



UZINFOCOM

SINGLE INTEGRATOR FOR THE CREATION AND SUPPORT
OF STATE INFORMATION SYSTEMS

ESG Report

for 2025

About the Company



Single integrator UZINFOCOM

Part of the structure of the Ministry of Digital Technologies.

Scope of Activities:

UZINFOCOM specializes in providing a full range of software development services and corporate information systems aimed at digitalizing business processes and increasing operational efficiency through the use of advanced technologies.

Core Areas of Operations:

Public Sector

Financial and Banking Sector

Healthcare

Education

Agro-industrial complex

Fuel and Energy Complex

Insurance

Telecommunications

Industry

Construction

In February 2025, the company adopted a corporate policy on ESG and sustainable development.

23+

YEARS OF EXPERIENCE
IN THE ICT MARKET

1400+

ICT
PROFESSIONALS

1000+

SUPPORTED
PROJECTS

6

OFFICES ACROSS
UZBEKISTAN

4

INTERNATIONAL
OFFICES



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

GIMRANOV EMIL ILDAROVICH

CEO



Caring for the Planet

ESG

UZINFOCOM Energy Profile

📍 10 Offices:

6 – Uzbekistan

1 – Europe

3 – Asia

≈ 10%

Share of clean energy in total electricity consumption

⚙️ Energy Model:

✅ Partial integration of renewable energy sources

✅ Gradual transition to a more sustainable energy mix

Environmental Initiatives

3200+ fruit trees planted



Greening of territories and contribution to ecosystem restoration



Increased CO₂ absorption and improved air quality



Support for local biodiversity

Environmental Campaign – Plogging

78% of employees participated



Format: walking combined with waste collection



Additional: cleanup of surrounding areas



Impact: reduction of household waste and improvement of urban and workplace environments

Environmental Component of the IT Village Project

Location: Samarkand

Implementation: With the support of UZINFOCOM

Launch Year: 2022



🌿 Sustainable Construction

✅ Repurposed shipping containers used

✅ Reduced construction waste

✅ Minimized construction carbon footprint

✅ Modular and scalable architecture

⚙️ Renewable Energy

✅ 100% powered by solar panels

✅ Reduced operational CO₂ emissions

✅ Increased energy independence of the facility

Digitalization of Water Resource Accounting – “Suv Hisobi”

The “SuvHisobi” information system has been implemented across Uzbekistan



Suv Hisobi
suvhisobi.uz

⚙️ Functionality

✅ Digital conclusion of water supply contracts and submission of applications

✅ Water consumption accounting and reporting

✅ Creation of a unified database of water users

✅ Automatic generation of tax reports on water resource usage (including agriculture and fish farming)

🌿 Environmental Impact

✅ Increased transparency and control of water usage

✅ Rational allocation and monitoring of water resources

✅ Reduced paper-based document flow

Reduction of Paper-Based Document Flow

>95% of documentation processed in digital format



Electronic document management – a key tool for reducing paper consumption



Decreased use of paper media



Reduced pressure on natural resources



Optimization of operational processes and reduction of the associated carbon footprint



Social Responsibility

ESG

Compliance with Labor Legislation

Full compliance with labor law requirements

-  Fair working conditions
-  Timely salary payments
-  Protection of employees' rights
-  Paid maternity leave
-  Financial assistance (marriage, childbirth, bereavement)

Recognition and Motivation

-  Recognition of employee achievements
-  Performance-based bonuses
-  Bonuses or vouchers for holidays

 Financial incentive tools contribute to higher employee engagement and recognition of employees' contributions to company results.

Interaction with the Trade Union

-  Organization of team-building activities
-  Sports events
-  Holiday celebrations and corporate activities
-  Gifts for employees' children on special occasions

 The partnership strengthens corporate culture, enhances employee engagement, and supports the company's social sustainability.

Gender Balance

 Company focus – balanced workforce composition (men / women)

-  Equal access to hiring, professional development, and career growth
-  Development of an inclusive and sustainable corporate environment

Employee Turnover

16,6%

Employee turnover rate



The indicator is driven by the dynamic development of the IT market and strong competition for qualified professionals

Employee Survey Results at UZINFOCOM

85%

of employees are satisfied with their job

65%

of employees see growth opportunities

70%

of employees feel supported by management

80%

of employees are satisfied with technical equipment



Education of Employees and Young Talent

ESG

Employee Professional Development

Development of professional competencies is a systemic priority of the company

Educational activities and employee coverage:

319

Welcome trainings

236

Coursera platform courses

10

Master's degree programs

63

Women's Club (trainings)

6

Executive-led master classes

1

PostgreSQL technical training

3 Leadership training

Internships and Practical Training



Areas: Backend, Frontend, QA, HR, Analytics, etc.

