals based on their perceived or actual membership in a group or category. It may involve excluding or favoring people based on factors such as race, nationality, gender, language, religion, beliefs, social origin, societal status, or health limitations.

Involved / Interested / Concerned Parties – individuals and legal entities interested in the Company's performance and (or) those whom the Company impacts through its activities, and (or) who are affected by these parties' activities.

Inclusivity – a principle of societal organization that reflects a culture of acceptance and the absence of discrimination. It ensures the participation of all individuals in social interactions, regardless of race, nationality, gender, language, religion, beliefs, social origin, societal status, or health limitations.

Clients - individuals (legal/natural) ordering, purchasing, or using products, works, services provided by the Company.

Corporate Ethics (Business Ethics) – a system of moral principles and ethical behaviour standards regulating relationships within one organization and interaction with other organizations.

Local Communities – population in the Company's regions of presence.

Environment – the combination of natural environment components, natural and natural-anthropogenic objects, and anthropogenic objects.

United Nations (UN) – an international organization created to maintain and strengthen international peace and security, as well as develop cooperation between states.

Human Rights – the inalienable property of all people regardless of race, skin colour, gender, language, religion, national or social origin, or any other aspect. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of beliefs and their free expression, right to work and education, etc.

Supplier – a legal entity or individual who wishes to enter into contractual relations with the Company for the supply of goods, performance of work, or provision of other services, or is in such relations.

Employees – individuals who have entered into labour relations with the Company.

Region of Presence – territory where the Company conducts business activities.

National Accounting Standards (NAS) – National Accounting Standard developed based on the Law of the Republic of Uzbekistan “On Accounting” and is an element of the accounting regulatory system in the Republic of Uzbekistan.

International Financial Reporting Standards (IFRS) – a set of documents regulating accounting and financial reporting preparation in accordance with rules developed by the International Accounting Standards Board (IASB).

Sustainable Development (SD) – development of society that meets today's needs without threatening the ability of future generations to meet their needs.

The United Nations Sustainable Development Goals (UN SDGs) – 17 goals adopted as part of the 2030 Agenda for Sustainable Development by the UN General Assembly, aimed at preserving the planet's resources and ensuring well-being for all, containing a set of indicators that should be achieved globally within 15 years (from 2015).

ESG factors – business factors related to environmental, social, and corporate governance aspects.

ESG transformation – refers to systemic changes in a company or organization through the integration of environmental, social, governance, and economic factors in accordance with the ESG approach and sustainable development concept into assessment and decision-making processes across all areas of activity at all levels.

Global Reporting Initiative (GRI) – a global reporting initiative.

Sustainability Accounting Standards Board (SASB) – provides reporting standards for commercial banks and IT sector companies.

United Nations Environment Programme (UNEP) – a UN system program that promotes environmental protection coordination at the system-wide level.

WBCSD – World Business Council for Sustainable Development.

2. General Provisions

The Sustainable Development Policy based on ESG factors (hereinafter – the Policy) is the main document of the Company that integrates ESG principles into the its activities.

The Policy defines the Company's position on ESG matters and establishes principles, goals, and objectives in the field of sustainable development. The Policy establishes the Company's approach to integrating ESG factors into the current business model, includes basic principles and commitments for long-term sustainable development and improvement of ESG practices.

This Policy of the Company is a voluntarily adopted internal document of permanent effect. The Policy has been developed taking into account the most important international and local regulatory documents, standards and recommendations, and considers best industry practices. The main purpose of the Company's Policy is to define principles, goals, and objectives regarding activities aimed at creating value for all stakeholders by achieving a balance between economic benefits and positive environmental and social impact.

The Policy applies to the Company and its structural subdivisions. The Policy must be followed by all employees of the Company when planning and carrying out their activities, including aspects involving stakeholder engagement, development of internal regulatory documents (policies, regulations, methodologies, technological schemes, standards, etc.), information dissemination, and other types of communication.

Control over the implementation of this Policy is entrusted to TOP management, headed by the Company's General Director.

3. Single integrator UZINFOCOM's Position on ESG

The Company considers adherence to ESG principles in its activities as one of the most important strategic guidelines.

The Company's key objective in ESG is to make a positive contribution to socio-economic development of regions, following the principles of environmental and social responsibility for the benefit of future generations.

