UZTELECOM

Sustainability Report 2025

Contents

Key Indicators

Table 1. Key Company Indicators

Indicators	2023	2024	2025
Environmental Indicators			
Energy consumption from RES, GJ	16,463	21,424	11,344
Total volume of recycled non-hazardous waste, tons	159.4	106.3	145.6
Total gross emissions (Scope 1 and 2, market-based method), tCO_2-e	101,051	120,643	103,115
Energy intensity, GJ/billion UZS	105	131	103
Social Indicators			
Total number of employees, people	17,458	16,825	15,759
Number of women in administrative and management positions	93	99	74
Percentage of employees who have undergone training, %	95	98	53
Number of employees covered by the occupational health and safety management system	14,467	14,670	15,759
Management Indicators			
Direct economic value created, billion UZS	7,865	9,009	10,848
Distributed economic value, billion UZS	4,387	5,189	6,012
Unallocated economic value, billion UZS	3,478	3,820	4,836
Share of procurement from local suppliers, %	92.78%	97.63%	16.18%
Share of procurement from international suppliers, %	7.22%	2.37%	83.82%

Message from the Chairman of the Supervisory Board

GRI 2-22

Dear Shareholders, Investors, Customers, and Partners!

The telecommunications sector occupies a distinct position within the architecture of national development. Connectivity, digital infrastructure, and the quality of data transmission are no longer purely technical parameters — they are preconditions for a country's economic competitiveness and the well-being of its citizens. It is through this strategic lens that the Supervisory Board assesses the activities of Uzbektelecom JSC.

The 2025 Sustainability Report is an indication that the Company is advancing in the right direction. The adoption of an ESG Strategy, the integration of environmental and social factors into the risk management framework, and the strengthening of corporate policies and non-financial disclosure practices — these steps reflect the institutional maturity that the Supervisory Board has consistently sought to cultivate as part of its oversight function.

Sustainable development cannot be the remit of a single function or an isolated initiative. The management of Uzbektelecom JSC proceeds from the understanding that ESG principles must be embedded across the Company's strategic and operational decision-making at every level — from investment policy to supply chain governance. It is in this direction that systematic work is being carried forward.

The environmental dimension merits particular attention. A 15% reduction in greenhouse gas emissions, a 6% decrease in energy consumption, and a 4% decline in waste generated — these results not only demonstrate operational discipline, but also position the Company within the broader green economy agenda of the state and the international climate commitments of the Republic of Uzbekistan.

The Supervisory Board holds that the long-term sustainability of Uzbektelecom JSC rests not on technological leadership and financial performance alone, but equally on the quality of corporate governance, the degree of institutional trust, and the Company's capacity to uphold its responsibilities to society. This report is an affirmation of that commitment.

Respectfully,
Chairman of the Supervisory Board of Uzbektelecom JSC
Sherzod Xotamovich Shermatov

Message from the Chairman of the Management Board

GRI 2-22

Dear Shareholders, Partners, and Colleagues!

We are pleased to present Uzbektelecom JSC's Sustainability Report for 2025, prepared in accordance with the GRI Standards, SASB, and GSMA ESG Metrics for the Mobile Industry. This report is addressed to all our stakeholders — investors, regulators, partners, customers, and the communities we serve — and sets out our material performance and commitments across the environmental, social, and governance dimensions of our operations.

The defining governance milestone of the reporting year was the adoption of Uzbektelecom's ESG Strategy — a framework that embeds sustainability principles systematically into our management and operational processes. The Strategy sets measurable targets across environmental performance, human capital development, social responsibility, risk management, and corporate transparency. It represents not a statement of aspirations, but a governance instrument against which we hold ourselves accountable.

Throughout 2025, we continued to advance our infrastructure and expand our portfolio of digital services. The deployment of modern telecommunications solutions improved the quality and reliability of connectivity across Uzbekistan, contributing to the reduction of the digital divide between urban and rural regions — a challenge we address directly through our core operations.

Our social responsibility is expressed through initiatives with concrete, verifiable impact. During the reporting period, the Company supported a project to provide access to clean drinking water for rural communities in the Republic of Karakalpakstan — an initiative that directly improved sanitation conditions and the quality of life for local residents. This project reflects our broader commitment to the well-being of the communities in which we operate.

On the environmental front, we continued implementing energy-efficient solutions in the construction and upgrade of our network infrastructure, and further expanded the use of electric and hybrid vehicles across our fleet. The results speak for themselves: in 2025, our greenhouse gas emissions decreased by 15%, energy consumption fell by 6%, and the total volume of waste generated declined by 4% compared to the prior year.

We view these achievements not as an endpoint, but as evidence that our chosen direction is sound. Uzbektelecom remains committed to advancing its role as an industry leader and a responsible contributor to sustainable development in the Republic of Uzbekistan — continuously improving our environmental and operational performance, strengthening transparency, and delivering enduring value for all stakeholders. I would like to express my sincere appreciation to our shareholders and partners for their continued trust, and to every member of our team for the professionalism and dedication that made these results possible.

Respectfully,
Chairman of the Management Board of Uzbektelecom JSC
Nazirjon Nabijanovich Hasanov

Chapter 1. About the Company

Company Profile

GRI 2-1

Key achievements in 2025:

- LTE (4G) network coverage increased to 95%;
- GSM (2G) and UMTS (3G) coverage maintained at 96%;
- data traffic volume increased to 8,044 PB (+22% compared to 2024);
- broadband subscriber base expanded to 2.6 million subscribers;
- average fixed internet speed reached 89.99 Mbps, while average mobile internet speed reached 43.37 Mbps;
- no identified cases of violations of net neutrality principles;
- construction of 74,975 km of fiber-optic communication lines;
- fiber-optic network coverage reached 98%, while mobile internet coverage reached 95%;
- accession to AICA and the United Nations Global Compact.

Organizational information

Uzbektelecom JSC is the national telecommunications operator of the Republic of Uzbekistan and one of the key participants in the communications services and digital infrastructure market. The Company operates as a joint-stock company in accordance with the legislation of the Republic of Uzbekistan and conducts its activities based on its Charter.

The legal name of the Company is Uzbektelecom JSC, while its trade name is UZTELECOM™. The Company is a joint-stock company with a predominant state ownership interest in accordance with the Law of the Republic of Uzbekistan №-370 dated May 7, 2014, "On Joint-Stock Companies and Protection of Shareholders' Rights."

The history of Uzbektelecom JSC dates back to 1992, when the Company was established as the national telecommunications operator. Over the years, the Company has evolved from a traditional fixed-line operator into a diversified provider of telecommunications and digital services. Today, the Company is a key participant in the implementation of state programs aimed at digitalizing the economy and ensuring access to telecommunications services across all regions of the country.

Ownership structure and legal status

Uzbektelecom JSC is a legal entity registered in the Republic of Uzbekistan. The Company operates in the organizational and legal form of a joint-stock company. During the reporting period, the Company operated as a business entity with state participation in its charter capital. In 2025, changes occurred in the share capital structure, resulting in a 25% reduction of the state ownership interest in the Company's charter capital. At the same time, the majority of shares remain owned by the Ministry of Finance of the Republic of Uzbekistan, acting as the key shareholder, while the remaining shares are distributed among other shareholders, including legal entities and individuals.

Headquarters location

The headquarters of Uzbektelecom JSC is located in Tashkent, Republic of Uzbekistan, and serves as the Company's main administrative center from which strategic and operational management is carried out.

Countries of operation

Uzbektelecom JSC primarily operates within the territory of the Republic of Uzbekistan. The Company provides services to individuals, businesses, and government organizations, ensuring the development of telecommunications infrastructure and the provision of digital services across all regions of the country.

Company mission

The mission of Uzbektelecom JSC is to provide access to modern telecommunications services for all residents of Uzbekistan, contributing to the digital transformation of the economy and improving the quality of life of the population. The Company is one of the key participants in implementing the state strategy "Digital Uzbekistan – 2030", aimed at accelerating the development of digital infrastructure, expanding access to digital services, and fostering a sustainable digital economy in the country.

Company values

The Company's values include innovation and technological leadership, service quality and reliability, social responsibility and sustainable development, as well as professionalism and teamwork.

Network Coverage by Technology

Table 2. Average network coverage across the regions of the Republic of Uzbekistan, %

Technology	2023	2024	2025
GSM (2G)	93%	95%	96%
UMTS (3G)	91%	95%	96%
LTE (4G)	80%	92%	95%
5G	8%	10%	10%
CDMA	91%	91%	0%

During 2023–2025, Uzbektelecom JSC ensured steady growth in mobile network coverage across key technological standards, reflecting the consistent implementation of its digitalization and telecommunications infrastructure modernization strategy.

The highest coverage levels continue to be maintained for GSM (2G) and UMTS (3G) technologies, which remain fundamental for ensuring universal access to communication services. In 2025, coverage of these technologies reached 96%, indicating near-complete coverage of the country's territory.

Growth was also observed in the development of the LTE (4G) network, with coverage increasing from 92% in 2024 to 95% in 2025. This reflects the Company's priority to expand high-speed mobile internet and improve the quality of digital services for both the population and businesses.

The development of the 5G network remains at the initial deployment stage: coverage increased from 8% in 2023 to 10% in 2024–2025. The limited growth is attributable to the pilot nature of deployment and the concentration of the technology in major cities and strategically important areas.

At the same time, a significant decline was observed in CDMA technology coverage, decreasing from 91% in 2023–2024 to 0% in 2025. This trend is associated with the phased decommissioning of outdated technology and the reallocation of resources toward more advanced communication standards.

Overall, the performance trends reflect the Company's transition from outdated technologies to modern data transmission networks aimed at improving communication quality, expanding digital opportunities, and reducing the technological gap between regions.

Customer Satisfaction Level

Table 3. Customer satisfaction indicators (NPS*) as of the end of 2025, %

Indicator	2025
Negative NPS	24%
Neutral NPS	16%
Positive NPS	60%

NPS index (total)	36%

** Net Promoter Score (NPS) is a key indicator of the Company's social sustainability, reflecting customers' willingness to recommend the brand's services. A high NPS demonstrates the effectiveness of the quality management system and successful engagement with consumers.*

NPS index = % positive NPS – % negative NPS

At the end of 2025, the customer satisfaction index (NPS) amounted to 36%, indicating that the share of loyal customers exceeded the share of detractors. The structure of the indicator is characterized by a significant proportion of loyal customers (60%), demonstrating a high willingness among customers to recommend the Company's services. At the same time, the share of neutral customers amounted to 16%, reflecting potential for further improvement in customer loyalty, while the share of detractors reached 24%, indicating the existence of areas for improvement in customer experience.

The NPS index is calculated as the difference between the share of customers willing to recommend the Company (positive NPS) and the share of customers who negatively assess their interaction experience (negative NPS), based on responses to the likelihood-to-recommend question using a scale from 0 to 10.

It is important to note that in 2025 the Company transitioned to an updated customer satisfaction assessment methodology. Therefore, data for previous reporting periods (2023 and 2024) are not disclosed, as they are not comparable with the current results due to changes in sampling approaches, segmentation, and survey tools.

TC-TL-000.A, B, C, D

As of 2025, Uzbektelecom JSC demonstrates continued growth of its subscriber base across key telecommunications service segments. The number of mobile subscribers reached 9.5 million, representing an increase of 25% compared to 2023 and 2% compared to 2024. The number of broadband internet subscribers reached 2.6 million, increasing by 28% compared to 2023, reflecting steady growth in demand for data transmission services.

At the same time, the number of fixed-line telephony subscribers amounted to 1.1 million, reflecting the overall trend of declining demand for fixed telephony services driven by the development of mobile communications and internet-based communication services.

Table 4. Dynamics of the subscriber base by telecommunications service type, 2023–2025

Indicator	2023	2024	2025
Number of mobile subscribers (million)	7,6	9,2	9,5
Number of fixed-line telephony subscribers (million)	1,6	1,5	1,1
Number of broadband internet subscribers (million)	2,0	2,4	2,6
Total	**11,2**	**13,1**	**13,2**

The growth of the subscriber base directly contributed to increased consumption of digital services. In 2025, the total data traffic volume across the Uzbektelecom JSC network reached 8,044 petabytes, representing a 22% increase compared to 6,568 petabytes in 2024. This trend confirms the growing demand for the Company's digital infrastructure and its ability to maintain stable service quality under increasing network load.

Data Transmission Service Management and Quality

TC-TL-520a.2, 3

Regulatory environment and applicable legislation

The activities of Uzbektelecom JSC are carried out in accordance with the current legislation of the Republic of Uzbekistan and the Company’s internal regulatory documents, including the public offer for the provision of telecommunications services, as well as tariff and service terms governing relationships with subscribers.

Key regulatory documents:

- Law “On Telecommunications” (No. LRU-1015 dated December 27, 2024) — defines the rights and obligations of operators, establishing the principles of equal access and network protection;
- Rules for the Provision of Telecommunications Services (registered by the Ministry of Justice of the Republic of Uzbekistan on June 30, 2020, registration No. 3275) — define interaction procedures, service conditions, and responsibilities of the parties;
- O‘z DSt 3205:2017 “Indicators and Quality Standards for Data Transmission Services” (approved and enacted by Resolution No. 3205:2017 of the Uzstandard Agency dated March 10, 2018) — establishes mandatory regulatory requirements for service quality, including data transmission speed, latency, packet loss, and other indicators;
- O‘z DSt 3207:2017 “Standards and Methods for Assessing the Quality of Cellular Mobile Communication Services” (approved and enacted by Resolution No. 05-871 of the Uzstandard Agency dated August 25, 2017) — defines the system of mobile service quality indicators, regulatory benchmark values, and mandatory measurement methods applicable to telecommunications operators.

Peering arrangements and internet exchange points (IX)

As part of its peering operations, Uzbektelecom JSC utilizes two main internet exchange points — Uz-IX and TAS-IX. The Uz-IX network operates under the management of the Company and facilitates the involvement of operators and providers in direct traffic exchange, serving as one of the key infrastructures of the national Internet segment.

The interaction model within Uz-IX provides for paid access to the exchange point infrastructure (paid peering), whereby connectivity is provided on a commercial basis, while subsequent traffic exchange between participants is generally conducted without settlements (settlement-free peering). TAS-IX, in turn, represents a peering network established by a non-profit organization, in which the Company participates alongside other telecommunications operators, exchanging traffic under the established interaction conditions.

- Paid Peering

Connection to the Uz-IX network is provided on a paid basis in accordance with the applicable tariffs. Agreements with the infrastructure operator require participants to hold a valid license for the relevant type of activity, comply with established technical requirements, and formalize contractual arrangements.

The tariff policy is developed taking into account technical connection parameters, including channel bandwidth. A differentiated approach is applied to specific categories of participants, including content providers, in order to stimulate content placement and localization. In certain cases, preferential terms, including trial connections, may be provided.

Service fees may vary depending on inbound and outbound traffic parameters, including the application of reduced rates for outbound capacity under established conditions.

- Settlement-Free Peering

Following connection to the Uz-IX network, traffic exchange between participants is generally carried out without settlements (settlement-free). This approach provides for equal traffic exchange among network participants, subject to compliance with established technical and organizational requirements.

At the same time, access to the internet exchange point infrastructure remains fee-based and is provided in accordance with applicable tariffs. Participants are required to adhere to fair network usage principles and ensure traffic exchange stability.

Traffic management practices (zero-rating)

The Company applies zero-rating practices on a limited basis in two areas:

1. As part of state policy — free-of-charge (non-metered) access is provided to my.gov.uz and other resources hosted within the gov.uz domain, in accordance with Resolution of the President of the Republic of Uzbekistan No. RP-4329 dated May 22, 2019;
2. Within tariff offerings for mobile subscribers — zero-rating may apply to selected digital services included in tariff plans (for example, Telecom TV and MyHit).

Content selection policy and principles:

- for government resources — the list is determined by regulatory legal acts and government initiatives;
- for commercial services — inclusion is carried out within tariff offerings and disclosed to subscribers in the relevant tariff terms and conditions.

Content coverage:

- zero-rating applies both to government resources and to selected services included in tariff plans;
- it may apply to both affiliated and partner services;
- the terms of zero-rating application are transparent and disclosed in tariff and service descriptions.

Thus, the Company's zero-rating practice has both a socially oriented nature (with respect to government resources) and a commercial nature (within tariff offerings), while ensuring mandatory disclosure of applicable conditions to subscribers.

Internet access quality parameters and indicators

The Company determines internet access speed based on the parameters of the selected tariff plan, as well as the technical characteristics of the network, including bandwidth capacity and current network load. The maximum data transmission speed is determined by the terms of the selected tariff plan and is limited by the bandwidth parameters established under the relevant tariff.

The average actual stable download speed for fixed internet access ranges from 100 Mbps to 1 Gbps depending on the selected tariff plan and does not depend on the type of content consumed.

As part of its operations, the Company adheres to the principle of technological neutrality and does not differentiate the average actual stable data transmission speed based on the type of content (own, partner, or third-party content). All categories of internet traffic are processed on equal terms, without prioritization or restrictions based on content origin.

The Company ensures equal access conditions to communication services, does not restrict users' access to legal content, and does not apply discriminatory treatment toward service providers.

During the reporting period, no cases indicating violations of these principles were identified, including complaints from users or regulatory authorities. Accordingly, the Company assesses risks related to non-compliance with net neutrality principles as low.

At the end of 2025, the average fixed internet access speed amounted to 89.99 Mbps, while the average mobile internet speed reached 43.37 Mbps. These indicators are based on aggregated data from independent user speed measurements within the Company's network.

Risks related to traffic management and content access

The Company systematically manages risks related to traffic management and content access, including their regular identification, assessment, and monitoring. The table below presents the key risks and the approaches applied to manage them.

Table 5. Key risks related to traffic management and content access, and mitigation measures

Risk category	Description	Actual measures
Competitive	Risk of market share decline and subscriber base outflow due to competitors' actions, including the introduction of new technological solutions and tariff plans	Systematic monitoring of competitors' activities, regular analysis of market trends, and adaptation of the product portfolio, including the development of new offerings and enhancement of marketing strategies
Infrastructure	Risk of service degradation or partial service interruption due to failures in international communication channels	Communication channel redundancy and the use of alternative routing are ensured, while SLA compliance and service quality are regularly monitored
Geopolitical	Risk of disruption to international settlements and cross-border services due to geopolitical changes and sanctions restrictions	Ongoing monitoring of the geopolitical situation, diversification of settlement mechanisms, and cooperation with partners to minimize potential impacts

Reputational	Risk of deterioration in brand perception due to service quality issues or adverse information environment	Monitoring of customer feedback and media mentions, provision of official clarifications, and implementation of measures aimed at maintaining service quality

Sustainable Development Goals and the Company's Contribution to Their Achievement in 2025

As part of the preparation of the 2025 Sustainability Report, Uzbektelecom JSC continued assessing priority sustainable development areas, taking into account stakeholder expectations and the Company's strategic objectives. The analysis was conducted based on the results of previous surveys, an internal assessment of ESG factor materiality, as well as an analysis of the Company's implemented projects and programs.

Based on the analysis results, 10 United Nations Sustainable Development Goals (SDGs) were identified as the most relevant to the activities of Uzbektelecom JSC in 2025.

Table 6. Results related to the key SDGs for the Company

SDGs and targets	Projects	Results in 2025
SDG 4. Quality Education	Employee training and professional development programs, as well as cooperation with higher educational institutions	**8,358** employees completed training programs; **109,904** training hours were delivered; cooperation established with TUIT, INHA, AMITY, Bucheon, and SPbSUT universities; **896** students were provided with internship opportunities at the Company.
SDG 5. Gender Equality	Programs supporting and developing women, participation of female employees in educational and corporate initiatives	The Company employs **48**[1] women in managerial positions, while **20** female employees are included in the talent pool for leadership positions. In 2025, **one** female employee received the state award "Shukhrat," **one** received the "Ibratli Oila" distinction badge, **12** female employees received departmental awards from the Ministry of Digital Technologies, and **another** employee became the winner of the national "Gender Equality Activist" competition.
SDG 6. Clean Water and Sanitation	Providing access to clean and safe drinking water within the framework of the "Clean Water Supply" project	With the Company's support, a **clean drinking water station** was opened in the Dustlik citizens' assembly of the Ellikkala district of the Republic of Karakalpakstan, providing residents with permanent access to drinking water. The Uzbektelecom JSC **Water Efficiency Management Policy** was implemented.

[1]This figure includes the Company and its branches, excluding the Group of Companies.

SDG 8. Decent Work and Economic Growth	Implementation of employee motivation systems and human capital development	**8,405** employees were covered by the **KPI system (61% of personnel)**; in 2025, **741** employees **under the age of 30** were hired; **50 employees** received **corporate and industry awards**; the ratio of entry-level salary to the minimum wage amounted to **1.92**.
SDG 9. Industry, Innovation and Infrastructure	Implementation of investment projects aimed at developing telecommunications infrastructure, constructing data centers, and modernizing communication networks	Financing exceeding **USD 295.7 million was attracted** (JBIC, MUFG, AIIB, China Eximbank, and own funds); **74,975 km of fiber-optic communication lines** were constructed; projects are being implemented to develop data centers and expand network capacity. **5G network** coverage **increased** from 8% in 2023 **to 10%** in 2024–2025.
SDG 10. Reduced Inequalities	Uzbektelecom JSC implements a comprehensive set of employee social support programs and charitable initiatives aimed at improving employee well-being and supporting vulnerable population groups	In 2025, the total financing of Uzbektelecom JSC social support programs amounted to **UZS 8,430.1 million**, including expenses for medical assistance and employee wellness programs, social payments and financial assistance, support for vulnerable groups, and charitable initiatives.
SDG 11. Sustainable Cities and Communities	Implementation of the "Development of Mobile and Fixed Data Transmission Network Infrastructure of Uzbektelecom JSC for the Implementation of the 'Public Safety' and 'Smart City' Concepts" project, approved at the end of 2025 and designed for the period until 2030	The coverage level of fiber-optic communication lines and broadband data networks reached **98%**, while mobile internet coverage reached **95%**, and international internet connectivity speed reached **4,400 Gbps**. Internet access was provided to **10,657** public education facilities, **6,988** preschool institutions, **5,786** healthcare facilities, and **8,935** mahalla citizens' assemblies.
SDG 12. Responsible Consumption and Production	Implementation of waste management measures and responsible supply chain principles	The volume of waste directed for recovery amounted to **145.6 tons** (**+37%** compared to 2024); the volume of waste directed for disposal decreased by **6%**; The **Supplier Code of Conduct** was implemented; The Company also **implemented policies** on water efficiency management, waste management, and energy saving.
SDG 16. Peace, Justice and Strong Institutions	Implementation of anti-corruption policy and compliance control system	**659 employees** completed anti-corruption training; **4,873 appeals** were reviewed**.**

SDG 17. Partnerships for the Goals	Participation in international and industry organizations	Membership in international organizations: **GSMA (since 2015), ITU (since 2016), RCC (since 2018), Carrier Community (since 2019), AICA (since 2025), and the UN Global Compact (since 2025).**

When determining priority sustainable development areas, the Company also considered the requirements of international sustainability reporting standards and recommendations, including GRI, SASB, GSMA, and IFRS SDS.

The analysis covered a wide range of stakeholders, including:

- shareholders;
- the management of Uzbektelecom JSC and the Group of Companies;
- Company employees;
- investors;
- business partners (suppliers, contractors, and financial institutions);
- media representatives;
- non-profit organizations;
- customers.

The results of the analysis are used by the Company to determine key ESG priorities and to integrate sustainable development principles into its strategy and operational activities.

Membership in International Associations

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Uzbektelecom JSC participates in international and industry associations for the purposes of knowledge exchange, access to up-to-date industry standards, participation in professional dialogue, and strengthening cooperation in telecommunications, digital transformation, and sustainable development. Membership in such organizations contributes to the development of the Company's competencies, expansion of partnership networks, and implementation of best practices in corporate governance, technological development, and sustainability.

Uzbektelecom JSC is a member of the following international and industry associations:

Global System for Mobile Communications Association (GSMA)

The GSM Association (GSMA) is an international industry organization uniting mobile operators and companies across the global telecommunications ecosystem.

The Association plays a key role in the development of mobile communication standards (GSM, 3G, LTE, and 5G), the provision of international roaming, and the coordination of interaction among operators, equipment manufacturers, and regulators.

Membership in GSMA provides access to global roaming infrastructure, industry standards, technical specifications, and international cooperation, which are essential conditions for the full integration of an operator into the global telecommunications market.

In the Republic of Uzbekistan, GSMA membership is maintained through the mobile operator UZMOBILE, which is a structural division of Uzbektelecom JSC. UZMOBILE obtained full GSMA membership status in 2015.

Thus, although the membership is formally registered under UZMOBILE, participation in GSMA effectively reflects the integration of the entire Uzbektelecom JSC ecosystem into the international telecommunications community and provides access to global industry cooperation mechanisms.

UZMOBILE has been a member of GSMA since 2015.

International Telecommunication Union (ITU)

The International Telecommunication Union (ITU) is a specialized agency of the United Nations coordinating international cooperation in information and communication technologies, standardization, and telecommunications infrastructure development.

Uzbektelecom JSC has participated in ITU activities since 2016. In September 2016, the Company organized the ITU seminar "Innovative ICT Technologies" in Tashkent. In 2017, with the participation of the Company, the ITU event "Smart Sustainable Cities" was held in Samarkand.

Since 2017, Company representatives have annually participated in specialized ITU events, including the World Telecommunication Development Conferences (WTDC), ITU Telecom World forums, and working sessions dedicated to standardization, digital transformation, sustainable development, and cybersecurity.

Uzbektelecom JSC has been a member of ITU since 2016.

Regional Communications Community (RCC)

The Regional Communications Community (RCC) serves as an industry cooperation platform for telecommunications operators and specialized organizations from CIS countries.

Uzbektelecom JSC has participated in RCC activities since 2018. The Company participated in the International Technology Congress in Moscow and meetings of the RCC Operators Council.

Since 2018, the Company's participation in RCC activities has been systematic in nature. Representatives of Uzbektelecom JSC participate in meetings of the RCC Telecommunications Operators Council and in discussions on cross-border traffic exchange, roaming regulation, digital transformation, and harmonization of telecommunications standards within the region.

Uzbektelecom JSC has been a member of RCC since 2018.

Carrier Community (CC)

Carrier Community (CC) is an international professional platform for the telecommunications sector, bringing together operators and communication service providers. The organization was established in 2008 and provides a platform for industry interaction, knowledge exchange, and partnership development.

Uzbektelecom JSC has been a member of CC since 2019.

Central Asian Artificial Intelligence Association (AICA)

The Central Asian Artificial Intelligence Association (AICA) is a regional platform aimed at developing education and scientific research in the field of artificial intelligence, promoting the implementation of AI in priority industries, and advancing digital ethics.

Uzbektelecom JSC officially joined AICA on February 12, 2025. As part of its participation, the Company engaged in expert sessions and working groups related to big data analytics, intelligent process automation, and digital platform development.

Uzbektelecom JSC has been a member of AICA since 2025.

United Nations Global Compact (UN Global Compact)

The United Nations Global Compact (UN Global Compact) is an international corporate sustainability initiative bringing together companies and organizations committed to upholding universal principles in the areas of human rights, labor relations, environmental protection, and anti-corruption, as well as supporting the UN Sustainable Development Goals.

As part of the development of ESG approaches and the strengthening of international sustainability commitments, Uzbektelecom JSC joined the initiative on September 16, 2025.

In September 2025, a Company delegation participated in a series of high-level events organized as part of the 80th anniversary session of the United Nations General Assembly.

The business events took place from September 22 to 26, 2025, at the UN Global Compact Hub in New York, USA.

Uzbektelecom JSC has been a participant of the UN Global Compact since 2025.

Chapter 2. About the Report

Report Preparation Process and Principles

GRI 2-2

The 2025 Sustainability Report has been prepared on a consolidated basis in accordance with the Company's internal Regulation on the collection, verification, and preparation of data for the annual sustainability report.

The reporting boundary covers Uzbektelecom JSC as the parent company, as well as all its branches, structural divisions, and the Group of Companies that provide data in accordance with the established procedures and approved reporting templates. The Company continues to expand the scope of disclosure, striving to ensure more comprehensive coverage of activities across the entire value chain, including the gradual integration of supply chain elements and the improvement of data collection processes.

The 2025 report includes the Group of Companies under the Company's operational control, comprising organizations in which the ownership interest exceeds 50%:

- BUZTON LLC;
- GRANIT LLC;
- Kontakt markazi LLC;
- Svyazsoorujeniya Stroy LLC;
- Telecom Soft LLC;
- TELEKOM QURILISH LLC;
- TOSHAGROINVEST LLC.

The Company's branches and structural divisions are not established as separate legal entities and are therefore included in the reporting as part of the parent company's indicators. The list of branches is provided below:

- Executive Office;
- Central Branch;
- Specialized Technical Branch;
- TMS HUB Branch;
- TvaPRM;
- Eastern Branch;
- Western Branch;
- South-Western Branch;
- Northern Branch;
- Southern Branch;
- UZMOBILE Branch.

The consolidation of information for the sustainability report is carried out based on data provided by responsible structural divisions and branches of the Company using approved reporting templates, followed by verification, analysis, and consolidation by the Transformation and Strategic Development Department.

Table 7. Data consolidation perimeter by indicator category

Indicator category	Perimeter	Rationale
Social indicators	Uzbektelecom JSC + Group of Companies	Unified HR management system
Occupational health and safety	Uzbektelecom JSC + Group of Companies	Unified OH&S MS[2]
Financial indicators	Within the scope of applicable reporting forms	Financial statements

[2] OH&S MS - Occupational Health and Safety Management System

Environmental indicators	Uzbektelecom JSC	Gradual expansion to the Group of Companies by 2030

There are no differences between the boundaries of financial and non-financial reporting: the list of legal entities included in the consolidation perimeter is unified. At the same time, a consistent approach to data collection and consolidation is applied across all material sustainability topics and does not depend on individual disclosures.

GRI 2-3

The 2025 Sustainability Report of Uzbektelecom JSC (hereinafter referred to as the "Report" or the "Sustainability Report") contains information on the implementation of the Company's economic, environmental, and social initiatives, as well as achievements in the areas of sustainable development, corporate governance, and stakeholder responsibility. The Report covers the Company's activities for the period from January 1, 2025, to December 31, 2025, and also includes significant events that occurred after the reporting date, where relevant to sustainable development and operational activities. The document outlines medium-term development priorities and directions and has been prepared in accordance with international sustainability reporting standards.

Reporting preparation process

In determining the content of the Report, the Company follows the recommendations of the GRI Standards. The appendix to the Report contains GRI, GSMA, and SASB indicators. The quality of the Report is ensured through the application of the key principles of the GRI Standards: 2021.

Balance

The Report reflects both positive aspects (for example, implementation of plans and achievement of targets) and negative aspects (for example, information on fines and accidents) of the Company's activities in order to provide a balanced assessment of overall performance.

Comparability

The Company presents information in the Report dynamically over several years for quantitative indicators, enabling stakeholders to track changes in the Company's performance indicators over time and conduct comparative analysis with other organizations.

Clarity

The information in the Report is presented in a manner that is understandable to stakeholders possessing a reasonable understanding of the organization and its activities.

Reliability

All information included in the Report was collected and provided by the Company's relevant departments and verified for accuracy and reliability.

Accuracy

Information on all material topics is presented in detail in the Report and enables stakeholders to assess the Company's performance results. All data are officially recognized by the Company and supported by internal documents, as well as publicly available documents (including those published on the Company's website: https://uztelecom.uz/).

Timeliness

Uzbektelecom JSC publishes its Sustainability Report on an annual basis. The current report covers the 2025 calendar year; subsequent reports are published in the year following the reporting period.

Sustainability context

The Report provides information on the Company's contribution across economic, environmental, and social dimensions. Information is disclosed regarding the Company's contribution to 10 Sustainable Development Goals as of the end of 2025.

Completeness

The Report contains sufficient information to assess the Company's impacts across all sustainability aspects during the reporting period.

The non-financial reporting preparation process also included the following stages. During the preparatory stage, the Company analyzed current reporting practices and identified participants and management expectations, including strategic goals and stakeholder requests. During the planning stage, reporting timelines, boundaries, report format, standards, preparation and control plans, and responsible persons were determined. Within stakeholder engagement activities, existing mechanisms were analyzed and the need for additional actions was identified. At the content determination stage, material topics were identified, a list of indicators and additional metrics was developed, and the report concept and structure were defined. During the reporting and control system assessment stage, information collection and monitoring processes were evaluated, processes were adapted, and internal controls were analyzed. The preparation stage included information collection and analysis, drafting and revision of the text, and management approval. During the feedback stage, comments and recommendations were collected to improve both the Report and the reporting process.

Uzbektelecom JSC began publishing non-financial reports on a regular basis starting from 2023 reporting period. This 2025 Sustainability Report was published in 26 June 2026 and is publicly available on the Company's official website.

For additional information, as well as for submitting inquiries and comments regarding the content of the Report, stakeholders may contact:

Contact person/division: *Tursunali Inomov*
Position: *Director of the Transformation and Strategic Development Department*
Phone: *+99871 100 00 36*
E-mail: *t.inomov@uztelecom.uz*

Restatements of Previously Reported Data

GRI 2-4

To improve the accuracy and reliability of disclosed information, the Company revised certain indicators from previous reporting periods following enhancements to internal accounting methodologies and data processing procedures.

Table 8. Restatement of 2023 Data

Indicator	Period	Before Restatement	After Restatement	Difference
GRI 204-1 Share of procurement from local suppliers, %	2023	96.33	92.78	-3.55 p.p.
GRI 204-1 Share of procurement from international suppliers, %	2023	3.67	7.22	3.55 p.p.
202-1 Direct economic value generated and distributed:				
Revenue, UZS billion	2023	7,548	7,749	2.7%
GRI 205-1 Business functions assessed for corruption risks	2023	31	106	242%
GRI 403-8 Number of employees covered by an occupational health and safety management system audited/certified by an independent third party	2023	68	0	-100%
GRI 403-9 LTIFR	2023	0.08	0.24	200%

Table 9. Restatement of 2024 Data

Indicator	Period	Before Restatement	After Restatement	Difference

GRI 204-1 Share of procurement from local suppliers, %	2024	98.88	97.63	-1.25 p.p.
GRI 204-1 Share of procurement from international suppliers, %	2024	1.12	2.37	1.25 p.p.
202-1 Direct economic value generated and distributed:				
Direct economic value generated, UZS billion	2024	9,043	9,009	−0.38%
Revenue, UZS billion		8,712	8,884	1.97%
Other income, UZS billion		143	109	−23.78%
Economic value distributed, UZS billion		5,262	5,189	−1.39%
Operating costs, UZS billion		1,596	1,590	−0.38%
Payments to government, UZS billion		735	669	−8.98%
Economic value retained, UZS billion		3,782	3,820	1%
GRI 403-8 Number of employees covered by an occupational health and safety management system audited/certified by an independent third party	2024	64	0	-100%
GRI 403-9 LTIFR	2024	0.15	0.19	26.7%
Scope 1 GHG emissions, tCO_2e	2024	21,294	21,214	-0.38%
Scope 2 GHG emissions, tCO_2e	2024	114,449	99,430	-13.12%
GRI 303-3 Water withdrawal, thousand m^3	2024	301	423	40.5%

In 2025, the Company updated its supplier classification methodology. Under the revised approach, suppliers are classified as local or international based on their legal registration. This methodology provides a more accurate allocation of procurement expenditures across supplier categories.

In accordance with GRI 2-4, data for 2023 and 2024 were recalculated. The restatement affected GRI 204-1, Share of procurement from local suppliers. As a result, the share of local procurement for 2024 was revised from 98.88% to 97.63%. Due to the methodological changes, certain restated indicators may have limited comparability with data disclosed in previous reports.

During the reporting period, the Company also revised previously disclosed information relating to corruption risk assessments for 2023. Based on the updated methodology and expanded scope of analysis, the number of business functions assessed for corruption risks increased from 31 to 106. This revision does not affect the Company's overall approach to corruption risk management but provides a more complete and accurate representation of assessment coverage.

Furthermore, the external financial auditor performed a restatement of the Company's 2024 financial statements, resulting in updates to the indicators disclosed under GRI 201-1, including direct economic value generated, distributed, and retained.

In the area of occupational health and safety, the LTIFR indicator for previous reporting periods was recalculated because fatal incidents had not been included in the original methodology. As a result, LTIFR for 2024 was revised from 0.15 to 0.19, while the 2023 figure was revised from 0.08 to 0.24. The recalculation provides a more complete and accurate representation of occupational injury performance in accordance with recognized occupational health and safety reporting standards.

The Company also revised the indicator disclosed under GRI 403-8, Employees covered by an occupational health and safety management system audited or certified by an external party. It was determined that the figures previously disclosed for prior periods represented the number of employees who had completed occupational health and safety training at a training center under the Ministry of Employment and Poverty Reduction, rather than the indicator required by the GRI Standard. The data were therefore corrected and aligned with the disclosure requirements of GRI 403.

In terms of workforce categorization, the Company transitioned from a two-level classification structure ("managerial positions" and "non-managerial positions") to a three-category structure comprising administrative and management personnel, production personnel, and technical personnel. To ensure consistency and comparability, data for 2023 and 2024 were restated in accordance with the classification framework applied in 2025.

The Company also undertook a planned update of its greenhouse gas (GHG) accounting and reporting methodology for Scope 1 and Scope 2 emissions. The purpose of this update was to enhance the accuracy of climate-related disclosures and ensure full alignment with GRI 305, the GHG Protocol, and the Intergovernmental Panel on Climate Change (IPCC) guidelines.

