



ESG Report

1st Half of 2025

About the Company



Single integrator UZINFOCOM

It operates under the structure of the Ministry of Digital Technologies.

Scope of Activities:

UZINFOCOM specializes in providing a full range of services for software development and corporate information systems to digitize business processes and enhance their operational efficiency using advanced technologies.

The company's main areas of activity by industry:

Public sector, financial and banking sector, fuel and energy complex, transport and logistics, telecommunications, industry, construction, services (retail, real estate, etc.).

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



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

Chief Executive Officer

1000+

SUPPORTED PROJECTS

23+

YEARS OF EXPERIENCE
IN THE IT MARKET

900+

IT
PROFESSIONALS

6

OFFICES ACROSS
UZBEKISTAN

2

INTERNATIONAL
OFFICES

Caring for the Planet

ESG

Clean Energy

UZINFOCOM actively operates in Republic, managing five modern offices:

- ✓ Two offices are located in Tashkent.
- ✓ Our regional presence includes offices in Urgench, Fergana, and the Republic of Karakalpakstan.

The share of clean energy in the total electricity consumption of all UZINFOCOM offices is

≈ 10%

IT Village

Is a unique project launched in 2022 with the support of UZINFOCOM, aimed at providing high-quality education to children from remote regions of Republic.

The educational center is located in Samarkand.



The IT Village was constructed using shipping containers.

IT Village operates on
100%
renewable energy from solar panels

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Green Future

UZINFOCOM is also contributing to the greening of Republic's territories.



In the first half of 2025, the UZINFOCOM team planted
Over 2,000 fruit trees in the Bostanlyk area

Plogging

50 company employees participated.

Activities carried out:

- ✓ Cleared the area of household waste.
- ✓ Prepared the soil for tree planting.
- ✓ Arranged the territory for ongoing maintenance of the planted trees.

Water Management and Electronic Documentation

Tax reports on the use of water resources in agriculture, including fish farming, are automatically generated based on the "Suv Hisobi" system and data from authorized bodies in this field.

The system is designed for drafting water supply contracts and water requests, maintaining records and reports on water usage for water consumers, and creating a database of water users.

UZINFOCOM, in collaboration with the Ministry of Water Resources, developed and launched the "Suv Hisobi" information system across the republic.



Suv Hisobi
suvhisobi.uz

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The system enhances transparency and efficiency in water usage accounting and monitoring at all levels, while also reducing paper consumption.

Additionally, UZINFOCOM actively utilizes an
Electronic Document Management System (EDMS)
significantly reducing paper usage.

Through the EDMS
95% of documentation is processed



Social Responsibility






Caring for Employee Well-Being

In 2025, UZINFOCOM continues to demonstrate its commitment to high standards of labor legislation, fostering a supportive and inclusive work environment for all employees.

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Compliance with Labor Legislation




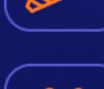
The company strictly adheres to the provisions of labor legislation, ensuring a balance between work and family life by providing:

-  **Financial assistance**
(for events such as death, marriage, or childbirth)
-  **Paid maternity leave**
-  **Full compliance with employee rights**
-  **Timely salary payments**
-  **Fair working conditions**

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Engagement with the Federation of Trades Union

Active collaboration with the trade union contributes to creating a positive corporate culture. The trade union organizes various activities, including:

-  **Team-building events**
-  **Sports activities**
-  **Festive events**
-  **Gifts for employees' children during holidays**

Employee Survey Results on Working at UZINFOCOM

>85%

Are satisfied with their work

>65%

See opportunities for growth

>85%

Feel like part of the team

>80%

Are satisfied with technical resources

Recognition and Motivation

The company encourages outstanding employee achievements by providing bonuses:

-  **For professional successes**
-  **In honor of holidays**

This practice enhances motivation and acknowledges the contribution of each team member.


Stability and Diversity

UZINFOCOM maintains a low employee turnover rate, reflecting high employee satisfaction and a stable work environment.

The company is committed to gender equality and inclusivity, working to increase the proportion of women in the team, with the current employee ratio

 **85%**
Men

 **15%**
Women

 **1,4%**
Turnover rate

Social Responsibility

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Employee Professional Development

In 2025, UZINFOCOM proudly supports the professional growth of its employees by offering diverse educational opportunities.

Coursera
Platform

201

Employees

Master's Degree
Programs

10

Employees

Educational
Courses

7

Employees

Masterclasses from Top Executives

In the first half of the year, 3 masterclasses were conducted by UZINFOCOM directors.

Covering the following topics:

✓ Team Building in Project Management: Roles and Responsibilities

✓ Management Tools

✓ Fundamentals of Project Management and Applying Management Principles in Everyday Life



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Internship Program

In 2025, UZINFOCOM conducted internships and practical training in areas such as Backend, Frontend, QA, HR, Analytics, and others to foster the professional skills development of interns. A total of

43

Individuals participated



Collaboration with Universities

In 2025, UZINFOCOM and the **Tashkent University of Information Technologies** (TUIT) have signed a Memorandum of Understanding (MOU) focused on enhancing student skills through a dual-education program.