4. ESG Goals and Objectives Based on the Principle of Sustainable Development

4.1. UN and Republic of Uzbekistan Sustainable Development Goals

The Company's approach to ESG activities is oriented towards fulfilling strategic objectives formulated based on the UN Sustainable Development Goals (hereinafter - UN SDGs) and National Sustainable Development Goals of the Republic of Uzbekistan for the period until 2030.

The UN Sustainable Development Goals are:

Goal 1: End poverty in all its forms everywhere.

Goal 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.

Goal 3: Ensure healthy lives and promote well-being for all at all ages.

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Goal 5: Achieve gender equality and empower all women and girls.

Goal 6: Ensure availability and sustainable management of water and sanitation for all.

Goal 7: Ensure access to affordable, reliable, sustainable, and modern energy for all.

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

Goal 9: Build resilient infrastructure, promote sustainable industrialization, and foster innovation.

Goal 10: Reduce inequality within and among countries.

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable.

Goal 12: Ensure to sustainable consumption and production patterns.

Goal 13: Take urgent action to combat climate change and its impacts.

Goal 14: Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.

Goal 15: Protect, restore, and promote sustainable use of terrestrial ecosystems, implement sustainable forest management, combat desertification, halt and reverse land degradation, and halt biodiversity loss.

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

Goal 17: Partnership for sustainable development.



Figure 1: UN Sustainable Development Goals

National Sustainable Development Goals of the Republic of Uzbekistan for the period up to 2030 in accordance with the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan “On additional measures to accelerate the implementation of National goals and objectives in the field of sustainable development for the period up to 2030” dated February 21, 2022, No. 83:

1. Reducing the level of poverty in all areas.
2. Strengthen food security, improve nutrition, and support sustainable agricultural development.
3. Promote healthy lifestyles and contribute to the well-being of people of all ages.
4. Ensure universal and equitable quality education and promote lifelong learning opportunities for all.
5. Ensure gender equality and empower all women and girls’ rights.
6. Ensure availability and sustainable management of water resources and sanitation for all.
7. Ensure universal access to affordable, reliable, sustainable, and modern energy sources for all.
8. Promote sustainable and comprehensive economic growth based on expanded productive employment and decent work for men and women.
9. Build sustainable infrastructure, promote comprehensive and sustainable industrialization and innovation.
10. Reducing inequality in all its forms within the country.
11. Ensuring openness, safety, and environmental sustainability of cities and settlements.

12. Ensure the transition to sustainable consumption and production patterns.
13. Taking immediate action to combat climate change and its impacts.
14. Protecting and restoring terrestrial ecosystems, promoting their rational use, sustainable forest management, combating desertification, halting and reversing land degradation, and stopping biodiversity loss.
15. Promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable, and inclusive institutions at all levels.
16. Strengthening the means of implementation and revitalizing the Global Partnership for Sustainable Development.

4.2. Priority Goals and Objectives of the Company in ESG

The most relevant UN SDGs for the Company based on its activities are No. 3, 4, 5, 7, 8, 9, 12, 13, 15.



5. Main Areas of ESG Activities

The Company takes into account Environmental, Social, and Governance aspects of its production activities based on UN sustainable development principles.

5.1. Environmental Responsibility

The Company recognizes its environmental impact and strives to reduce its negative effects while enhancing positive impacts and implementing measures to prevent adverse consequences.

The Company follows global standards in ensuring environmental integrity, from the development and implementation of IT solutions to their operation.

5.1.1. Environmental Pollution, Reasonable Resource Consumption, and Energy Efficiency

In environmental protection activities, the Company strives to fully comply with the legislation requirements of the Republic of Uzbekistan. The Company follows sustainable development principles regarding rational consumption of all types of resources. To achieve these goals, the Company adheres to the following rules:

- regular monitoring of energy consumption;
- locating administrative divisions of the Company in buildings with high energy efficiency ratings;
- using energy-efficient equipment;
- optimizing software to use fewer computational resources;
- implementing smart lighting (motion sensors) to reduce electricity consumption in less occupied office areas;
- using renewable energy sources, such as solar energy, through the installation of solar panels;
- partial and complete transition to electronic document management to reduce paper consumption;
- providing employees with hybrid work options (partially remote).

5.1.2. Waste Management

Responsible waste management is one of the Company's priorities in environmental protection and climate change mitigation.

The Company adheres to the following rules:

- electronic waste disposal, which helps reduce greenhouse gas emissions and helps preserve natural habitats and biodiversity;
- sorting office waste, paper reuse.

5.1.3. Company's Green Contribution

The Company actively organizes and conducts tree planting events in its assigned territories. These initiatives are aimed at restoring and preserving natural ecosystems, increasing vegetation levels, and improving air quality.