The key changes included:

- **Methodological framework:** The Company adopted Global Warming Potentials (GWPs) in accordance with the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC AR6), improving the accuracy of greenhouse gas emissions calculations expressed in CO_2 equivalent;
- **Retrospective recalculation (2024):** 2024 emissions data were recalculated using the updated 2025 methodology to ensure data comparability (on a like-for-like basis) and to enable an accurate assessment of decarbonization trends;
- **Consideration of national circumstances (Scope 2):** The calculation of indirect energy-related emissions was updated to reflect changes in the energy mix of the Republic of Uzbekistan, including the growing share of renewable energy sources and improvements in the efficiency of thermal power generation.

The application of the updated approach enhanced the transparency and reliability of climate-related data and improved their comparability for stakeholders.

Data for 2023 were not restated, as the overall variance resulting from the application of the updated methodology was less than 1%, which was deemed immaterial in accordance with the Company's established materiality threshold.

A similar approach was applied to water-related indicators. As part of this process, the 2024 water withdrawal figure was revised. The increase in water withdrawal reported for 2024 resulted from data corrections and refinements identified through an internal review. As part of the update, previously unrecorded water consumption volumes were recalculated and incorporated into the dataset, resulting in an increase of 122 thousand m^3 (from 301 thousand m^3 to 423 thousand m^3).

As a result of these adjustments, the 2024 water withdrawal data have limited comparability with the 2025 figures and should be interpreted in light of the revisions described above.

External Assurance of the Report

GRI 2-5

The Company engages an independent external party to verify sustainability-related information in order to enhance the reliability and transparency of disclosed data. The Company's external assurance policy provides for the involvement of senior management and the Supervisory Board in reviewing the need for assurance, selecting the assurance provider, and approving the results of the assurance engagement.

During the reporting period, the Company's Sustainability Report was independently assured by ________________________.

The assurance engagement was conducted in accordance with ISAE 3000 (International Standard on Assurance Engagements 3000). The objective of this standard is to establish principles and procedures for assurance engagements designed to enhance the credibility and reliability of information disclosed to stakeholders. The assurance was performed at a limited assurance level and covered the key ESG indicators disclosed in the Report.

The assurance procedures included data analysis, sample-based verification of supporting documentation, and interviews with responsible employees.

The relationship between the Company and the assurance provider is independent in nature. ________________________ has no conflicts of interest and does not provide any other services that could affect the objectivity and impartiality of the assurance conclusion.

The assurance provider possesses the necessary expertise and experience in the field of sustainability, including a proven track record in providing independent assurance of non-financial and sustainability reporting, international experience in delivering ESG-related projects, and a qualified team of professionals holding relevant certifications and training in international standards, including GRI, SASB, and ISO.

Based on the results of the assurance engagement, the independent assurer expressed the following conclusion:

Determination of Material Topics

GRI 3-1, 3-2

In 2025, Uzbektelecom JSC relied on its previously conducted materiality assessment, as well as the results of ongoing stakeholder engagement through established corporate feedback mechanisms, when determining the content of its Sustainability Report.

As part of the report preparation process, the Company identified and assessed the actual and potential, positive and negative impacts of its activities on the economy, the environment, and society. The impact assessment was based on an analysis of the Company’s internal data, stakeholder feedback, industry-specific risks, and the requirements of applicable international sustainability reporting standards. The assessment considered the scale, nature, and likelihood of impacts, as well as their significance to stakeholders.

The list of material topics was developed based on the identified impacts, the Company’s strategic priorities, industry risks, the requirements of international sustainability non-financial reporting standards, and information received through regular stakeholder engagement channels, including feedback from customers, employees, government authorities, and business partners.

During the reporting period, no separate stakeholder survey was conducted. However, the Company reassessed the relevance of material topics based on:

- analysis of stakeholder inquiries and requests;
- results generated through existing feedback mechanisms;
- assessment of operational and reputational risks;
- the Company’s strategic development objectives;
- requirements of the applicable GRI and SASB Standards, as well as industry-specific standards.

Accordingly, the list of material topics identified previously was considered relevant for the 2025 reporting period and was used in the preparation of this Report.

The Company established a list of material topics reflecting the key economic, environmental, and social aspects of its operations. These topics include:

1. business continuity;

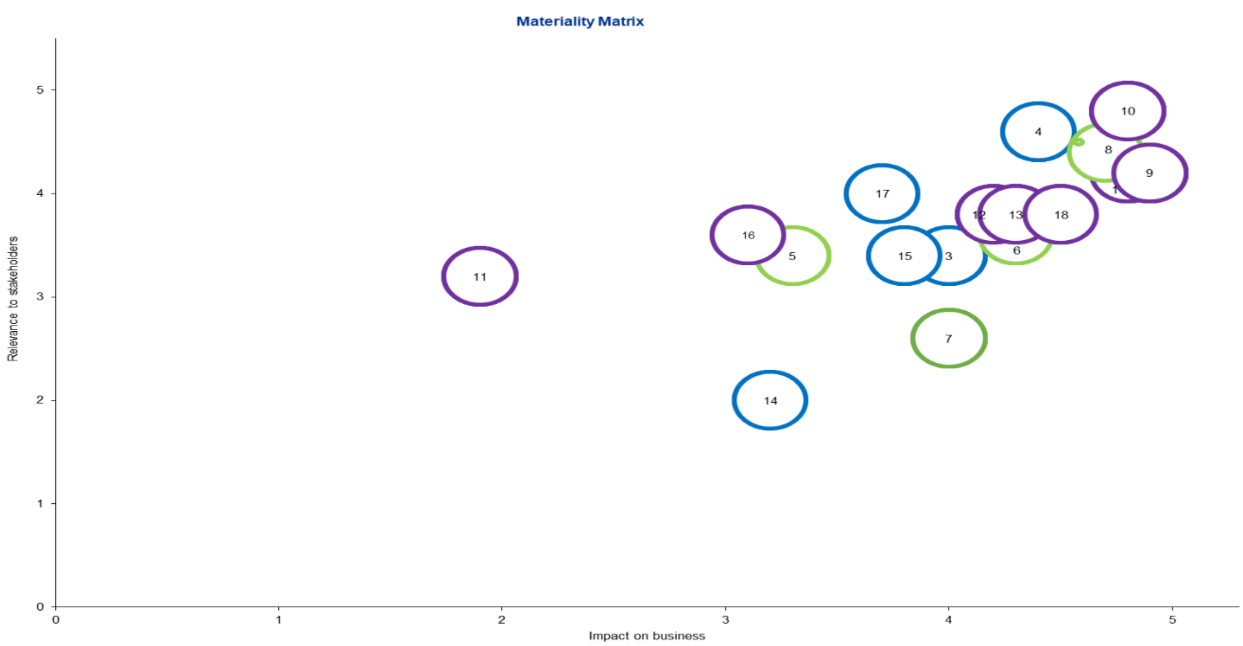
2. economic performance;
3. implementation of sustainable production and consumption principles;
4. contribution to the development of the digital economy;
5. waste management;
6. climate change (greenhouse gas emissions);
7. water resources and biodiversity;
8. reduction of energy consumption and improvement of energy efficiency;
9. social impact of the Company's services;
10. employee well-being and occupational health and safety;
11. health impacts of mobile communications;
12. employee training and development;
13. development of social programs and local communities;
14. responsible supply chain management;
15. data privacy and security;
16. promotion of safe internet content;
17. transparency in corporate governance and anti-corruption;
18. innovation for addressing social challenges.

Additional prioritization of material topics was conducted based on the significance of identified impacts and their influence on stakeholders. According to the results of the previously conducted stakeholder survey, respondents identified the following five priority areas, which receive particular attention in this Report:

- contributing to the development of the digital economy through the expansion of telecommunications infrastructure;
- employee well-being and occupational health and safety;
- reducing energy consumption and improving energy efficiency;
- the social impact of the Company's services;
- ensuring business continuity and the quality of services provided.

The prioritization of these topics reflects both the significance of the related impacts for stakeholders and their strategic importance to the Company's sustainable development.

Figure 1. Materiality Matrix



Chapter 3. Corporate Governance and Sustainability Management

Key Achievements in 2025:

- ensured 100% coverage of employees, governing bodies, and business partners by anti-corruption policies;
- conducted corruption risk assessments across 27 Company functions, including risk-level classification;
- provided anti-corruption training to 659 employees, including specialised training for 35 employees;
- reduced the pay gap (the ratio of the CEO’s remuneration to the median employee salary decreased to 12.09:1);
- ensured 100% dividend payments to shareholders and further developed the dividend policy;
- conducted regular internal and external audits involving an independent audit organisation.

Strategic documents:

- Law of the Republic of Uzbekistan No. LRU-370 dated 05 June 2014 On amendments and additions to the Law of the Republic of Uzbekistan “On Joint-Stock Companies and Protection of Shareholders' Rights”;
- Law of the Republic of Uzbekistan No. LRU-419 dated 03 January 2017 “On combating corruption”;
- Law of the Republic of Uzbekistan No. LRU-931 dated 06 May 2024 “On conflict of Interests”;
- Charter of Uzbektelecom JSC (as amended on 27 November 2024);
- ISO 37001:2016 “Anti-Corruption Management Systems”;
- Sustainable development Policy of Uzbektelecom JSC;
- Policy for Cooperation with Stakeholders of Uzbektelecom JSC;
- Quality Policy of Uzbektelecom JSC;
- Anti-corruption Policy of Uzbektelecom JSC;
- Corporate Governance Code;
- Regulation on the General Meeting of Shareholders of Uzbektelecom JSC dated 27 June 2025;
- Regulation on the Executive Body of Uzbektelecom JSC dated 27 June 2025;
- Regulation on the Internal Audit Service of Uzbektelecom JSC dated 26 March 2021;
- Regulation on the Supervisory Board of Uzbektelecom JSC dated 27 June 2025;
- Regulation on the Revision Commission of Uzbektelecom JSC dated 26 March 2021;
- Regulation on Dividend Policy of Uzbektelecom JSC;
- Regulation on the Audit Committee of the Supervisory Board of Uzbektelecom JSC;
- Regulation on the Strategy Committee of the Supervisory Board of Uzbektelecom JSC;
- Regulation on Internal Control of Uzbektelecom JSC;
- Regulation on the Counting Commission of Uzbektelecom JSC;
- Regulation on Conflict of Interests Management of Uzbektelecom JSC.

Structure and Corporate Governance Bodies

GRI 2-9

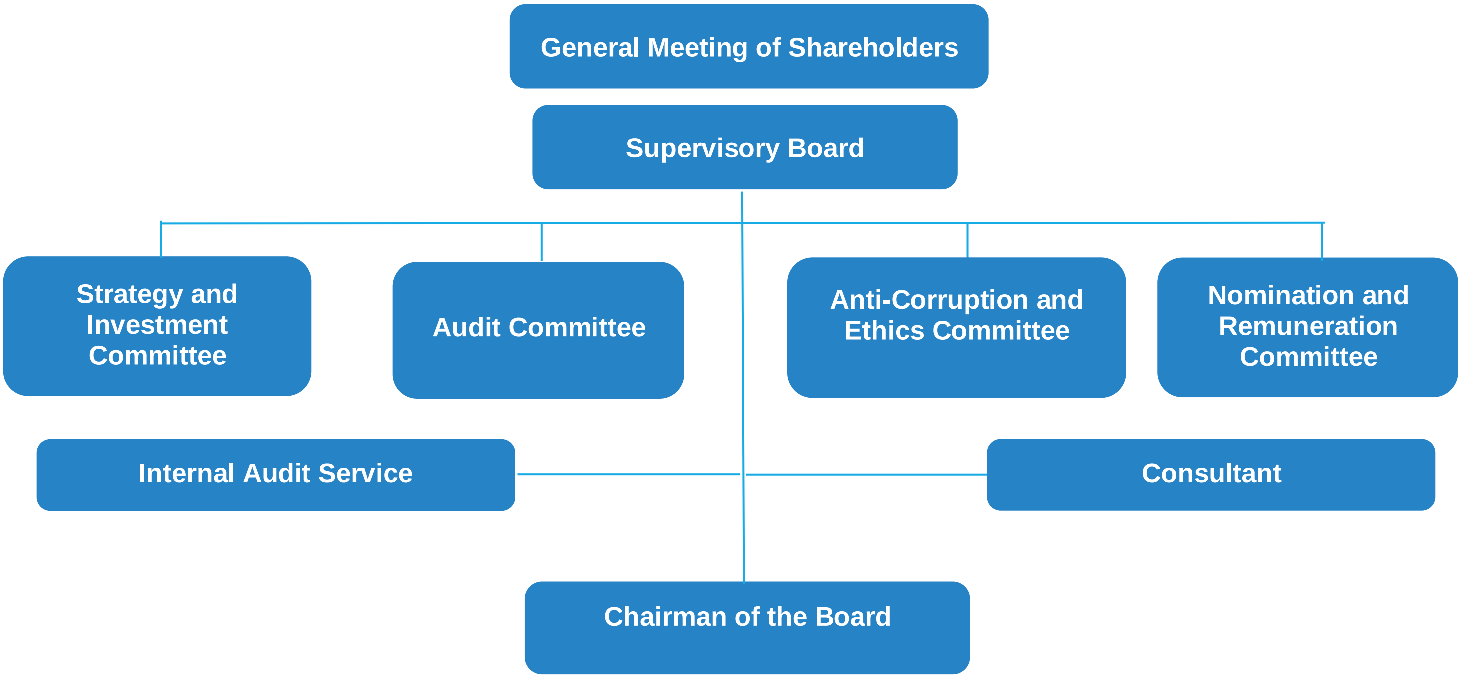
In 2025, the Company continued to enhance its corporate governance system, recognising it as one of the key drivers of sustainable development and long-term operational efficiency. The existing governance model is focused on ensuring transparency, accountability, and constructive engagement with all stakeholders.

The activities of the governing bodies are carried out in accordance with the legislation of the Republic of Uzbekistan, the Company’s Charter, and internal regulatory documents. The key corporate governance bodies include:

- the General Meeting of Shareholders;
- the Supervisory Board;
- the Collegial Executive Body (Management Board).

These governing bodies are responsible for the Company’s strategic oversight, supervision of its operations, and decision-making aimed at ensuring sustainable development, protecting shareholders’ rights, and taking into account the interests of other stakeholders.

Figure 2. Uzbektelecom JSC's Corporate Governance Structure



General Meeting of Shareholders

The General Meeting of Shareholders is the supreme governing body of the Company and is responsible for making key decisions related to strategic development, organisational structure, and corporate reporting. The activities of the General Meeting of Shareholders are governed by the legislation of the Republic of Uzbekistan, including the Law "On Joint Stock Companies and Protection of Shareholders' Rights", the Company's Charter, and the Corporate Governance Code approved by the Commission for Improving Efficiency and Corporate Governance.

The Annual General Meeting of Shareholders is held within the timeframes established by the Company's Charter, but no later than six months after the end of the financial year. During the annual meeting, the annual report and other documents required by law are approved, and the Supervisory Board is elected.

Extraordinary General Meetings of Shareholders are convened as necessary to promptly consider matters requiring the involvement of the supreme governing body.

The General Meeting of Shareholders has exclusive authority to adopt decisions determining the key areas of the Company's development and governance. Its principal powers include:

- amending the Company's Charter and approving revised versions thereof;
- adopting decisions on the reorganisation or liquidation of the Company, appointing a liquidator, and approving the liquidation balance sheet;
- forming the Supervisory Board and the Minority Shareholders Committee, electing their members, and terminating their powers ahead of schedule;
- adopting decisions on increases or decreases in the authorised share capital;
- approving the Company's organisational structure, forming the executive body, appointing its head, and terminating their powers;
- approving the annual report, business plan, and development strategy;
- distributing profits and losses;
- issuing corporate bonds and derivative securities, as well as adopting decisions on share repurchases or the waiver of pre-emptive rights;
- determining the placement price of shares and approving major transactions, including related-party transactions;
- appointing the audit organisation, approving the cost of its services, and entering into the relevant agreement;

- determining remuneration and compensation for members of the Supervisory Board and the executive body;
- adopting decisions on the implementation of the recommendations of the Corporate Governance Code.

The General Meeting of Shareholders' responsibilities also include the consideration of other matters stipulated by law and the Company's Charter. The exercise of these powers is aimed at ensuring transparent governance, protecting shareholders’ rights, and supporting the sustainable development of the Company.

Each shareholder has the right to participate in the General Meeting in accordance with the legislation of the Republic of Uzbekistan and the Company’s internal regulations. The right to participate is granted to shareholders included in the shareholders register specifically prepared for the meeting. Amendments to the register are permitted only in cases involving the correction of errors or the restoration of violated rights, which reinforces the transparency of procedures and the protection of shareholders’ interests.

The following parties may participate in meetings of the General Meeting of Shareholders:

- shareholders and their authorised representatives;
- members of the Supervisory Board;
- the Chairman of the Board and Deputy Chairmen;
- other persons invited to participate in discussions of agenda items.

In recent years, the Company has also implemented the practice of holding General Meetings of Shareholders through the electronic voting system (evote.uz). This tool provides a convenient and accessible format for participation, enabling shareholders to register and vote by completing an electronic ballot via the website.

The use of electronic voting contributes to ensuring equal access for shareholders to participate in decision-making, enhances the transparency of procedures, and strengthens the protection of the rights of all categories of shareholders.

Committees under the Supervisory Board

In order to enhance the effectiveness of corporate governance and improve the quality of decision-making, specialised committees operate under the Supervisory Board. Their activities ensure more detailed consideration of key matters, including audit, personnel policy, strategy, and investments, while also strengthening oversight and maintaining the strategic focus of governance.

The following committees operate within the corporate governance system of Uzbektelecom JSC:

- **the Audit Committee —** oversees financial reporting, internal audit, and the risk management system;
- **the Nomination and Remuneration Committee —** considers matters related to the selection and evaluation of senior management personnel, as well as approaches to motivation and remuneration systems;
- **the Strategy and Investment Committee** — conducts a preliminary review of the Company’s strategic initiatives and investment projects;
- **the Anti-Corruption and Ethics Committee —** monitors compliance with anti-corruption requirements and corporate ethics standards.

Audit Committee

Composition of the Committee:

Mehmet Ekinalan — Chairman of the Audit Committee;

Tobias de Bont — Member of the Audit Committee;

Asror Aslanovich Ishanxodjayev — Member of the Audit Committee.

The Committee’s key objectives include:

- ensuring an independent and objective assessment of the adequacy and effectiveness of the Company’s risk management, internal control, and corporate governance systems across all areas of activity;
- overseeing the independence and quality of external and internal audit activities;

- supporting the development and enhancement of corporate governance through the preparation of proposals and recommendations based on matters reviewed at Committee meetings.

The Committee oversees the completeness and reliability of accounting (financial) reporting, the appropriateness of accounting policies, and key financial indicators, and also participates in the selection and evaluation of the external audit organisation. Within its competence, the Committee reviews the results of internal and external audits, analyses submitted reports and recommendations, and monitors the implementation of corrective actions addressing identified findings.

In addition, the Committee evaluates the effectiveness of the internal control system, risk management practices, and compliance with information policy requirements, thereby contributing to greater transparency and independence of audit procedures.

Nomination and Remuneration Committee

Composition of the Committee:

Oleg Andreyevich Pekos — Chairman of the Nomination and Remuneration Committee;

Mehmet Ekinalan — Member of the Nomination and Remuneration Committee;

Umid Muhammadovich Hamroyev — Member of the Nomination and Remuneration Committee.

The Committee’s key objectives include:

- ensuring effective management of matters related to the selection, evaluation, and remuneration of senior management in accordance with corporate governance principles;
- supporting the Supervisory Board in establishing a transparent and effective system for the selection, performance evaluation, and motivation of the Company’s executives;
- preparing recommendations on the appointment, professional development, and remuneration of executives;
- ensuring the transparency of the remuneration system and its alignment with best practices, as well as with the Company’s financial capabilities and strategic objectives.

The Committee develops proposals regarding the selection and evaluation of candidates for senior management positions, analyses existing remuneration approaches, and establishes motivation principles aimed at achieving long-term results. As part of its activities, the Committee interacts with the executive body and HR divisions, conducts preliminary assessments of candidates, reviews their qualifications, and monitors the effectiveness of the applied motivation system.

In addition, the Committee oversees the alignment of the remuneration policy with market conditions and the Company’s strategy, ensuring the transparency, reasonableness, and fairness of personnel-related decisions.

Strategy and Investment Committee

Composition of the Committee:

Tobias de Bont — Chairman of the Strategy and Investment Committee;

Gareth Davies — Member of the Strategy and Investment Committee;

Abdulaziz Abdulaxadovich Xaydarov — Member of the Strategy and Investment Committee.

The Committee is responsible for the preliminary review of strategic, financial, and corporate matters, including the development and oversight of strategy implementation, performance evaluation, profit distribution, the Company’s participation in other organisations, as well as the management of the Group and subsidiary entities.

One of the Committee’s areas of responsibility also includes the consideration of sustainable development matters, including ESG-related initiatives and projects, as well as monitoring their alignment with the Company’s strategic priorities. In addition, the Committee develops recommendations regarding the approval of major transactions, changes to the authorised share capital and organisational structure, and prepares a report on its activities for inclusion in the Company’s annual report.

Anti-Corruption and Ethics Committee

Composition of the Committee:

Asror Aslanovich Ishankhodjaev — Chairman of the Anti-Corruption and Ethics Committee;

Gareth Davies — Member of the Anti-Corruption and Ethics Committee;

Abdulaziz Abdulaxadovich Xaydarov — Member of the Anti-Corruption and Ethics Committee**.**

The Anti-Corruption and Ethics Committee oversees compliance with the Company's Code of Conduct and Ethics, as well as the provisions of the anti-corruption policy.

The Committee's key goals and responsibilities include:

- implementing and overseeing the functioning of the anti-corruption management system in line with international standards and best practices;
- monitoring compliance with the Code of Business Conduct and Ethics and the Anti-Corruption Policy by all Company employees, including senior management;
- preparing recommendations aimed at strengthening the Company's business reputation and fostering a culture of ethical conduct;
- conducting awareness-raising and preventive activities among employees and management on the prevention of corruption-related offences.

The Committee's activities are aimed at maintaining high standards of business ethics, reducing corruption risks, and strengthening the trust of shareholders, partners, and society.

Supervisory Board

GRI 2-12

The Supervisory Board of Uzbektelecom JSC provides overall oversight of the Company's activities, except for matters falling within the competence of the General Meeting of Shareholders and the executive body. The activities of the Supervisory Board are governed by the legislation of the Republic of Uzbekistan, the Company's Charter, and the Corporate Governance Code.

Within the scope of its authority, the Supervisory Board:

- determines the Company's priority areas of activity;
- regularly reviews reports of the executive body on the implementation of the strategy;
- approves the annual business plan;
- ensures the implementation and functioning of corporate governance and internal control systems;
- ensures the implementation and functioning of internal control systems;
- has the right to request and obtain documents from the executive body;
- organises the activities of the internal audit function and regularly reviews its reports;
- adopts decisions on conducting audit reviews and selecting the audit organisation;
- reviews and approves major transactions and related-party transactions;
- convenes the General Meeting of Shareholders.

The executive body (Management Board) ensures the implementation of decisions adopted by the Supervisory Board and regularly reports to the Board on the Company's performance.

The Supervisory Board oversees the Company's activities within the scope of its competence, including supervision of management decision-making processes and the functioning of internal control and audit systems.

Matters falling within the competence of the General Meeting of Shareholders are submitted by the Supervisory Board for consideration by shareholders. The outcomes of the consideration of such matters and the decisions adopted are taken into account by the Supervisory Board in carrying out its subsequent activities within the scope of its authority.

Accordingly, the Supervisory Board of Uzbektelecom JSC provides overall oversight of the Company's activities, supervises the work of the executive body, ensures the functioning of internal control and audit systems, and adopts decisions on key matters within the scope of its competence.

Appointment, Dismissal, and Termination of Powers of Members of the Supervisory Board

GRI 2-10

The composition and structure of the Supervisory Board are formed in accordance with the principles of corporate governance, transparency, and independent oversight of the Company's activities. Members of the Supervisory Board are elected by the General Meeting of Shareholders through voting. The Supervisory Board consists of ten members elected for a term of three years, with the possibility of unlimited re-election. At the same time, representatives of the executive body, employees of the Company, and employees of the Group are not eligible to serve on the Supervisory Board.

In order to enhance the effectiveness of corporate governance and ensure independent oversight, three independent members were elected to the Supervisory Board of Uzbektelecom JSC. Independence is determined in accordance with established criteria, including:

- absence of employment or business relationships with the Company and its affiliated entities during the previous three years;
- absence of shareholder, founder, or participant status in the Company or related organisations;
- absence of significant commercial relationships with the Company, including participation in major contracts for the supply of goods or services;
- absence of family relationships with members of the governing bodies and internal control bodies;
- absence of employment within public administration bodies or state-owned enterprises.

Members of the Supervisory Board are elected through cumulative voting, which ensures a fairer distribution of votes and allows the interests of different groups of shareholders to be taken into account. Additional requirements for candidates may be established by the Company's Charter and/or decisions of the General Meeting of Shareholders.

Uzbektelecom JSC adheres to the principles of sound corporate governance and seeks to ensure the independence, transparency, and effectiveness of the Supervisory Board's activities. Members of the Supervisory Board are vested with the necessary authority to perform strategic oversight and control functions.

Composition of the Supervisory Board:

GRI 2-11

Table 10. Composition of the Supervisory Board

Sherzod Xotamovich Shermatov

Status and Term of Service on the Supervisory Board	Chairman of the Supervisory Board 15.08.2024
Year of Birth	1977
Citizenship	Uzbekistan
Education	1998 – Tashkent State Technical University 2000 – Yale University
Place of Work and Positions Held in Organisations During the Last Five Years	2018–2021 – Minister of Public Education of the Republic of Uzbekistan
	2021 – present – Minister of Digital Technologies of the Republic of Uzbekistan

Oleg Andreyevich Pekos

Status and Term of Service on the Supervisory Board	Member of the Supervisory Board 15.08.2024
Year of Birth	1988
Citizenship	Uzbekistan
Education	2011 – Saint Petersburg State University of Telecommunications
Place of Work and Positions Held in Organisations During the Last Five Years	2020 – present – First Deputy Minister of Digital Technologies of the Republic of Uzbekistan

Adamas Ilkevicius

Status and Term of Service on the Supervisory Board	Member of the Supervisory Board 15.08.2024
Year of Birth	1975
Citizenship	Republic of Lithuania
Education	Postgraduate Studies at the Institute of European Studies Executive MBA, HEC Paris Executive MBA, Copenhagen Business School, Denmark
Place of Work and Positions Held in Organisations During the Last Five Years	2020 — 2023 — Senior Reform Advisor, Asian Development Bank 2022 — 2024 — Senior Advisor on Reforms and Transformation, World Bank 2023 — 2024 — Senior Advisor, Agency for Strategic Reforms under the President of the Republic of Uzbekistan 2023 — 2025 — First Deputy Chairman of the Management Board of UzAssets – State-Owned Enterprise Management and Transformation Centre

Abdulaziz Abdulaxadovich Xaydarov

Status and Term of Service on the Supervisory Board	Member of the Supervisory Board 15.08.2024
Year of Birth	1982
Citizenship	Uzbekistan

Education	1994 – Tashkent State University 1998 – Tashkent State University of Economics 2001 – Japan National Institute of Political Science
Place of Work and Positions Held in Organisations During the Last Five Years	2020 – 2023 – Director of the Extra-Budgetary Pension Fund under the Ministry of Economy and Finance of the Republic of Uzbekistan 2023 – 2024 – Deputy Minister of Economy and Finance of the Republic of Uzbekistan 2024 – present– Chairman of the Treasury Service Committee under the Ministry of Economy and Finance of the Republic of Uzbekistan

Umid Muhammadovich Hamroyev

Status and Term of Service on the Supervisory Board	Member of the Supervisory Board 15.08.2024
Year of Birth	1982
Citizenship	Uzbekistan
Education	2005 – Tax Academy (Bachelor's Degree) 2012 – Academy of Public Administration under the President of the Republic of Uzbekistan (Master's Degree)
Place of Work and Positions Held in Organisations During the Last Five Years	2021–2023 – First Deputy Director of the Department of Tax and Customs Policy and Revenue Forecasting – Head of the Tax and Customs Policy Directorate, Ministry of Finance 2023 – Head of the Ratings Department of the Department for Improving the Investment Climate and Ratings, Ministry of Investment, Industry and Trade 2023–2025 – Deputy Director of the Department of Tax and Customs Policy and Revenue Forecasting – Head of the Tax and Customs Policy Department, Ministry of Economy and Finance 2025 – present – First Deputy Head of the Secretariat for Economy, Industry, Finance and Banking, Taxation, State Assets, Support of Entrepreneurship and Poverty Reduction of the Cabinet of Ministers of the Republic of Uzbekistan

Gareth Davies

Status and Term of Service on the Supervisory Board	Independent member of the Supervisory Board 15.08.2024
Year of Birth	1977
Citizenship	United Kingdom

Education	1997 – 2000 – Bachelor's degree in Electronics and Telecommunications Engineering Birmingham City University, United Kingdom 2012 – 2016 – Master of Business Administration (MBA) in Strategic Management Aston University, Birmingham, United Kingdom
Place of Work and Positions Held in Organisations During the Last Five Years	2019 – 2021 — Product Director, Broadband Services, TalkTalk Group, Manchester, United Kingdom
	2021 – 2022 — Development Director, Lightspeed Broadband, Manchester, United Kingdom 2022 – 2024 — Product Strategy Consultant, Viasat + Inmarsat, London, United Kingdom

Tobias de Bont

Status and Term of Service on the Supervisory Board	Independent Member of the Supervisory Board 15.08.2024
Year of Birth	1975
Citizenship	Netherlands
Education	1995 – 2004 – Degree in Law and Economics Erasmus University Rotterdam, Rotterdam, Netherlandsы 2019 – 2021 – Master of Business Administration (MBA) Hult International Business School, London, United Kingdom
Place of Work and Positions Held in Organisations During the Last Five Years	2016 – present – Owner and Chief Executive Officer, AGILARO – DBCG, Amsterdam, Netherlands and London, United Kingdom
	2019 – present – Chief Executive Officer, Stern Telecom B.V., Hoofddorp, Netherlands
	2022 – present – Chief Commercial Officer, Sky Business, London, United Kingdom
	2024 – present – Chief Commercial Officer, TMI, Amsterdam, Netherlands

Mehmet Ekinalan

Status and Term of Service on the Supervisory Board	Independent Member of the Supervisory Board 15.08.2024
Year of Birth	1961
Citizenship	Turkey

Education	1984 – Karadeniz Technical University 1989 – World Maritime University
Place of Work and Positions Held in Organisations During the Last Five Years	2011 – present – Regional Manager, Valero Energy (USA)

Asror Aslanovich Ishanxodjayev

Status and Term of Service on the Supervisory Board	Member of the Supervisory Board 15.08.2024
Year of Birth	1960
Citizenship	Uzbekistan
Education	1983 – Tashkent Electro Technical Institute of Communication
Place of Work and Positions Held in Organisations During the Last Five Years	2020 – present – Chairman of the Republican Council of the Trade Union of Information Technology and Mass Communications Workers of Uzbekistan

Akihiro Sakurai

Status and Term of Service on the Supervisory Board	Member of the Supervisory Board 31.10.2024
Year of Birth	1964
Citizenship	Japan
Education	1986 – Aoyama Gakuin University 1992 – Sony University (Mini MBA)
Place of Work and Positions Held in Organisations During the Last Five Years	2019 – 2023 – Senior Vice President, KMD, Copenhagen, Denmark
	2023 – 2024 - Executive Professional, NEC Corporation, Tokyo, Japan
	2024 – present - Adviser to the Minister of Digital Technologies of the Republic of Uzbekistan

Collective Competence of the Highest Governance Body

GRI 2-17

No dedicated training programmes or workshops on sustainability matters were conducted for members of the Supervisory Board or senior management during the reporting period. The Company recognises the need to systematically develop the competencies of its highest governance body in this area and regards the organisation of relevant training activities as a priority within the broader development of its corporate governance framework. Thematic training sessions for members of the Supervisory Board and the Management Board covering climate risk, ESG strategy, and sustainable development are planned for completion by 2030.

At the same time, employees of the Company's relevant departments participate in specialised training sessions, seminars, and advisory events on sustainability matters organised by external consultants and expert organisations. Participants in such events include representatives of the Human Resources Management and Development Department, Risk Management Department, Occupational Health and Safety units, Information Technology and Communications Department, as well as other structural divisions.

The knowledge and practices gained through these activities are applied in shaping the Company's approach to sustainability management, including climate risk management, social aspects of operations, the provision of safe working conditions, and the integration of ESG principles into operational activities.

The Company's senior management is actively involved in sustainability-related processes and participates in discussions and decision-making on matters related to climate action, social responsibility, human capital development, and the provision of safe and healthy working conditions.

Role of the Highest Governance Body in Sustainability Reporting

GRI 2-14

The Company's Supervisory Board oversees sustainability-related matters and participates in the review and approval of sustainability reporting.

The Sustainability Report is prepared by the relevant structural divisions of the Company under the coordination of the Transformation and Strategic Development Department. As part of the reporting process, data are collected and verified, including indicators related to the material topics identified through the materiality assessment.

Prior to publication, the report is reviewed by the Strategy and Investment Committee and subsequently submitted to the Supervisory Board for approval.

The Supervisory Board assesses the completeness of disclosures relating to material topics, the alignment of the report's content with the Company's internal policies and applicable reporting standards, as well as the adequacy of the internal control procedures applied in the preparation of the disclosed information.

Performance Evaluation of the Highest Governance Body

GRI 2-18

The corporate governance system of Uzbektelecom JSC provides for the regular evaluation of the performance of the Supervisory Board and its members, including an assessment of their contribution to the achievement of the Company's strategic objectives, adherence to the principles of independence and business ethics, and participation in the work of the collegial governing body.

Since 2018, the Company has conducted an annual independent assessment of its corporate governance system based on decisions of the Supervisory Board and in compliance with the recommendations of the Corporate Governance Code of the Republic of Uzbekistan. Such an assessment constitutes a mandatory element of the Company's corporate governance framework. The results are advisory in nature and are used to improve corporate governance practices and enhance management effectiveness.

According to the results of an independent corporate governance assessment for 2025 conducted by the specialized organization F-PLUS AUDIT LLC, Uzbektelecom JSC received 901 points (75%), corresponding to the "High Efficiency" classification. Compared with the previous assessment, in which the Company scored 700 points (58%), the result improved by 201 points, while the level of compliance with corporate governance criteria increased by 17 percent. This demonstrates the continued enhancement of the Company's corporate governance system.

The assessment methodology is based on the following effectiveness scale:

- High Effectiveness — 600 points and above;
- Satisfactory Effectiveness — from 0 to 600 points;
- Low Effectiveness — from -600 to 0 points; and
- Unsatisfactory Effectiveness — below -600 points.

Following the results of the independent assessment conducted in 2024, the Company implemented a number of measures aimed at enhancing its corporate governance system. In particular, full dividend payments to shareholders (100%) were ensured, internal regulations governing the activities of the General Meeting of Shareholders, the Supervisory Board, and the executive body were revised, and the Company's dividend policy was updated.

In addition, the General Meeting of Shareholders approved key performance indicators (KPIs) for the executive body. To strengthen oversight of the Company's financial activities, a practice was introduced whereby the parameters of credit obligations are subject to preliminary review prior to submission to the Supervisory Board for approval.

Management Board

GRI 2-13

The highest governance body of Uzbektelecom JSC, the Supervisory Board, delegates responsibility for the management of the Company's day-to-day operations, as well as the coordination of sustainability-related activities, to the collegial executive body — the Management Board.

The day-to-day management of Uzbektelecom JSC is carried out by the Management Board under the leadership of the Chairman of the Management Board. The Management Board is responsible for the operational management of the Company, the implementation of approved strategies, the execution of decisions adopted by the Supervisory Board, and the overall oversight of the management of impacts on the economy, the environment, and people.

The activities of the Management Board are governed by the Constitution and legislation of the Republic of Uzbekistan, regulatory legal acts issued by authorised state bodies, the Company's Charter, and internal governing documents. The activities of the Management Board are aimed at ensuring transparency, compliance with legal and internal requirements, and the implementation of decisions adopted by the Company's governing bodies.

The Management Board consists of:

- Chairman of the Management Board;
- First Deputy Chairman of the Management Board;
- Deputy Chairman of the Management Board for Financial Affairs;
- Deputy Chairman of the Management Board for Commercial Affairs;
- Deputy Chairman of the Management Board for Interaction with Government Agencies.

The Chairman of the Management Board is appointed by the General Meeting of Shareholders, while members of the Management Board are appointed by the Supervisory Board. Members of the Management Board are appointed for a term of three years.

The Chairman of the Management Board has the authority to allocate responsibilities among the deputy chairmen and to delegate certain powers to Company employees. The distribution of responsibilities is carried out in accordance with internal documents, job descriptions, and powers of attorney.

In addition, the executive body coordinates the activities of the Company's structural divisions and ensures the fulfilment of their assigned responsibilities.

The Management Board ensures the regular provision of information and reporting to the Supervisory Board, the General Meeting of Shareholders, and the external auditor, including financial and other information relating to the Company's activities, in accordance with established procedures and reporting requirements.