The agreement outlines the following key initiatives:

- Internship Opportunities: Students will gain practical experience through internships at UZINFOCOM.
- Faculty Development: Teachers will have opportunities for professional development, incorporating real-world industry experience.
- On-Site Department: A TUIT department will be established at UZINFOCOM's facilities.
- Practical Training: Students will participate in hands-on training programs to gain practical work experience.

Additionally, UZINFOCOM signed a memorandum of cooperation with the **International Digital University (IDU)**.

This agreement provides opportunities for IDU students and graduates to secure employment in their field of study and gain practical experience.

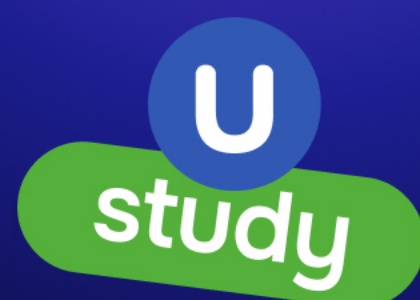




Social Responsibility

Educational Projects

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Ustudy

Is a project implemented by UZINFOCOM aimed at training IT professionals. It offers unique services: practical training, personalized educational programs, and mentorship support.

Training Directions:

Backend and
Frontend
Programming

Cybersecurity

Motion and
Graphic
Design

246

Students in the
first half of 2025

79

Graduates in the
first half of 2025

14

Of which are
undergoing
internships

2

Of which
secured
employment



IT Village

offers free education for children from remote regions of the country, from grades 1 to 8, in areas such as

English
Language

Programming

Robotics

creating favorable conditions to attract young people to the IT sector

In 2025, the program is training

150 children

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ZiyoNET

Is a project by UZINFOCOM, a comprehensive educational platform that integrates numerous resources and projects to support education and cultural development in Republic.

47 955

Total Number
of Users

119 647

Educational
Resources

5 455

Educational
Websites

8 274

Audiobooks



CARE FOR PEOPLE

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DMED

DMED - is a unified medical system developed by UZINFOCOM, actively implementing digital technologies in Republic's healthcare system. DMED enables online appointment scheduling, telemedicine consultations, electronic prescriptions, and digital medical records. This is a significant step toward improving the accessibility and quality of healthcare services, as well as enhancing patient engagement.



3 800 +

The system has been implemented in over 3,800 medical institutions under the Ministry of Health.



93 855 918

Total Number of Issued Appointment Vouchers:



114 357

Total Number of Registered Doctors in the System 114 357 people.



199

In the Yunusabad district, the system has been implemented in 199 pharmacies.



30 269 585 people

Number of Individuals Registered in the System:



15 063 984

Men



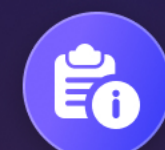
15 205 601

Women

UZINFOCOM has developed the Electronic Prescription module based on the unified medical information system DMED.

Additionally, based on the DMED system, the Electronic Prescription (Reimbursement Program) module has been developed for medications dispensed strictly by prescription.

The system has connected 894 pharmacies nationwide participating in the Reimbursement Program.



307 631 prescriptions

Prescriptions Generated in the System:



OCCUPATIONAL SAFETY AND HEALTH

In 2025, UZINFOCOM is actively working to create a safe and supportive environment for its employees.



Training and Engagement

- ✓ Weekly seminars and briefings on occupational safety are conducted for new employees and interns.
- ✓ A seminar titled "Safety Culture: Together for the Future" was organized for employees.



Prevention and Control

- ✓ Regular awareness campaigns are held to ensure compliance with sanitary and hygienic standards and to prevent workplace injuries.
- ✓ Workplace assessments are conducted to evaluate labor conditions and injury risks, alongside fire safety inspections in offices.



Professional Development

- ✓ Company drivers completed training seminars organized by the Traffic Safety Service of the Tashkent City Internal Affairs Department.
- ✓ 629 employees successfully completed training on the "National Training Platform for Emergency Response" and received certifications from the Institute of Civil Protection under the Ministry of Emergency Situations.



Emergency Preparedness

- ✓ An "Earthquake Preparedness Week" was held, featuring training sessions for employees conducted by experts from the Ministry of Emergency Situations, the Republican Center for Seismic Forecasting and Monitoring, and the Ministry of Digital Technologies.



CORPORATE WOMEN'S EVENTS

UZINFOCOM is proud to support the women on our team by offering unique events focused on health, creativity, and team bonding. These events create a space for sharing experiences, relaxation, and harmony, strengthening the spirit of unity and support among female employees.

In the first half of 2025, UZINFOCOM, in collaboration with the trade union committee, organized the following events for the women of the team:

- ✓ Meeting with a cosmetologist
- ✓ Meeting with a psychologist
- ✓ Yoga session
- ✓ Art therapy
- ✓ Bowling night
- ✓ Culinary master classes
- ✓ Sumalak Party
- ✓ Picnic and networking
- ✓ Meeting with an endocrinologist
- ✓ Checkers tournament



As part of the "Uzinfocom Women Club", training sessions were also held for the female employees, covering the following topics:

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



GENDER EQUALITY AND DEVELOPMENT IN IT

UZINFOCOM actively promotes gender equality and innovation in the IT sector.