Office greening through vertical gardening principles, which helps humidify the air, reduce dust, lower noise levels, and helps reduce employee stress.

5.1.4. Raising Awareness

To improve energy efficiency and understanding of clean energy importance, as well as reducing carbon footprint, the Company considers it necessary to raise awareness among employees and partners. For this purpose, the Company maintains educational activities about environmental pollution and climate change among its employees, clients, and partners.



5.2. Social Responsibility

One of the main objectives of the Company in the field of sustainable development is to promote social well-being of population in the regions and employees.

The Company strives to build quality and open interaction based on the rejection of any forms of discrimination, as well as on respect for human rights, with all stakeholders involved.

5.2.1. Occupational Health, Workplace Safety and Employee Health

Maintaining and improving employee health is one of the Company's priority tasks. One of the key areas in this field is occupational safety and workplace security. The Company strictly complies with the legislation of the Republic of Uzbekistan on labour protection and undergoes regular inspections by supervisory organizations.

To ensure occupational safety and workplace security, the Company adheres to the following rules:

- ensuring full compliance with the legislation of the Republic of Uzbekistan in the field of labour protection and the Labor Code of the Republic of Uzbekistan;
- ensuring the preservation of life and health of employees in the course of their work activities;
- ensuring safe working conditions, managing risks of occupational injuries and occupational diseases;
- monitoring the completion of scheduled medical examinations;
- providing employees with medical insurance;
- making commitments to eliminate hazards and reduce levels of occupational risks in the workplace;
- taking into account individual characteristics of employees, including through workplace design, equipment selection, and necessary lighting;
- conducting corporate training sessions to maintain employees' physical condition;
- observing safety procedures in the office building and raising employee awareness about necessary actions during emergency situations.

To ensure occupational safety and workplace security, the Company focuses on implementing principles of continuous improvement in working conditions, which involves concentration on small but targeted initiatives aimed at creating safer and more comfortable working conditions.

5.2.2. Employee Development and Training

The Company considers it its duty to provide equal opportunities for career and personal growth to its employees, as this is key to sustainable development and prosperity of the Company.

Maintaining a well-structured system of continuous professional development of employees is one of the key responsibilities of management.

The Company conducts IT training courses aimed at developing professional skills and preparing qualified specialists. Upon completion of training, the most promising students have the opportunity to undergo internship and gain employment with the Company.

In the field of employee development and training, the Company adheres to the following rules:

- forming training programs based on business needs and personnel assessment results;
- forming training programs taking into account corporate culture values, which contributes to their maintenance and development;
- involving managers in the formation of training programs;
- maximizing the use of internal training resources;
- building a training system considering the implementation of new technologies;
- maintaining the necessary level of employee competencies and their development;
- considering the practical necessity of training to provide employees with opportunities to use knowledge and skills acquired during training.

5.2.3. Gender Equality and Non-discrimination

The Company guarantees its employees the creation of equal working conditions and career development opportunities. The Company does not accept human rights violations and manifestations of any forms of discrimination. Sociocultural diversity is one of the key elements in the long-term and successful development of the Company.

To implement the principle of non-discrimination, the Company adheres to the following rules:

- striving to ensure gender equality in the Company's employee composition;
- striving to ensure gender equality in the Company's management composition;
- ensuring equal pay for work of equal value for employees regardless of gender, age, nationality and health characteristics;
- ensuring equal and decent working conditions for employees regardless of gender, age, nationality and health characteristics;
- financing training based on the principle of gender equality in the IT sector;
- organizing corporate programs and seminars aimed at women's development and support.

5.2.4. Employee Motivation, Social Protection, and Remuneration System

The Company strives to create decent and safe working conditions for all employees. The Company aims to create effective and transparent processes for personnel motivation, a fair remuneration system, and a sustainable and comprehensive social protection system for employees.

- In ensuring employee well-being, Company adheres to the following rules:
- ensuring compensation levels not lower than accepted standards;
 - ensuring timely payments in full;
 - absence of unjustified deductions and penalties;
 - using a remuneration system that motivates employees to achieve key performance indicators and increases pay levels upon their achievement;
 - rewarding employees who propose valuable ideas for improving the Company's products and processes;
 - organizing employee feedback collection through surveys, including exit interviews to analyse reasons for leaving the Company and make management decisions based on such analysis;
 - organizing a standardized, objective, and transparent selection process that excludes conflicts of interest;
 - creating a corporate culture that implements principles of honesty, openness, comfortable working conditions, and opportunities for personal and professional development of employees;
 - providing employees with flexible working conditions.