Composition of the Management Board:

Table 11. Composition of the Management Board

Nazirjon Nabijanovich Hasanov

Status and Term of Service on the Management Board	Chairman of the Board 27.06.2025
Year of Birth	1970
Citizenship	Uzbekistan
Education	2002 – Tashkent Electro Technical Institute 2012 – Higher School of Business under the Academy of State and Social Construction under the President of the Republic of Uzbekistan
Place of Work and Positions Held in Organisations During the Last Five Years	2018–2023 – Chief Executive Officer of Uzbektelecom JSC 2023 – Chairman of the Management Board of Uzbektelecom JSC

Jaxongir Abduxakimovich Aripov

Status and Term of Service on the Management Board	First Deputy Chairman of the Board 03.03.2023
Year of Birth	1982
Citizenship	Uzbekistan
Education	2003 – Tashkent University of Information Technologies 2005 – Tashkent University of Information Technologies 2014 – Master of Business Administration (MBA), Higher School of Business under the Academy of State and Social Construction under the President of the Republic of Uzbekistan
Place of Work and Positions Held in Organisations During the Last Five Years	2019–2023 – First Deputy Chief Executive Officer of Uzbektelecom JSC 2023 – present – First Deputy Chairman of the Management Board of Uzbektelecom JSC

Akram Nurmaxamatovich Toxtiyarov

Status and Term of Service on the Management Board	Deputy Chairman of the Board for Financial Affairs 03.03.2023
Year of Birth	1982

Citizenship	Uzbekistan
Education	2004 — Tashkent University of Information Technologies (bachelor's degree) 2006 — Tashkent University of Information Technologies (master's degree)
Place of Work and Positions Held in Organisations During the Last Five Years	2020–2023 – Deputy Chief Executive Officer for Financial Affairs, Uzbektelecom JSC
	2023 – present – Deputy Chairman of the Management Board for Finance, Uzbektelecom JSC

Javlon Islamov Rasulovich

Status and Term of Service on the Management Board	Deputy Chairman of the Board for Commercial Affairs 27.11.2024
Year of Birth	1984
Citizenship	Uzbekistan
Education	2004 – Tashkent University of Information Technologies 2015 – Tashkent State University of Economics, Master's Degree in Management
Place of Work and Positions Held in Organisations During the Last Five Years	2018–2024 – Deputy Director of the UzMobile Branch of Uzbektelecom JSC
	2024 – Deputy Chairman of the Management Board for Commercial Affairs, Uzbektelecom JSC

Mardon Berdiklichev Jaxongirovich

Status and Term of Service on the Management Board	Deputy Chairman of the Board for Relations with State Bodies 03.03.2023
Year of Birth	1983
Citizenship	Uzbekistan
Education	2005 – Tashkent University of Information Technologies (bachelor's degree) 2009 – Tashkent University of Information Technologies (master's degree) 2018 – Master's degree in regional management from the Academy of Public Administration under the President of the Republic of Uzbekistan.
	2019–2020 – Acting Director for Relations with State Bodies, Uzbektelecom JSC

Place of Work and Positions Held in Organisations During the Last Five Years	2020–2023 – Deputy Chief Executive Officer for Relations with State Bodies, Uzbektelecom JSC
	2023 – present – Deputy Chairman of the Management Board for Relations with State Bodies, Uzbektelecom JSC

Remuneration System

GRI 2-19, 2-20, 2-21

The remuneration system of Uzbektelecom JSC is designed to ensure transparency, objectivity, and a clear link between the Company's performance and the level of financial incentives provided to management and employees. The remuneration approach is aimed at supporting the achievement of strategic objectives, improving operational efficiency, and ensuring compliance with the legislation of the Republic of Uzbekistan. The development and oversight of the remuneration system, including remuneration arrangements for the executive body and Company employees, are carried out with the involvement of the Supervisory Board's Nomination and Remuneration Committee.

To implement the requirements of decrees and resolutions of the President of the Republic of Uzbekistan, decisions of the Cabinet of Ministers, and directives of authorised state authorities, the Company has introduced and regularly updated a Key Performance Indicator (KPI) system applicable to members of the Management Board, branch managers, heads of structural divisions, and certain categories of employees.

As part of the ongoing development of its remuneration framework, the Company is considering the integration of ESG metrics into the executive KPI system — in particular, indicators relating to occupational health and safety, greenhouse gas emissions reduction, and personnel development. Implementation of this initiative is planned as part of the remuneration system update scheduled for 2026.

The key internal document governing remuneration and bonus payments in 2025 was the Remuneration Policy, under which both fixed and variable components of remuneration were determined and paid.

In accordance with the regulatory framework of the Republic of Uzbekistan and decisions of authorised bodies, the Company applied KPI systems tailored to different categories of executives and employees:

1. For the Chairman of the Management Board and Deputy Chairmen, KPIs were established pursuant to Presidential Decree No. UP-49 dated 13 March 2024 "On Measures to Improve the Performance Evaluation System for Republican and Local Executive Authorities and Business Associations", as well as Resolution No. 463 dated 31 July 2024 "On Measures for Organising the Performance Evaluation of Heads and Deputy Heads of Republican and Local Executive Authorities and Business Associations Based on Key Performance Indicators";
2. For directors and deputy directors, chief accountants, heads of telecommunications hubs, regional managers, chief and lead engineers, and heads of budgeting units within branches, KPIs were defined in accordance with the Company's strategic objectives, including indicators related to profitability, network development, and service quality;
3. For department directors and heads of directorates, services, and departments within the executive office, KPIs were established based on the Company's strategic priorities, including profitability, development, and service quality indicators;
4. For employees of regional branch units responsible for the operation and development of telecommunications networks (including line maintenance electricians), performance-based bonuses linked to sales activities;
5. For commercial employees operating in the B2B and B2C segments;
6. For employees of the executive office of Uzbektelecom JSC, an individual KPI system was introduced as a pilot project.

Remuneration of Supervisory Board Members

The determination and oversight of the remuneration process for members of the governing and supervisory bodies are the responsibility of the General Meeting of Shareholders. In accordance with Resolution No. 65 of the Extraordinary General Meeting of Shareholders of Uzbektelecom JSC dated 31 October 2024, the Regulation on the Remuneration of Members of the Governing and Supervisory Bodies was approved. Accordingly, the views of stakeholders, including shareholders, are directly taken into account through the decision-making process of the General Meeting of Shareholders when approving the relevant remuneration framework.

In 2025, remuneration was paid exclusively to the independent members of the Supervisory Board.

Remuneration of Management Board Members

The remuneration system for members of the Management Board of Uzbektelecom JSC operates in accordance with approved internal regulations and decisions of the Company's corporate governance bodies. In 2025, the structure and principles governing remuneration remained unchanged.

Remuneration levels are determined with due consideration of the responsibilities, level of accountability, and professional qualifications of Management Board members. The remuneration package comprises a fixed monthly component and a performance-based variable component, the amount of which depends on achieved results.

Performance is assessed based on Key Performance Indicators (KPIs) approved by the Supervisory Board. These indicators cover financial, operational, and project-related areas of activity, as well as service quality metrics. The results of the performance assessment serve as the basis for determining bonus payments.

In addition, members of the Management Board are entitled to compensation and benefits provided under internal regulations in connection with the performance of their duties, including medical coverage, professional development opportunities, company-provided transportation, and reimbursement of business travel expenses.

The procedures for establishing and reviewing remuneration are governed by internal regulations and are based on performance evaluation results, ensuring that remuneration decisions are transparent, objective, and appropriately justified.

Annual Remuneration Ratio

During the reporting period, the Company demonstrated a consistent reduction in the gap between the remuneration of the Chairman of the Management Board and the median remuneration of employees.

Table 12. Ratio of the Annual Total Remuneration of the Chairman of the Management Board to the Median Employee Remuneration (2023–2025)

Indicator	2023	2024	2025
Ratio of the Chairman of the Management Board's Remuneration to Median Employee Remuneration	14.1:1	12.3:1	12.09:1

Overall, the ratio decreased by 14.3% over the three-year period, reflecting the Company's consistent approach to reducing internal pay disparities within its remuneration framework.

For the purpose of this calculation, annual total remuneration included base salary, KPI-based incentive payments, bonuses, and other monetary payments provided under the remuneration system. The calculation was based on actual remuneration accrued during the reporting period. The median remuneration was determined using data for all employees disclosed in accordance with GRI 2-7, excluding the highest-paid individual.

Compensation upon Termination of Employment

The conditions governing the termination of employment and the related compensation payments are regulated by the labor legislation of the Republic of Uzbekistan and the Company's internal regulations, including the collective bargaining agreement.

In accordance with applicable legislation, severance pay is provided in a number of circumstances, including termination of employment at the initiative of the employer (except in cases involving employee misconduct), termination due to circumstances beyond the control of the parties, and other situations prescribed by law. The amount of severance pay is determined based on the employee's length of service and ranges from 50% of the average monthly salary to no less than 200% of the average monthly salary for employees with more than 15 years of service. The Company may establish higher compensation amounts in agreement with the trade union committee.

In addition, the collective bargaining agreement provides for retirement-related payments. Employees who terminate their employment upon reaching retirement age are entitled to a compensation payment of no less than two monthly base salaries.

These arrangements apply to all Company employees and are intended to ensure compliance with legal requirements while providing social protection and support upon termination of employment.

Dividend Policy

As part of its corporate governance framework, the Company implements a dividend policy based on the principles of predictability, transparency, and accountability. Decisions regarding profit distribution are made with due consideration of shareholders' interests and the Company's long-term capital requirements to support sustainable growth.

The dividend policy is based on the following principles:

- **Transparency** – the Company discloses information regarding the dividend decision-making process, dividend amounts, and payment timelines;
- **Fairness** – all shareholders have equal rights to access information and receive dividend payments in accordance with applicable legislation;
- **Reasonableness** – dividends are distributed when the Company generates positive financial results, taking into account its investment commitments;
- **Consistency** – established approaches to profit distribution are applied on an ongoing basis and refined where necessary;
- **Stability** – the Company seeks to maintain regular dividend payments in order to strengthen the confidence of shareholders and investors.

The decision to declare dividends is made by the General Meeting of Shareholders based on recommendations provided by the Supervisory Board. In formulating its recommendations, the Supervisory Board takes into account the amount of net profit confirmed by the external auditor, the Company's financial plans, working capital requirements, and debt burden. The Company aims to allocate no less than **30% of its net profit** to dividend payments while ensuring adequate funding for key development projects and enhancing shareholder value.

The procedures for the declaration and payment of dividends are governed by the legislation of the Republic of Uzbekistan, the Company's Charter, and internal regulations. Dividends are not declared on unissued shares, treasury shares held by the Company, or in other cases prescribed by law. The Company is responsible for ensuring the timely payment of declared dividends to shareholders.

Table 13. Dividend Payments in 2023–2025

Indicator	2023	2024	2025
Dividend per Ordinary Share (UZS)	0	46.6	76.3
Dividend per Preferred Share (UZS)	288.5	288.5	288.5
Total Dividends Paid on Ordinary Shares (UZS billion)	**0**	**12.7**	**20.8**

Indicator	2023	2024	2025
Total Dividends Paid on Preferred Shares (UZS billion)	**2.8**	**2.8**	**2.8**

The Company plans to further develop its dividend policy in line with the principles of financial sustainability and long-term planning. Key priorities include enhancing transparency in profit distribution decisions, optimising the capital structure, and ensuring that dividend payments do not adversely affect the implementation of investment programmes or the Company's operational activities.

Stakeholder Engagement

GRI 2-29

Uzbektelecom JSC maintains systematic engagement with a broad range of stakeholders, including government authorities, shareholders, employees, customers, suppliers, local communities, civil society organisations, and international institutions. Stakeholder engagement is carried out on a regular and structured basis in accordance with the approved Stakeholder Engagement Policy and is aimed at fostering an open and constructive dialogue that takes into account the interests and expectations of different stakeholder groups.

Stakeholder groups are identified based on their level of influence on the Company's activities, as well as the nature and scale of the Company's impacts on their interests. Stakeholders are defined as individuals and organisations that have an interest in the Company's activities and are able to influence its decisions, objectives, and performance. This category includes employees, shareholders, customers, suppliers, government authorities, local communities, business partners, and other groups whose interests are directly or indirectly connected with the Company's operations.

The main engagement mechanisms include ongoing communication, consultations on significant issues, and the operation of feedback channels, including the official website, email communications, telephone enquiries, and other available means for submitting suggestions and complaints. These mechanisms enable the Company to obtain stakeholder feedback and respond promptly to stakeholder concerns and requests. Engagement activities are conducted on a regular basis and tailored to the specific characteristics of each stakeholder group and the significance of the issues being considered.

The purpose of stakeholder engagement is to identify expectations, needs, and potential risks associated with the Company's activities. Stakeholder views, expectations, and concerns are taken into account in management decision-making, business planning, and the continuous improvement of business processes. The Company seeks to balance the interests of different stakeholder groups and to consider their perspectives when defining strategic priorities and development objectives.

In addition, the Company operates grievance and complaints management mechanisms that ensure the timely review of submissions and the provision of feedback. The outcomes of stakeholder engagement activities and received enquiries are analysed and used to assess the effectiveness of existing approaches and to further improve stakeholder engagement practices.

The Company's stakeholder engagement approach is based on the principles of sustainable development, transparency, and respect for the rights of all stakeholders, contributing to risk mitigation and the creation of long-term value for both the business and society.

System for Sustainability Management and Impact Management: 2025 Performance Results

GRI 2-13, 2-14, 2-24

In 2025, Uzbektelecom JSC continued to develop its Environmental and Social Management System (ESMS), which supports the integration of sustainability principles into the Company's management and operational processes. The ESMS forms part of the Company's overall corporate management framework and is designed to ensure the consistent implementation of ESG commitments, including the identification and assessment of environmental and social risks, monitoring of impacts, and enhancement of the transparency of non-financial reporting.

Allocation of Responsibilities and Governance

Overall coordination of the ESG agenda is carried out by the Transformation and Strategic Development Department. The maintenance and development of the Environmental and Social Management System (ESMS), including methodological support and the assessment of environmental and social risks, are overseen by the Risk Management Division. The implementation of specific ESMS measures is carried out by relevant business units in accordance with the principle of distributed responsibility within their respective areas of competence.

Role of the Highest Governance Body

The Company's Supervisory Board, through the Management Board, oversees sustainability-related matters within the scope of its authority, including the review of key ESG initiatives, risks, and the status of ESMS implementation. As part of this role, the Supervisory Board is also informed of material grievances and incidents related to the Company's activities that are submitted through the established grievance mechanisms.

In 2025, information regarding significant grievances received through the Company's grievance mechanisms was communicated to the highest governance body through established procedures, ensuring timely review and appropriate management action.

ESMS Policies and Commitments

The ESMS is based on approved corporate documents that establish a unified framework for ESG governance:

- Sustainable Development Policy of Uzbektelecom JSC;
- Human Rights Policy of Uzbektelecom JSC;
- Policy for Cooperation with Stakeholders of Uzbektelecom JSC;
- Social Financing Policy of Uzbektelecom JSC.

Each of these documents has been developed in accordance with the legislation of the Republic of Uzbekistan and internationally recognised sustainability approaches and initiatives, including the principles of the United Nations Global Compact and the United Nations Sustainable Development Goals (SDGs). Collectively, these documents form a unified governance framework that supports the systematic management of the Company's impacts on society, the environment, and the economy. The principles and commitments established under these documents are applied not only within the Company but also in its engagement with external stakeholders.

The Company's commitments in the areas of sustainable development, human rights, and business ethics extend to its engagement with all stakeholders, including suppliers, contractors, business partners, and other counterparties. Relationships with business partners are conducted in compliance with applicable legislation, contractual obligations, and generally accepted standards of business ethics.

The Company considers suppliers and business partners to be an integral part of its value chain and seeks to build relationships based on the principles of transparency, integrity, and mutual respect. In this regard, the Company communicates its applicable principles and expectations to its business partners, including those related to respect for human rights, and does not tolerate practices that are inconsistent with these principles within the framework of business cooperation.

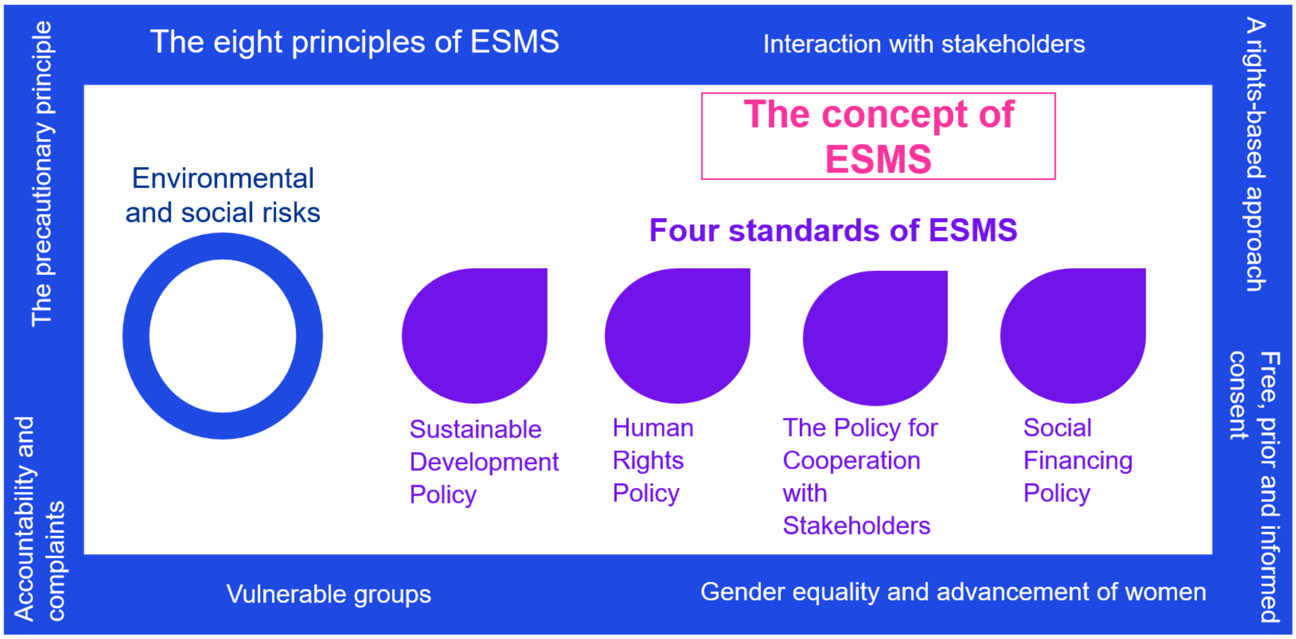
The ESMS is built upon eight core principles that reflect key ESG priorities and internationally recognised standards:

1. respect for human rights;
2. protection of the interests of vulnerable groups;
3. gender equality and the empowerment of women;

4. free, prior and informed consent;
5. the precautionary principle;
6. accountability and accessibility of grievance mechanisms;
7. stakeholder engagement;
8. application of international best practices adapted to the specific characteristics of the telecommunications sector.

In 2025, the Company continued to implement these commitments through its internal procedures, the allocation of responsibilities across business units, and the application of consistent approaches to monitoring and overseeing the implementation of actions related to material ESG topics.

Figure 3. Environmental and Social Management System (ESMS) Framework



Responsible Business Conduct and Internal Control System

GRI 2-23, 2-24, 2-27

Uzbektelecom JSC conducts its operations in accordance with the principles of business ethics, transparency, and zero tolerance for corruption. The Company considers business integrity, a robust internal control system, and a consistent approach to anti-corruption as interconnected and integral elements of effective corporate governance and long-term sustainability. The Company systematically promotes a transparent and accountable business environment, both within the organization and in its relationships with business partners.

Key principles of responsible business conduct:

- **Transparency and Openness.** The Company is committed to conducting business with integrity and regularly discloses information on its operations and financial performance;
- **Anti-Corruption Policy.** As part of its anti-corruption framework, the Company implements measures aimed at mitigating corruption risks, enhancing process transparency, and fostering a culture of ethical conduct;
- **Ethical Corporate Governance.** The Company ensures the protection of the rights of shareholders and business partners, upholds the principles of fairness, and maintains an effective system of internal control;
- **Social Responsibility.** The Company respects the rights of employees, provides safe working conditions, and supports the professional development of its workforce;
- **Fair and Equitable Employee Relations.** The Company upholds employees' rights and creates conditions conducive to professional growth and a safe working environment.

The Company is committed to the continuous improvement of its business ethics standards by following international best practices and adapting its policies to evolving market and societal expectations.

An effective internal control and audit system is an integral element of Uzbektelecom JSC's corporate governance framework, ensuring transparency, accountability, and the sustainability of the Company's operations. The system is designed to facilitate the timely identification and mitigation of risks, enhance the quality of management decision-making, and ensure the reliability of both financial and non-financial reporting.

Internal Audit

The Internal Audit Service (hereinafter referred to as the "Service") is an important element of Uzbektelecom JSC's corporate governance system, contributing to the transparency, reliability, and effectiveness of management processes. The primary objective of internal audit is to provide an independent and objective assessment of the Company's financial and operational activities, identify and mitigate risks, and support the continuous improvement of the internal control system.

As part of its activities, the Service provides the Supervisory Board with objective information on the state of the Company's financial and operational processes, develops recommendations aimed at improving operational efficiency, and supports the alignment of corporate procedures with international standards and best governance practices.

Employees of the Service possess the appropriate qualifications and professional experience in audit, finance, accounting, or tax control. They hold a relevant higher education degree and/or an internal auditor certification. The performance appraisal of Service employees is conducted annually by the Company's Supervisory Board. The size of the Service is determined by the Supervisory Board and includes at least two certified internal auditors.

To ensure independence and prevent conflicts of interest, employees of the Service are prohibited from simultaneously holding management positions within the Company, serving as members of the Supervisory Board, or participating in the management of competing organizations. Professional competence is maintained through regular training and continuous professional development.

In addition to the Internal Audit Service, the Company operates a Quality Management and Standardization Service responsible for the development and oversight of the Quality Management System (QMS). Its activities include risk-based planning and the conduct of annual audits aligned with the Company's strategic objectives, identification of non-conformities and opportunities for business process improvement, assessment of key QMS processes for compliance with established requirements, monitoring compliance with and updating internal regulatory documentation, preparation of audit reports, and monitoring the implementation of corrective actions.

Audit activities conducted by the Quality Management and Standardization Service are carried out annually based on an approved audit program that takes into account the specific characteristics of processes, the results of previous audits, and the Company's strategic objectives. This approach enables the timely identification of potential risks and contributes to the continuous improvement of business process efficiency.

External Audit

Uzbektelecom JSC conducts regular external audits to ensure transparency, the reliability of financial reporting, and compliance with applicable legal and regulatory requirements.

As of the date of preparation of the 2025 Sustainability Report, the audit is being performed with the participation of FE Audit Company "Ernst & Young" LLC. External audits are conducted annually and include a review of the Company's financial statements, an assessment of operational activities, and an evaluation of key elements of the corporate governance system for the reporting period.

The selection of an independent audit organization is carried out through a competitive procurement process in strict compliance with the legislation of the Republic of Uzbekistan, ensuring the independence, objectivity, and impartiality of the audit opinion. The results of the external audit are used by the Company to further improve management processes and strengthen the confidence of shareholders, investors, and other stakeholders.

Anti-Corruption

Uzbektelecom JSC applies a systematic and comprehensive approach to anti-corruption management aimed at preventing, detecting, and mitigating corruption risks across all areas of its operations. This approach is based on strict compliance with the legislation of the Republic of Uzbekistan, international norms, and leading anti-corruption practices, including the requirements of ISO 37001:2016 "Anti-Corruption Management Systems".

The Company's anti-corruption activities are governed by the following legal and regulatory documents:

- Law of the Republic of Uzbekistan No. LRU-419 dated 03 January 2017 "On combating corruption";
- Law of the Republic of Uzbekistan No. LRU-931 dated 06 May 2024 "On conflict of Interests";
- United Nations Convention against Corruption (adopted on 31 October 2003);
- ISO 37001:2016 "Anti-Corruption Management Systems";
- Anti-Corruption Policy of Uzbektelecom JSC;
- Regulation on Conflict of Interest Management of Uzbektelecom JSC.

Key Principles of Anti-Corruption Activities:

- Zero Tolerance – The Company maintains a strict and uncompromising stance against all forms of corruption;
- Transparency and Accountability – All business processes are designed and implemented in accordance with the principles of openness, transparency, and accessibility of information for stakeholders;
- Risk-Based Approach – Regular corruption risk assessments enable the timely identification and mitigation of potential threats;
- Preventive Measures – The Company implements anti-corruption procedures, provides employee training, and monitors compliance with business ethics standards;
- Engagement with Government Authorities and Society – The Company actively participates in initiatives aimed at enhancing transparency and combating corruption.

The anti-corruption activities of Uzbektelecom JSC are coordinated by the Compliance Department, which is responsible for developing and implementing anti-corruption measures across the Company. The Department's key responsibilities include:

- developing and updating internal policies and procedures in line with the requirements of ISO 37001:2016 and applicable legislation;
- conducting internal controls and monitoring business transactions for compliance with anti-corruption standards;
- organizing training and awareness-raising programs to promote employees' understanding of business ethics principles;
- reviewing reports of potential violations and conducting internal investigations;
- developing measures to mitigate and prevent corruption risks and enhance the transparency of corporate processes.

Anti-corruption control mechanisms:

In order to prevent, timely detect, and minimize corruption risks, the Company operates a system of internal and external control mechanisms aimed at ensuring compliance with the principles of business ethics and anti-corruption requirements:

- Whistleblowing channels — the Company has a specialized reporting mechanism that allows employees, partners, and other interested parties to report suspected acts of corruption. Reports may be submitted on an anonymous basis;
- Internal audit — regular inspections of structural units are carried out to assess compliance with the anti-corruption policy, internal regulations, and control procedures;
- External audit — independent auditing and certification organizations assess the compliance of corporate processes with the requirements of the international standard ISO 37001:2016, as well as the norms of the applicable legislation of the Republic of Uzbekistan;
- Ethics and Anti-Corruption Committee — reviews identified cases and incidents related to violations of business conduct standards, and develops decisions and recommendations to ensure compliance with anti-corruption standards.

Upon employment, all candidates undergo screening procedures to verify compliance with the established anti-corruption requirements. Adherence to anti-corruption standards is mandatory for all structural units of the Company, with responsibility for their implementation and effectiveness placed on management at the respective levels.

The Company regularly reviews and updates its anti-corruption policy in light of changes in legislation and international practices. Conducting a systematic assessment of the effectiveness of the measures implemented allows for the timely improvement of internal processes, reduction of corruption risk levels, and enhancement of corporate accountability.

Assessment of corruption risks in business units and processes

GRI 205-1

In accordance with Resolution No. RP-81 of the President of the Republic of Uzbekistan dated 12 January 2022, "On Measures to Introduce a Rating System for Assessing the Effectiveness of Anti-Corruption Efforts", the Anti-Corruption Agency (hereinafter, the "Agency") conducts an annual rating assessment of organizations. Monitoring is carried out through the E-Anticor.uz electronic platform, which ensures the objectivity and transparency of the assessment of anti-corruption activities. Uzbektelecom JSC actively participates in this rating process, demonstrating its commitment to high standards of transparency, integrity, and corporate ethics.

As part of this assessment, the Agency conducts an analysis of corruption risks associated with the Company's operations, including its key business processes and functions. This work is aimed at identifying potential risks, enhancing transparency, and strengthening anti-corruption mechanisms.

In 2025, a total of 27 Company functions were assessed. The decrease in the number of functions covered by the assessment compared to 2024 was attributable to the revision of internal regulatory documents, including updates to the Company's Charter, as well as the restructuring and optimization of business processes. Based on the assessment results:

- 3 functions were classified as having a high level of risk, including functions related to capital construction and procurement activities;
- 11 functions were classified as having a medium level of risk, including pricing, contract management, and interactions with counterparties;
- 13 functions were classified as having a low level of risk, including operational and technical activities.

Table 14. Total number and percentage of company functions assessed for corruption risks, No. and %

Indicator	2023		2024		2025	
Value	No.	%	No.	%	No.	%
Company functions assessed for corruption risks	106	100	33	100	27	100

Awareness-raising and training on anti-corruption policies and procedures

GRI 205-2

The Company places priority attention on fostering a culture of zero tolerance toward corruption and raising employee awareness.

In 2025, the Company conducted training events on anti-corruption compliance matters. As part of general training programs, 659 employees enhanced their qualifications on anti-corruption issues, while 35 employees completed specialized training in this area.

Additionally:

- In accordance with Resolution No. 228 of the President of the Republic of Uzbekistan dated 21 June 2024 "On Measures to Implement a System of Continuous Enhancement of Knowledge of the Population and Civil Servants in the Field of Anti-Corruption", 25 Company employees completed training at the 'Virtual Anti-Corruption Academy';

- In September 2025, training on "Anti-Corruption and Compliance Control" was organized at the "TvaPRM" branch, with 49 Company employees participating and subsequently receiving certificates.

Table 15. Employee training on anti-corruption matters, 2023–2025

Indicator	2023	2024	2025
Total Number of Employees Who Completed Anti-Corruption Training	513	945	659
Total Number of Employees Who Completed Specialized Anti-Corruption Training[3]	35	30	35

The implementation of these training programs is aimed at fostering a culture of zero tolerance toward corruption, raising the level of legal literacy among employees, and strengthening the internal control system.

The Company also ensures that anti-corruption policies and procedures are communicated to key categories of stakeholders. As of 2025, anti-corruption policies and procedures have been communicated to 100% of members of the highest governing body, 100% of Company employees, and 100% of business partners.

Communication of anti-corruption requirements to employees and business partners is carried out within the framework of established corporate procedures, including mandatory familiarization with internal policies upon employment, as well as the inclusion of an anti-corruption clause in contracts with counterparties. The anti-corruption clause is a contractual provision that sets out the obligations of the parties to comply with the requirements of anti-corruption legislation and the Company's internal policies, and provides for liability for their violation.

Members of the highest governing body have been fully familiarized with the Company's anti-corruption policies and procedures (100%) as part of corporate training procedures and mandatory familiarization with the Company's internal regulatory documents. However, in the reporting period, no specialized training programs on anti-corruption matters were conducted for members of the highest governing body.

Confirmed Cases of Corruption

GRI 205-3

In 2025, no confirmed cases of corruption were identified within Uzbektelecom JSC. Consequently, there were no instances of contract termination or non-renewal with business partners due to corruption-related violations.

Table 16. Number of confirmed cases of corruption, 2023–2025

Indicator	2023	2024	2025
Confirmed cases of corruption	0	0	0

During the reporting period, no fines, administrative sanctions, or other forms of liability were imposed on the Company in connection with violations of anti-corruption legislation.

[3]Specialized anti-corruption training is provided for employees whose activities are associated with an increased risk of corruption, as well as for employees of the Compliance Department.

In addition, no cases of the Company being publicly held financially or administratively liable for corruption-related offences have been recorded in recent years.

Conflict of Interest Management

GRI 2-15

Uzbektelecom JSC places particular emphasis on the prevention, identification, and management of conflicts of interest as a key element of its corporate governance, business ethics, and compliance framework.

The Supervisory Board oversees the conflict-of-interest management system, including the approval of internal policies and monitoring compliance with them. The executive management body (the Management Board) is responsible for implementing and maintaining procedures for identifying, preventing, and managing conflicts of interest at the operational level.

Prevention, identification, and management processes

Procedures for identifying, disclosing, and managing conflicts of interest are established in the Company's internal regulatory documents, including:

- Regulation on Conflict of Interests Management of Uzbektelecom JSC;
- Supplier Code of Conduct, which sets out requirements for the prevention of conflicts of interest within the supply chain;
- Legislation of the Republic of Uzbekistan, including Law No. LRU-931 dated 5 June 2024 "On Conflict of Interests".

In accordance with the established procedures, Company employees and managers are required to timely disclose information about potential or actual interests that may affect the objectivity of the performance of their official duties. For these purposes, declaration and notification mechanisms for possible conflicts of interest are applied, including the completion of questionnaires (declarations) containing information about close relatives, participation in legal entities, and the existence of financial interest.

The review of conflict-of-interest cases is carried out by authorized units, including the Compliance Department, which analyzes the situation and develops recommendations for its resolution. Depending on the nature of the conflict, various measures may be applied, including changes to reporting lines, redistribution of functional responsibilities, transfer of the employee to another unit, or other managerial decisions aimed at eliminating the conflict of interest.

The Company also ensures that stakeholders are informed about the principles of conflict-of-interest management as part of the disclosure of corporate policies, internal procedures, and business ethics requirements.

Identified cases of conflict-of-interest

In the reporting period, the Company carried out systematic collection and analysis of declarations on potential conflicts of interest: declarations were submitted by 727 employees of the executive office and branches and analyzed by the Compliance Department.

In 2025, 2 cases of conflict of interest were identified, related to direct line management of close relatives. Based on the results of the review, managerial decisions were made to transfer the employees to other structural units, which allowed for the complete elimination of the identified conflicts.

No other cases of conflict of interest were identified in the reporting period, including situations related to membership on the Supervisory Board, cross-shareholding, the presence of shareholders exercising control over the Company, and related-party transactions.

The identified cases were operational in nature and had no impact on the corporate governance system, strategic decision-making, or the financial sustainability of the Company.

Non-Discrimination

GRI 406-1

In Uzbektelecom JSC, matters of equal opportunities and non-discrimination are regarded as one aspect of human resource management. Discrimination is defined as a distinction in the treatment of people on the basis of certain characteristics (such as gender, age, ethnicity, religion, and other characteristics) that leads or may lead to the restriction of equal rights, opportunities, and fair treatment.

The Company's methodological approach is based on the principles of accessibility and confidentiality. Assessment of the existence of discrimination cases is carried out on the basis of analysis of employee complaints received through existing channels, their review, and confirmation based on the results of internal verification procedures. The approach includes the registration of complaints, their objective review, documentation of results, and the adoption of corrective measures where necessary. Data coverage extends to the Company and its branches and includes all categories of employees.

Employees are provided with channels for submitting complaints and grievances, including existing internal mechanisms, including the Company's hotline. The Company operates a Primary Organization on Women's Issues, which reviews complaints related to the protection of labor rights and equal opportunities, and provides advisory support on relevant matters. The Committee's activities are governed by internal regulatory documents, including Order No. 257 dated 28 June 2022 and the Regulation of the Council for Improving Legal Conditions for Women and Men. Where necessary, the Committee engages with the trade union side within the framework of social partnership.

The complaint confirmation procedure provides for the registration of the complaint, an independent and comprehensive review by the Commission on Ethics, Labor Dispute Resolution and Anti-Corruption, and documentary confirmation of findings. A complaint is considered confirmed when sufficient and substantiated evidence has been established in the course of the review.

In the reporting year 2025, no confirmed cases of discrimination on the grounds of gender, age, ethnicity, religion, or other bases were recorded, and accordingly no corrective measures were applied in this regard. No such cases were present in previous reporting periods either.

Hotline

GRI 2-16

The Company pays particular attention to matters of transparency and anti-corruption, implementing effective mechanisms for identifying and preventing corruption risks. Among such tools is the Hotline, which allows employees, partners, and customers to report acts of corruption and misconduct.

Communication channels for submitting complaints:

- Virtual Reception of the President of the Republic of Uzbekistan (https://pm.gov.uz);
- The Company's official website and email: antikorrupsiya@uztelecom.uz;
- The Company's official social media accounts and Telegram bot;
- Dedicated trust phone: +998 55 501 77 87;
- Personal or written appeal to the relevant bodies of the Company.

Complaints may be submitted anonymously or with contact details provided. All information is handled confidentially. Where facts are confirmed, appropriate measures are taken, up to and including referral of materials to law enforcement authorities.

The Company's responsible units analyze incoming reports, register them, and conduct verification. Based on the results of the verification, disciplinary or other measures may be taken in accordance with legislation and internal regulatory documents.

In 2025, no cases of corruption or conflict of interest, nor any critical matters concerning potential and actual negative impacts of the Company on stakeholders expressed through complaint mechanisms and other processes, brought to the attention of the highest governing body were recorded.

The Company guarantees protection of good-faith whistleblowers from possible pressure or retaliation in connection with submitted reports.

Compliance with Legislation and Anti-Monopoly Requirements

GRI 2-27, GRI 206-1, TC-TL-520A.1

Uzbektelecom JSC carries out its activities in accordance with the requirements of the legislation of the Republic of Uzbekistan and applicable regulatory acts governing activities in the fields of telecommunications, competition protection, corporate governance, personal data protection, labor relations, and other areas.

The Company adheres to the principles of fair competition and transparent business conduct, excluding practices that may lead to the restriction of competition, abuse of a dominant market position, or other forms of anti-competitive behavior. Internal procedures and control mechanisms are aimed at compliance with anti-monopoly legislation and the prevention of possible violations in the area of competition policy.

Based on the results of the reporting period, no registered cases of non-compliance with legislation and regulatory requirements in the activities of Uzbektelecom JSC were identified. Fines for violations relating to previous reporting periods were neither recorded nor reviewed in the reporting year.

In 2025:

- no cases of anti-competitive behavior were recorded, including price-fixing, abuse of a dominant position, abuse of patent rights, or unfair exploitation of network effects;
- no legal proceedings or claims related to violations of anti-monopoly legislation and competition rules were present;
- no fines or other financial sanctions for non-compliance with legislation were applied;
- no non-monetary sanctions from regulatory authorities were applied;
- no financial losses related to legal proceedings on anti-monopoly and competition matters were present.

Political Contributions

GRI 415-1

In 2025, as in previous reporting periods, JSC Uzbektelecom made no political contributions, including financial or other support to political parties, movements, or individual candidates.