58

Students (practical training)



The program is aimed at developing professional competencies and forming a talent pipeline.

34

Professors (internships)

International Training – Ankara

UZINFOCOM employees participated in a training organized by the Turkish Standards Institution (TSE) (July 7-9, Ankara).



Topic: Digitalization of technical regulation and supervision of elevator equipment, including work with the TSE Asansör system.

Partnership with Leading Universities for IT Talent Development

- ✓ New Uzbekistan University
- ✓ Amity University in Tashkent
- ✓ INHA University in Tashkent
- ✓ Kimyo International University in Tashkent
- ✓ Westminster International University in Tashkent
- ✓ Central Asian University
- ✓ Webster University in Tashkent
- ✓ Tashkent University of Information Technologies named after Muhammad al-Khwarizmi
- ✓ Lomonosov Moscow State University (Tashkent branch)



Cooperation includes internships, practical training, joint educational initiatives, and the formation of a talent pool for the IT industry.

Support for Inclusive Education

UZINFOCOM hosted a delegation of educators as part of a professional development course organized by the International Inclusive Hub (IIHUB) for teachers of specialized technical schools and colleges across the Uzbekistan.



During the visit, participants were introduced to the company's digital solutions in the showroom.

Objectives of the meeting:

- ✓ Enhancing teachers' professional qualifications
- ✓ Integrating IT solutions into the educational process
- ✓ Promoting inclusive education and preparing future IT specialists

Professional Development in Digital Healthcare

Specialists from UZINFOCOM's Healthcare Digitalization Department successfully completed the 12-month IDASH Fellowship Program ("Informatics and Data Science for Health").

During the program, employees:

- ✓ Enhanced competencies in medical informatics and data analytics
- ✓ Developed and implemented a practical project
- ✓ Mastered modern approaches to designing healthcare information systems



Our Educational Projects

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Ustudy

Ustudy is an initiative aimed at training IT specialists with a strong focus on practice-oriented learning and mentorship support.

Training areas:

Backend and Frontend development

Cybersecurity

Motion & Graphic design

2025 Results:

532

Students

252

Graduates

81

Completed internships

63

Employed



IT Village

Free education for students in grades 1-8 from remote regions

Areas of study:

English language

Programming

Robotics

The project develops early digital skills and promotes youth engagement in the IT sector.

2025 Results:

150 Children completed the program



ZiyoNET

ZiyoNET is a comprehensive digital platform integrating educational and cultural resources of the Uzbekistan.

Key Indicators:

48 210

Users

124 363

Educational resources

5 455

Educational websites

8 311

Audiobooks

The platform expands access to knowledge and supports the development of the country's digital educational environment.

Corporate Women's Initiatives

UZINFOCOM, in cooperation with the trade union committee, implements initiatives aimed at supporting the health, development, and cohesion of female employees.

Organized in 2025:

- Meetings with a cosmetologist, endocrinologist, and psychologist
- Bowling evening and checkers tournament
- Culinary master classes
- Yoga sessions and art therapy
- Sumalak Party
- Picnic and networking event

«Girls' Internship» Program with Employment Opportunity

In 2025, UZINFOCOM implemented an internship program for young women with the possibility of subsequent employment.

- Practice-oriented training
- Employment opportunities upon completion of the internship
- Support for career start and expansion of women's participation in the IT sector

Training Programs for Women

Training topics:

- Financial literacy
- Fundamentals of communication
- Decision-making
- Goal setting
- Time management
- Leadership

The initiative is aimed at developing managerial and personal competencies, as well as supporting women's professional growth within the company.

Ayol Yo'li. Episode 2

UZINFOCOM, together with Women in Tech Uzbekistan, presented the second episode of the Ayol Yo'li project dedicated to women in IT.

- The film shares real stories of professional journeys, achievements, and the role of women in the development of Uzbekistan's technology sector.
- The project aims to motivate girls and women to pursue careers in IT and demonstrates the industry's openness to professional growth.