5.2.5. Responsible Supply Chain

The Company influences the development of the country and business community through its activities. By implementing the ESG Policy, the Company sets an example for suppliers and partners. The Company considers forced and child labour, corrupt or fraudulent actions, as well as violations of current legislation, including in relation to significant environmental and social aspects, unacceptable.

To apply these principles, the Company adheres to the following rules:

- implementing the principle of preventing conflicts of interest when concluding contracts;
- selecting suppliers based on principles of reliability, sustainability, solvency, integrity, and responsibility.

5.3. Corporate Governance Responsibility

The Company builds its corporate governance system in accordance with the legislation of the Republic of Uzbekistan, as well as best management practices. High management standards not only allow achieving sustainable financial results but also ensure effective control over the Company's social and environmental impact.

5.3.1. Corporate Governance System

In terms of corporate governance, the Company is guided by the requirements of the legislation of the Republic of Uzbekistan.

Management practices implemented in the Company are aimed at ensuring the implementation of the Company's strategy in the most effective way, in compliance with legal norms, as well as using the best domestic and international corporate governance practices. The work on building the management system is implemented in the following areas:

- establishing a transparent process of goal setting, monitoring of achieved results, and reporting;
- creating necessary corporate governance bodies and decision-making platforms, including collegial and advisory bodies;
- clear distribution of powers and responsibilities across the Company's management levels;
- implementation of process management and preparation of the necessary regulatory framework for all processes;
- implementation of effective organizational design principles to reduce excessive management levels, clearly distribute functions between departments, and increase the transparency of the Company's organizational structure.

5.3.2. Compliance with Regulatory Requirements and Business Ethics

The Company's work in the field of regulatory compliance and business ethics is aimed, on one hand, at strict compliance with the legislation of the Republic of Uzbekistan, and on the other hand, at building an internal culture based on respect for business ethics principles by all employees regardless of their position.

The corporate culture of Company is distinguished by its progressiveness, with one of its foundations being the prevention of discrimination, which creates an atmosphere of equality in the Company.

The Company strives to ensure that its level of business ethics corresponds to the best global practices. Special attention is also paid to communicating corporate values to employees. New employees undergo an introductory course on corporate ethics and values.

The Company considers quality control of provided products and services an important aspect of fulfilling the Company's obligations to society and demonstrating commitment to business ethics principles.

5.3.3. Risk Management and Internal Control

The system of risk management and internal control measures covers all main areas of activity, providing a reasonable level of confidence for managers, process owners, and other involved parties of the Company in achieving strategic business goals.

The system of internal control measures ensures the efficiency of financial and economic activities and economical use of resources. In particular, the following internal control measures are implemented:

- plan-versus-actual analysis is carried out for main activities under the control of the economic service;
- accounting reports are prepared according to NSBU and IFRS standards;
- quality control is performed at all enterprises in accordance with technical regulations.

Company carries out its activities in accordance with modern information security standards and considers the prevention of data breach incidents as its priority. The Company implements a comprehensive approach to creating a trusted environment and ensuring the security of information infrastructure.



6. Policy Implementation

The provisions of this Policy are applicable to all areas of the Company's activities.

The Company expects employees and business partners to comply with the principles outlined in this Policy.

In case of non-compliance with the provisions of this Policy by an employee, the Company has the right to take measures in accordance with the Company's internal documents and applicable legislation.

Employees and business partners of the Company, as well as other persons who have become aware of or have reasons to believe about occurred or planned violations in the field of human rights, violations related to discrimination or persecution, signs or facts of fraud and corruption in the Company and other violations of business ethics related to the Company, can report this to Company at the email address esg@uzinfocom.uz.

7. Monitoring and Reporting

Striving for openness and information transparency, as well as taking into account the interests of stakeholders, the Company recognizes the importance of monitoring and preparing reports describing various aspects and results of activities in the field of ESG and sustainable development. The reporting process will be built in accordance with internationally recognized reporting guidelines and standards, such as GRI and SASB.

Information about the Policy implementation status will be regularly updated on the website www.uzinfocom.uz/en/company/esg. The annual ESG and sustainable development report of the Company will be published as part of the Company's Annual Report in Uzbek and Russian languages, ensuring its accessibility to a wide range of stakeholders.