Chapter 4. Economic Performance

Economic and Financial Performance

Key achievements in 2025:

- direct economic value generated increased by 20% and reached UZS 10,848 billion;
- the Company's revenue grew by 19% to UZS 10,616 billion;
- economic value retained increased by 27% compared to 2024 and amounted to UZS 4,836 billion;
- USD 295.7 million was invested in the development of telecommunications infrastructure;
- more than UZS 65 billion was allocated to charitable and sponsorship projects.

GRI 201-1

The Company continues to adhere to the principles of sustainable development and responsible management of economic resources. In 2025, direct economic value generated increased by 20% compared to the previous year and amounted to UZS 10,848 billion, driven by revenue growth as well as an increase in income from financial investments and other income.

Direct economic value distributed also increased, rising by 16% to UZS 6,012 billion. This growth was primarily attributable to payments to employees, which increased by 5% and amounted to UZS 2,351 billion. At the same time, the payroll increased by 7%, reflecting the Company's continued commitment to employee support and well-being.

Payments to providers of capital increased by 24% and reached UZS 758 billion, primarily due to higher finance costs. At the same time, dividend payments remained at an insignificant level.

Corporate income tax expense for the reporting period decreased by 36% compared to the previous year, which affected the overall volume of payments to government, increasing it by 9% to UZS 728 billion.

Investments in local communities amounted to UZS 65 billion, representing a 24% decrease compared to the previous year. This was mainly attributable to increased capital expenditures on infrastructure modernization and network expansion. Nevertheless, the Company continues to implement social initiatives in the regions where it operates.

As a result of the above changes, economic value retained increased significantly and amounted to UZS 4,836 billion, which is 27% higher than in 2024.

Table 17. Direct Economic Value Generated and Distributed, UZS billion

Indicator	2023	2024	2025	Change, %
1. Direct economic value generated	7,865	9,009	10,848	20%
Revenue	7,749	8,884	10,616	19%
Income from financial investments	0.996	16	42	158%
Income from the sale of tangible assets	201	172	200	16%
Other income	115	109	190	74%
2. Direct economic value distributed	4,387	5,189	6,012	16%
Operating costs	1,359	1,590	2,110	33%
Employee wages, benefits and other compensation	2,066	2,236	2,351	5%
of which: salaries and wages	1,863	2,021	2,153	7%

Indicator	2023	2024	2025	Change, %
of which: other employee benefits and compensation	203	215	198	-8%
Payments to providers of capital	500	610	758	24%
of which: dividends paid	0	2	8	244%
of which: finance costs	500	607	749	23%
Other expenses	0	0	0	-
Payments to government	421	669	728	9%
of which: corporate income tax	63	251	162	-36%
Investments in local communities	41	86	65	-24%
3. Economic value retained	3,478	3,820	4,836	27%

Tax Approach

GRI 207-1

Uzbektelecom JSC conducts its tax activities in compliance with the legislation of the Republic of Uzbekistan and the principles of responsible business conduct. The Company's tax approach is aimed at ensuring transparency in financial activities, accuracy of tax calculations, and the timely fulfillment of tax obligations to the state.

The Company has an approved tax accounting policy governing the procedures for the calculation, accounting, and payment of taxes and other mandatory payments. Tax accounting is maintained in accordance with the Tax Code of the Republic of Uzbekistan, national accounting standards, International Financial Reporting Standards (IFRS), and the Company's internal regulatory documents.

Table 18. Corporate Income Tax Expense, 2023–2025, UZS billion

Indicator	2023	2024	2025
Corporate income tax expense	63	251	162

In 2025, corporate income tax expense decreased by 35% compared to 2024, primarily due to lower profit before tax during the reporting period. Tax liabilities were recognized and accounted for in accordance with established procedures using the accounts of the Company's financial accounting system.

Financial Assistance Received from Government

GRI 201-4

In 2025, Uzbektelecom JSC did not receive any direct financial assistance from the government in the form of subsidies, grants, tax incentives, earmarked funding, or other financial benefits.

The Company operates within the framework of existing government programs aimed at developing the telecommunications sector and advancing the digitalization of the economy, utilizing support measures available on an equal basis in accordance with the legislation of the Republic of Uzbekistan.

Fair Remuneration

GRI 202-1

In 2025, Uzbektelecom JSC continued to adhere to its policy of providing employees with a competitive and socially responsible level of remuneration.

Table 19. Ratio of the Company's Entry-Level Wage to the Statutory Minimum Wage in the Republic of Uzbekistan (2023–2025)

Indicator	2023	2024	2025
Ratio of the Company's entry-level wage to the statutory minimum wage	2.32:1	2.11:1	1.92:1
Minimum wage at Uzbektelecom JSC	2,440,200	2,440,515	2,441,591
Statutory minimum wage in the Republic of Uzbekistan	1,050,000	1,155,000	1,271,000

As of the end of 2025, the standard entry-level wage at the Company was 1.92 times higher than the statutory minimum wage in the Republic of Uzbekistan, indicating that the starting level of remuneration at the Company was nearly twice the government-established social minimum.

Entry-level remuneration is established on equal terms regardless of gender, and the ratio of the entry-level wage to the statutory minimum wage is identical for both men and women. No instances of remuneration below the legally established minimum wage were identified during the reporting year.

With respect to non-employee workers, contracts with contractors include obligations to comply with labor legislation requirements, including statutory minimum wage provisions. In selecting counterparties, the Company applies due diligence procedures aimed at minimizing the risk of non-compliance with social standards.

Employees Hired from the Local Community

GRI 202-2

Uzbektelecom JSC follows a practice of prioritizing the recruitment of managerial and operational personnel from local communities, thereby contributing to the development of national human capital and strengthening the socio-economic sustainability of the regions in which it operates.

As of December 31, 2025, 100% of the Company's senior management at significant locations of operation were hired from the local community, which is consistent with the previous year.

For the purposes of this disclosure, senior management includes members of the Management Board, Deputy Chairmen of the Management Board, department directors, and heads of regional branches. Local community refers to individuals who are citizens of the Republic of Uzbekistan and have the legal right to permanently reside and work within the country. Significant locations of operation are defined as the Company's headquarters and regional branches located in the Republic of Uzbekistan.

As of the end of 2025, the total workforce of Uzbektelecom JSC amounted to 15,759 employees, all of whom were representatives of the local community.

For comparison, as of the end of 2024, the Company's workforce totaled 16,825 employees, of whom 16,824 were representatives of the local community and one employee was a foreign national.

Accordingly, the proportion of employees hired from the local community amounted to 100% in 2025 (99.99% in 2024).

Business Model and Value Chain

GRI 2-6

Operating in the information and communications technology (ICT) sector, Uzbektelecom JSC provides fixed-line and mobile communication services, broadband internet access, data transmission services, and digital solutions tailored to three key customer segments: individuals, businesses, and government organizations. The Company's total customer base exceeds 10 million individual and corporate users across the Republic of Uzbekistan. The Company operates throughout the country through an extensive branch network, ensuring equal access to telecommunications services in urban agglomerations as well as in rural and remote regions.

Main Activities, Products, and Services

The Company carries out:

- development and operation of telecommunications infrastructure (backbone networks, transport networks, access networks, and base stations);
- provision of communication and data transmission services (B2C and B2B);
- development of digital platforms and data storage and processing infrastructure (including data centers);
- provision of international internet connectivity and development of telecommunications hubs.

Value Chain

The value chain of Uzbektelecom JSC encompasses the entire cycle, from equipment procurement and technical solution development to the delivery of services to end users.

Geographically, the Company operates throughout the Republic of Uzbekistan through an extensive branch network, providing coverage across urban, rural, and remote regions.

Suppliers and contractors include organizations providing:

- telecommunications equipment and infrastructure solutions;
- IT solutions and software products;
- construction and installation services;
- logistics and support services.

The Company collaborates with more than 500 suppliers, including international companies from China, South Korea, and Europe that provide telecommunications equipment, IT solutions, and infrastructure.

The Company's customers and service users include:

- end users (individual customers);
- corporate clients;
- government organizations;
- retail partners and distributors.

Key Business Relationships

In addition to conventional supply chain relationships, Uzbektelecom JSC cooperates with a number of organizations that are strategically important for project implementation and digital transformation, including:

- international telecommunications companies and technology partners;
- financial institutions and banks;
- government authorities and regulatory bodies.

In 2025, the Company continued to attract financing and implement projects with the participation of international financial institutions and banks. In particular, projects for the period 2022–2026 continue to be financed under government guarantees from Japan (JBIC and MUFG). In addition, the Company commenced the implementation of a major project for 2025–2030 with financing from the Export-Import Bank of China (China Eximbank) and the Asian Infrastructure Investment Bank (AIIB).

Significant Changes Compared to the Previous Reporting Period

In 2025, significant changes in the Company's operations were associated with:

- the expansion and modernization of mobile and fixed telecommunications infrastructure in the eastern and western regions of the Republic of Uzbekistan;
- the continuation of projects related to the development of data centers and the expansion of international packet-switching centers;
- the preparation and commencement of a large-scale infrastructure project for 2025–2030 under the "Public Safety" and "Smart City" concepts;
- the implementation of the Company's transformation program in accordance with Resolution of the President of the Republic of Uzbekistan No. RP-163 dated April 19, 2024, "On Measures for the Transformation and Acceleration of Privatization Processes of Large State-Owned Enterprises," aimed at improving operational efficiency, optimizing the organizational structure, and digitalizing business processes.

As part of the transformation program, the Company optimized its branch network through the consolidation of territorial divisions and the establishment of enlarged regional branches:

- **Eastern Branch (Sharqiy)** – comprising the Andijan, Namangan, and Fergana regions;
- **South-Western Branch (Janubi-G'arbiy)** – comprising the Samarkand, Jizzakh, and Syrdarya regions;
- **Western Branch (G'arbiy)** – comprising the Bukhara and Navoi regions;
- **Northern Branch (Shimoliy)** – comprising the Republic of Karakalpakstan and the Khorezm region;
- **Southern Branch (Janubiy)** – comprising the Surkhandarya and Kashkadarya regions.

The implementation of these changes improved management efficiency, reduced administrative costs, and enabled a more centralized approach to managing the Company's infrastructure and operational activities.

Implementation of the Procurement Policy

GRI 3-3, 2-24

The key regulatory acts governing procurement activities include:

- Law of the Republic of Uzbekistan No. LRU-684 dated April 22, 2021, "On Public Procurement";
- Law of the Republic of Uzbekistan No. LRU-850 dated July 3, 2023, "On Competition";
- Law of the Republic of Uzbekistan No. LRU-419 dated January 3, 2017, "On Combating Corruption";
- Resolution of the President of the Republic of Uzbekistan No. RP-4812 dated August 21, 2020, "On Additional Measures for Supporting Domestic Manufacturers";
- Resolution of the President of the Republic of Uzbekistan No. RP-5171 dated July 2, 2021, "On Additional Measures to Ensure Transparency and Increase the Efficiency of Public Procurement";
- Resolution of the President of the Republic of Uzbekistan No. RP-332 dated July 25, 2022, "On Measures for Further Improvement of the Procedure for the Examination of Pre-Project Documentation of Investment and Infrastructure Projects, Tender Documentation, Technical Specifications for Public Procurement, and Contracts";
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 41 dated January 29, 2021, "On Measures to Support Domestic Manufacturers";
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 276 dated May 20, 2022, "On Approval of the Regulation on the Procedure for Organizing and Conducting Public Procurement Procedures";
- Procurement Policy (Xaridlar siyosati), which governs the organization and conduct of procurement procedures within the Company and applies to all structural divisions and branches;

- Supplier Code of Conduct, which establishes requirements for the prevention of conflicts of interest and compliance with business ethics and anti-corruption standards throughout the supply chain.

The regulatory framework governing Company's procurement activities is regularly updated to reflect changes in the legislation of the Republic of Uzbekistan, as well as the ongoing development of the Company's internal control and compliance systems.

Procurement activities represent one of the key elements of Uzbektelecom JSC's operations and are aimed at ensuring the availability of the goods, works, and services required by the Company. At the same time, the procurement system may have both positive and potential adverse impacts on the economy, the environment, and society.

The Company conducts procurement activities in accordance with the legislation of the Republic of Uzbekistan, adhering to the principles of transparency, efficiency, and support for domestic producers. The regulatory framework governing procurement is designed to foster a competitive environment, prevent corruption risks, and improve the effectiveness of procurement procedures.

Overall responsibility for the implementation of the procurement policy rests with the Company's Management Board, which serves as the highest executive management body. Procurement procedures are organized and administered by the Company's Procurement Organization and Coordination Commission (the "Procurement Commission"), comprising representatives of relevant structural divisions, including Company management, the Finance Department, the Procurement Department, the Legal Department, internal control functions, and other relevant units. This approach ensures segregation of duties and multi-level oversight of decision-making processes.

The Procurement Policy is integrated into the Company's operational processes and is mandatory for all structural divisions and branches. Procurement procedures are closely linked to infrastructure management and the provision of telecommunications services and are reflected in the Company's relevant process regulations.

Procurement decisions are based on a range of considerations, including financial, technical, legal, and ESG-related factors. When selecting suppliers, the Company considers not only the cost and technical specifications of goods, works, and services but also compliance with business ethics requirements, labor legislation, occupational health and safety requirements, industrial safety standards, environmental standards, and anti-corruption legislation. The Company applies supplier pre-qualification procedures, and the key principles of the procurement policy are reflected in contractual relationships with counterparties.

Additional oversight of compliance with anti-corruption requirements in procurement activities is carried out by the Compliance Department, which monitors procurement procedures to identify and prevent corruption risks, avoid conflicts of interest, and foster a culture of zero tolerance for corruption. As part of this process, the department provides the Procurement Commission with information regarding the presence or absence of potential risks during the evaluation of bids and tender procedures. Employees involved in procurement activities are required to comply with the Company's policies and procedures on the prevention and management of conflicts of interest.

Due diligence reviews of counterparties and suppliers are conducted in accordance with the Company's internal regulations and are based on a risk-based approach that includes assessments of legal, financial, sanctions-related, reputational, and corruption risks.

In addition, procurement activities are carried out in compliance with the Civil Code of the Republic of Uzbekistan, the Law "On Contracting and Legal Basis of Activity of Business Entities," and the Law "On Joint-Stock Companies and Protection of Shareholders' Rights."

To improve the efficiency of procurement processes, Uzbektelecom JSC applies a contract performance monitoring system, maintains a register of concluded contracts, and conducts risk assessments throughout all stages of procurement activities. The Company continues to advance the digitalization of procurement processes through the use of electronic trading platforms, automated document management systems, contract performance monitoring systems, and procurement analytics tools. The application of digital solutions enhances transparency, reduces the influence of human factors, and improves the efficiency of procurement activities.

The Company has established a Procurement Organization and Coordination Commission, which operates in accordance with the following principles:

- efficient, prudent, and economical use of allocated financial resources;
- openness, transparency, and accessibility of procurement procedures;

- promotion of fair competition and prevention of discriminatory conditions or unjustified restrictions on participants in procurement procedures (except where otherwise provided by applicable legislation).

The Company considers responsible supply chain management to be an integral component of sustainable development and corporate governance. Procurement activities are aimed not only at meeting the Company's operational needs but also at fostering sustainable, transparent, and fair relationships with suppliers and contractors. The Company seeks to maintain a balance between supporting the local economy, promoting competition, and implementing modern technological solutions necessary for the sustainable development of telecommunications infrastructure.

Proportion of Spending on Local Suppliers

GRI 204-1

The Company adheres to the principles of responsible and sustainable supply chain management, considering procurement activities to be an important element of creating long-term economic value and supporting the development of the national economy. The Company's procurement procedures are based on the principles of transparency, fair competition, and equal access for suppliers to participate in procurement processes.

When selecting suppliers, the Company considers factors such as the quality of goods and services, cost, reliability of supply, compliance with technical requirements, and the supplier's business reputation. The Company also seeks to establish long-term partnerships with suppliers that contribute to the resilience and sustainability of the supply chain and support the effective implementation of infrastructure projects.

Supporting local suppliers is one of the priorities of the Company's procurement activities. Where quality, cost, and technical specifications are comparable, preference is given to suppliers registered in the Republic of Uzbekistan.

The Company's procurement model combines support for the local economy with access to advanced technological solutions. Local suppliers are primarily engaged for construction and installation works, the operation and maintenance of telecommunications infrastructure, logistics services, and administrative and operational support services. These procurement categories account for a significant share of the Company's operating expenses and ensure the active participation of local suppliers and contractors in the implementation of infrastructure projects.

At the same time, part of the Company's procurement activities involves the international acquisition of specialized telecommunications equipment, software, and technological solutions that are currently unavailable in the domestic market. Accordingly, the Company cooperates with international suppliers to ensure the reliability and technological resilience of its network, support the deployment of modern digital solutions, and maintain compliance with international telecommunications industry standards. The use of advanced technological solutions also contributes to improved network energy efficiency and enhanced service quality.

Despite the need to procure certain categories of equipment from abroad, the Company continues to expand the participation of local suppliers in its supply chain and develop long-term partnerships with domestic contractors through open and transparent procurement procedures.

For the purposes of this disclosure, local suppliers are defined as legal entities and individual entrepreneurs registered and primarily operating within the Republic of Uzbekistan. The proportion of spending on local suppliers is calculated as the ratio of total expenditures on goods, works, and services procured from local suppliers to the Company's total procurement expenditures during the reporting period.

During the reporting period, the Company revised its methodology for accounting for procurement expenditures to ensure greater alignment with the requirements of the GRI Standards. The updated approach provides for a more detailed classification of suppliers based on their country of registration and enables a more accurate allocation of procurement expenditures between local and international suppliers. As a result, the indicators reported for the current reporting period may have limited comparability with those of the previous year.

Table 20. Procurement Structure

Procurement Category	Primary Supplier Type

Construction and installation works	Predominantly local
Infrastructure maintenance services	Local
Logistics and operational services	Local
Administrative and IT services	Predominantly local
Telecommunications network equipment	International
Specialized software and technological solutions	International

The proportion of spending on local suppliers is calculated based on procurement expenditure data obtained from the Company's corporate information systems and accounting records.

Table 21. Share of Procurement from Local and International Suppliers, 2023–2025

Indicator	2023	2024	2025
Share of procurement from local suppliers	92.78%	97.63%	16.18%
Share of procurement from international suppliers*	7.22%	2.37%	83.82%

** International procurement is primarily associated with the acquisition of telecommunications equipment and specialized technologies that are not produced in the domestic market.*

The data presented indicate a significant change in the Company's procurement structure in 2025. While local suppliers accounted for the majority of procurement expenditures in 2023–2024 (92.78% and 97.63%, respectively), the structure changed substantially in 2025, with the share of international suppliers increasing to 83.82% and the share of local suppliers declining to 16.18%.

The significant change in the procurement structure in 2025 was driven by the implementation of the Company's large-scale telecommunications infrastructure modernization program, including the expansion of data transmission networks and the deployment of advanced telecommunications equipment and digital platforms financed with the participation of international financial institutions and export credit agencies (see the section “Infrastructure Development and Indirect Economic Impacts”).

The nature of these projects requires the procurement of specialized equipment, software, and technological solutions from international manufacturers that are not represented in the domestic market of the Republic of Uzbekistan. The increase in the share of international procurement is project- and investment-driven and does not indicate a reduction in the role of local suppliers in the Company's operational activities.

Infrastructure Development and Indirect Economic Impacts

GRI 203-1, 203-2

In 2025, Uzbektelecom JSC continued implementing large-scale infrastructure projects aimed at developing the telecommunications network of the Republic of Uzbekistan and expanding access to modern digital services for individuals and businesses. During the reporting period, a total of USD 295.7 million was utilized from all sources of financing, including USD 215.31 million under the Investment Program and USD 80.42 million under additional projects financed through the Company's own funds.

Implementation of key infrastructure projects

In 2025, the Company continued implementing investment projects financed through loans provided by the Japanese banks JBIC and MUFG under government guarantees. During the reporting period, USD 24.67 million was utilized under these projects, including USD 21.43 million from loan proceeds and USD 3.24 million from the Company's own funds.

The projects are aimed at:

- developing telecommunications infrastructure for data processing and storage centers (Data Centers) with a total capacity of at least 100 PB;
- expanding the international packet-switching center and increasing the capacity of the external Internet gateway to 4,200 Gbps;
- modernizing and expanding the telecommunications transport network and increasing its capacity to 60 Tbps.

In parallel, the Company continued infrastructure development projects in the eastern and western regions of the country using its own funds. In the eastern regions, 675 3G/4G base stations were installed, 1,445 existing base stations were modernized, 290 microwave radio relay links were deployed, and backbone data transmission networks were expanded. In the western regions, more than 286 thousand broadband access ports were deployed, the IPTV/OTT platform was upgraded to serve 150 thousand users, and 1,580 base stations were installed. During 2025, USD 19.62 million was utilized under these projects from the Company's own funds.

In addition, 2025 marked the active implementation phase of a project aimed at developing mobile and fixed telecommunications infrastructure as part of the “Public Safety” and “Smart City” initiatives for the period 2025–2029. The total project value amounts to USD 757.43 million. During 2025, USD 171.02 million was utilized under this project, including USD 166.03 million financed through foreign loans and USD 4.99 million from the Company's own funds.

All infrastructure projects implemented by the Company are commercial in nature and are aimed at supporting operational development, expanding the customer base, and improving business efficiency, while simultaneously generating significant benefits for society.

Indirect economic impacts

The implementation of infrastructure investments has a significant impact on the socio-economic development of the regions and the advancement of the country's digital economy.

The development of telecommunications infrastructure contributes to:

- expanding access to high-speed internet for individuals and businesses;
- improving the quality and reliability of communications services;
- supporting the development of e-commerce, distance learning, and digital public services;
- reducing the digital divide between urban and rural areas.

An important tool for increasing the accessibility of telecommunications services for various population groups is the Company's preferential tariff plans. Uzbektelecom JSC offers a number of specialized mobile communications and broadband internet access tariff plans designed for socially vulnerable groups, as well as educational institutions.

In the mobile communications segment, the Company offers the “Muruvvat”, “Ta'lim”, “Maktab”, and “Qahramon” tariff plans. The “Muruvvat” tariff is intended for pensioners, persons with disabilities, and individuals included in social support registries. The “Ta'lim” tariff is designed for students, teachers, and employees of educational institutions, while “Maktab” is intended for school students and “Qahramon” is targeted at public sector employees, including those working in education, healthcare, and public services.

In the broadband segment, the Company offers the “IJTIMOIY 2.0” and “IJTIMOIY 3.0” tariff plans for socially vulnerable population groups, as well as the “EDUCATION” and “Minvuz” product lines intended for educational institutions and higher education establishments.

The main benefits of these preferential tariff plans include reduced subscription fees and increased data allowances, thereby expanding access to digital services and reducing financial barriers for users.

As of 2025, more than 23 thousand subscribers were using preferential tariff plans, including:

- 6,394 subscribers to the “Muruvvat” tariff plan;
- 1,112 subscribers to the “Maktab” tariff plan;
- 397 subscribers to the “Ta'lim” tariff plan;
- 388 subscribers to the “Qahramon” tariff plan;
- more than 3 thousand subscribers to the “IJTIMOIY” tariff plans;
- more than 12 thousand connections under the “EDUCATION” and “Minvuz” tariff plans.

The implementation of preferential tariff plans contributes to greater digital inclusion, expanded access to educational resources, digital public services, and modern communication services, while also reducing social inequality in access to telecommunications infrastructure.

Additional indirect economic impacts are generated through the implementation of the Company's social initiatives. Uzbektelecom JSC provides charitable and sponsorship support to educational institutions, social organizations, and socially significant initiatives. In 2025, more than UZS 65,148.7 million was allocated to charitable and sponsorship projects, contributing to the development of social infrastructure and support for various population groups.

The implementation of infrastructure projects and social initiatives has a broad positive impact on local communities, including:

- development of digital infrastructure;
- improvement of quality of life;
- creation of conditions conducive to entrepreneurship and investment attraction;
- strengthening of social infrastructure.

Potential temporary impacts associated with construction and installation activities are managed through the Company's internal planning and control procedures, in compliance with applicable regulatory requirements and with due consideration of stakeholder interests.

Accordingly, Uzbektelecom JSC's infrastructure investments generate not only economic benefits for the Company but also make a significant contribution to the sustainable development of regions and country as a whole.

Projects Aimed at Supporting and Improving Quality of Life in the Regions of Presence

The Company pays attention not only to the well-being of its employees but also to the development of the regions in which it operates. The social guarantees and benefits provided under the Company's corporate policies apply to all structural divisions, ensuring equal conditions and opportunities for employees regardless of their geographic location.

Through its extensive branch network, Uzbektelecom JSC makes a significant contribution to the socio-economic development of the regions of the Republic of Uzbekistan by supporting job creation and improving the well-being of local communities. As of 2025, approximately 56% of the Company's employees (calculated in accordance with the established reporting boundary) were employed in the regions of the country, demonstrating the Company's active role in supporting regional development. This indicator has been calculated in accordance with the established reporting boundary, which includes the Company and its branches, as well as the Group of Companies[4].

An important area of the Company's social activities is the implementation of infrastructure initiatives aimed at improving the quality of life in the regions where it operates. In particular, in 2025, with the support of the Company, a clean drinking water supply facility was commissioned in the citizens' assembly of Dustlik village, Ellikkala District, Republic of Karakalpakstan. The implementation of this project provided rural residents with access to safe and high-quality drinking

[4]The Group of Companies includes the following entities: BUZTON LLC, GRANIT LLC, Kontakt Markazi LLC, Svyazsoorujeniya Stroy LLC, Telecom Soft LLC, TELEKOM QURILISH LLC, TOSHAGROINVEST LLC..

water, which is an important factor in protecting public health and improving living standards. The facility is of particular importance to students of School No. 12 located near the site. The school has 456 students, including 199 primary school pupils, who can now access drinking water at any time throughout the day.

The Company also continues to implement charitable and sponsorship programs aimed at supporting educational institutions, social organizations, sports organizations, and other socially significant initiatives. In 2025, total expenditures on charitable and sponsorship support amounted to UZS 65,149 million, reflecting the Company's continued commitment to the principles of social responsibility and the development of local communities.

The Company's assessment of indirect socio-economic impacts takes into account national development priorities, including the “Digital Uzbekistan – 2030” Strategy, as well as the United Nations Sustainable Development Goals (SDGs). The initiatives implemented in the regions contribute to the achievement of SDG 6: Clean Water and Sanitation (implementation of water supply projects), SDG 8: Decent Work and Economic Growth (job creation and regional employment development), SDG 9: Industry, Innovation and Infrastructure (development of telecommunications infrastructure), and SDG 11: Sustainable Cities and Communities (improving the quality of life of local populations in the regions).

Table 22. Charitable Contributions and Sponsorship Support in 2025, UZS million

Indicator	2023	2024	2025
Total sponsorship and charitable expenditures	30,119	82,917	65,149
Support for low-income families	25	-	586
Support for schools	10,000	14,280	-
Support for higher education institutions	400	34,117	18,817
Support for homes and associations for persons with disabilities and the elderly	-	30	-
Support for festive and public events	-	4,435	1,900
Contributions to local authorities	7,667	-	-
Support for sports organizations	11,517	26,912	25,210
Sponsorship support for other organizations	510	3,144	18,636

Employment support for socially vulnerable groups

As part of its policy to promote the employment of socially vulnerable groups, the Company establishes and maintains quota-based positions. In 2024, a total of 45 positions were reserved. During the reporting period, 12 individuals from the specified categories were employed, including 5 single and large-family parents raising children with disabilities, 10 graduates of educational institutions (all of whom were employed), 3 individuals discharged from compulsory military service, and 2 persons with disabilities (both of whom were employed).

In 2025, the number of reserved job positions amounted to 5, of which 4 were designated for graduates of higher educational institutions and 1 for a person with a disability. The decrease in the number of reserved positions from 45 in 2024 to 5 in 2025 was driven by the Company's ongoing organisational transformation programme and workforce optimisation. Nevertheless, the quota fulfilment rate in 2025 reached 100% — all designated reserved positions were filled — demonstrating the Company's continued commitment to the principles of inclusive employment. The implementation of this initiative contributes to the achievement of SDG 8 'Decent Work and Economic Growth' and SDG 10 'Reduced Inequalities'.

Chapter 5. Feedback Mechanisms and Information Security

Key achievements in 2025:

- No incidents of personal data leakage, theft, or loss were recorded;
- No complaints, legal disputes, or claims related to violations of customer personal data privacy were reported;
- No requests from law enforcement authorities for the disclosure of users' personal data were received;
- Further development of the information security system was achieved through the deployment of NGFW, EDR/XDR, SIEM/SOAR, and MFA solutions.

Grievance Management

GRI 2-16, 2-24, 2-25, 2-26

In 2025, Uzbektelecom JSC continued to apply and further develop its corporate Grievance Redress Mechanism (further GRM), which provides a systematic approach to receiving, registering, reviewing, and responding to grievances and complaints related to sustainability issues, human rights, labor relations, service quality, project implementation, and other ESG-related matters.

The GRM integrates complaint and grievance handling procedures into a unified system that ensures transparency, traceability, and compliance with established response timelines. The mechanism covers both internal and external grievances and applies to customers, employees, business partners, contractors, suppliers, as well as government authorities and regulators.

The administration of the Grievance Redress Mechanism (GRM) is currently carried out by the Appeals Handling and Monitoring Department, established on October 30, 2024 (Order No. 344 of Uzbektelecom JSC). The corporate GRM provides all stakeholders with an accessible, transparent, and structured process for submitting and addressing complaints and grievances, while ensuring the confidentiality of complainants and protection against any form of pressure or retaliation.

The GRM operates in accordance with the requirements of the Law of the Republic of Uzbekistan "On the Appeals of Individuals and Legal Entities" (No. LRU-445 dated September 11, 2017).

Complaint handling procedure at Uzbektelecom JSC

Each grievance, complaint, inquiry, or proposal submitted to Uzbektelecom JSC is processed through a formalized review procedure as follows:

Registration of the grievance	Verification and forwarding for review	Review and preparation of response	Notification of the applicant	Closing and archiving
The grievance is registered in the system and assigned a reference number.	The grievance is reviewed and assigned to the responsible unit for further processing.	The responsible party reviews the grievance, prepares findings, and develops an official response.	An official response is communicated to the complainant via HYBRIT* and/or email.	Upon completion of the review process, the grievance is closed and archived.

** HYBRIT - the state system of interdepartmental document management*

Key features of the process:

- Complaints and grievances are processed electronically, ensuring transparency, traceability, and compliance with established response timelines;

- Each submission is recorded in the internal control information system, eliminating the risk of loss or omission;
- The Company provides feedback to complainants and ensures confidentiality as well as protection against retaliation.

Complaints and inquiries may be submitted through the Company's official website, uztelecom.uz, via the “Contacts” section, which provides the Company's registered and operating addresses, contact telephone numbers, and email address.

The mechanism covers both internal and external grievances and provides for interaction with relevant structural divisions depending on the nature and content of the issue raised.

Table 23. Grievance Redress Mechanism (GRM) Channels at Uzbektelecom JSC

№	Grievance Channel	Description	Availability
1	President's Virtual Reception Office (pm.gov.uz)	Official online platform for submitting appeals to government authorities	24/7, online
2	People's Reception Offices	Physical offices for receiving citizens' appeals throughout the country	During business hours, offline
3	Ministry of Digital Technologies	Appeals from citizens and organizations regarding telecommunications issues	Online and offline
4	Consumer Rights Protection Agency	Complaints related to service quality and consumer rights protection	Online and offline
5	Official website of Uzbektelecom JSC (uztelecom.uz)	Online inquiry form available in the “Contacts” section	24/7, online
6	Hotline: (71) 200-77-97	Company's customer service center	Mon–Sat, 9:00 a.m.–6:00 p.m.
7	Short number: 1090	Number for service connection requests	24/7
8	Short number: 1084 and 1099	Communication channels for specific issues (e.g., internet, IPTV, mobile communications, etc.)	During business hours
9	Short number: 1155	Dedicated number for corporate clients	During business hours
10	In-person visits	Appeals submitted through sales and customer service offices	During business hours, offline
11	Online chat (uztelecom.uz)	Integrated chat service available on the Company's official website	24/7
12	Telegram bot: @utc_uzbot	Simplified communication channel via Telegram	24/7, mobile access

Grievance Review

In 2025, the Company received 4,873 grievances, complaints, and inquiries through all available GRM channels, representing a 14.5% decrease compared to 5,701 submissions received in 2024. All grievances identified as critically significant were escalated to the Company's Management Board, acting as the collegial executive management body responsible for decision-making and oversight of the implementation of management directives.

The submissions received covered issues related to service quality, labor relations, corporate governance, tariff policy, and other material aspects of the Company's operations.

Figure 4. Distribution of grievances by topic in 2025

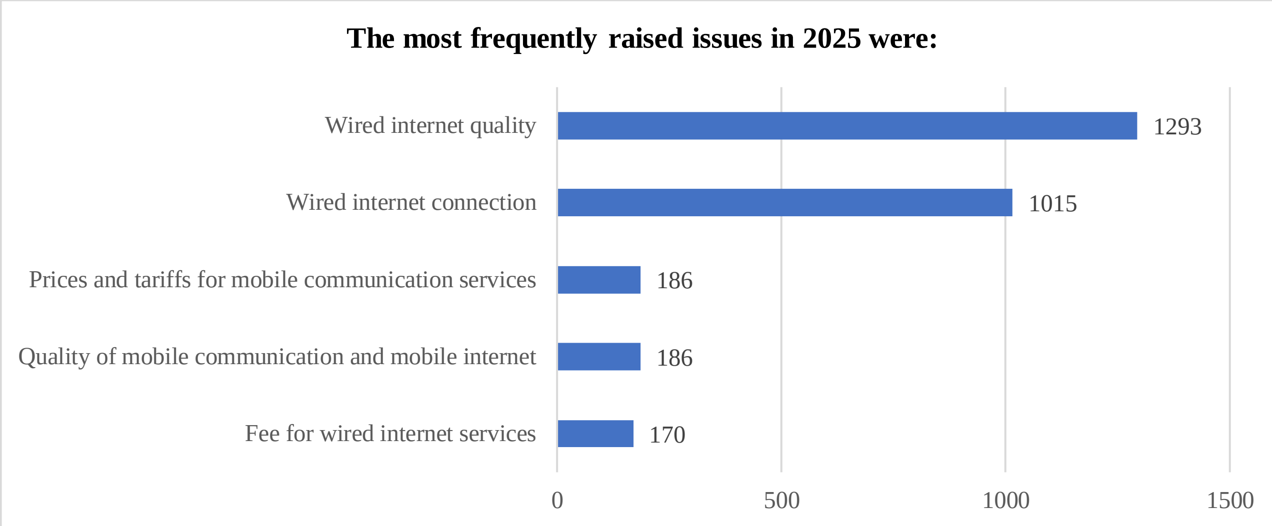


Table 24. Grievance Processing Status, 2024–2025

Status	2024	2025
Closed	5 698	4 870
Resolved (positively resolved or resolved through the provision of legal information)	5 019	4 400
Under review	0	0
Rejected in accordance with applicable legislation	3	3

The above submissions were rejected pursuant to Article 25 of the Law of the Republic of Uzbekistan No. LRU-445 dated September 11, 2017, "On the Appeals of Individuals and Legal Entities", which establishes the grounds for refusing to consider an appeal, including non-compliance with statutory requirements or the existence of other circumstances prescribed by law.

The Company implements corrective actions based on the analysis of grievances and complaints, including the elimination of identified deficiencies, revision of internal procedures, strengthening oversight over the implementation of management directives, and adopting measures aimed at preventing the recurrence of similar cases.

Commitments to rights protection and confidentiality

The GRM is integrated into the Company's environmental and social management system and is aligned with the provisions of the Sustainable development Policy, Human Rights Policy, and The Policy for Cooperation with Stakeholders.

As of the reporting date, no complaints or reported cases of sexual harassment against women had been registered. Should such complaints be received, the Company guarantees that they will be reviewed in compliance with all applicable confidentiality requirements and legal provisions, with the involvement of the Women's Committee operating within Uzbektelecom JSC. The Company also ensures protection of complainants against retaliation, confidentiality of information, and equal and non-discriminatory access to grievance mechanisms.

Notes:

- All grievances and appeals are recorded in the application monitoring information system;
- The mechanism covers both internal and external grievances, including submissions from customers, employees, business partners, and regulatory authorities;

- Protection against retaliation is ensured in accordance with the Law of the Republic of Uzbekistan "On the Appeals of Individuals and Legal Entities".

Escalation of critical grievances and the role of corporate governance

Critical grievances received through the GRM that relate to material operational, legal, social, and ESG risks are subject to mandatory escalation to the Company's corporate governance level.

Critical grievances include cases related to:

- violations of human rights and labor rights;
- significant operational incidents;
- corporate governance and compliance matters;
- corruption and ethical risks;
- other events that may have a material impact on the Company's operations.

Procedure for escalating critical issues to the Supervisory Board

Critical issues are escalated to the Supervisory Board through the system of specialized committees operating under the Company's Supervisory Board.

Figure 5. Key Stages of Grievance Escalation

Accordingly, the committees operating under the Supervisory Board provide an intermediate level of detailed review of critical grievances and establish the basis for decision-making at the Supervisory Board level.