GENDER EQUALITY AND WOMEN'S DEVELOPMENT IN IT

UZINFOCOM consistently promotes gender equality and the expansion of women's participation in the technology sector.

Expert participation in specialized events:

- Dildora Tursunova, Director of Strategic Development, spoke at the PLUS Forum (Women in Tech panel) and at ICT Week 2025 during the discussion «Women & Artificial Intelligence».
- A lecture was delivered for 100 participants of the "Women Leaders School" program at the Higher School of Business.

Support for initiatives of the GAP Women's IT Club:

- Forums held in Khorezm (170+ participants) and the Republic of Karakalpakstan (200+ participants).
- Presentation by Anora Amirova (Data Engineering) on the application and prospects of artificial intelligence.



Digital Medical System – DMED

DMED is a unified medical information system providing online appointment scheduling, telemedicine consultations, electronic prescriptions, and digital medical records.



Implementation Indicators:

5 477

Medical institutions

35 544 277

Attached population

110 285 308

Appointments issued in 2025

214 635

Registered physicians

1 000 000+

Mobile application users

«Electronic Prescription» Module:

16 676

Connected pharmacies

5 596 013

Electronic prescriptions issued in 2025

The system improves accessibility of healthcare services, enhances process transparency, and increases the efficiency of healthcare management at the national level.

Membership in GDHP

UZINFOCOM became a member of the Global Digital Health Partnership (GDHP). The company has been appointed as the national representative of Uzbekistan to the Steering Committee.



Membership provides access to international standards and best practices in e-health and digital transformation of healthcare.

HealthTech AI Hackathon – 2025

The first HealthTech AI Hackathon in the healthcare sector was held in Nukus, bringing together doctors, IT specialists, and students. UZINFOCOM acted as a co-organizer of the event.



Participants received mentorship support, and the best projects were granted opportunities for further funding and acceleration.



Occupational Safety and Civil Protection

2025 Results:

0

Workplace accidents

0

Fires and technogenic incidents

0

Road traffic accidents caused by employees

- Introductory and scheduled safety briefings, regular training seminars, and internal compliance audits were conducted.
- Following advanced training, 24 employees were certified to work with electrical installations up to 1,000 V.
- Workplace certification was completed, including workplaces of employees with disabilities.
- Employees were provided with personal protective equipment (PPE) and hygiene supplies.
- A mandatory employer civil liability insurance contract was concluded.
- Emergency preparedness was ensured: 629 employees completed training on the national emergency response platform; an «Earthquake Preparedness Week» was conducted.

Fire and Transport Safety

- Facilities are equipped with firefighting equipment, alarm systems, and evacuation plans; practical drills were conducted.
- Drivers completed additional training, and vehicles underwent technical inspection.



Corporate Activities and Sports

ESG

In 2025, UZINFOCOM implemented a range of sports, cultural, and social initiatives aimed at strengthening corporate culture, enhancing team collaboration, and promoting a healthy lifestyle.



SPORTS EVENTS

- Esports, tennis, and table tennis tournaments
- Corporate armwrestling and pull-up tournament
- UZINFOCOM CHESS CUP 2025 intellectual tournament
- Participation of 82 employees in the Tashkent International Marathon (3 km, 10 km, half marathon, and marathon distances)



TEAM-BUILDING AND CORPORATE RETREATS

- «Talk Without a Tie», Puzzle Cup, corporate sports games
- Organization of corporate trips, including an educational visit to Samarkand
- Visit to the Alley of National Heroes in Tashkent



VOLUNTEER ACTIVITIES

- 35 employees participated in a blood donation campaign (13 liters of blood collected)
- Participation in social and charitable initiatives



YUGUR.UZ BY UZINFOCOM



Yugur.uz is a digital platform for organizing marathons and running events, uniting everyone who chooses an active lifestyle.



Online race registration



Real-time result tracking



Organization of national and international marathons ("Saver Aral," "Yangi Nafas," "Tashkent Marathon," "Men g'olibman," and others)



Project Objectives:

- ✓ Promotion of a healthy lifestyle
- ✓ Engagement of youth and students in active recreation
- ✓ Development of mass sports
- ✓ Support for identifying and nurturing sports talent
- ✓ Attraction of international participants



Festive and Cultural Initiatives

- New Year competitions
- Celebration of national and traditional holidays



CORPORATE VALUES

In 2025, the company strengthened the integration of corporate values into its daily operations. Employees participated in training programs aimed at developing a unified corporate culture.