Dildora Tursunova, Director of Strategic Development, spoke at the International PLUS-Forum in Tashkent, participating in the panel discussion "Women in Tech", where the role of women in business transformation and the impact of gender balance on efficiency were discussed.



She also inspired members of the GAP Club during a meeting at the Ministry of Digital Technologies, supporting the involvement of women in IT.



In addition, Dildora Tursunova delivered a lecture to 100 participants of the "School of Women Leaders" program at the Higher School of Business, where she spoke about UZINFOCOM's projects and opportunities for growth in the field of technology.

Social Responsibility

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A HEALTHY MIND IN A HEALTHY BODY

UZINFOCOM employees took part in the 7th Tashkent International Marathon, which is included in the World Athletics global competition calendar.

82 UZINFOCOM employees competed alongside professional athletes and running enthusiasts from around the world in the 3 km, 10 km, half marathon, and full marathon distances.

UZINFOCOM also organized a corporate arm-wrestling and pull-up tournament, bringing employees together in a spirit of healthy competition and physical activity.

This event strengthened the team's physical fitness, boosted motivation, and helped build friendly connections among colleagues.



UZINFOCOM CHESS CUP 2025

UZINFOCOM successfully held the **UZINFOCOM CHESS CUP 2025** tournament, uniting employees in a spirit of intellectual competition and team interaction. The event strengthened strategic thinking and fostered friendly connections among colleagues.



KINDNESS IN ACTION

35 UZINFOCOM employees demonstrated outstanding care and solidarity by becoming **blood donors**.

A noble contribution — **13 liters of blood** — was collected during a campaign aimed at saving lives and supporting local medical institutions. In Republic, hundreds of patients — including children, mothers, and people with cancer — require blood donations every day.

This act not only strengthens the spirit of mutual support within our team but also inspires new acts of kindness.



EXPLORING OUR HOMELAND

In collaboration with the Trade Union Committee, UZINFOCOM organized another educational trip to Samarkand. The goal was to broaden employees' horizons, provide engaging weekend leisure, support domestic tourism, and promote knowledge of our historical heritage.





UZINFOCOM VALUES

In 2025, UZINFOCOM successfully integrated its corporate values into daily operations. All employees contributed to strengthening the corporate culture by participating in training sessions focused on the implementation of the following values:



Commitment to growth and learning



Leadership



Sincerity (honesty)



Reputation



Commitment to the Team



Responsibility



TRANSPARENCY

UZINFOCOM demonstrates transparency in its operations to both the government and society. The company's financial statements are publicly available on the official UZINFOCOM website.

425 billion UZS
≈ 33 million USD

UZINFOCOM's revenue for 2024 amounted:



INFORMATION AND CYBERSECURITY



UZSOC - is an innovative project by UZINFOCOM and the Ministry of Digital Technologies, aimed at ensuring cybersecurity for government and critical industry infrastructures.

UZSOC ensures reliable protection of the information infrastructure of organizations under the Ministry of Digital Technologies from growing cyber threats, establishes an effective system for monitoring and responding to incidents, and develops national expertise in the field of cybersecurity.



In cooperation with Kaspersky Lab, UzSOC conducted a cybersecurity training (KIPS) for department heads and managers at UZINFOCOM.



Single Integrator UZINFOCOM LLC, in collaboration with ONESEC, conducted seminars at "Uzpromstroybank" JSCB, as part of its comprehensive information security service offering.



DIGITALIZATION OF GOVERNMENT SERVICES

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my.gov.uz

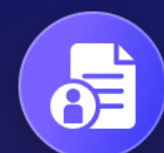
my.gov.uz - is the unified portal for interactive government services in Republic, developed by UZINFOCOM. It offers over 500 services through the mobile app and more than 750 on the main web portal, including online payments, document submissions, and information requests.

The portal simplifies access to essential documents such as driver's licenses and diplomas, enhancing accessibility, transparency, and efficiency in the interaction between citizens and the government.



11 096 756

Users (total)



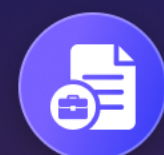
17 275 059

Individual applications in 2025



284 182

Legal entities



520 342

Legal entity applications in 2025



OPEN DIALOGUE WITH MANAGEMENT

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In 2025, UZINFOCOM held an Open Dialogue involving management and employees from all departments.

The event took place in a constructive and friendly atmosphere, allowing participants to discuss current achievements, development plans, and ways to optimize work processes. Company leadership attentively listened to all questions and suggestions, providing detailed answers and explanations.

Such meetings have become an important part of our corporate culture, promoting open communication, boosting employee motivation, and strengthening team spirit.



ANTI-CORRUPTION EFFORTS

UZINFOCOM ensures transparency and ethical conduct by strictly adhering to the anti-corruption laws.

The UZINFOCOM team won the anti-corruption hackathon in Uzbekistan and earned the opportunity to represent the country at the international hackathon "Coding4Integrity", scheduled for September 2025 in Hong Kong.

Their blockchain-based solution to prevent conflicts of interest in public procurement received high praise from the jury for its technological innovation and practical applicability.