Role of Governance Bodies within the GRM

- **The Supervisory Board** provides strategic oversight of the effectiveness of the GRM and makes key decisions on critical issues;
- **The committees under the Supervisory Board** conduct detailed preliminary reviews of critical grievances and prepare recommendations;
- **The Management Board** is responsible for operational management and the implementation of management decisions;
- **The Appeals and Control Department** is responsible for the day-to-day administration of the GRM**;**
- **Relevant business units** implement corrective and preventive actions**.**

Table 25. Information on Meetings of the Supervisory Board and Its Committees (2025)

Indicator	Value
Number of Supervisory Board meetings	12

Number of resolutions adopted following Supervisory Board meetings	75
Number of Audit Committee meetings	5
Number of Strategy and Investment Committee meetings	24
Number of Nomination and Remuneration Committee meetings	2
Number of Anti-Corruption and Ethics Committee meetings	4

Information Security

TC-TL-230a.1, 2, GRI 418-1

The Company continues to integrate sustainability principles into its operations, placing a strong emphasis on the stability of its information infrastructure and the protection of data. The Company's Privacy Policy has been developed in accordance with the provisions of Presidential Decree No. DP-6079 of October 5, 2020, "On Approval of the Strategy "Digital Uzbekistan – 2030" and Measures for Its Effective Implementation", Articles 367–369 of the Civil Code of the Republic of Uzbekistan, industry-specific regulatory requirements, and the evolving cyber threat landscape. The design and operation of information systems take into account the categories of information processed, the significance of business processes, and potential internal and external risks.

The Company's information security management system encompasses regulatory, organizational, and technological aspects and is aimed at protecting data and ensuring business continuity. The Company ensures compliance with national legislative requirements and regularly updates its internal regulations in line with applicable standards and international best practices. Technological protection is implemented through a multi-layered approach, including the use of Next-Generation Firewalls (NGFW), EDR/XDR solutions, and centralized Security Information and Event Management and Security Orchestration, Automation and Response platforms (SIEM/SOAR).

Access to corporate systems is granted on a least-privilege basis and protected through Multi-Factor Authentication (MFA), while accounts of former employees are promptly deleted. The Company maintains internal control, audit, and risk management mechanisms, including assessments of risks associated with unauthorized access, data loss, and technical failures. Particular attention is given to capacity building: employees receive regular cybersecurity training, including phishing awareness and secure data handling practices, while specialized personnel undergo advanced training and certification, including certification in accordance with the international standard ISO/IEC 27001.

Data processing is carried out primarily through automated information systems with minimal involvement of personnel or external contractors. Access to information is granted strictly on a need-to-know basis and in compliance with information security requirements. Employees and external service providers are required to comply with internal policies, procedures, and technical regulations aimed at ensuring confidentiality and protecting user data.

During the reporting period, no incidents involving the leakage, theft, or loss of personal data were recorded. No substantiated complaints related to violations of customer personal data privacy requirements, including complaints from users, third parties, or regulatory and law enforcement authorities, were received during 2025. Furthermore, no affected data subjects were identified in connection with any potential information security incidents.

The Company applies a systematic approach to information security risk management, which includes the implementation of a comprehensive set of organizational and technical measures, including:

- the development, regular review, and implementation of internal regulatory documents, including the Information Security Policy governing the collection, processing, storage, and protection of user data;
- the development of partnerships and implementation of joint initiatives aimed at deploying advanced information security software solutions, including the adoption of zero-trust access principles and the development of proprietary cybersecurity services for corporate customers;
- the organization of awareness-raising activities designed to enhance cybersecurity awareness among employees and subscribers, including webinars, conferences, and information campaigns focused on preventing data breaches and protecting personal information;
- regular threat assessments and vulnerability analyses of information systems;
- continuous monitoring of information security events and prompt response to potential incidents.

Cybersecurity measures are implemented in accordance with recommendations issued by the authorized state authorities responsible for information security in the Republic of Uzbekistan. The Company operates antivirus protection tools, network activity monitoring systems, and mechanisms for the analysis and investigation of information security incidents.

TC-TL-220a.1, 2, 3, 4

In its operations, Uzbektelecom JSC is guided by the requirements of the Law of the Republic of Uzbekistan "On Personal Data", the Law of the Republic of Uzbekistan "On Cybersecurity", as well as internal regulatory documents, including the Information Security Policy and the Regulation on the Handling of Confidential Information. These documents form a comprehensive framework for the protection of subscribers' personal data and define the permissible purposes and conditions for its processing.

The transfer or use of customers' personal data for marketing purposes, the provision of personalized services, or any other secondary purposes, including analytical processing and disclosure to third parties, is carried out exclusively in accordance with the personal data legislation of the Republic of Uzbekistan and subject to the customer's consent where required.

During the reporting period, Uzbektelecom JSC did not use customers' personal data for secondary purposes, including targeted advertising, disclosure to third parties for commercial purposes, or behavioral profiling without customer consent. Customer data are processed solely for the provision of telecommunications services and the fulfillment of contractual obligations in accordance with the legislation of the Republic of Uzbekistan.

Disclosure of information to government and law enforcement authorities

Personal data are disclosed to government and law enforcement authorities only in cases and in the manner expressly provided for by the legislation of the Republic of Uzbekistan.

Table 26. Number of Requests Received from Law Enforcement Authorities (2023–2025)

Indicator	2023	2024	2025
Number of requests received from law enforcement authorities	27	30	53
Number of requests processed	3	4	10

The disclosure of customers' personal data to government and law enforcement authorities is carried out solely in cases and in the manner expressly prescribed by the legislation of the Republic of Uzbekistan. Each request is reviewed to verify its legal basis and compliance with applicable regulatory requirements before any decision is made regarding the disclosure of the requested information.

Every request received from government and law enforcement authorities undergoes an internal review to verify the existence of an appropriate legal basis and compliance with the requirements of the legislation of the Republic of Uzbekistan. Requests that do not meet the established legal criteria are not fulfilled. During the reporting period, only requests supported by a valid legal basis were processed.

Requests from law enforcement authorities may involve different categories of information and are received through various channels across the Company's divisions. Under the current record-keeping system, the Company is not yet able to consolidate data on the number of unique customers affected with the level of accuracy and verifiability required for disclosure. Accordingly, this indicator is not disclosed for the reporting period. In addition, in accordance with the legislation of the Republic of Uzbekistan governing restrictions on the disclosure of information related to operational and investigative activities, the table presents data only to the extent permitted for disclosure.

Uzbektelecom JSC considers the enhancement of its system for recording and consolidating data related to requests from law enforcement authorities to be a priority area for the development of its ESG reporting framework. As part of this effort, the Company plans to implement a centralized request registration and processing system that will enable the generation of verifiable indicators by request type and affected customer category. Full disclosure of this indicator is planned by 2030 in future reporting periods.

As of the end of 2025, there were no legal proceedings, claims, or complaints related to violations of customers' privacy rights or the unlawful use of personal data. No financial losses associated with such circumstances were recorded during the reporting period.

TC-TL-550a.1, 2

During the reporting period, the Company ensured the stable operation of its telecommunications infrastructure and the uninterrupted provision of services to subscribers. Isolated outages of the primary power supply provided by the regional electricity utility Regional Electric Networks did not affect network operations, as the Company's equipment is equipped with backup power sources that enable normal operation to be maintained.

As a result of these measures, no interruptions in the provision of telecommunications services were recorded. The Company's activities aimed at ensuring network reliability were carried out in accordance with the requirements of the Law of the Republic of Uzbekistan “On Telecommunications” and relevant industry regulations, including O‘z DSt 3207:2023, harmonized with ITU-T Recommendations.

During the reporting period, the average service interruption duration per affected customer was approximately 386 minutes (around 6–7 hours), reflecting the average time required to resolve technical failures and restore network functionality. This indicator complies with the requirements of applicable industry standards. Under O‘z DSt 3205, the standard connection restoration time must not exceed 10 working hours.

Accordingly, the Company ensures the reliability and resilience of its telecommunications infrastructure by maintaining service continuity and complying with established industry standards. This contributes to sustaining a high level of trust among subscribers, customers, and business partners.

Chapter 6. Environmental Impact and Natural Resource Management

Management Approach

GRI 3-3, 2-23, 2-24

Key achievements in 2025:

- reduction in total energy consumption by 6% compared to 2024;
- reduction in direct greenhouse gas emissions (Scope 1) by 36% compared to 2024;
- reduction in total greenhouse gas emissions (Scope 1 and Scope 2) by 15% compared to the previous year;
- use of International Renewable Energy Certificates (I-REC) as part of carbon footprint management;
- reduction in energy intensity per unit of revenue by 21% compared to the base year;
- increase in the volume of waste directed for recovery by 38% compared to 2024;
- reduction in the volume of waste directed for disposal by 6% compared to 2024.

Strategic Documents:

1. Law of the Republic of Uzbekistan No. 754-XII dated 9 December 1992 “On Nature Protection”;
2. Law of the Republic of Uzbekistan No. LRU-1036 dated 24 February 2025 “On Environmental Expertise, Environmental Impact Assessment, and Strategic Environmental Assessment”;
3. Law of the Republic of Uzbekistan No. 362-II dated 5 April 2002 “Law on Waste”;
4. Law of the Republic of Uzbekistan No. 353-I dated 27 December 1996 “On Protection of Atmospheric Air”;
5. Law of the Republic of Uzbekistan No. LRU-784 dated 22 July 2022 “On Drinking Water Supply and Wastewater Disposal”;
6. Law of the Republic of Uzbekistan No. LRU-539 dated 21 May 2019 “On the Use of Renewable Energy Sources”;
7. Law of the Republic of Uzbekistan No. LRU-940 dated 7 August 2024 “About Saving Energy, Its Rational Use and Improving Energy Efficiency”;
8. Decree of the President of the Republic of Uzbekistan No. DP-46 dated 30 December 2021 “On Measures to Accelerate Landscaping and Further Effective Organization of Tree Protection in the Republic”;
9. Decree of the President of the Republic of Uzbekistan No. DP-158 dated 11 September 2023 “On the Uzbekistan–2030 Strategy”;
10. Decree of the President of the Republic of Uzbekistan No. DP-6079 dated 5 October 2020 “On Approval of the Strategy “Digital Uzbekistan–2030” and Measures for Its Effective Implementation”;
11. Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 699 dated 19 November 2021 “On Measures for the Further Development of the Telecommunications Infrastructure of the Republic of Uzbekistan”;
12. Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 820 dated 11 October 2018 “On Measures for Further Improvement of Economic Mechanisms for Environmental Protection”;
13. Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 484 dated 11 June 2019 “On Approval of the Biodiversity Conservation Strategy of the Republic of Uzbekistan for 2019–2028”;
14. Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 95 dated 6 February 2019 “On Approval of Regulatory Legal Acts in the Field of Waste Management”;
15. ISO 14001:2015 - Environmental Management System (EMS);
16. ESG Strategy of Uzbektelecom JSC for 2025–2030;
17. Sustainable Development Policy of Uzbektelecom JSC;
18. Water Efficiency Management Policy of Uzbektelecom JSC;
19. Waste Management Policy of Uzbektelecom JSC;
20. Environmental and Energy Policy of Uzbektelecom JSC;
21. Environmental and Social Management System of Uzbektelecom JSC.

Uzbektelecom JSC considers environmental issues to be among the key areas of its sustainable development efforts, taking into account the significant scale of its digital infrastructure, the high energy intensity of its network operations, and the broad geographical coverage of its activities across the Republic of Uzbekistan. The Company implements a systematic approach to environmental management, fully integrated into its corporate sustainability strategy, risk management system, and operational processes. The key environmental aspects identified through the materiality assessment process include energy consumption and energy efficiency improvement, greenhouse gas emissions and carbon footprint management, water consumption, responsible waste management, as well as minimizing impacts on biodiversity during the construction and operation of infrastructure facilities.

Environmental impact management is carried out within the framework of an integrated Environmental and Social Management System (ESMS), aligned with the requirements of international standards ISO 14001 and ISO 50001, as well as the national environmental legislation of the Republic of Uzbekistan. Compliance with these standards is confirmed through independent certification, demonstrating the Company's commitment to internationally recognized best practices and providing a structured framework for achieving environmental objectives across all levels of operational activity.

The Company's environmental strategy is based on four fundamental principles:

- proactive prevention of adverse environmental impacts;
- full compliance with applicable legal and regulatory requirements;
- transparent disclosure of environmental data to stakeholders;
- a culture of continuous improvement supported across all levels of the organization.

These principles ensure a balance between the Company's operational efficiency and its long-term environmental commitment.

Operational management is implemented through a structured cycle consisting of three interrelated stages. The identification and assessment stage involves a systematic analysis of environmental aspects using a risk-based approach, enabling the timely identification of both potential risks and opportunities to improve environmental performance. During the target-setting stage, measurable strategic objectives are established, integrated into the corporate planning system, and aligned with international reporting frameworks, including GRI, SASB, TCFD, and the United Nations Sustainable Development Goals. The monitoring and implementation stage provides for continuous oversight of key environmental performance indicators, supported by corrective actions aimed at addressing deviations and reinforcing achieved improvements.

Together, these mechanisms form a sustainable management framework that enables Uzbektelecom JSC to systematically reduce environmental risks, create long-term value for stakeholders, and consistently progress toward its sustainable development targets.

Commitments and Targets

The Company's environmental commitments are formalized in its Sustainable Development Policy, Environmental and Energy Policy, Waste Management Policy, and Water Resources Management Policy. Uzbektelecom JSC establishes short- and medium-term targets aimed at reducing energy intensity, decreasing Scope 1 and Scope 2 emissions, increasing waste recycling rates, and optimizing water consumption. These targets are approved by management and reviewed on a regular basis. The Company's commitments are aligned with the United Nations Sustainable Development Goals, particularly SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action).

Taking into account the industry context, the Company follows the best practices of regional and international telecommunications operators. In 2025, Uzbektelecom JSC approved a long-term ESG Strategy through 2030, which includes quantitative targets for reducing Scope 1 and Scope 2 emissions, as well as conducting an external environmental audit. The Company takes these practices into consideration in the further development of its management system, including the further enhancement of climate-related disclosures.

Resources and Implementation Mechanisms

Environmental impact management is supported through the operation of an integrated Environmental and Social Management System (ESMS), certified in accordance with the international standards ISO 14001:2015 (Environmental Management) and ISO 50001:2018 (Energy Management). These standards form a unified management framework based on the principle of continuous improvement (PDCA cycle) and cover the Company's entire operational activities across the Republic of Uzbekistan. In addition to its certified management systems, the Company applies the following mechanisms:

- development of the implementation of a real-time energy and resource consumption monitoring and accounting system, ensuring centralized oversight of the operating parameters of engineering and technological infrastructure;

- annual internal and external environmental audits;
- employee training and environmental awareness programs;
- environmental risk assessment of suppliers during the procurement process;
- mandatory environmental impact assessment procedure for infrastructure projects.

Monitoring and Performance Evaluation

The effectiveness of the Company's management approach is assessed on a systematic basis by comparing actual performance against established targets. The monitoring process includes the collection of primary data on the consumption of fuel and energy resources, water consumption, and waste generation.

To ensure a high level of data accuracy and transparency, the Company applies a multi-level control mechanism, including:

- regular analysis: continuous monitoring of trends in key performance indicators and emissions volumes;
- verification: internal audits and external certification assessments;
- decision-making: consolidated information is regularly provided to management for strategic analysis.

Based on the results of the reporting period assessment, the Company notes progress in the implementation of its environmental strategy and remains committed to the further enhancement of its environmental management system in accordance with international best practices.

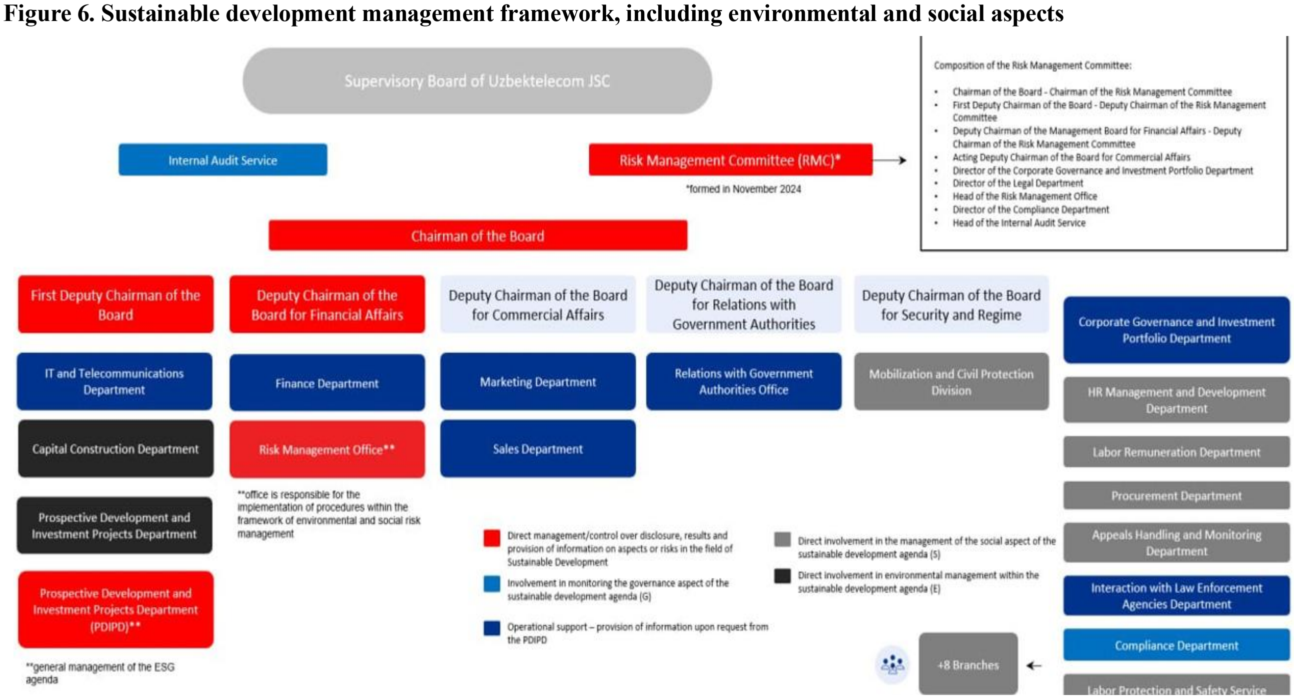
Governance and Responsibility

Overall responsibility for the management of material environmental aspects and climate-related risks rests with the Company's senior management. The Management Board approves environmental and energy policies, defines strategic objectives and key performance indicators, ensures the allocation of the necessary resources, reviews monitoring results, and makes decisions within the framework of the corporate risk management system.

At the corporate level, oversight of environmental and climate-related risk management is carried out by the Risk Management Committee. At the operational level, the management of environmental and social risks is assigned to the Risk Management Office in cooperation with relevant functional divisions operating within the framework of the ESMS and certified management systems.

Methodological and coordination support for sustainability-related matters is provided by the Transformation and Strategic Development Department, which is responsible for consolidating environmental data, organizing the calculation of Scope 1 and Scope 2 greenhouse gas emissions, analyzing performance trends, preparing management and public reporting, and coordinating the achievement of environmental targets.

Figure 6. Sustainable development management framework, including environmental and social aspects



Consolidated information on the achievement of environmental targets, emissions trends, and the implementation of related initiatives is regularly submitted to senior management and the Management Board for review and management decision-making, ensuring clear accountability across management levels and the integration of environmental considerations into strategic management processes.

Energy Efficiency and Energy Resource Consumption

GRI 3-3, 302-1, 302-3, TC-TL-130a.1

Energy consumption is one of the most significant environmental topics for Uzbektelecom JSC due to the high energy intensity of its telecommunications infrastructure. Mobile and fixed communication networks, data centers, base stations, and transport infrastructure operate on a continuous basis and account for the majority of the Company's environmental footprint. Growth in energy consumption is directly linked to the expansion of network coverage, increasing data traffic volumes, and the digitalization of the national economy. Inefficient energy management may lead to higher operating costs, increased greenhouse gas emissions, and greater exposure to energy market volatility risks, making this topic significant both from an environmental impact perspective and in terms of the Company's long-term financial sustainability.

The Company's approach to energy management is governed by the Energy Management Policy approved by senior management, which establishes commitments to reducing energy intensity, increasing the share of renewable energy sources (RES) in the Company's energy consumption structure, and progressively reducing dependence on fossil fuels. These commitments are aligned with SDG 7 ("Affordable and Clean Energy"), SDG 13 ("Climate Action"), as well as the national energy policy priorities of the Republic of Uzbekistan.

Table 27. Energy Efficiency Targets and Performance Indicators

Target Indicator	Base Year (2024)	Target Value (2025)	Target Horizon
Reduction in energy intensity (MWh / PB of traffic)	178	136	2030
Share of renewable energy sources (RES) in total electricity consumption	3%	1%	2030

Operational responsibility for the implementation of the energy policy is assigned to the Company's dedicated sustainability unit and technical directorate. Progress toward the achievement of energy-related targets is reviewed on a regular basis by the Sustainability Committee under the Supervisory Board. The energy management system is certified in accordance with ISO 50001:2018, providing a structured framework for planning, monitoring, and verification of energy performance.

The Company implements a comprehensive set of measures aimed at improving energy efficiency and decarbonizing its operational activities, including:

- **Network infrastructure modernization:** phased deployment of energy-efficient 5G/4G generation equipment with automated power management functions and sleep mode capabilities during periods of low traffic load;
- **Data center cooling optimization:** at the data center design stage, particular attention is given to the implementation of advanced climate control systems aimed at minimizing energy consumption and reducing the Power Usage Effectiveness (PUE) indicator;
- **Renewable energy integration:** installation of solar photovoltaic systems at infrastructure facilities, leveraging Uzbekistan's potential as one of the sunniest countries in the region;
- **Intelligent monitoring:** development of the deployment of automated real-time energy consumption accounting and analysis systems across key facilities;
- **Fleet management:** gradual transition to lower-emission vehicles and optimization of logistics routes.

The effectiveness of energy consumption management is assessed based on a system of KPIs that includes both absolute and intensity-based energy consumption indicators, disaggregated by energy source type and category of facilities. The data undergo annual independent third-party verification. Based on the reporting period results, the Company recorded a 21% reduction in revenue energy intensity compared to the base year, demonstrating the effectiveness of the measures implemented and supporting continued progress toward the stated targets.

Energy Consumption

GRI 302-1

Table 28. Energy consumption within the organization, GJ

Indicator	Unit of Measurement	2023	2024	2025	Change 2024-2025, %
Total energy consumption (fuel + purchased energy)	GJ	810,993	1,167,557	1,096,465	-6%

The energy consumption reporting boundary includes the Company and its branches under operational control, with no significant exclusions. During the reporting period, the Company did not sell energy to external consumers; therefore, information on the type and sources of energy sold is not disclosed.

In 2025, the Company's total energy consumption amounted to 1,096,465 GJ, representing a 6% decrease compared to 2024. This trend reflects the Company's ongoing efforts to optimize energy consumption and improve energy efficiency.

Table 29. Structure of fuel and energy resource consumption across the company

Indicator	Unit of Measurement	2023	2024	2025	Change 2024-2025, %
Total fuel and energy resource consumption:	**GJ**	**153,532**	**340,423**	**208,651**	**-39%**
Stationary combustion:	GJ	39,323	170,507	62,297	- 64%
Gasoline	GJ	-	-	2,157	-
Natural gas	GJ	39,323	170,507	40,336	- 76%
Diesel fuel	GJ	-	-	19,804	-
Mobile combustion:	GJ	114,629	169,917	146,354	-14%
Gasoline	GJ	43,808	48,550	39,417	- 19%
Diesel fuel	GJ	16,158	45,629	29,012	- 36%
Natural gas	GJ	54,243	61,534	61,365	- 0%
Propane	GJ	421	14,204	16,560	17%

Consumption of fuel from non-renewable sources amounted to 208,651 GJ in the reporting year, representing a 39% decrease compared to the previous year. In 2025, energy consumption from stationary and mobile sources totaled 62,297 GJ and 146,354 GJ, respectively, reflecting decreases of 64% and 14% compared to 2024. The reduction in energy consumption from stationary sources was driven by improved power supply stability and the modernization of existing generator units, while the decrease in fuel consumption from mobile sources was associated with the acquisition and use of electric vehicles.

This trend indicates positive progress in the Company's energy efficiency performance. The gradual reduction in dependence on non-renewable energy sources contributes to lowering the Company's carbon footprint and operating costs, in line with its long-term sustainable development objectives.

Table 30. Purchased electricity and heat energy consumption

Indicator	Unit of Measurement	2023	2024	2025	Change 2024-2025, %
Electricity	GJ	625,457	787,076	862,194	10%
Heat energy	GJ	15,121	18,634	14,276	-23%
Total	**GJ**	**640,578**	**805,710**	**876,470**	**9%**

In 2025, the volume of electricity purchased by the Company increased to 862,194 GJ, representing a 10% increase compared to 2024. This increase was driven by network expansion, infrastructure modernization, and the growing use of electric vehicles, which collectively contributed to higher electricity consumption.

Purchased heat energy consumption amounted to 14,276 GJ, which was 23% lower than in 2024. The decrease in consumption was attributable to the implementation of the Company's operational transformation initiatives, as well as the optimization of office infrastructure usage in Tashkent.

Table 31. Energy consumption from renewable sources, GJ

Indicator	Unit of Measurement	2023	2024	2025	Change 2024-2025, %
Electricity from renewable energy sources (RES)	GJ	16,463	21,424	11,344	-47%

In 2025, the share of energy from renewable sources in the Company's total energy consumption amounted to 1%. The volume of energy consumed from renewable energy sources (RES) totaled 11,344 GJ, representing a 47% decrease compared to 2024. The decrease was attributable to the transition from estimated data to actual data provided by the Company's branches. The development of renewable energy use is carried out in line with the Company's ESG Strategy, which sets targets for improving energy efficiency, reducing the carbon footprint, and increasing the share of renewable energy sources in total energy consumption to at least 8% by 2030. The current level of this indicator highlights the need for further development in this area.

Energy consumption calculations were performed using net calorific values (NCV) provided in the IPCC Guidelines, as well as conversion factors recommended by the GHG Protocol. Electricity consumption was determined based on metering data.

Fuel consumption was converted into energy units using the standard NCV values from the IPCC Guidelines without applying additional adjustments. For gasoline, a conversion factor of 0.000034 TJ/liter was applied.

Energy Intensity

GRI 302-3

Table 32. Energy Intensity per Unit of Revenue, GJ

Indicator	Unit of Measurement	2023	2024	2025	Change 2024-2025, %
Total energy consumption	GJ	810,993	1,167,557	1,096,465	-6%
Revenue	billion UZS	7,749	8,884	10,616	19%
Subscribers	million subscribers	11,2	13,1	13,2	1%
Traffic volume	Petabytes	N/A	6,568	8,044	22%
Energy intensity	GJ/billion UZS	105	131	103	-21%
Energy intensity	GJ/million subscribers	72,410	89,127	83,066	-7%
Energy intensity	GJ/Petabyte	N/A	178	136	-24%

Energy intensity is calculated as the ratio of total energy consumption to the relevant operational indicators of the Company's activities, including revenue, number of subscribers, and data traffic volume. In 2025, energy intensity amounted to 103 GJ per billion UZS, representing a 21% decrease compared to 2024. The decline in the indicator reflects improved energy efficiency and more efficient use of energy resources. The calculation includes all types of energy consumed within the Company's operations, including fuel (gasoline, diesel fuel, natural gas, and propane), electricity (including energy from renewable sources), and heat energy.

Revenue is used as the primary business activity indicator due to its universal applicability and relevance for assessing trends in energy efficiency over time. The selection of this indicator reflects the specifics of the Company's operations as a telecommunications service provider and is widely applied in industry practice. In addition, indicators such as the number of subscribers and data traffic volume are used to provide a more accurate assessment of energy efficiency, taking into account the operational specifics of the Company's activities.

The energy intensity ratio is calculated based on the Company's total energy consumption and is not differentiated between renewable and non-renewable energy sources. The calculation is based on energy consumption data prepared using conversion factors derived from the IPCC Guidelines and the GHG Protocol methodology.

TC-TL-130a.1

The Company's total energy consumption in 2025 amounted to 1,096,465 GJ, of which 11,344 GJ was generated from renewable energy sources. As a result, renewable energy accounted for 1% of the Company's total energy consumption. Purchased electricity from external suppliers amounted to 862,194 GJ, representing 79% of the Company's overall energy consumption structure. Total electricity consumption of Uzbektelecom JSC in 2025, including purchased electricity and electricity generated from renewable energy sources, amounted to 873,538 GJ of which renewable energy sources accounted for 1%.

The share of renewable energy sources in the Company's energy consumption structure remains limited, with the majority of electricity consumption attributable to purchased energy resources. To improve energy efficiency and optimize energy consumption, the Company is implementing measures focused on equipment modernization, the introduction of energy-saving technologies, and the optimization of equipment operating modes. Going forward, the Company plans to continue developing this area, including further enhancement of energy management practices and improvement of energy resource efficiency.

At present, energy consumption accounting within the Company is not maintained with a detailed breakdown by individual facilities, including data centers and the vehicle fleet. At the same time, separate accounting is maintained for stationary and mobile sources. The Company plans to introduce more detailed facility-level energy accounting by 2030.

Table 33. KPI Targets for the Transition to Renewable Energy Sources under the ESG Strategy through 2030

Aspect (E – Environmental)	Metric	Target Timeline	Target Value by 2030	Comment
Transition to renewable energy sources (RES)				
(1)	Share of renewable energy sources in the Company's total energy consumption to reach at least 8%	No later than December 2030	-	Subject to annual review

Energy Efficiency Performance Indicators

PUE & WUE

At present, PUE indicators at Uzbektelecom JSC are calculated based on the energy consumption of the Company's primary critical infrastructure facility hosting its data centers. As a significant share of the Company's server and telecommunications equipment is concentrated at this facility, which accounts for the largest portion of the IT infrastructure's energy consumption, the assessment is based on the facility's total energy consumption.

In 2025, the facility's total electricity consumption amounted to 2,806,019 kWh (10,102 GJ). Compared to previous periods, electricity consumption continued to show gradual growth, increasing by approximately 6% compared to 2024 and by 17% compared to 2023. This trend is attributable to the ongoing development of Uzbektelecom JSC's IT infrastructure and the expansion of data center computing capacity.

In accordance with the ESG Strategy of Uzbektelecom JSC, key energy efficiency priorities include reducing the energy intensity of office facilities, introducing specialized energy efficiency indicators for data centers (PUE), and expanding the practice of conducting energy audits.

Indicators related to the energy intensity of office facilities, the share of facilities that have undergone energy audits, as well as PUE and WUE values, are currently under development. At the same time, the Company's data center is equipped with an Air Handling Unit (AHU) supply ventilation system with a Free Cooling function, which uses cold outside air to maintain the required indoor climate during cold and transitional seasons without the use of compressor-based cooling equipment. Uzbektelecom JSC is also considering the introduction of monitoring for these indicators as part of its ESG Strategy through 2030. Going forward, the Company plans to expand its resource efficiency performance tracking system and further improve the energy efficiency of data center operations.

Table 34. Electricity Consumption at the Data Center Facility, 2023–2025

Indicator	Unit of Measurement	2023	2024	2025	Change 2024-2025, %
Electricity consumption	kWh	2,388,784	2,645,712	2,806,019	6%
	GJ	8,600	9,525	10,102	6%

Emissions Management

GRI 305-1, 305-2, 305-4, 305-5, 305-6, 305-7

Greenhouse Gas Emissions and Climate Impact

The most significant environmental aspect for the Company is the energy consumption of its network infrastructure facilities, including base stations, data centers, and administrative buildings. In this regard, the Company calculates greenhouse gas emissions in accordance with the GHG Protocol (Corporate Accounting and Reporting Standard), using emission factors based on the recommendations of the Intergovernmental Panel on Climate Change (IPCC) and applicable national emission factors. The calculations are based on actual resource consumption data and ensure comparability with international disclosure practices.

As part of its efforts to reduce carbon intensity, the Company is gradually implementing the following measures:

- deployment of energy-efficient equipment;
- development of energy efficiency improvement measures through the modernization of existing telecommunications equipment using advanced technological solutions and energy-efficient components;
- optimization of network operating modes and energy consumption across facilities;
- installation of solar power systems to partially supply facilities with renewable energy;
- reduction of specific carbon intensity indicators;
- gradual transition to more environmentally friendly transport, including electric vehicles.

As part of its commitment to environmental responsibility, Uzbektelecom JSC maintains systematic oversight of greenhouse gas emissions, with a particular focus on reducing its carbon footprint and improving the energy efficiency of its operations. The Company accounts for both direct and indirect emissions and also calculates emissions intensity relative to revenue. Performance indicators are analyzed over a three-year period, enabling the Company to assess the effectiveness of implemented measures and define further actions aimed at reducing environmental impact.

Table 35. Classification of the Company's Greenhouse Gas Emissions by Scope

Category	Type of emissions	Main sources
Scope 1	Direct emissions from fuel consumption	Stationary sources, transport, generators, refrigerants

Scope 2	Indirect energy-related emissions from purchased energy	Purchased electricity, heat energy, cooling

Methodology

The Company's greenhouse gas emissions are calculated in accordance with the requirements of GRI 305 "Emissions" and the principles of the GHG Protocol. The reporting boundary includes all operational assets of the Company located within the Republic of Uzbekistan, based on the operational control approach. No changes to the reporting boundary were identified during the reporting period, ensuring the completeness and comparability of the disclosed data. The calculation includes the following greenhouse gases: carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O). Emissions are calculated using fuel calorific values and standard emission factors.

The assessment of direct greenhouse gas emissions (Scope 1) is an important component of the Company's environmental management system and is aimed at identifying and minimizing sources of negative environmental impact. In order to improve the accuracy of climate-related reporting and align with the recommendations of the Intergovernmental Panel on Climate Change (IPCC), the Company transitioned in 2025 to the use of Global Warming Potentials (GWP) from the IPCC Sixth Assessment Report (AR6).

Scope 1 emissions include the following categories:

- Stationary fuel combustion — emissions generated from fuel consumption in stationary equipment supporting the operation of telecommunications infrastructure;
- Transportation — emissions from the operation of corporate vehicles used for the maintenance and repair of network infrastructure, as well as for supporting the Company's operational activities;
- Refrigerant emissions — emissions associated with refrigerant leakages from air conditioning and cooling systems.

Indirect Greenhouse Gas Emissions (Scope 2)

Consideration of national factors (Scope 2): in calculating indirect energy-related emissions for 2025, the Company took into account actual changes in the structure of the national energy system of the Republic of Uzbekistan, including the significant increase in the share of renewable energy sources (RES) and improved efficiency of district heating networks. This approach ensures a high level of transparency for stakeholders and demonstrates the Company's commitment to responsible business practices and the accuracy of non-financial reporting.

In accordance with the GHG Protocol Scope 2 Guidance, the Company applies the dual reporting approach, disclosing emissions data under both the location-based and market-based methods:

- **Location-based method:** reflects the average emissions intensity of the national power grid. The Grid Emission Factor was calculated based on the current generation mix of the Republic of Uzbekistan. The decrease in the indicator was driven by the increase in the share of renewable energy sources (solar and wind generation) in the national energy mix to 20%. The factor also takes into account technological losses from energy transmission and distribution at a level of 12%;
- **Market-based method:** reflects the Company's selection of low-carbon energy sources. The calculation takes into account the use of International Renewable Energy Certificates (I-REC). For the volume of electricity covered by the certificates, an emission factor of 0 tCO_2-eq./MWh was applied. Due to the absence of a published Residual Mix factor for the power system of the Republic of Uzbekistan, the average grid emission factor was applied for the calculation of Scope 2 emissions under the market-based method. This approach is permitted under the requirements of the GHG Protocol Scope 2 Guidance where a Residual Mix factor is not available;
- **District heating:** emissions from purchased heat energy were calculated based on consumption measured in Gcal. Due to the absence of officially published emission factors for district heating systems in the Republic of Uzbekistan, the emission factor was determined using a calculation-based approach, taking into account the dominant fuel type (natural gas) and the estimated efficiency of district heating systems — 71% for 2025 and 65% for 2024.

To ensure data comparability and compliance with the Like-for-Like principle, the Company performed a retrospective recalculation of its 2024 indicators. The recalculation was driven by the transition to updated IPCC AR6 factors and the refinement of regional emission factors. The application of a consistent methodological framework for both 2024 and 2025 eliminates the impact of external statistical factors and provides a clear basis for assessing the

Company's progress in implementing its decarbonization strategy. Data for 2023 and earlier periods are presented without adjustment as a historical baseline, except where deviations exceed the Company's established materiality threshold of 5%.

Direct Greenhouse Gas Emissions

GRI 305-1

The base year for assessing the Company's greenhouse gas emissions performance is 2024. In 2025, total direct greenhouse gas emissions (Scope 1) amounted to 13,575 tCO_2-eq., representing a 36% decrease compared to 2024. The reduction was driven by lower emissions across all major greenhouse gases, supported by the partial transition of the corporate vehicle fleet to natural gas fuel and electric vehicles, as well as the optimization of maintenance practices and operating modes for backup generators. This result confirms the effectiveness of the Company's measures aimed at decarbonizing its operational activities.

During the reporting period, the Company recorded a reduction across all key greenhouse gases: carbon dioxide (CO_2) emissions decreased by 37%, methane (CH_4) emissions by 29%, and nitrous oxide (N_2O) emissions by 18% compared to the previous year. This performance was driven by improved energy efficiency of the telecommunications infrastructure, equipment modernization, optimization of the vehicle fleet, and the reduction in the carbon intensity of the national energy system of the Republic of Uzbekistan. Collectively, these factors indicate a steady reduction in the carbon intensity of the Company's operations and improved efficiency in the use of fuel and energy resources.