Commitment to Growth and Learning



Leadership



Sincerity and Honesty



Reputation



Commitment to the Team



Responsibility



OPEN DIALOGUE

In 2025, UZINFOCOM conducted an Open Dialogue involving management and employees from all divisions. The discussion covered performance results, development plans, and proposals for process improvement.



The initiative strengthens a culture of openness, trust, and employee engagement



TRANSPARENCY AND OPENNESS

UZINFOCOM ensures transparency of its activities before the state and society. The company's financial statements are publicly available on its official website.

Revenue for 2025:

UZS 450 billion

≈ USD 37 million



UZSOC – CYBERSECURITY AND INFRASTRUCTURE PROTECTION



UZSOC is a joint project of UZINFOCOM and the Ministry of Digital Technologies of the Republic of Uzbekistan aimed at ensuring cybersecurity of government and critical infrastructure facilities.



Monitoring and response to cyber incidents



Protection of information infrastructure from cyber threats



Development of national expertise in information security



Educational and Industry Initiatives:

✔ In cooperation with Kaspersky Lab, a KIPS training was conducted for UZINFOCOM executives

✔ In partnership with ONESEC, information security seminars were organized for JSCB «Uzpromstroybank»



ANTI-CORRUPTION

UZINFOCOM ensures transparency and ethical conduct in compliance with the anti-corruption legislation of the Uzbekistan.



In 2025, the company's team won the national anti-corruption hackathon and represented Uzbekistan at the international Coding4Integrity hackathon in Hong Kong.



A blockchain-based solution to prevent conflicts of interest in public procurement was presented, built on the Token.uz project and aimed at increasing transparency of digital services.





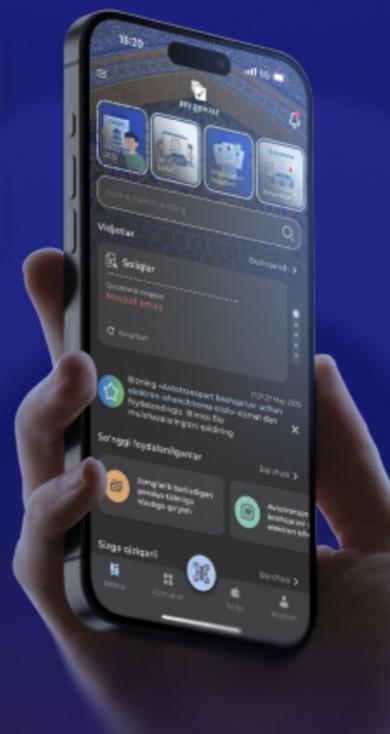
MY.GOV.UZ – UNIFIED PORTAL OF INTERACTIVE PUBLIC SERVICES



my.gov.uz is the national portal of interactive public services, enabling digital interaction between citizens, businesses, and the government.

760+ online services (500+ in the mobile application, 750+ on the web portal)

Online payments, application submission, issuance of certificates and official documents



System Scale:

13 mln
Users

283 195
Legal entity users

49 064 838
Applications from individuals (2025)

1 318 908
Applications from legal entities (2025)

Most in-demand services (number of applications submitted in 2025):

4 630 491
Extract from employment record book

3 879 805
Child benefit assignment

2 710 595
Electronic power of attorney for a vehicle

2 428 891
Registration with a family clinic

The platform enhances accessibility, transparency, and efficiency of public services in digital format.

IFRS REPORTING AUTOMATION

UZINFOCOM implemented a mechanism for the automatic generation and submission of financial statements in accordance with IFRS within the Unified Reporting System (hisobot.gov.uz).



Entrepreneurs generate reports automatically through their personal accounts



Government authorities have received digital oversight tools (authority.hisobot.gov.uz)



In 2025, a training seminar was conducted for responsible government agencies



UGAZ – DIGITAL GAS MONITORING

UZINFOCOM developed the uGaz system to monitor the circulation of natural gas at CNG filling stations nationwide.

Real-time monitoring: sales volumes, pressure levels, and photo identification of vehicles

Automatic detection of violations: excessive pressure, expired technical inspections, unregistered gas equipment

Integration with Toshshahartranskhizmat ensures transparent control of gas consumption in public transport.

uGaz enhances safety, transparency, and efficiency in managing gas infrastructure.