8. Policy Amendments

The external environment, regulatory requirements, and stakeholder requests may change over time. Accordingly, the Company will monitor and, if necessary, adjust specific aspects and objectives related to ESG and sustainable development, updating the Policy as needed to reflect the current situation, ongoing changes, and revisions to strategic documents.

Changes to the Policy are made in accordance with the decision of the Company's management based on the review of incoming most relevant requests once a year. Approval is issued by the General Director of the Company. All employees and stakeholders have access to the current version of the Policy at any time.

9. ESG Rating

The Company recognizes the importance of compliance with local and international ESG standards and considers the implementation of ESG rating requirements into its activities as a strategic goal.

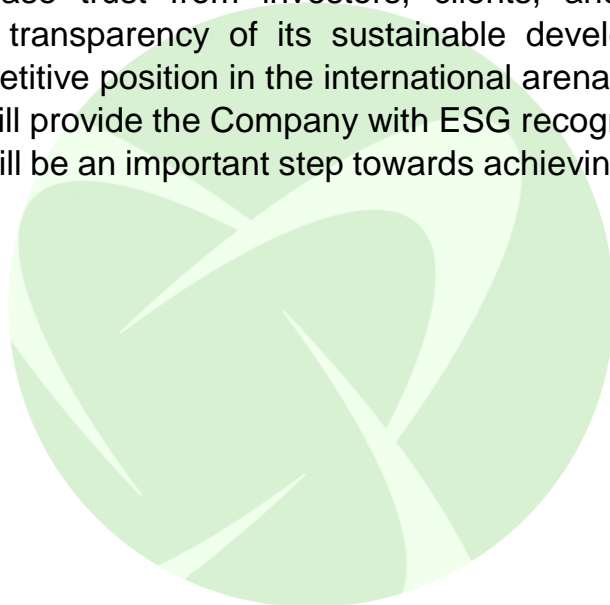
It is planned to explore opportunities for obtaining ESG ratings from local agencies, and eventually from international ones, while considering the specificities of the industry and market

The Company will strive to meet the requirements of leading international ESG ratings, such as:

- S&P Global ESG Evaluation и S&P Global Corporate Sustainability Assessment;
- MSCI ESG Ratings;
- Sustainalytics ESG Risk Rating.

The assignment of ESG ratings will allow the Company to strengthen its reputation and increase trust from investors, clients, and other stakeholders, as well as increase transparency of its sustainable development activities and achieve a more competitive position in the international arena.

This approach will provide the Company with ESG recognition both at local and global levels, which will be an important step towards achieving strategic sustainable development goals.



10. Related Documents

1. United Nations Sustainable Development Goals.
2. Ten Principles of the United Nations Global Compact.
3. United Nations Guiding Principles on Business and Human Rights.
4. International Labour Organization Declaration on Fundamental Principles and Rights at Work (adopted in Geneva on 18.06.1998).
5. Rio Declaration on Environment and Development (adopted by the UN Conference on Environment and Development in Rio de Janeiro, June 3-14, 1992).
6. United Nations Convention against Corruption (adopted by the UN General Assembly on 31.10.2003).
7. GRI Sustainability Reporting Guidelines FINAL PROVISIONS 24 No. Document Name.
8. Constitution of the Republic of Uzbekistan.
9. Labor Code of the Republic of Uzbekistan.
10. Law of the Republic of Uzbekistan "On Competition" dated 03.07.2023 No. ZRU-850.
11. Law of the Republic of Uzbekistan dated 26.04.1996 No. 221-I "On Consumer Protection".
12. Law of the Republic of Uzbekistan "On Nature Protection" dated 09.12.1992 No. 754-XII.
13. Resolution of the Cabinet of Ministers of the Republic of Uzbekistan "On additional measures to accelerate the implementation of National goals and objectives in the field of sustainable development for the period up to 2030" dated 21.02.2022 No. 83.
14. Decree of the President of the Republic of Uzbekistan "On measures to further improve the system of support and ensure active participation of women in society" dated 05.03.2021 No. PP-5020.
15. O'z DSt ISO 9001:2015 "Quality Management Systems. Requirements".
16. O'z DSt ISO 14001:2019 "Environmental Management System. Requirements and Guidelines for Use".
17. O'z DSt ISO 45001:2020 "Occupational Health and Safety Management Systems. Requirements and Guidelines for Use".
18. International Standard ISO 26000 "Guidance on Social Responsibility".
19. Internal regulatory documents of the Company.