As the Company does not use biofuels within its energy consumption structure, no biogenic CO_2 emissions are generated; accordingly, the related indicators are not disclosed.

The Company's ESG Strategy provides for the annual collection and disclosure of information on the types of fossil fuels and fossil fuel-based energy consumed, as well as the development of a corporate greenhouse gas monitoring, reporting, and management system, with implementation planned no later than December 2030. The Strategy also establishes emissions reduction scenarios, including direct emissions targets of 18,857 tCO_2-eq. under Scenario 1 and 19,115 tCO_2-eq. under Scenario 2 for 2025.

As of the end of the reporting period, the Company already collects and discloses the relevant information, while actual Scope 1 emissions amounted to 13,575 tCO_2-eq., which is 28% below the target value under Scenario 1 and 29% below the target value under Scenario 2, indicating an accelerated pace of direct emissions reduction.

Table 36. Total Direct GHG Emissions (Scope 1) Across the Company, tCO_2-eq.

Indicator	Unit of Measurement	2023	2024[5]	2025	Change 2024-2025, %
Total Company emissions	tCO_2-eq.	10,071	21,214	13,575	-36%
Carbon dioxide (CO_2)	tCO_2-eq.	9,789	20,786	13,155	-37%
Methane (CH_4)	tCO_2-eq.	181	52	37	-29%
Nitrous oxide (N_2O)	tCO_2-eq.	102	80	66	-18%

Indirect Greenhouse Gas Emissions

GRI 305-2

The Company accounts for indirect greenhouse gas emissions (Scope 2) associated with the consumption of electricity and heat energy. The base year for assessing emissions performance is 2024. The reporting boundary covers the Company and all of its branches within the Republic of Uzbekistan under operational control. The primary contribution to emissions volume is attributable to electricity consumption required for the operation of telecommunications infrastructure. In 2025,

[5] The 2024 figures were recalculated following an update of the methodology (transition to IPCC AR6 emission factors) in order to ensure data comparability

emissions calculated under the location-based approach amounted to 97,576 tCO_2-eq., representing a 2% decrease compared to 2024 (99,430 tCO_2-eq.).

Against the backdrop of increasing energy consumption driven by network expansion and growing infrastructure load, the Company applies additional measures to reduce its carbon footprint, including the use of International Renewable Energy Certificates (I-REC). Under the market-based approach, emissions amounted to 89,540 tCO_2-eq., which is 10% lower than the 2024 level and 8% lower than the 2025 emissions calculated under the location-based method. This approach reflects both the impact of changes in the national energy system and the Company's own initiatives aimed at decarbonizing energy consumption.

Actual emissions performance is also assessed against the targets established under the Company's ESG Strategy. Based on 2025 results, indirect greenhouse gas emissions (Scope 2) calculated under the market-based approach amounted to 89,540 tCO_2-eq., which is 11% below the target level under Scenario 1 and 13% below the target level under Scenario 2. Achieving emissions levels below the established targets indicates that the measures implemented to manage energy consumption and reduce the carbon footprint have proven more effective than originally projected.

The observed reduction in the intensity of indirect energy-related emissions (Scope 2) was primarily driven by the ongoing transformation of the energy sector in the Republic of Uzbekistan. Key decarbonization factors within the national grid included the large-scale integration of renewable energy sources (RES), technological modernization of thermal power plants through the introduction of modern combined-cycle gas turbine (CCGT) units with higher efficiency, and the implementation of state programs aimed at upgrading transmission infrastructure, which contributed to lower technological losses during energy transmission and distribution.

For heat energy, the Company transitioned to the use of more precise emission factors reflecting the structure of district heating systems across the regions where it operates. Heat generation in the Republic of Uzbekistan is predominantly based on the direct combustion of natural gas, which is characterized by lower carbon intensity. In 2025, heat energy consumption decreased by 23% (from 4,451 to 3,410 Gcal), driven by the modernization of heating infrastructure and the introduction of automated control systems that improved efficiency and reduced losses, as well as higher average temperatures during the 2024–2025 heating season compared to the previous season, according to data from Uzhydromet. This trend is viewed positively and reflects the Company's improved energy efficiency.

Table 37. Total indirect GHG emissions (Scope 2) across the company, tCO_2-eq.

Indicator	Unit of Measurement	2023	2024	2025	Change 2024–2025, %
Location-based method, Scope 2	tCO_2-eq.	90,980	99,430	97,576	-2%
Market-based method, Scope 2	tCO_2-eq.	-	-	89,540	-
Heat energy consumption	Gcal	3,611	4,451	3,410	-23%

Greenhouse Gas Emissions Intensity

GRI 305-4

As business activity indicators for calculating greenhouse gas emissions intensity, the Company uses revenue, data traffic volume, and the number of subscribers. The selection of these indicators reflects the specifics of the telecommunications industry, where the volume of services provided and the load on infrastructure are directly linked to data transmission and the customer base. The indicators used are aligned with international non-financial reporting practices for telecommunications operators and ensure comparability of results.

Emissions intensity is calculated as the ratio of total greenhouse gas emissions (Scope 1 and Scope 2) to the relevant business activity indicators and is expressed in tCO_2-eq. per billion UZS, tCO_2-eq. per PB, and tCO_2-eq. per million subscribers. The calculations are based on the Company's management and financial reporting data, as well as internal operational performance accounting systems.

During the reporting period, the Company demonstrated positive performance across its greenhouse gas emissions intensity indicators. Total greenhouse gas emissions (Scope 1 and Scope 2) decreased by 15% compared to the previous year, reflecting the effectiveness of the measures implemented in the areas of energy conservation and infrastructure efficiency improvement.

Greenhouse gas emissions intensity per unit of revenue decreased by 29%, driven by the Company's financial performance growth outpacing emissions growth dynamics. In addition, emissions intensity per unit of traffic decreased by 28%, reflecting the modernization of telecommunications equipment, network development, and improved data transmission efficiency. This trend is aligned with the target of reducing the CO_2 intensity of the IT infrastructure by 20% by 2030 and indicates that the Company is progressing ahead of its established target.

Despite the growth of key operational indicators, including a 19% increase in revenue and a 22% increase in traffic volume, the Company continues to reduce the carbon intensity of its operations, reflecting improved energy efficiency and the sustainable development of its business processes.

Table 38. Greenhouse Gas Emissions Intensity (Carbon Intensity of Services) per Unit of Revenue, tCO_2-eq.

Indicator	Unit of Measurement	2023	2024	2025	Change 2024–2025, %
Total GHG emissions (Scope 1 and 2)	tCO_2-eq.	101,051	120,643	103,115	- 15%
GHG emissions intensity (Scope 1 and 2) per unit of revenue	tCO_2-eq./billion UZS	13	14	10	- 29%
GHG emissions intensity (Scope 1 and 2) per traffic volume	tCO_2-eq./Petabyte	N/A	18	13	- 28%
GHG emissions intensity (Scope 1 and 2) per million subscribers	tCO_2-eq./million subscribers	9,022	9,209	7,812	- 15%
Revenue	billion UZS	7,749	8,884	10,616	19%
Traffic volume	Petabytes	N/A[6]	6,568	8,044	22%
Subscribers	million	11,2	13,1	13,2	1%

Greenhouse Gas Emissions Reduction

GRI 305-5

In 2025, the Company recorded a net reduction in Scope 2 greenhouse gas emissions. This result was achieved through the combined effect of internal energy efficiency initiatives and external factors related to the transformation of the energy sector in the Republic of Uzbekistan.

The year 2024 was selected as the base period for assessing progress, with the corresponding indicators retrospectively recalculated using IPCC AR6 factors to ensure Like-for-Like comparability. The calculation of emissions reductions covers indirect energy-related emissions only (Scope 2).

Basis of calculation: the reduction in Scope 2 emissions (location-based method) was calculated as the difference between the actual emissions of the reporting period and the recalculated 2024 baseline;

[6]Data on traffic volume for 2023 are not presented due to the absence of comparable traffic data for the reporting period that would ensure the required level of accuracy and verifiability in accordance with the applied methodology. The Company continues to enhance its production data collection and verification system: beginning in 2024, traffic accounting has been carried out using automated measurement systems that ensure the required level of accuracy and comparability.

Use of market-based instruments: additional reductions under the market-based method were achieved through the deduction of electricity volumes covered by I-REC certificates (using an emission factor of 0 tCO_2-eq./MWh);

Boundaries and gases: the calculation includes CO_2, CH_4, and N_2O emissions. All indicators are presented in CO_2 equivalent using GWP values from IPCC AR6.

Table 39. Dynamics of Greenhouse Gas Emissions Reduction (2024–2025)

Category (Scope), tCO_2-eq.	Calculation Method	2024 (Base Year, Recalculated)	2025 (Reporting Year)	Net Reduction (-) / Increase (+)	Initiatives and Drivers of Change
Scope 2	Location-based method	99,430	97,576	-1,854	Decarbonization of the national grid of the Republic of Uzbekistan (growth in RES share), modernization of district heating networks
Scope 2	Market-based method	99,430	89,540	-9,890	Decarbonization of the national grid of the Republic of Uzbekistan (growth in RES share), modernization of district heating networks, use of I-REC certificates (8,289.6 tCO_2-eq.)

The reduction in greenhouse gas emissions during the reporting period was also driven by the implementation of a range of energy efficiency measures. The key initiatives that influenced emissions performance are presented in the table below:

Table 40. Measures Implemented to Reduce Electricity Consumption

№	Initiative	Unit of measurement	Planned	Actual
1	Installation of motion sensors for lighting systems	units	520	555
2	Replacement of lighting fixtures with energy-efficient LED lamps	units	100	177
3	Installed capacity of solar panels	kW	770	850
4	Installation of reactive power compensation units	units	29	27
5	Adjustment and optimization of boiler equipment operating modes	units	8	8
6	Replacement of doors and windows with aluminum and plastic alternatives	units	30	30
7	Other measures (including dismantling of obsolete telecommunications equipment)	units	49	63
8	Installation of heat-reflective panels between radiators and walls	units	10	10

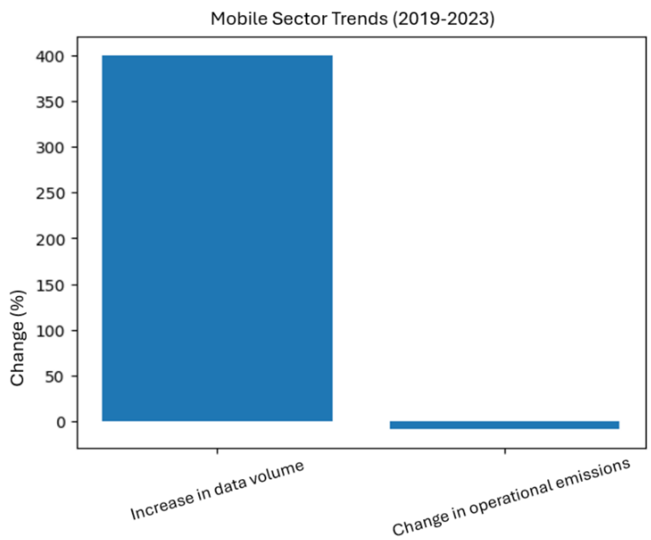
It should be noted that the disclosed initiatives represent part of the Company's systematic operational activities aimed at the efficient use of purchased electricity and heat energy and are implemented on an ongoing annual basis. In accordance with the methodological requirements of GRI 305-5, these measures are not classified as dedicated direct decarbonization initiatives in the strict sense of the standard; therefore, their effect is not presented as a separate line item in the calculation of emissions reductions. Nevertheless, the Company considers it important to disclose these initiatives given their significant contribution to reducing the carbon intensity of operations and the consistent nature of their implementation.

Industry Context and Climate Agenda

The telecommunications sector is not among the largest contributors to global greenhouse gas emissions: according to various estimates, its share ranges from approximately 1.8% to 2.8% of global emissions and may reach up to approximately 3% when considering the broader lifecycle of digital services and equipment. These estimates reflect aggregated assessments by researchers and industry experts regarding the climate impact of the ICT sector as a whole, including networks, data centers, and end-user devices[7].

Despite its relatively moderate current impact, the sector faces steadily increasing energy demand driven by the exponential growth in data traffic volumes, expansion of 4G/5G network coverage, and rising adoption of cloud computing and artificial intelligence solutions. According to GSMA, between 2019 and 2023, operational emissions across the global mobile sector decreased by approximately 8%, despite a fourfold increase in data traffic and a 9% increase in the number of connections, indicating an emerging decoupling of traffic growth from carbon footprint growth[8].

International industry organizations and initiatives — including the ITU, GeSI, GSMA, and SBTi — continue to advance the climate agenda and develop sectoral roadmaps for emissions reduction. In particular, the mobile industry has adopted a target of achieving net zero emissions no later than 2050, while a number of leading telecommunications operators are already continuing to reduce their own emissions and increase the share of renewable energy in their energy consumption structure[9].

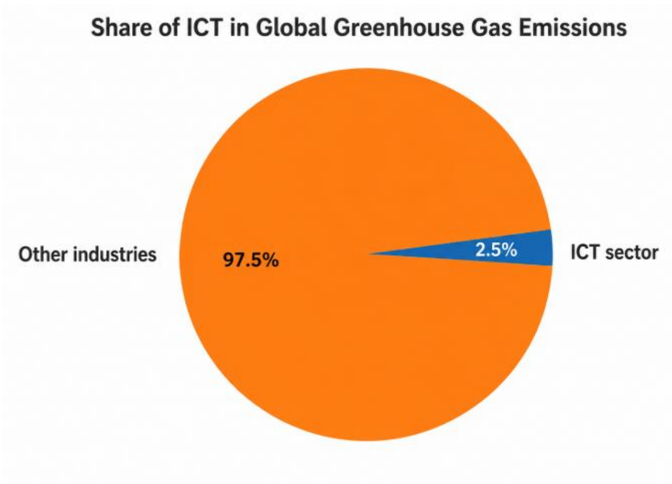


Many global telecommunications operators also systematically measure and disclose network energy intensity indicators, including kWh per unit of traffic and energy consumption per user, and seek to reduce these metrics through network modernization, energy optimization, and the decommissioning of outdated infrastructure elements. In 2022, operators participating in CDP disclosure collectively reported approximately 320 TWh of energy consumption, alongside significant emissions reductions achieved through improved energy efficiency and the transition to renewable electricity[10].

In Central Asia and neighboring regions, the telecommunications sector is also experiencing growing network loads and increasing traffic volumes, while energy generation systems remain predominantly hydrocarbon-based. This increases the importance of a strategic approach to equipment energy efficiency, the transition to more sustainable energy sources, and the integration of climate-related risks into strategic and operational management. At the same time, international experience demonstrates that accelerating the transition to renewable energy and increasing its share even to 30–40% can significantly reduce the carbon footprint of telecommunications networks and infrastructure, as evidenced by the practices of leading global operators[11].

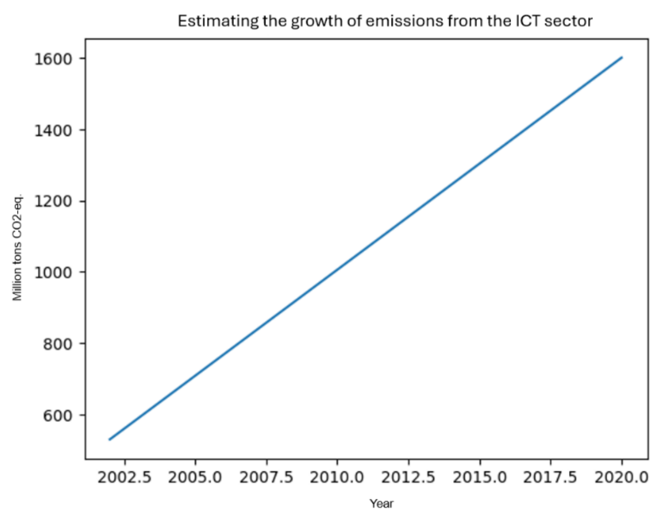
Within this evolving landscape, 2025 marks the sector's transition toward a more mature ESG management model, in which:

[7]https://www.itu.int/initiatives/green-digital-action/impact/ict-emissions
[8]https://www.gsma.com/newsroom/press-release/mobile-industry-emissions-down-8-but-pace-must-double-to-hit-net-zero
[9] https://www.gsma.com/solutions-and-impact/connectivity-for-good/external-affairs/mobile-sector
[10]https://www.gsma.com/solutions-and-impact/connectivity-for-good/external-affairs/climate-action/mobile-net-zero-2024/emissions-from-mobile-operators
[11]https://www.gsma.com/solutions-and-impact/connectivity-for-good/external-affairs/climate-action/mobile-net-zero-2024/emissions-from-mobile-operators



- emissions are calculated and disclosed using methodologies aligned with international standards, including the GHG Protocol and IPCC assessment approaches;
- operators are establishing quantitative emissions reduction targets for Scope 1 and Scope 2 emissions while beginning to expand Scope 3 accounting practices;
- network energy efficiency is assessed not only through absolute indicators, but also through intensity-based metrics (per unit of traffic, per connection, and per subscriber);
- climate-related risks are increasingly being integrated into strategic planning and risk management processes.

This approach reflects mature industry practice recognized in leading GSMA and ITU reports and demonstrates that telecommunications operators are capable of combining the growth of digital services with environmental sustainability. Future reporting is expected to include further expansion of disclosures related to the share of renewable energy, trends in energy efficiency indicators, and progress toward long-term climate targets aligned with the objectives of the Paris Agreement.



Against the backdrop of the rapid development of digital infrastructure in the Republic of Uzbekistan, the Company views climate-related opportunities as a factor contributing to operational resilience and long-term competitiveness. The Company's approach is shaped in consideration of national strategic priorities, including the "Uzbekistan – 2030" Development Strategy, state programs aimed at improving energy efficiency, expanding renewable energy sources, and developing a green economy, as well as the country's international commitments under the Paris Agreement.

In 2025, the Company continued integrating climate-related factors into its corporate risk management system. No material changes were identified in the list of climate-related risks and opportunities compared to 2024. At the same time, the Company continues to further develop scenario assumptions and approaches for assessing the potential financial implications of climate-related factors.

The list of key climate-related risks and opportunities presented in the relevant figure and Table 41 of this Report remains applicable as of the 2025 reporting period. A more detailed assessment of the impact of climate-related factors on financial performance and investment decisions will be carried out as part of the development of the Company's Climate Strategy, the completion of which is planned for 2027. The results of this work will be integrated into long-term strategic planning and the Company's disclosure framework in accordance with international standards.

Table 41. Analysis of the Company's Climate-Related Risks

Aspect	Detailed description of climate-related risks	Risk management
Droughts and water scarcity	Prolonged droughts lead to depletion of water resources and deterioration of conditions in regions where the Company operates	1. Energy consumption optimization
Rising temperatures	Gradual temperature increases have a long-term impact on climate and public health	1. Underground cable installation 2. Use of heat-resistant materials

Wildlifes	Increasing frequency of wildfires damages ecosystems, deteriorates air quality, threatens public health and economic activity, and may result in infrastructure damage, operational disruptions, and financial losses for the Company	1. Use of fire-resistant materials 2. Vegetation control around base stations to prevent fire spread

Key climate-related opportunities include:

- improving the energy efficiency of network infrastructure and operational processes, contributing to lower operating costs, enhanced network reliability, and reduced exposure to electricity tariff volatility;
- development of digital products and services, including broadband access, cloud services, Internet of Things solutions, and analytics tools that support digitalization and contribute to reducing the resource and carbon intensity of customers' operations;
- gradual increase in the share of electricity sourced from renewable energy, aimed at reducing carbon intensity and improving the predictability of the cost structure.

Climate-related opportunities are assessed within the Company's risk management framework in terms of their potential impact on capital expenditures, operating expenses, cash flows, and access to financing sources.

Definition of the Company's Decarbonization Targets in Alignment with the SBTi

As part of the development of its Climate Strategy and current ESG Strategy, the Company has preliminarily established short-, medium-, and long-term greenhouse gas emissions reduction targets within the framework of the Science Based Targets initiative (SBTi). The primary objective at this stage is to define decarbonization targets for the period through 2030.

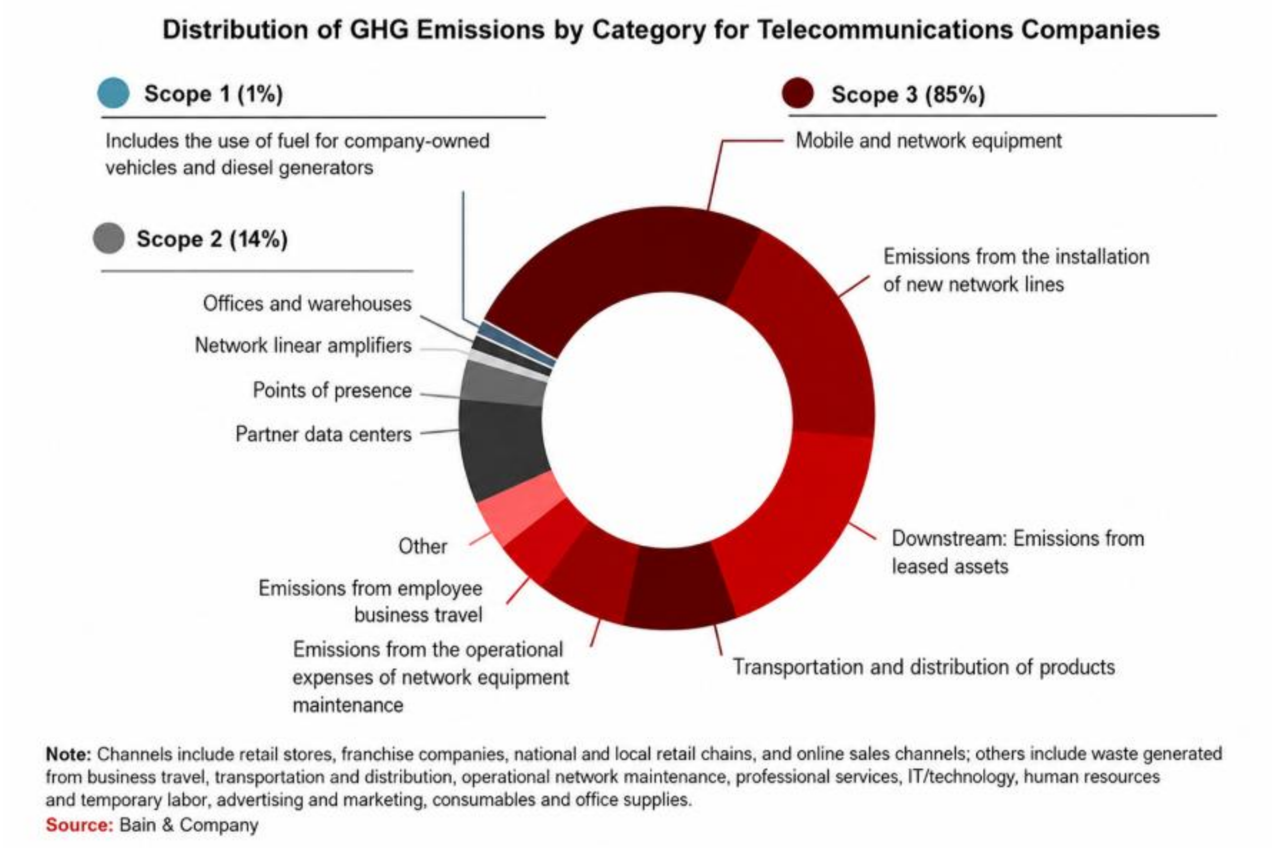
In establishing its decarbonization targets, the Company was guided by SBTi recommendations, as well as by an assessment of its business model, technological capabilities, and market requirements. The current assessment is preliminary in nature, and the disclosed targets may be revised and further developed as part of the ongoing preparation of the Company's Climate Strategy.

The Company expects to realize the following benefits from joining the SBTi initiative:

- establishing a clear decarbonization and carbon neutrality pathway aligned with the national commitments of the Republic of Uzbekistan, including the definition of a medium-term target for 2030;
- ensuring compliance with the requirements of the Company's principal shareholder and regulatory recommendations related to the ESG agenda;
- strengthening investor confidence;
- stimulating innovation and enhancing competitiveness;
- demonstrating concrete climate-related commitments and ensuring annual monitoring of progress;
- obtaining detailed feedback and technical support from SBTi experts;
- obtaining the status of "Committed" for Uzbektelecom JSC on the SBTi website (not earlier than 2026).

It should be noted that the process of setting decarbonization targets involves the assessment of all three greenhouse gas emission scopes. At the same time, the telecommunications sector is typically characterized by the following distribution of greenhouse gas emissions across Scope 1, Scope 2, and Scope 3 categories.

Figure 7. Distribution of GHG Emissions in the Telecommunications Sector



The Company's primary medium-term focus will be concentrated on Scope 3[12] emissions, with priority categories for greenhouse gas emissions calculation including:

1. purchased fuels;
2. transportation and distribution activities;
3. employee business travel;
4. employee commuting.

Table 42. Company Approach to Setting Targets for Scope 1 and Scope 2 Emissions (Direct and Indirect Emissions)

Criteria	Target indicator (baseline assumptions)	Comment
1	2	3
1. Applied method for setting GHG emissions reduction targets	Absolute GHG emissions reduction approach	
2. Climate scenario applied for setting GHG emissions reduction targets	Scenario aligned with limiting global temperature increase to no more than 1.5°C	
3. Base year for Scope 1 direct emissions reduction targets	2024	First year for which verification of Scope 1 and Scope 2 emissions is planned
4. SBTi targets are established for a minimum period of 5 years (Scenario 1), i.e. covering at least through 2030. An alternative target-setting scenario under the SBTi framework is also	2030 2035	Applicable to Scope 1 and Scope 2 emissions (Scenario 1 and Scenario 2)

[12]Currently, Scope 3 emissions accounting and inventory are not conducted; implementation is planned starting from 2026

Criteria	Target indicator (baseline assumptions)	Comment
considered for the period through 2035 (Scenario 2)		
5. Baseline volume of Scope 1 direct GHG emissions	21 214	tCO_2-eq.
6. Baseline volume of Scope 2 indirect GHG emissions	99 430	tCO_2-eq.
7. In accordance with the SBTi approach, GHG emissions reduction targets must cover at least 95% of total Scope 1 and Scope 2 emissions associated with direct and indirect energy-related emissions	114 611	95% minimum threshold
8. Scope 3 emissions: if they account for more than 40% of the Company's total emissions, such emissions shall be included in the Company's decarbonization program. At a minimum, emissions reduction plans must cover two-thirds of Scope 3 emissions	-	The Company plans to establish Scope 3 emissions reduction targets in 2026.

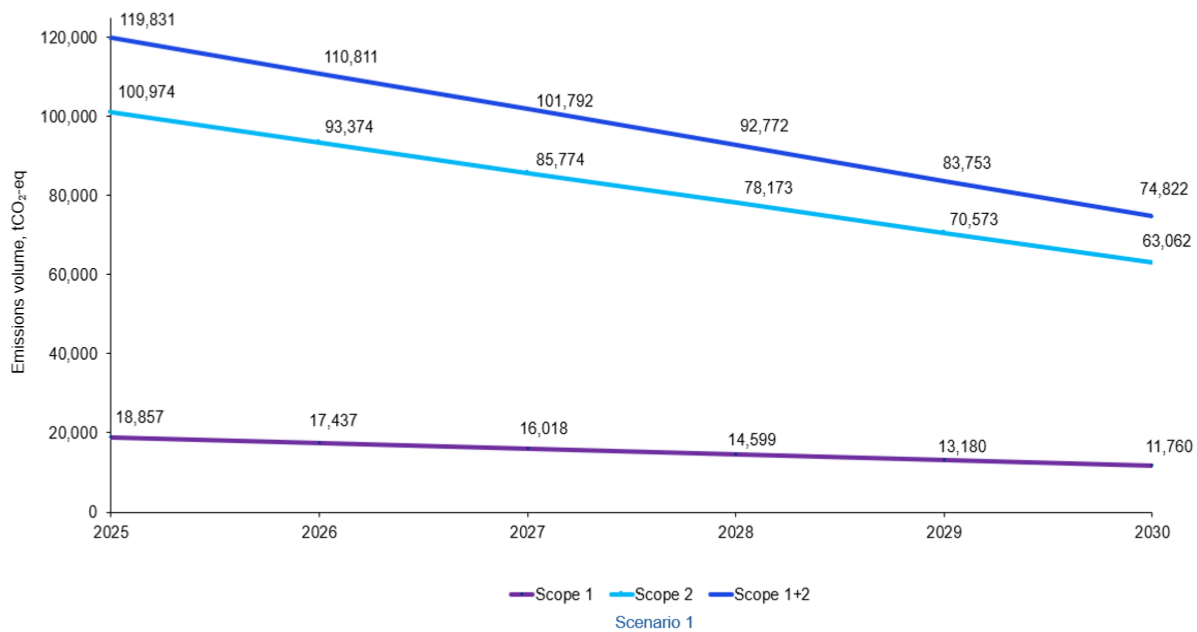
Scenario 1

Table 43. GHG Emissions Reduction Scenario under Scenario 1 through 2030

Scope	Year	Scenario for a 42% Reduction in GHG Emissions for the Period 2025–2030, tCO_2-eq.:
Scope 1	2025	18,857
	2026	17,437
	2027	16,018
	2028	14,599
	2029	13,180
	2030	11,760
Scope 2	2025	100,974
	2026	93,374
	2027	85,774
	2028	78,173
	2029	70,573
	2030	63,062
Scope 1+2	2025	119,831
	2026	110,811

	2027	101,792
	2028	92,772
	2029	83,753
	2030	74,821.7

Figure 8. Annual Reduction Trajectory for Scope 1 and Scope 2 Emissions through 2030



As of the end of 2025, the Company's total greenhouse gas emissions (Scope 1 and Scope 2) amounted to 103,115 tCO_2-eq. Under Scenario 1, the target level for 2025 was established at 119,831 tCO_2-eq., while the Company's actual emissions were 14% below this target. The most significant reduction was observed in direct emissions (Scope 1), which were 28% below the target level, driven by the implementation of energy efficiency measures, optimization of fuel consumption, and infrastructure modernization initiatives. This result confirms the effectiveness of the Company's climate strategy and its consistent progress toward achieving the established targets.

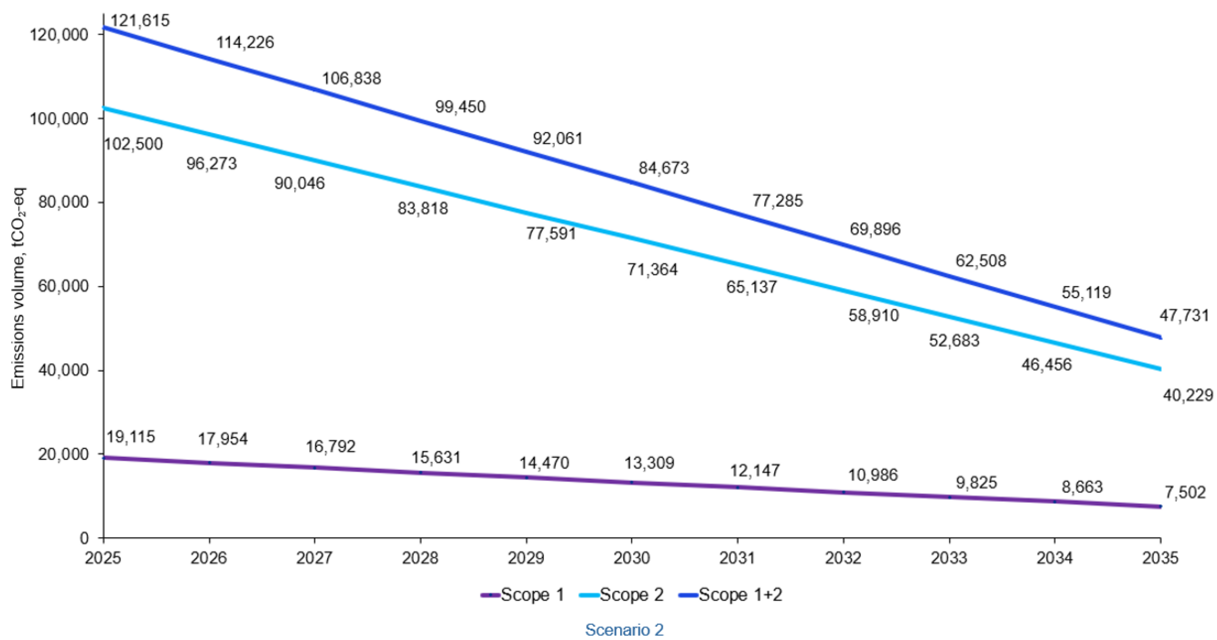
Scenario 2

Table 44. GHG Emissions Reduction Scenario through 2035

Scope	Year	Scenario for a 63% Reduction in GHG Emissions for the Period 2025–2035, tCO_2-eq.:
Scope 1	2025	19,115
	2026	17,954
	2027	16,792
	2028	15,631
	2029	14,470
	2030	13,309

Scope	Year	Scenario for a 63% Reduction in GHG Emissions for the Period 2025–2035, tCO_2-eq.:
	2031	12,147
	2032	10,986
	2033	9,825
	2034	8,664
	2035	7,502
Scope 2	2025	102,500
	2026	96,273
	2027	90,046
	2028	83,819
	2029	77,591
	2030	71,364
	2031	65,137
	2032	58,910
	2033	52,683
	2034	46,456
	2035	40,229
Scope 1+2	2025	121,615
	2026	114,226
	2027	106,838
	2028	99,450
	2029	92,061
	2030	84,673
	2031	77,285
	2032	69,896
	2033	62,508
	2034	55,120
	2035	47,731

Figure 9. Annual Reduction Trajectory for Scope 1 and Scope 2 Emissions through 2035



As of the end of 2025, the Company's total greenhouse gas emissions (Scope 1 and Scope 2) amounted to 103,115 tCO_2-eq., with Scope 2 emissions calculated using the market-based method. Under Scenario 2 (63% reduction by 2035), the target emissions level for 2025 was established at 121,615 tCO_2-eq., while the Company's actual emissions were 15% below this target. The most significant reduction was again observed in direct emissions (Scope 1), which were 29% below the target level, reflecting the effectiveness of the measures implemented to improve energy efficiency and reduce the carbon intensity of the Company's operations.

The reduction in emissions was driven by improvements in the Company's energy efficiency performance, including infrastructure modernization, implementation of energy-efficient solutions, and measures aimed at reducing energy consumption. Overall, the actual 2025 performance demonstrates that the Company is progressing ahead of the emissions reduction trajectory established under Scenarios 1 and 2 and confirms the effectiveness of the implemented decarbonization measures.

Table 45. KPI Targets through 2030: SBTi-Related Targets

Aspect (E-Environment)	Metric	Target timeline	Target Value by 2030	Comment
SBTi targets				
(1)	GHG emissions reduction under Scenario 1	No later than December 2030	128,850 tCO_2-eq.	Absolute GHG emissions reduction. Scenario aligned with limiting global temperature increase to no more than 1.5°C
(2)	GHG emissions reduction under Scenario 2	No later than December 2030	129,003 tCO_2-eq.	Absolute GHG emissions reduction. Scenario aligned with limiting global temperature increase

				to no more than 1.5°C
(3)	Development and implementation of an energy efficiency program	No later than December 2030	-	-
(4)	Transition to an automated system for accounting and management of primary source data used for quantitative GHG emissions assessment	No later than December 2030	-	Subject to annual review

Ozone-Depleting Substance Emissions

GRI 305-6

Ozone Depletion Potential (ODP) is a relative indicator that characterizes the ability of a substance, including refrigerants, to adversely affect the ozone layer. The ODP value is determined by the molecular structure of the substance, with the presence of chlorine and bromine atoms increasing its ozone-depleting effect.

The assessment is conducted relative to trichlorofluoromethane (R-11), for which the baseline ODP value is set at 1.0. Accordingly, the indicator reflects the degree of impact of a substance on the ozone layer relative to this reference substance.

ODP is a key indicator applied under the Montreal Protocol for comparing the impact of various ozone-depleting substances. The present assessment applies a 100-year time horizon. Total ODP is determined by multiplying the mass of the substance released into the atmosphere by its corresponding ozone depletion potential value.

Sources of ozone-depleting substance emissions are associated with the operation of air conditioning and cooling systems at telecommunications infrastructure facilities, including communication hubs, base stations, and server rooms. The primary source of emissions is refrigerant leakage during equipment operation and maintenance.

Data on refrigerant consumption are compiled based on information provided by operational divisions, including equipment servicing records and calculation-based assumptions. Due to limitations in the availability of actual data, refrigerant leakages were accounted for using an assumed average leakage rate of 10% of the total refrigerant charge. This assumption affects the completeness and accuracy of the emissions assessment.

Hydrofluorocarbons (HFCs) used in cooling systems do not possess ozone depletion potential, whereas hydrochlorofluorocarbons (HCFCs), including refrigerant R-22, are subject to phased elimination in accordance with the requirements of the Montreal Protocol.

Table 46. Ozone depletion potential from refrigerant use

Refrigerant type	Refrigerant leakage volume in 2023, tCO_2-eq.	Refrigerant leakage volume in 2024, tCO_2-eq.	Refrigerant leakage volume in 2025, tCO_2-eq.	2023 ODP, tons	2024 ODP, tons	2025 ODP, tons
R-410A	118.7	155.6	175.1	0	0	0
R-407c	29.9	43	42.1	0	0	0

R-22	73.3	69.6	95.4	0.0023	0.0195	0.0268
R-134A	37.2	20.9	0.9	0	0	0
R-600A	0	0	0	0	0	0
R-32A	2.9	0	2.7	0	0	0
R-404	19.8	7.3	0	0	0	0
HCFC-22	0	0	0	0	0	0
Total ozone depletion potential from refrigerant use for 2023–2025				**0.0023**	**0.0195**	**0.0268**

The Company is consistently replacing refrigerants with non-zero ozone depletion potential. Although leakages of refrigerants such as R-410A, R-407C, R-134A, R-600A, R-32, and R-404A have been identified, their total volume remains insignificant and is characterized by a low level of impact on the ozone layer. The primary contribution to ozone depletion potential is associated with the use of refrigerant R-22; accordingly, the Company is implementing measures for its gradual phase-out and replacement.

Other Emissions

GRI 305-7

Based on the assessment of environmental aspects of its operations, Uzbektelecom JSC determined that emissions of NOx, SOx, and other significant air pollutants do not constitute a material environmental aspect of the Company's activities. Accordingly, quantitative disclosure of indicators under GRI 305-7 has been deemed not applicable.

The Company's core activities relate to the provision of telecommunications services and the operation of network infrastructure and do not include production processes or industrial facilities that are significant sources of atmospheric emissions. Potential sources of air pollutant emissions are limited to the occasional operation of backup diesel generators at certain infrastructure facilities and the use of corporate vehicles. These sources operate in a backup or auxiliary mode, while the associated greenhouse gas emissions are accounted for within Scope 1.

In accordance with the legislation of the Republic of Uzbekistan — in particular, Law No. LRU-1073 dated 7 July 2025 "On the Limitation Greenhouse Gas Emissions" and Order No. 39-mb of the Director of the Agency of Statistics under the President of the Republic of Uzbekistan dated 9 October 2023 — mandatory state emissions reporting is required for organizations included in the state register of emission sources. Uzbektelecom JSC does not fall within this category due to the immaterial nature and volume of its pollutant emissions.

To ensure transparency and validate assessment results, the Company conducts regular analysis of potential sources of atmospheric emissions.

Table 47. Assessment of Sources of Atmospheric Emissions

Potential source of emissions	Type of emissions	Nature of emissions	Materiality assessment
Backup diesel generators at telecommunications infrastructure facilities	NOx, SOx, CO, particulate matter	Operated occasionally in emergency or backup modes	Low
Corporate vehicle fleet	NOx, NOx and SOx particulate matter	Operational emissions from a limited number of vehicles	Low
Network infrastructure (base stations, data centers)	No direct emissions	Electricity consumption results only in indirect greenhouse gas emissions	Not applicable

The Company also monitors potential sources of atmospheric emissions as part of its environmental management system and discloses information on greenhouse gas emissions (Scope 1 and Scope 2) in accordance with the requirements of GRI 305-1 and GRI 305-2 in this Report.

Responsible Water Use

Management Approach

GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5

Uzbektelecom JSC considers water resource management to be an integral part of the Company's environmental management system and sustainable development approach.

The Company's primary impact on water resources is associated with water consumption for domestic needs at administrative and operational facilities, as well as the discharge of wastewater into centralized sewerage systems. Due to the absence of water-intensive production processes, the overall impact is assessed as limited. Water withdrawal is carried out exclusively through centralized water supply systems operated by third-party providers, and the Company does not maintain its own water intake facilities.

The Company's approach to water management is set out in the Water Efficiency Management Policy of Uzbektelecom JSC and is aimed at the efficient use of water resources, prevention of water losses, and full compliance with the legislation of the Republic of Uzbekistan governing water use and wastewater disposal.

To minimize adverse impacts on water resources, the Company implements the following measures:

- regular monitoring of water consumption volumes based on metering device readings;
- installation of water-efficient sanitary and technical equipment at the Company's facilities;
- preventive measures aimed at identifying and eliminating leaks;
- initiatives to raise employee awareness of responsible water use practices.

The effectiveness of water resource management is assessed through regular monitoring of water consumption indicators and analysis of consumption trends compared to previous reporting periods. During the reporting period, total water consumption amounted to 120 thousand m³, representing a 24% increase compared to the previous year.

Water Resources Management

GRI 303-1

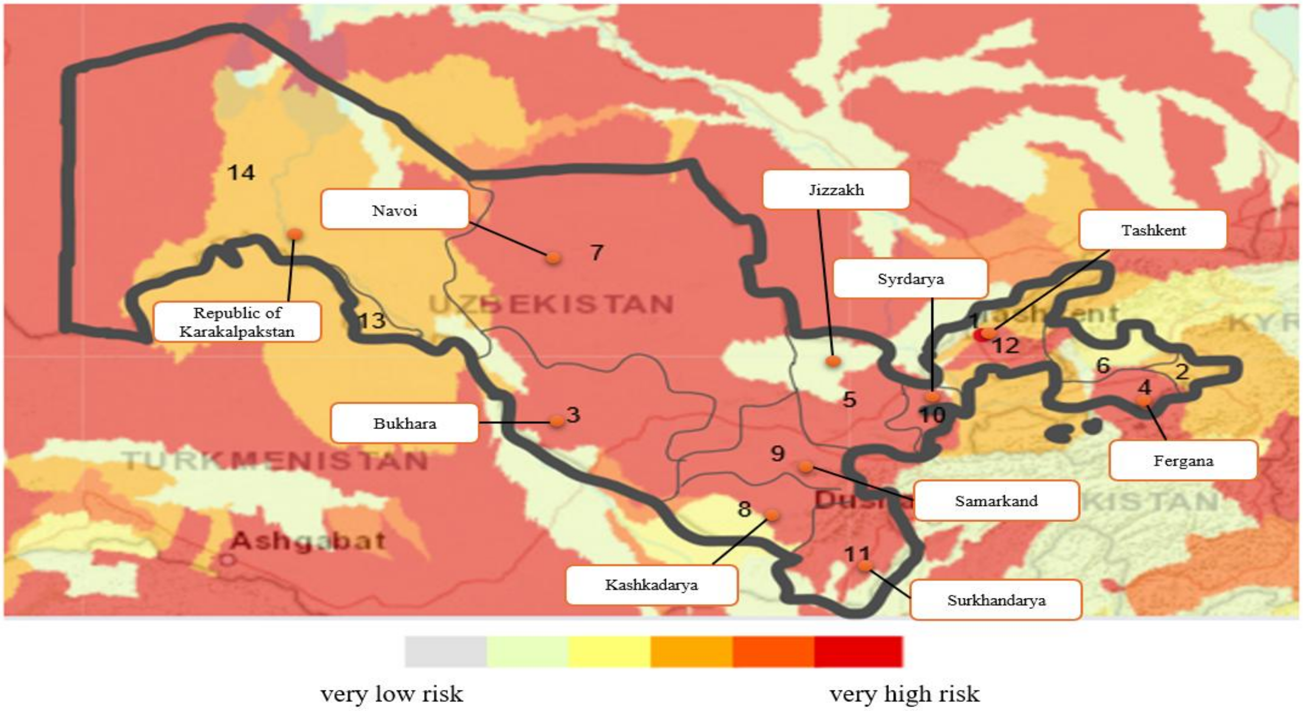
Uzbektelecom JSC follows a responsible approach to water resource management and ensures the efficient use of water across all operational processes. The Company's interaction with water resources is primarily limited to the use of centralized water supply systems operated by third-party providers for domestic and technical needs at administrative and infrastructure facilities. Water withdrawal is carried out exclusively through centralized water supply systems operated by third parties; the Company does not conduct direct abstraction of surface water, groundwater, seawater, or desalinated water. Given the nature of its operations, which are not associated with water-intensive production processes, the Company's overall impact on water resources is assessed as limited.

To assess water stress risks across the regions where Uzbektelecom JSC operates, the Company uses the WRI Aqueduct Water Risk Atlas[13]. tool. According to the assessment results, the Republic of Uzbekistan as a whole is characterized by a high level of water stress[14] (baseline water stress level above 80%), primarily due to the country's dependence on transboundary water resources — the Amu Darya and Syr Darya rivers — the high share of irrigated agriculture in national water consumption, and the vulnerability of the region's water systems to the impacts of climate change.

[13]WWF Water Risk Filter - Maps

[14]Kuzma, S., et al. 2023. «Aqueduct 4.0: Updated decision-relevant global water risk indicators. » Technical Note. Washington, DC: World Resources Institute. doi.org/10.46830/writn.23.00061

Figure 10. Water-stressed regions in which the Company's branches operate



For the disclosure of water withdrawal, discharge, and consumption indicators in regions with high levels of water stress, the Company applied a branch-level approach. Water use accounting is maintained at the level of individual branches and the aggregate territories associated with them.

At the same time, each Company branch includes regions classified as water-stressed areas. Due to the absence of separate accounting by individual regions, it is not currently possible to accurately isolate water use volumes attributable exclusively to water-stressed areas. For this reason, the water withdrawal, discharge, and consumption indicators disclosed for water-stressed regions are considered equivalent to the total indicators reported for the respective branches. This limitation will be taken into account in the further improvement of the Company's data collection and management methodology.

Table 48. Water-Stressed Regions in Which the Company's Branches Operate (see Figure 10)

Navoi Region	Jizzakh Region
Bukhara Region	Syrdarya Region
Surkhandarya Region	Tashkent Region
Samarkand Region	Fergana Region
Kashkadarya Region	Republic of Karakalpakstan

As the Company does not conduct direct water withdrawal from natural water bodies and relies exclusively on centralized water supply and wastewater systems, it does not have significant impacts on aquatic ecosystems. The primary potential impact relates to water consumption from centralized water supply systems shared with other consumers in the regions where the Company operates.

Wastewater generated by Uzbektelecom JSC is discharged exclusively into centralized wastewater systems operated by third-party organizations in accordance with the legislation of the Republic of Uzbekistan on water resource protection and applicable sanitary and hygiene requirements. The Company does not discharge wastewater directly into water bodies, including rivers, lakes, reservoirs, or onto land surfaces.

The quality of wastewater discharged complies with the established permissible concentration limits for pollutants, as defined by the applicable regulatory legal acts of the Republic of Uzbekistan and the contractual requirements of wastewater service providers. As wastewater is transferred to specialized third-party organizations for treatment, the Company does not carry out independent wastewater treatment activities.

The assessment of impacts on water resources is conducted on a regular basis through internal monitoring of water consumption across the Company's facilities. Water volume data are generated based on readings from water meters equipped with remote data transmission systems and installed in accordance with the requirements of the regulatory framework of the Republic of Uzbekistan. The data are recorded monthly and consolidated for the analysis of water consumption trends, assessment of potential risks, and planning of measures aimed at improving resource efficiency.

To achieve maximum efficiency in water use, Uzbektelecom JSC applies a comprehensive set of measures, including:

- **systematic monitoring and accounting:** the Company maintains strict and regular monitoring of water consumption volumes across all facilities;
- **implementation of advanced technologies:** Uzbektelecom JSC actively invests in water-saving solutions, including modern water-efficient sanitary equipment, to optimize water use;
- **proactive loss prevention:** the Company places significant emphasis on the timely maintenance and repair of water supply networks, as well as the replacement of obsolete equipment to minimize leakages;
- **promotion of responsible water use:** Uzbektelecom JSC implements employee awareness programs aimed at fostering a responsible approach to water consumption.

The Company's water management activities are carried out in accordance with the Water Code of the Republic of Uzbekistan, the Law of the Republic of Uzbekistan "On Nature Protection," and other applicable regulatory legal acts related to water resource protection and sanitary and hygiene requirements.

Impact on Water Resources

GRI 303-2

Wastewater generated by Uzbektelecom JSC is discharged through centralized wastewater systems. Due to the absence of production processes associated with the generation of contaminated wastewater, the nature of the Company's discharges corresponds to domestic wastewater and does not result in significant impacts on water bodies.

The Company's wastewater is classified as domestic wastewater and does not contain pollutants exceeding the established permissible concentration limits. The Company does not generate industrial wastewater requiring preliminary treatment prior to discharge into centralized wastewater systems.

Atmospheric precipitation collected on the territories of the Company's facilities is discharged through stormwater drainage systems and is not used in operational activities. Surface runoff management is carried out in accordance with the requirements of the applicable legislation of the Republic of Uzbekistan.

Compliance with established wastewater quality standards is monitored by the authorized state bodies of the Republic of Uzbekistan as part of state environmental control and supervision in the areas of water use and wastewater management. The Company does not conduct independent laboratory monitoring of wastewater quality, as wastewater treatment and quality control fall within the responsibility of specialized wastewater service providers and state regulatory authorities. During the reporting period, no violations of established wastewater quality standards by Uzbektelecom JSC were identified, and the Company did not receive any orders, penalties, or sanctions from regulatory authorities in this area.

Water Withdrawal

GRI 303-3

During the reporting period, the Company recorded a decrease in total water withdrawal volumes. In 2025, total water withdrawal amounted to 208 thousand m^3, representing a 51% decrease compared to 2024 (423 thousand m^3). A similar trend was observed in water-stressed regions, where water withdrawal also decreased by 51%, amounting to 208 thousand m^3 in 2025. The higher level of water withdrawal reported in 2024 was associated with adjustments and refinements to accounting data carried out following an internal review.

All water withdrawn by the Company is supplied through centralized water supply systems operated by third-party organizations. The Company does not withdraw water from natural sources, including surface water or groundwater. All water consumed by the Company is classified as freshwater.

The volume of water withdrawal in water-stressed regions is equivalent to the Company's total water withdrawal, as accounting is maintained at the branch level, with each branch encompassing territories classified as water-stressed areas.

Water withdrawal volumes are calculated based on readings from water meters installed at the Company's facilities, as well as data from invoices issued by water supply organizations, in accordance with applicable legal requirements and contractual water supply arrangements. The reporting perimeter includes the Company and its branches under operational control and is applied consistently in the calculation of indicators for the reporting period.

Table 49. Total water withdrawal by source for 2023-2025, thousand m^3

Indicator	2023	2024	2025
Total water withdrawal across the Company	386	423	208
Surface water, including rainwater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Groundwater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Seawater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Industrial water:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Third-party water supply:	386	423	208
Freshwater	386	423	208
Other water	0	0	0

Table 50. Total water withdrawal in Water-stressed regions by source for 2023-2025, thousand m³

Indicator	2023	2024	2025
Total water discharge in water-stressed regions	386	423	208
Surface water, including rainwater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Groundwater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Seawater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Industrial water:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Third-party water supply:	386	423	208
Freshwater	386	423	208
Other water	0	0	0

Water Discharge

GRI 303-4

During the reporting period, the Company recorded a significant decrease in water discharge volumes. In 2025, total water discharge amounted to 88 thousand m³, representing a 67% decrease compared to 266 thousand m³ in 2024. A similar trend was observed in water-stressed regions, where water discharge volumes also decreased by 67% in 2025, amounting to 88 thousand m³. The observed dynamics are associated with the specific methodologies used to determine wastewater discharge volumes in certain regions, where calculated estimation methods are applied in the formation of wastewater disposal indicators.

All discharged water is classified as freshwater and is predominantly domestic in nature. Wastewater is discharged into centralized wastewater systems operated by third-party organizations, while wastewater treatment is carried out at centralized treatment facilities. The Company does not discharge wastewater into natural water bodies. Discharges of pollutants requiring separate monitoring are absent, as the Company's operational processes do not have a significant impact on wastewater composition.

Wastewater quality complies with the requirements of the legislation of the Republic of Uzbekistan and applicable wastewater discharge standards. Water discharge volumes are determined based on meter readings and data provided by water supply organizations. In certain branches, assumptions and calculation-based methods are applied in the determination of discharge volumes.

Table 51. Total water discharge for 2023-2025, thousand m³

Indicator	2023	2024	2025
Total water discharge across the Company	351	266	88
Surface water, including rainwater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Groundwater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Seawater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Industrial water:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Third-party water supply:	351	266	88
Freshwater	351	266	88
Other water	0	0	0

Table 52. Total water discharge in water-stressed regions for 2023-2025, thousand m³

Indicator	2023	2024	2025
Total water discharge in water-stressed regions	351	266	88
Surface water, including rainwater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Groundwater:	0	0	0

Freshwater	0	0	0
Other water	0	0	0
Seawater:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Industrial water:	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Third-party water supply:	351	266	88
Freshwater	351	266	88
Other water	0	0	0

Water Consumption

GRI 303-5

Water consumption of Uzbektelecom JSC is defined as the difference between the volume of water withdrawn from centralized water supply systems and the volume of wastewater discharged into centralized wastewater systems. Non-return water consumption is associated with evaporation, domestic use, and irrigation of the Company's facility areas.

During the reporting year, the Company's total water consumption amounted to 120 thousand m³, compared to 157 thousand m³ in 2024, representing a 24% decrease. The reduction in water consumption in 2025 was associated with the higher water withdrawal figure reported in 2024, which resulted from the refinement of accounting data. Water consumption in water-stressed regions also amounted to 120 thousand m³ in 2025, decreasing by 24% compared to the previous year. This indicator corresponds to the Company's total water consumption, as the majority of territories included within the Company's branches are located in regions with high levels of water stress.

Table 53. Total water consumption for 2023-2025, thousand m³

Indicator	2023	2024	2025
Total water consumption	36	157	120
Fresh water	36	157	120
Other water	0	0	0
Total water consumption in water-stressed regions	36	157	120
Fresh water	36	157	120
Other water	0	0	0

Uzbektelecom JSC does not operate its own water storage facilities; therefore, changes in water storage volumes are not considered.

Waste Management

GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5, SASB TC-TL-440A.1

In the course of its operations, Uzbektelecom JSC generates waste primarily associated with the replacement and decommissioning of telecommunications equipment, as well as with the Company's administrative and operational activities. Waste management is regarded by the Company as a significant environmental topic, as waste generated from equipment — particularly electronic waste containing hazardous components — may have a potentially adverse impact on the environment if handled improperly

At the same time, proper waste management creates positive environmental impacts through the return of secondary raw materials — including metals, plastics, and rare earth elements — into the production cycle through recycling, the reduction of pressure on solid waste landfills, support for the development of the electronic waste recycling market in the Republic of Uzbekistan, and the reduction in demand for primary raw materials.

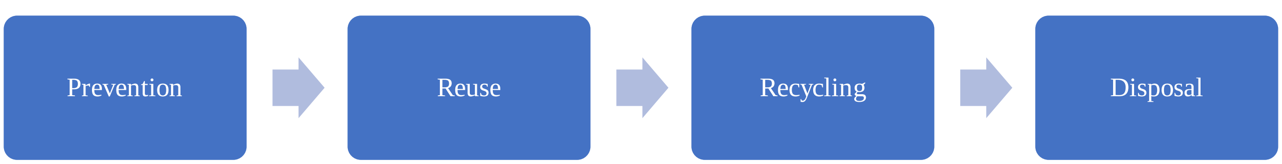
Impacts on the environment may arise both within the Company's own operations — during the decommissioning of obsolete telecommunications equipment — and through business relationships with organizations engaged in waste recycling and disposal. In this regard, the Company monitors compliance with waste management procedures both within its own divisions and in cooperation with specialized partner organizations

Waste management within the Company is carried out in accordance with the requirements of the applicable regulatory legal framework of the Republic of Uzbekistan in the field of environmental protection and waste management, as well as the Company's internal strategic documents, including:

- Law of the Republic of Uzbekistan "On Nature Protection," including provisions related to waste management;
- Law of the Republic of Uzbekistan No. 362-II dated 5 April 2002 "On Waste";
- Decree of the President of the Republic of Uzbekistan No. DP-56 dated 24 March 2025 "On Measures for the Further Improvement and Comprehensive Systematization of the Waste Recycling Sector";
- Decree of the President of the Republic of Uzbekistan No. DP-5 dated 4 January 2024 "On Measures for Enhancement of Management System Waste and to Decrease in their Negative Impact on Ecological Situation";
- Resolution of the President of the Republic of Uzbekistan No. RP-4291 dated 17 April 2019 "On Approval of the Strategy for Municipal Solid Waste Management in the Republic of Uzbekistan for 2019–2028";
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 95 dated 6 February 2019 "On Approval of Regulatory Legal Acts in the Field of Waste Management";
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 102 dated 27 February 2017 "On Approval of the General Technical Regulation on the Safety of Telecommunications Equipment," which establishes requirements for neutralization, disposal, and burial procedures;
- Order No. 133 of the Minister of Economy and Finance of the Republic of Uzbekistan dated 14 June 2024, establishing the procedures for the write-off of fixed assets, including technological equipment;
- Order No. 40 of the Agency for Post and Telecommunications (currently the Ministry of Digital Technologies) dated 2002, establishing rules for dismantling and disposal of equipment in the telecommunications sector.
- ISO 14001:2015 – Environmental Management System (EMS);
- Uzbektelecom JSC ESG Strategy for 2025–2030;
- Uzbektelecom JSC Waste Management Policy.

Uzbektelecom JSC's approach to waste management is based on the waste hierarchy principle, which prioritizes measures according to their environmental preference:

Figure 11. Waste Management Process.



As part of the existing waste management practices, decommissioned equipment is subject to mandatory dismantling. Equipment that cannot be restored or reused is transferred to specialized organizations for further recycling or disposal.

The effectiveness of waste management is monitored annually by the responsible department through the preparation of internal reporting. The main monitoring instruments include:

- accounting of waste generation volumes based on fixed asset write-off records;
- monitoring compliance with procedures for transferring waste to specialized organizations;
- analysis of waste generation trends in comparison with previous periods;
- verification of licenses held by organizations engaged in waste recycling and disposal activities.

Key achievements:

- dismantling of decommissioned telecommunications equipment followed by the transfer of recovered materials for recycling;
- cooperation with specialized organizations engaged in the recycling of ferrous and non-ferrous metals;
- implementation of circular economy initiatives, including the introduction of eSIM technology and collection of used batteries.

Based on the assessment of waste management practices during the reporting period, the Company identified the following areas for further improvement:

- expansion of the geographical coverage of the separate waste collection program across all regional branches;
- improvement of the waste accounting system in terms of increasing the detail of data by categories and handling methods.

Waste Generation and Significant Impacts

GRI 306-1

The main waste streams generated by the Company include municipal solid waste produced in office and operational divisions, as well as waste from decommissioned telecommunications equipment.

Municipal solid waste is generated in the Company's office and operational divisions as a result of administrative and operational activities. The composition of municipal solid waste is typical for office operations and primarily includes paper, cardboard, and plastic. Such waste is classified as **Hazard Class IV (non-hazardous)** and is transferred to specialized municipal service organizations for further disposal or recycling in accordance with the requirements of the legislation of the Republic of Uzbekistan.

Waste generated from telecommunications equipment includes metal, plastic, and electronic components arising from the decommissioning of equipment. These wastes are classified as non-hazardous (Hazard Class IV), as the primary materials possess inert properties. At the same time, certain electronic components may contain small quantities of substances requiring controlled handling, including solder materials, capacitors, and battery elements. In this regard, the Company ensures that such components are transferred to specialized organizations, preventing uncontrolled disposal.

Equipment waste consists of metal, plastic, and electronic components generated during the decommissioning of equipment. These wastes are classified as non-hazardous (Hazard Class IV), as the primary materials possess inert properties and do not have a significant environmental impact when managed in accordance with applicable handling requirements.

Decommissioned telecommunications equipment waste is transferred to Telekom Qurilish LLC for dismantling and preparation for further recycling. Following dismantling, recovered materials — including metals and plastics — are transferred to licensed recycling organizations. The Company monitors compliance with established procedures throughout all stages of equipment waste management, from decommissioning to transfer for recycling.

Potential environmental impacts from waste may arise during the stages of accumulation, transportation, and further processing in cases where waste handling procedures are not properly followed. In this regard, the Company complies with applicable regulatory requirements and applies established waste management procedures, ensuring the transfer of waste to specialized organizations.

The Company does not engage in activities associated with the generation of radioactive waste or waste classified as Hazard Classes I–III. All waste generated by the Company is classified as non-hazardous (Hazard Class IV), with the exception of batteries, the classification of which is determined in accordance with the applicable regulatory acts of the Republic of Uzbekistan.

Management of Significant Waste-Related Impacts

GRI 306-2

Waste management at Uzbektelecom JSC is carried out in accordance with the requirements of the national legislation of the Republic of Uzbekistan, the international standard ISO 14001:2015, the ESG Strategy for 2025–2030, the Uzbektelecom JSC Waste Management Policy, and established internal procedures governing equipment decommissioning and material resource management. Records of generated waste are maintained on the basis of fixed asset write-off acts prepared during the decommissioning of equipment, while the transfer of waste for further recycling or disposal is carried out on the basis of contracts, acceptance-transfer acts, and invoices.

Decommissioned equipment is subject to mandatory dismantling, during which the condition of its components is assessed. Components suitable for further use may be reused, while materials not suitable for further use are transferred to specialized organizations engaged in the collection and recycling of secondary resources.

The Company's approach is based on the waste hierarchy principle, which provides for the consistent prioritization of measures according to their level of environmental preference:

Table 55. Waste Management Hierarchy

Priority	Measure	Implemented Initiatives
Prevention	Reduction of waste generation	Implementation of eSIM technology — reduction in the use of plastic SIM cards
Reuse	Reuse of suitable components	Reuse of usable components during equipment dismantling; redistribution of operational equipment between divisions
Recycling	Return of materials to the production cycle	Transfer of scrap metal and electronic components to refining enterprises
Disposal	Landfilling of non-recyclable residues	Transfer of residual waste to SUE "Maxsustrans"

Transfer to refining enterprises in Uzbekistan is carried out as follows:

- ferrous metal scrap is transferred to Uzmetkombinat JSC;
- non-ferrous metal scrap is transferred to Uzvtortsvetmet JSC;
- scrap containing precious metals is transferred to Almalyk MMC JSC;
- other waste is transferred to Maxsustrans SUE.

Municipal solid waste generated at the Company's facilities is transferred to an external waste management operator. Following the transfer, further waste management activities are carried out by the operator within its scope of responsibility.

Uzbektelecom JSC seeks to promote the efficient use of resources and reduce environmental impacts through the implementation of circular economy principles. The Company's approach is aimed at increasing the share of material reuse and reducing waste generation volumes.

As part of the current initiatives, the following measures have been implemented:

- operation of a used battery collection point in Tashkent;

- implementation of eSIM technology, enabling the reduction of plastic SIM card usage and the associated generation of electronic waste.

In May 2025, the Company launched a program for the collection and disposal of used alkaline batteries. The initiative is being implemented within the framework of 2025 being declared in the Republic of Uzbekistan as the Year of Environmental Protection and the "Green" Economy. As part of the program, a specialized battery collection installation was placed at the Executive Office building and made accessible to Company employees, tenants, and residents of nearby areas.

The initiative is aimed at reducing negative environmental impacts, decreasing the volume of hazardous waste, and promoting responsible waste disposal practices. Collected batteries are transferred for recycling to the specialized organization batareykalar.uz. The Company further plans to scale the initiative by introducing similar collection points across all regional branches.

For the further development of circular economy practices, the Company is considering additional initiatives, including:

- implementation of device return (trade-in) programs involving the transfer of obsolete smartphones, modems, and routers for recycling;
- use of environmentally friendly SIM cards manufactured from recycled materials;
- expansion of separate waste collection systems in offices and service centers, including dedicated collection of plastics, metals, cables, electronic components, and batteries;
- implementation of environmentally friendly packaging solutions, including the use of biodegradable bags for warehouse inventory, packaging made from recycled materials for SIM cards and accessories, as well as reduction in the use of single-use plastics.

In accordance with Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 95 dated 6 February 2019 "On Approval of Regulatory Legal Acts in the Field of Waste Management," municipal solid waste is accounted for in cubic meters (m^3). For ESG reporting purposes, the data are converted into metric tons (t) using an average mixed waste density factor of 0.445 t/m^3, ensuring comparability of indicators for waste trend analysis.

Waste Generation

GRI 306-3

During the reporting period, Uzbektelecom JSC recorded the following data regarding waste generation volumes. Waste accounting is carried out on the basis of fixed asset write-off acts, contracts, and acceptance-transfer acts with recipient organizations.

Table 57. Waste Generated by Type, metric tons (t)

Indicator	2023	2024	2025	Change 2024-2025, %
Hazardous waste	0	0	0	0
Non-hazardous waste	4,691.0	2,861.4	2,737.4	-4%

Table 58. Waste Composition, metric tons (t)

Waste composition	2023	2024	2025	Change 2024-2025, %
Metals, including:				
- Ferrous metal scrap	107.6	78.3	107.6	37%
- Non-ferrous metal scrap	44.3	22.0	26.5	20%
- Precious metals	7.5	6	0	-100%

Plastic	0,5	1	0.7	30%
Paper	0	0	0.2	-
Electronic waste	0	0	8.3	-
Mixed waste	4,524	2,749	2,593.8	-6%
Other	7.1	5.1	0.3	-94%
Total	**4,691.0**	**2,861.4**	**2,737.4**	**-4%**

The largest share of the total waste generated consists of mixed waste, formed primarily from municipal solid waste, as well as ferrous metal scrap generated during the decommissioning of telecommunications equipment.

During 2023–2025, a steady trend toward a reduction in the volume of non-hazardous waste was observed. By the end of 2025, the volume of non-hazardous waste amounted to 2,737.4 tons, representing a 4% decrease compared to 2024. The reduction was primarily driven by lower volumes of mixed waste and more efficient waste management practices, including the direction of part of the waste streams for recovery.

As part of the Company's ESG Strategy, provisions have been established for the accounting and management of electronic waste (e-waste). During the reporting period, the volume of electronic waste amounted to 8.3 tons, representing approximately 0.3% of the total waste generated and reflecting the establishment of an accounting system for this waste category during the reporting period.

Overall, the dynamics of waste management demonstrate a positive trend. The steady reduction in the volume of non-hazardous waste, combined with the development of an electronic waste accounting system, indicates the Company's consistent improvement of its waste management practices.

Waste Directed for Recycling and Reuse

GRI 306-4

During the reporting period, Uzbektelecom JSC ensured that waste was directed for recycling and reuse in accordance with the established waste hierarchy and circular economy principles. The data were compiled on the basis of acceptance-transfer acts and invoices issued by recipient organizations.

Table 59. Waste Diverted from Disposal through Recovery Operations, metric tons (t)
Non-hazardous Waste

Recovery operation	**2023**			**2024**			**2025**			**Change 2024-2025, %**
	On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total	Total
Preparation for reuse	0	0	0	0	0	0	10.3	0	10.3	-
Recycling	0	159.4	159.4	0	106.3	106.3	0	135.3	135.3	27%
Other recovery operations	0	0	0	0	0	0	0	0	0	-
Total	**0**	**159.4**	**159.4**	**0**	**106.3**	**106.3**	**10.3**	**135.3**	**145.6**	**37%**

The primary waste recycling pathway of Uzbektelecom JSC is the recovery of metals from decommissioned telecommunications equipment. The process includes two stages: the initial dismantling of equipment by Telekom Qurilish LLC, involving the extraction of components suitable for reuse, followed by the transfer of metal-containing fractions to refining enterprises — Uzmetkombinat JSC, Uzvtortsvetmet JSC, and Almalyk MMC JSC — for smelting and recovery of valuable metal.

Waste diverted from disposal is generated through recovery operations, the primary method of which is recycling. The total volume of waste directed for recovery in 2025 amounted to 145.6 tons, representing a 37% increase compared to 2024. The increase was driven by higher recycling volumes, as well as the modernization of telecommunications infrastructure, which resulted in increased decommissioning volumes and the subsequent recovery of materials.

During the reporting period, no hazardous waste was directed for recycling or reuse, which is attributable to the nature of the Company's operations, primarily related to the provision of telecommunications services and the operation of telecommunications infrastructure, where predominantly non-hazardous waste is generated.

During the reporting period, the share of waste directed for recycling amounted to 4.9% of the total waste generated. Including waste prepared for reuse, the total share of waste directed for recovery amounted to 5.3%.

Waste Directed for Disposal

GRI 306-5

Landfilling of waste represents the lowest-priority waste management method in accordance with the waste hierarchy adopted by Uzbektelecom JSC. The Company consistently implements measures aimed at maximizing the share of waste directed for recycling and reuse while minimizing disposal volumes.

Table 60. Waste Directed for Disposal, metric tons (t)
Non-hazardous Waste

Disposal operation	2023			2024			2025			Change 2024-2025, %
	On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total	Total
Incineration with energy recovery	0	0	0	0	0	0	0	0	0	-
Incineration without energy recovery	0	0	0	0	0	0	0	0	0	-
Landfilling	0	0	0	0	0	0	0	0	0	-
Other disposal operations	0	4,531.6	4,531.6	0	2,755.1	2,755.1	0	2,591.8	2,591.8	-6%
Total	**0**	**4,531.6**	**4,531.6**	**0**	**2,755.1**	**2,755.1**	**0**	**2,591.8**	**2,591.8**	**-6%**

Waste directed for disposal is transferred to the specialized waste management operator SUE "Maxsustrans". Further waste management activities, including treatment, disposal, or landfilling at licensed landfill sites, are carried out by the operator. Accordingly, the Company does not possess information regarding the final disposal methods applied to the transferred waste. The Company also does not carry out waste incineration without energy recovery.

The majority of waste, including municipal solid waste and construction waste, is directed for off-site disposal through an external waste management operator. In 2025, the volume of waste directed for disposal decreased by 6% compared to 2024. The reduction was driven by lower volumes of mixed waste, as well as the expansion of recycling and reuse practices for certain equipment components. The decreasing share of waste directed for disposal reflects the Company's gradual progress toward achieving the ESG Strategy target of increasing the recycling rate to 60% by 2030.

During the reporting period, no hazardous waste disposal operations were carried out, as the generation of hazardous waste was neither recorded nor characteristic of the Company's operations.

Biodiversity

Prevention of Biodiversity Loss and Biodiversity Restoration

GRI 3-3, 101-1

This section has been prepared in accordance with the requirements of GRI 101: Biodiversity 2024. Relevant disclosures are presented in the GRI Content Index of the Report.

Uzbektelecom JSC recognizes the importance of biodiversity conservation and natural capital preservation as a foundation for long-term environmental sustainability and quality of life in the regions where the Company operates. The Company's approach to managing biodiversity-related impacts is set out in its Sustainability Policy and implemented in accordance with the requirements of the Law of the Republic of Uzbekistan "On Nature Protection" and the Law of the Republic of Uzbekistan "On Protected Natural Areas."

Company commitments in the area of biodiversity:

- minimization of impacts on natural ecosystems and habitats during the construction and maintenance of infrastructure facilities;
- compliance with environmental protection requirements across all administrative facilities and regional branches;
- phased implementation of a unified environmental management system in accordance with ISO 14001:2015;
- application of the TNFD (Taskforce on Nature-related Financial Disclosures) methodology and the LEAP approach for the assessment of nature-related risks and dependencies, planned through 2030 in accordance with the Company's ESG Strategy.

The Company ensures compliance with environmental legislation requirements across all administrative facilities and regional branches and carries out monitoring of environmental aspects related to its operations. The Company also plans to implement a unified environmental management system in accordance with international standards, taking into account national requirements and recommendations.

Environmental requirements also extend to the Company's business relationships. When entering into contractual relationships with the Company, suppliers are encouraged to familiarize themselves with the principles set out in the Supplier Code of Conduct.

During the reporting period, the Company remained at an early stage of developing its biodiversity management system. Monitoring of compliance with environmental protection requirements is carried out annually as part of the publication of the sustainability report. The first results of independent assessments are planned to be integrated into the Company's disclosure system by 2030.

Targets in the area of biodiversity are defined within the framework of Uzbektelecom JSC's ESG Strategy for 2025–2030:

Table 61. KPI Targets through 2030: Biodiversity

Aspect (E-Environment)	Metric	Target Timeline	Target Value by 2030	Comment
Biodiversity				
(1)	Share of infrastructure located outside areas of natural value	No later than December 2030	≥95% of infrastructure facilities located outside protected or ecologically valuable ecosystems	Monitoring demonstrates the extent to which the Company avoids environmentally sensitive areas during the construction of

				stations and communication routes
(2)	Biodiversity impact assessment for new projects (EIA)	No later than December 2030	Percentage of new projects that have undergone assessment	Compliance with national environmental legislation (State Environmental Expert Review)
(3)	Development and implementation of a biodiversity policy (“No Net Loss/ “No Deforestation””)	No later than December 2026	-	Reflects the Company’s commitment to preventing biodiversity loss
(4)	Monitoring and prevention of incidents or penalties related to negative impacts on protected areas or flora and fauna species in adjacent territories	On an annual basis	0 incidents per year	Monitoring environmental violations is a key indicator of regulatory risk
(5)	Disclosure of information in accordance with TNFD recommendations in the Company’s reporting	On an annual basis	-	Enhances transparency and compliance with international requirements (including for investors)

Biodiversity Impact Management

GRI 101-2

Uzbektelecom JSC carries out systematic assessment and management of biodiversity-related impacts associated with its operations in accordance with the mitigation hierarchy principle — from impact avoidance to impact minimization, restoration of disturbed ecosystems, and compensatory measures.

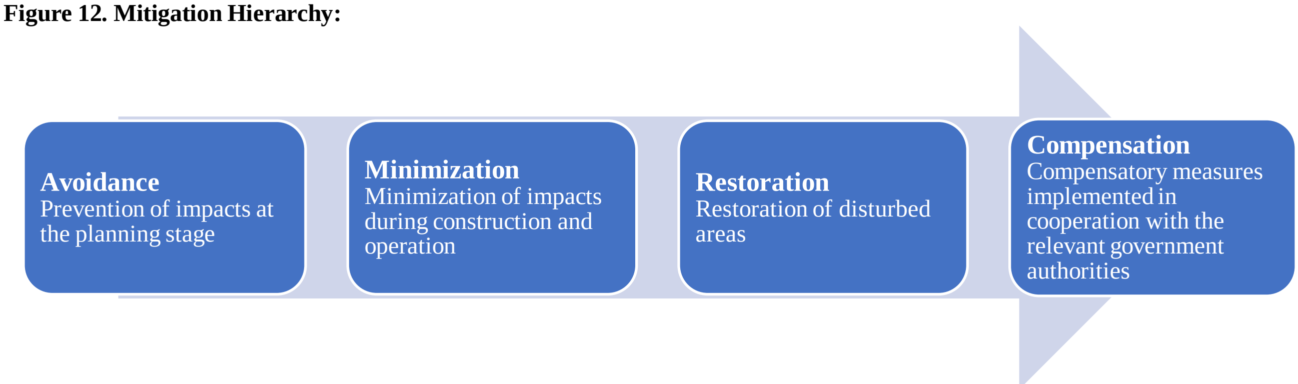
Table 62. Description of Potential Biodiversity Impacts

Type of impact	Source	Nature of impact	Materiality assessment
Soil disturbance	Excavation works during cable installation	Local, temporary	Low
Habitat fragmentation	Construction of towers and support structures	Local	Low
Impacts on birds	Towers, antenna structures, cables	Local	Low to moderate
Noise impact	Construction and maintenance activities	Temporary	Low
Light pollution	Facility lighting	Continuous during operation	Low

Impacts on vegetation	Site clearance for infrastructure	Local	Low

All identified impacts are assessed as insignificant due to the absence of large-scale industrial construction, natural resource extraction, or other activities within the Company's operations that could result in significant direct impacts on ecosystems.

Figure 12. Mitigation Hierarchy:



When planning and locating telecommunications infrastructure facilities, Uzbektelecom JSC takes biodiversity factors into account and implements measures aimed at minimizing environmental impacts, including the reduction of noise impacts, the use of neutral lighting, and the prevention of impacts on birds, particularly in proximity to protected natural areas (PNAs).

In the area of land management, the Company plans to carry out territorial mapping taking into account biodiversity-related risks and to cooperate with relevant government authorities when implementing projects in environmentally sensitive areas.

During the construction and operation of infrastructure facilities, the Company applies technical solutions aimed at reducing environmental impacts. In particular, the Company prioritizes the use of existing infrastructure and cable duct systems during the installation of cable lines, thereby minimizing the extent of excavation works. Where technically and economically feasible, overhead communication lines are also utilized.

The Company additionally seeks to minimize the land area occupied by infrastructure facilities through the optimization of antenna support structures and equipment types, as well as through the use of existing infrastructure, including towers, buildings, metal structures, and facilities owned by third-party operators.

As part of project implementation, the Company cooperates with the State Environmental Expertise Center, which conducts assessments of facilities and provides recommendations aimed at reducing potential impacts on the environment and biodiversity.

In accordance with the Development Strategy of the New Uzbekistan for 2022–2026, the Republic of Uzbekistan is implementing the nationwide environmental initiative "Yashil Makon" ("Green Space"), aimed at expanding green areas and providing for the annual planting of no fewer than 200 million trees.

Uzbektelecom JSC supports the implementation of national environmental initiatives and participates in the "Yashil Makon" project. Landscaping and tree-planting activities actively involve Company employees, including the management of regional branches and the Group of Companies.

During the 2025 reporting year, Company employees planted 22,142 tree saplings as part of the spring planting season. During the autumn season, employees additionally planted 13,755 saplings, while senior management personnel planted a further 792 saplings.

The Company's participation in the implementation of the "Yashil Makon" initiative contributes to the development of environmental awareness, support for national greening programs, and the improvement of environmental conditions.

Identification of Biodiversity Impacts

GRI 101-4

Uzbektelecom JSC is considering the implementation of a systematic approach to the identification of potential biodiversity-related impacts. During the planning of infrastructure and investment projects, environmental aspects of operations are assessed, including land use, resource consumption, waste generation, and potential impacts on natural ecosystems.

At the current stage, the identification of potential biodiversity-related impacts is carried out within the framework of the Company's overall environmental aspects management system and includes:

- analysis of environmental aspects during the planning of infrastructure and investment projects, including land use, resource consumption, waste generation, and potential impacts on natural ecosystems;
- interaction with the State Environmental Expertise Center of the Republic of Uzbekistan, which conducts environmental impact assessments of infrastructure projects and provides recommendations aimed at reducing potential impacts on the environment and biodiversity;
- consideration of the proximity of infrastructure facilities to specially protected natural areas (SPNAs) in project decision-making processes.

For the purpose of further developing its biodiversity impact identification and assessment system, the Company is considering the application of the LEAP approach developed under the TNFD recommendations framework. The approach includes the identification of geographical locations of assets, analysis of dependencies and impacts, assessment of nature-related and regulatory risks, as well as the development of measures for managing such risks. The implementation of the TNFD LEAP methodology is planned within the framework of Uzbektelecom JSC's ESG Strategy through 2030.

Locations of Facilities with Biodiversity Impacts

GRI 101-5

Uzbektelecom JSC conducts activities related to the placement and operation of telecommunications infrastructure, including base stations, communication lines, and associated facilities located throughout the Republic of Uzbekistan.

As part of the development and operation of infrastructure, certain Company facilities are located near specially protected natural areas (SPNAs). Such areas include, in particular, the Chatkal State Nature Reserve and the Ugam-Chatkal National Nature Park located in the Tashkent region, as well as the Zaamin National Nature Park located in the Jizzakh region. These infrastructure facilities are situated outside the boundaries of the protected natural areas and are generally located within a distance of up to 10 km from their borders.

Infrastructure facilities of Uzbektelecom JSC located near the above-mentioned SPNAs consist primarily of base stations and communication lines installed on existing infrastructure or on the minimum land area required. The assessment of potential impacts of these facilities on the ecosystems of the respective SPNAs was carried out as part of the state environmental expertise process.

Based on the results of the environmental expertise and the Company's preliminary assessment, no significant direct impacts of the infrastructure facilities on the ecosystems of the respective protected natural areas have been identified.

Direct Drivers of Biodiversity Loss

GRI 101-6

In accordance with Uzbektelecom JSC's ESG Strategy for 2025–2030, the Company's activities may have indirect impacts on biodiversity associated with the following factors: construction and operation of telecommunications infrastructure, land use, energy and resource consumption, waste generation and management of electronic equipment, as well as supply chain impacts. The Company's operations are not associated with large-scale transformation of natural ecosystems or the use of biological resources.

Uzbektelecom JSC's greenhouse gas emissions under Scope 1 and Scope 2 categories make an indirect contribution to global climate change, which represents one of the key systemic drivers of biodiversity loss in the Central Asian region. During the reporting period, total Scope 1 and Scope 2 emissions amounted to 103,115 tCO_2-eq.

The Company implements measures aimed at the gradual reduction of greenhouse gas emissions in accordance with the preliminary decarbonization targets established within the framework of the SBTi initiative. Detailed information on emission indicators and decarbonization targets is presented in sections GRI 305-1, 305-2, and 305-5 of this Report.

The activities of Uzbektelecom JSC are not associated with the extraction, commercial use, or other forms of exploitation of wild biological resources, including water resources, forests, or wildlife. Accordingly, this driver of biodiversity loss is not applicable to the Company's operations. Furthermore, the activities of Uzbektelecom JSC are not associated with the introduction, transfer, or spread of invasive alien species. Therefore, this driver of biodiversity loss is also not applicable to the Company's operations.

Changes in the State of Biodiversity

GRI 101-7

Within the scope of Uzbektelecom JSC's operations, systematic monitoring of the condition of natural ecosystems in areas where infrastructure facilities are located is currently carried out in accordance with the applicable environmental legislation of the Republic of Uzbekistan, as well as the Company's internal regulatory documentation governing activities with potential biodiversity-related impacts.

Given the nature of the Company's operations, the potential impacts on ecosystem conditions are assessed as limited for the following reasons

- absence of large-scale land use;
- use of existing infrastructure;
- location of facilities outside SPNAs;
- reversibility of impacts;
- compliance with environmental expertise requirements.

Chapter 7. Human Capital and Social Resource Management

Key Achievements in 2025:

- implementation of the organizational transformation and structural optimization program;
- enhancement of the occupational health and safety system and certification to ISO 45001;
- 8,358 employees completed training programs; a total of 109,904 training hours were delivered;
- cooperation with universities, including TUIT, INHA University, AMITY University, Bucheon University, and Saint Petersburg State University of Telecommunications;
- 896 students completed internships at the Company;
- 741 employees under the age of 30 were hired;
- 50 employees received corporate and industry awards.

Management Approach

GRI 3-3

Uzbektelecom JSC considers human capital to be a key driver of sustainable development and long-term business performance. The Company's approach to managing social aspects is aimed at creating a safe, inclusive, and development-oriented working environment that supports employees' professional growth and enhances their engagement.

Human capital management is carried out in accordance with established social and ethical principles, as well as the legislation of the Republic of Uzbekistan governing labor relations and occupational health and safety. Key areas of management include ensuring employee health and safety, personnel development and training, fostering corporate culture, respecting human rights, as well as ensuring equal opportunities and promoting an inclusive working environment.

The personnel management system is structured in accordance with the legislation of the Republic of Uzbekistan governing labor relations and occupational health and safety, as well as the Company's internal regulatory documents.

Key regulatory documents:

1. Constitution of the Republic of Uzbekistan (as amended on 30 April 2023);
2. Law of the Republic of Uzbekistan No. LRU-562 dated 2 September 2019 "On guarantees with respect to equal rights and opportunities for women and men";
3. Labor Code of the Republic of Uzbekistan (as amended on 30 April 2023);
4. Regulation on the Investigation and Recording of Occupational Accidents (Resolution of the Cabinet of Ministers No. 286 dated 6 June 1997);
5. Regulation on the procedure for workplace certification based on working conditions (Resolution of the Cabinet of Ministers No. 263 dated 15 September 2014);
6. Regulation on the occupational safety management system (Resolution of the Cabinet of Ministers No. 454 dated 21 July 2025);
7. Regulation on the organization of the occupational health and safety function and implementation of the OHSMS (Resolution of the Cabinet of Ministers No. 819 dated 24 December 2025);
8. ISO 45001 – Occupational health and safety management systems;
9. ISO 26000:2010 – Guidance on social responsibility;
10. Unified collective agreement (2023–2025);
11. ESG Strategy of Uzbektelecom JSC;
12. Human rights policy of Uzbektelecom JSC;
13. Regulation on the Supervisory Board of Uzbektelecom JSC;
14. Human resources management and development instruction;
15. Regulation on the organization of occupational health and safety activities at Uzbektelecom JSC (Order No. 324 dated 14 November 2023);
16. Order "On the establishment of the advisory council on ensuring equal rights and opportunities for women and men in Uzbektelecom Joint-Stock Company" (Order No. 257 dated 28 June 2022);

17. Code of business ethics;
18. Remuneration regulations;
19. Internal labor rules and regulations.

The Company's HR policy is implemented based on the principles of social responsibility, transparency of personnel management processes, customer orientation, individual employee accountability, and alignment of employee and Company interests. The implementation of these principles is supported through the introduction of internal HR procedures and practices aimed at employee development, improving occupational safety, and fostering an inclusive corporate environment.

Collective agreement

GRI 2-30

In accordance with the labor legislation of the Republic of Uzbekistan, parties to labor relations are entitled to participate in collective bargaining and conclude collective agreements, while the conclusion of such agreements is voluntary and depends on the initiative of the parties. The Company's collective agreement has been concluded between Uzbektelecom JSC and the Republican Council of the Trade Union of Information Technology and Mass Communications Workers of Uzbekistan and covers key aspects of social and labor relations, including working conditions and remuneration, working and rest time arrangements, occupational health and safety matters, as well as social guarantees, compensation, and benefits.

At the end of the reporting period, 91% of Uzbektelecom JSC employees were covered by the collective agreement, remaining in line with the 2024 level. The indicator is presented for the Company and its branches.

At the same time, in accordance with Article 72 of the Labor Code of the Republic of Uzbekistan (as amended on 30 April 2023), the collective agreement applies to the employer and all employees of the organization, while a collective agreement concluded at the level of a separate subdivision applies to all employees of the respective subdivision, including employees hired after the agreement entered into force.

Table 63. Share of Employees covered by the collective agreement, 2023–2025, employees

Indicator	2023	2024	2025
Total number of employees	17,458	16,825	13,609
Share of employees covered by the collective agreement (%)	100	91	91

Business Activities and Employees

GRI 2-7

At the end of the reporting period, the workforce of Uzbektelecom JSC totaled 15,759 employees, representing a 6% decrease compared to the previous year. The significant change was associated with the implementation of the Company's organizational transformation program in accordance with Resolution of the President of the Republic of Uzbekistan No. RP-163 "On measures for the transformation and acceleration of privatization processes of large state-owned enterprises," under which the Company carried out optimization of its management structure and the closure of certain branches. These changes were aimed at improving operational efficiency, advancing process digitalization, and enhancing the effectiveness of the Company's organizational structure. As part of the transformation process, branch consolidation was carried out, resulting in certain territorial divisions expanding their operations to cover multiple regions of the country.

At present, the Company's territorial structure includes the following enlarged regional branches: the Eastern Branch (Andijan, Fergana, and Namangan regions), the South-Western Branch (Samarkand, Jizzakh, and Syrdarya regions), the Western Branch (Bukhara and Navoi regions), the Northern Branch (the Republic of Karakalpakstan and Khorezm region), and the Southern Branch (Surkhandarya and Kashkadarya regions). A number of corporate and specialized divisions, including the Executive Office, Central Branch, Specialized Technical Branch, TMS HUB, and TvaPRM branches, are located in the city of Tashkent.

The workforce is recorded as of 31 December of the reporting year and is based on the Company's HR records. No significant seasonal fluctuations in workforce size are observed, as the Company's core operations are continuous in nature, while changes in employee numbers are primarily driven by management decisions and transformation processes rather than seasonal factors.

The reporting boundary includes the Company and the Group of Companies in which the Company holds an ownership interest exceeding 50%. Indicators for these entities are consolidated based on management and HR accounting data. During the reporting period, the Company expanded the reporting boundary to include the Group of Companies (whereas in previous periods the boundary covered only the Company and its branches), reflecting the continued development of approaches aimed at enhancing the completeness of disclosures. Due to these changes, as well as the transformation of the organizational structure, restatement of indicators for previous years based on the updated reporting boundary is not feasible; therefore, comparability with prior periods should be considered in light of these factors. Beginning in 2025, the Company intends to continue disclosing indicators taking into account the Group of Companies within the reporting boundary.

Changes in workforce size also affected the gender distribution of employees. The number of male employees decreased by 3%, while the number of female employees declined by 15%. As a result, men accounted for 77% of the workforce structure, while women represented 23%.

Table 64. Total headcount at year-end, 2023–2025, employees

Indicator	2023	2024	2025
Employees	17,458	16,825	15,759

Table 65. Headcount by gender, 2023–2025, employees

	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Total	13,024	4,434	12,620	4,205	12,190	3,569

Table 66. Headcount by branch and Group of Companies for 2025, employees

№	Branches & Group of Companies	2025
3	Executive Office	460
4	Central Branch	3,800
5	Specialized Technical Branch	410
6	TMS HUB Branch	117
7	TvaPRM	6
8	Eastern Branch	2,310
9	Western Branch	1,584
10	South-Western Branch	1,991
11	Northern Branch	1,576
12	Southern Branch	1,351
13	Uzmobile Branch	4

14	BUZTON LLC	21
15	Svyazsoorujeniya Stroy LLC	28
16	Telecom Soft LLC	414
17	TELEKOM QURILISH LLC	22
18	Kontakt Markazi LLC	1,566
19	GRANIT LLC	83
20	TOSHAGROINVEST LLC	16
	Total	**15,759**

During the reporting period, the number of employees engaged on a part-time basis amounted to 41 people, demonstrating an increase compared to the previous period. The number of employees hired on a temporary basis also increased, reaching 11 people. The growth in these indicators was associated with the transformation of the Company's branch network and the consolidation of regional divisions. As part of these changes, part-time employment arrangements were applied in certain cases, while fixed-term employment contracts were used to provide flexibility in workforce management in line with the Company's operational needs.

Table 67. Headcount by employment type, 2023–2025, employees

№	Employment type	2023	2024	2025
1	Full-time	17,458	16,824	15,718
2	Part-time	0	1	41

Table 68. Headcount by contract type, 2023–2025, employees

№	Contract type	2023	2024	2025
1	Permanent	17,458	16,825	15,748
2	Fixed-term	0	0	11

GRI 2-8

In addition to full-time employees, the Company engages workers who are not in an employment relationship with the Company. This category includes individuals performing work and providing services under civil law contracts.

Such workers may be engaged to perform specific operational, technical, and project-related activities associated with the operation and development of telecommunications infrastructure, as well as to perform supporting functions. Within the scope of this disclosure, the Group of Companies are not included in the reporting boundary.

During the reporting period, the total number of workers engaged under civil law contracts amounted to 1,162 people, which was below the 2024 level (1,709 people), while remaining broadly comparable to the 2023 level (1,292 people). The decrease compared to the previous year indicated the completion of certain project activities or the optimization of the use of external resources. The data are compiled based on concluded civil law contracts and the Company's HR records as of the end of the reporting period.

Table 69. Headcount of workers engaged under civil law contracts, 2023–2025, people

№	Indicator	2023	2024	2025
1	Civil law contract workers	1,292	1,709	1,162

Table 70. Headcount of workers engaged under civil law contracts by category and age group in 2025, people

Civil law contract workers	
Employee Category	**Number of employees**
Administrative and Management Personnel	0
Operational Personnel	1,023
Technical Personnel	139
Service Personnel	0
Total	**1,162**
Breakdown by employee category	
Management	0
Engineers and Specialists	22
Office Managers, Sales Agents, and Sales Operators	9
Electricians	307
Cable Installation Technicians	0
Call Center Operators	0
Other Operational and Technical Personnel	824
Total	**1,162**
Age Structure	
Under 30 years old	59
Over 30 years old	1,103
Total	**1,162**

Human Capital Management and Employee Development

GRI 3-3

Personnel management covers recruitment and workforce movement processes, the provision of social guarantees and parental leave, procedures for informing employees about organizational changes, as well as training and professional development. In shaping its personnel management approaches, the Company takes into account the positions of employees, the trade union organization, and regulatory authorities.

This topic has a direct impact on employment conditions, the sustainability of labor relations, and employees' access to development opportunities. Effective personnel management contributes to stable employment, competency development, and employees' career advancement. At the same time, within the framework of personnel management, the Company takes into account potential adverse factors, including the risks of increased employee turnover, reduced employee engagement, and limited access to professional development opportunities.

Management is carried out on the basis of internal regulations and includes standardized procedures for recruitment, employee training, and regular personnel communication.

The topic boundaries cover all employees of the Company across all regions of operation, as well as the Group of Companies. Management effectiveness is assessed based on the analysis of HR indicators, including employee hiring and turnover data, coverage by training and social guarantees, as well as employee communication regarding organizational changes. The results obtained are used to further improve personnel management practices. In shaping its personnel management approaches, the Company takes into account the positions of employees, the trade union organization, and regulatory authorities.

GRI 401-1

During the reporting period, the Company carried out employee hiring and workforce movement in accordance with its HR policy and operational requirements. The indicators were calculated based on the Company's HR records. The number of hired employees reflects the number of individuals with whom employment contracts were concluded during the reporting period. The employee turnover indicator is determined based on the number of employees whose employment relationships were terminated during the reporting period.

It should be noted that the Company was implementing an organizational structure transformation program. While in 2023–2024 the Company's branches operated separately in each region of the country, as part of the ongoing reform, the branch network was consolidated in 2024. As a result, individual branches became responsible for operations across multiple regions.

Figure 13. Geographic distribution of the company's branch network

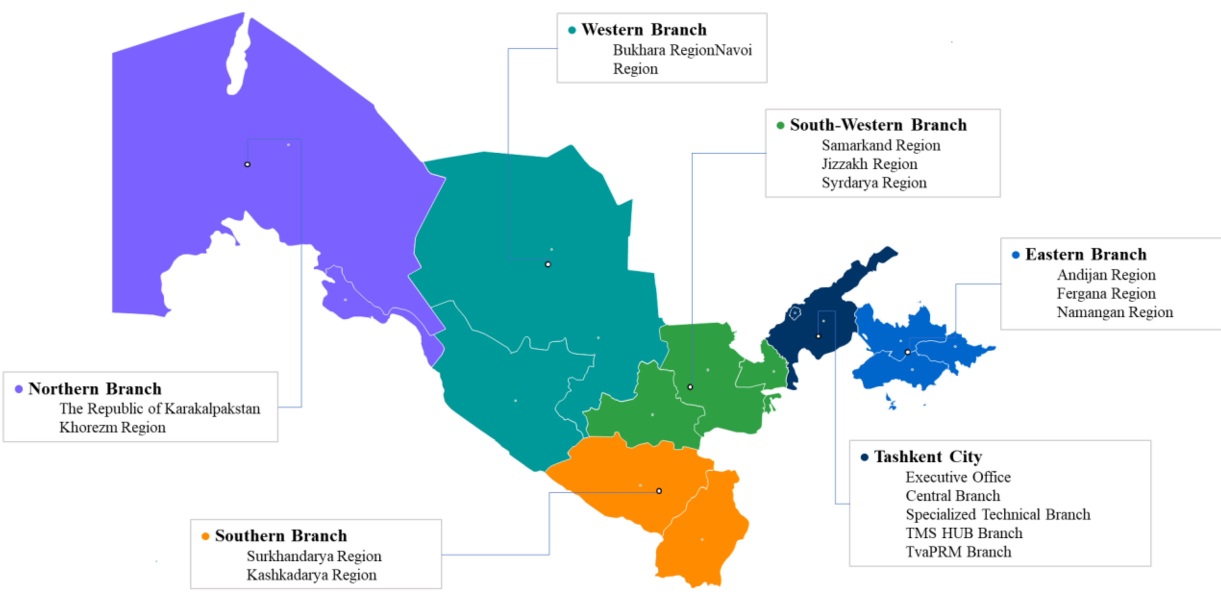


Table 71. Employees hired by gender and age group, 2023–2025, employees

Indicator	2023	2024	2025
Employees hired by gender			
Male	994	785	1,159
Female	63	202	330
Employees hired by age			

Under 30	750	501	741
30-50	259	486	689
Over 50	48	0	59

Employees hired by branches and Group of Companies	
Branches & Group of Companies	**2025**
Executive Office	35
Central Branch	286
Specialized Technical Branch	21
TMS HUB Branch	28
TvaPRM	5
Eastern Branch	58
Western Branch	65
South-Western Branch	179
Northern Branch	64
Southern Branch	140
Uzmobile Branch	0
BUZTON LLC	3
Svyazsoorujeniya Stroy LLC	0
Telecom Soft LLC	176
TELEKOM QURILISH LLC	3
Kontakt Markazi LLC	375
GRANIT LLC	51
TOSHAGROINVEST LLC	0
Total	**1,489**

During the period from 2023 to 2025, the Company demonstrated a growing hiring trend. In 2025, the number of newly hired employees reached 1,489 people, corresponding to a hiring rate of 9%. Men traditionally continued to account for the majority of new hires; however, a notable increase in the number of women hired was observed, with the figure rising from 63 employees in 2023 to 330 employees in 2025. This indicates the gradual expansion of gender diversity within the workforce structure.

Analysis of the age structure of new hires indicates that the main inflow of employees falls within the under-30 and 30–50 age categories. In 2025, a total of 689 employees were hired in the 30–50 age group, reflecting the recruitment of specialists with the necessary skills and professional experience. The highest hiring volume was recorded in the under-30 category (741 employees), demonstrating the Company's focus on attracting young professionals.

Table 72. Terminated employment contracts by gender and age group, 2023–2025, employees

Indicator	2023	2024	2025
Terminated employment contracts by gender			
Male	939	1,069	1,911
Female	68	318	870
Terminated employment contracts by age			
Under 30 years old	282	186	563
30-50 years old	403	1,149	1,317
Over 50 years old	322	52	901
Terminated employment contracts by branches and Group of Companies			
Branches & Group of Companies	**2025**		
Executive Office	39		
Central Branch	322		
Specialized Technical Branch	16		
TMS HUB Branch	1		
TvaPRM	48		
Eastern Branch	494		
Western Branch	311		
South-Western Branch	309		
Northern Branch	192		
Southern Branch	242		
Uzmobile Branch	115		
Information Systems Branch	10		
“Telecommunications Transport Network” Branch	42		
“Tashkent City Telephone Network Branch”	263		
“Tashkent” Branch	67		
BUZTON LLC	3		
Svyazsoorujeniya Stroy LLC	0		
Telecom Soft LLC	56		
TELEKOM QURILISH LLC	1		
Kontakt Markazi LLC	224		

GRANIT LLC	23
TOSHAGROINVEST LLC	3
Total	**2,781**

Table 73. Employee turnover rate, 2023–2025, %

Indicator	2023	2024	2025
Overall Employee Turnover Rate, %	6	9	18

At the same time, the reporting period saw an increase in the number of terminated employment contracts. In 2025, this indicator amounted to 2,781 employees, exceeding the levels of previous years. The increase in the employee turnover rate, which reached 18%, was largely attributable to the implementation of the Company's transformation initiatives aimed at improving operational efficiency and optimizing the organizational structure. As part of these changes, certain functions were consolidated, several branches were closed or reorganized, and functional responsibilities were redistributed among divisions. In particular, in 2025, the "Information Systems" Branch, "Telecommunications Transport Network" Branch, "Tashkent City Telephone Network" Branch, and "Tashkent" Branch were closed, with related information presented in the table. As a result, a portion of employment relationships was terminated due to organizational changes. All employment termination procedures were carried out in accordance with the labor legislation of the Republic of Uzbekistan and the provisions of employment contracts. Employees affected by the organizational changes received all payments and compensation required under applicable regulations. The Company also facilitated the transfer of employees to other branches and divisions while preserving their employment.

From a gender perspective, the employee turnover rate among women (24%) exceeded the corresponding figure for men (16%). This trend attributed to a combination of factors, including parental leave, as well as the industry-specific nature of the Company's operations, which are characterized by a predominance of men in certain operational and technical functions.

Within the age structure, the highest turnover rate was observed among employees over the age of 50 (38%), which may be attributable to demographic factors characteristic of this employee category, including retirement and the completion of employment activities. In the under 30 and 30–50 age groups, turnover rates remained at comparable levels (15% and 14%, respectively), indicating relative workforce stability within these categories.

Table 74. Employee turnover rate by gender and age group, 2023–2025, %

Indicator	2023	2024	2025
Turnover rate by gender, %			
Male	7	9	16
Female	2	8	24
Turnover rate by age, %			
Under 30 years old	6	5	15
30-50 years old	4	12	14
Over 50 years old	11	2	38

Calculation Methodology:

- The employee turnover rate is calculated as the ratio of the total number of employees whose employment was terminated during the reporting period to the total workforce;

- When calculating indicators by specific categories (gender, age groups), the same approach is applied, whereby the number of employees whose employment was terminated within the respective category is measured against the total number of employees in that category.

Employee Benefits and Social Guarantees System

GRI 401-2, 401-3

Uzbektelecom JSC implements a social policy focused on supporting young professionals, creating favorable working conditions, and developing human capital. The Company operates professional training programs, social and corporate initiatives, as well as employee social support measures. Particular attention is given to the development of corporate culture and ensuring equal opportunities for professional and career growth.

The key instruments for implementing the Company's social policy are the Trade Union and the Unified Collective Agreement concluded for the period 2023–2025. In connection with the expiration of the Collective Agreement in 2025, the Company is conducting negotiations with the trade union organization regarding the conclusion of a new collective agreement for the 2026–2028 period, which will retain the existing employee advance notification provisions.

In accordance with the provisions of the Collective Agreement, employees are provided with allowances and compensation payments, including additional remuneration for work on weekends and public holidays, night work and overtime, the application of increased pay coefficients for employees working under adverse conditions, bonuses for professional holidays, partial compensation of heating expenses during the cold season, as well as reimbursement of relocation-related expenses.

In addition, employees are provided with additional social guarantees and benefits, including:

- one-time financial assistance upon marriage, childbirth, prolonged illness, or the death of close relatives;
- financial assistance upon retirement;
- temporary disability benefits paid at the Company's expense;
- additional social leave for family-related circumstances;
- additional paid leave based on years of service in the industry;
- medical insurance;
- provision of personal protective equipment and mandatory medical examinations for employees.

All of the above benefits and social guarantees are provided to full-time employees of Uzbektelecom JSC in accordance with the Collective Agreement and the legislation of the Republic of Uzbekistan. The provisions of the Uzbektelecom JSC Collective Agreement do not apply to non-staff workers employed by contractor organizations. Such workers receive benefits in accordance with the terms of employment contracts concluded with their respective employers — contractor organizations. The above-mentioned benefits are provided to employees across all regions where Uzbektelecom JSC operates under uniform conditions established by the Collective Agreement.

In accordance with the regulations on additional payments for length of service in the telecommunications sector, employees hired under employment contracts and having continuous service in the industry (including transfers within the Company) are entitled to an annual allowance depending on their length of service and actual time worked.

Table 75. Service allowance rates by length of service, %

Length-of-service range (Years)	Allowance, %
1–3	5
3-5	10
5-7	15
7-15	20
15-25	25
25+	30

In addition to the social support measures established under the Collective Agreement, the Company places significant emphasis on creating conditions that enable employees to successfully balance their professional and family responsibilities. As part of the implementation of its social policy, employees are entitled to parental leave with preservation of employment and the opportunity to return to work upon completion of the leave period.

The Company provides employees with parental leave in accordance with the labor legislation of the Republic of Uzbekistan. Both female and male employees of the Company are entitled to such leave. Employees are guaranteed job retention during the leave period, as well as the opportunity to return to work upon its completion.

The Company also monitors employee return-to-work rates following parental leave and employee retention within the Company during the 12 months after returning to work. This enables the Company to assess the effectiveness of the social support measures implemented for employees and their families.

During the reporting period, 15,759 employees of the Company were eligible for parental leave, including 3,569 women and 12,190 men. In practice, 581 employees utilized parental leave, compared to 558 employees in the previous year (see Appendix 5, Table 97). At the same time, this type of leave was utilized exclusively by women. This trend is largely attributable to established social practices and cultural characteristics under which parental leave is predominantly taken by women.

During the reporting period, out of 221 employees whose parental leave ended during the reporting period, 150 employees completed parental leave and returned to work. The return-to-work rate amounted to 68%, reflecting the level of employee return following the completion of parental leave and indicating that a significant proportion of employees resume their employment after the end of childcare leave. The return-to-work rate represents the proportion of employees who returned to work during the reporting period out of the total number of employees whose parental leave ended within the same period.

At the same time, 127 employees continued their employment with the Company 12 months after returning from parental leave. The employee retention rate amounted to 85%, indicating the maintenance of stable labor relations and the effectiveness of employee social support measures aimed at creating conditions for balancing professional and family responsibilities. Currently, the Company ensures job retention for employees throughout the entire parental leave period. Overall, the indicators obtained demonstrate the importance of providing parental leave and supporting employees during this period as elements of the Company's social policy aimed at preserving human capital and maintaining workforce stability.

Table 76. Employees taking parental leave and returning to work in 2025, employees

Indicator	Male	Female	Total
Employees eligible for parental leave	12,190	3,569	15,759
Employees that took parental leave	0	581	581
Employees that returned to work after parental leave	0	150	150
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0	127	127
Return to work rate (%)	68%		
Retention rate (%)	85%		

The 68% return-to-work rate reflects the proportion of employees who resumed work during the reporting period. Taking into account employees whose parental leave will end in subsequent periods, the actual return rate is expected to be higher. The Company considers this indicator as a baseline for further monitoring of trends over time.

GRI 402-1

The Company ensures timely communication with employees and their representatives regarding significant operational changes that may affect working conditions and employment. This approach is based on the principles of social partnership, transparency of management decisions, and the protection of employees' labor rights.

In accordance with Article 137 of the Labor Code of the Republic of Uzbekistan, as well as the provisions of the Unified Collective Agreement of Uzbektelecom JSC for 2023–2025, employees and their representative bodies are notified at least two months in advance of the implementation of organizational or technological changes, including the reorganization of structural divisions, suspension of operations, or other changes that may result in changes to working conditions or workforce reductions.

Employees and their representatives are informed through written notifications as well as meetings with workforce representatives. In cases where the above-mentioned changes are implemented, the Company issues an administrative document (order) setting out all relevant provisions. Responsible structural divisions and branch management are tasked with ensuring that the contents of the order are communicated to employees. The established notification procedure applies to full-time employees of Uzbektelecom JSC. In relation to non-staff workers employed by contractor organizations, notification of changes is carried out through the respective contractor organizations in accordance with contractual arrangements.

Provisions on advance notification, consultations, and coordination of decisions affecting the social and labor interests of employees are established in the Company's collective agreement. Prior to the adoption of relevant decisions, the Employer conducts consultations with trade union bodies representing employees' interests in order to discuss the potential consequences of the changes and develop measures to mitigate them.

This approach ensures adherence to the principles of social partnership, transparency of management decisions, and the protection of employees' labor rights in the implementation of significant operational changes.

In 2025, for all employees whose employment relationships with the Company were terminated, including in connection with the implementation of the Company's organizational transformation program — encompassing branch network consolidation and workforce optimization — the established procedures for notification and consultations with trade union bodies were fully complied with in accordance with the requirements of applicable legislation and the Collective Agreement. No violations of the notification procedures were identified.

Training and Employee Development

GRI 404-1, 404-2

During the reporting period, the Company implemented a systematic approach to the development of employees' professional competencies in accordance with internal regulatory documents governing personnel management and human capital development. Training activities are aimed at ensuring compliance with qualification requirements, supporting the introduction of new technologies, improving the Company's operational efficiency, and maintaining employees' long-term professional competitiveness.

The skills development programs included:

- internal technical training sessions;
- specialized courses on telecommunications technologies (DWDM, IP technologies, fiber-optic communication lines, Cisco and Huawei solutions);
- information and cybersecurity training;
- digital transformation and modern technology implementation programs;
- management development programs for managerial personnel;
- training on financial, economic, and accounting matters;
- anti-corruption and compliance programs;
- external professional development courses, internships, and participation in professional conferences.

Training was delivered in both online and offline formats and covered managerial personnel, engineering and technical staff, administrative employees, and specialists from relevant divisions.

Table 77. The share of employees who have undergone training from the total number of employees in 2023-2025, %

Indicator	2023	2024	2025
The share of employees who have undergone training from the total number of employees	95	98	53
Total number of employees undergone training.	**16,636**	**16,488**	**8,358**

During the reporting period, 8,358 employees participated in professional training programs, including 1,535 employees who completed advanced training and retraining programs at national and international training centers:

under targeted employee training programs:

- at educational institutions within the Republic — 18 employees;
- at international educational institutions — 8 employees.

under advanced training and retraining programs:

- at national advanced training and retraining centers — 1,418 employees;
- at international advanced training and retraining centers — 91 employees.

A significant role in the implementation of advanced training programs was played by the “Telecommunications and Personnel Development Center” branch of Uzbektelecom JSC. In 2025, a total of 32 advanced training courses were organized, with the participation of 554 managers and engineering and technical employees. Leading specialists from various sectors of the economy, the information technology and communications industry, faculty members of higher educational institutions, specialists from training centers, as well as experts from international companies — including NEC Corporation (Japan), Huawei (China), ZTE (China), and Iskratel (Slovenia) — were engaged in the delivery of training courses.

In addition, seminars, conferences, foreign language and technical training sessions, as well as practical professional skills training were organized within the Company for 6,823 employees. More than UZS 2,663 million was allocated to the implementation of training programs.

On average, employees received 7 hours of training per year. The average number of training hours was calculated based on the total volume of training hours completed by employees who participated in training during the reporting period. The indicator was determined by dividing the aggregate number of training hours by the total number of employees.

The decrease in the indicator was largely associated with the implementation of the Company’s transformation programs, which resulted in a reduction in the overall workforce size and, consequently, affected employee training coverage levels while maintaining the existing approaches to personnel development and training.

In order to improve the efficiency of training management processes and enhance the accuracy of accounting for educational activities, the Company plans to implement a specialized digital platform for employee training tracking and monitoring in 2026, as well as transition to a standardized calculation methodology. The implementation of this system will enable centralized management of training programs, monitoring of individual employee development pathways, and more accurate reporting of corporate training indicators.

Talent Pool

The Company also operates a talent pool system aimed at ensuring management continuity and developing employees’ managerial potential. As of 2025 (following the implementation of transformation measures), 487 employees were included in the talent pool for 177 managerial positions. In previous periods (2023–2024), 876 reserve candidates corresponded to 324 managerial positions. This trend reflects changes in the size of the management structure as part of the ongoing organizational transformation while maintaining the talent pool development practice.

At the same time, the Company adheres to the principle of talent pool formation aimed at ensuring at least two candidates for each key position, while one employee may be considered as a reserve candidate for several positions.

Youth Policy

Uzbektelecom JSC pays significant attention to attracting and developing young professionals, viewing them as an important element of the Company’s sustainable development. During the reporting period, the number of employees under the age of 30 amounted to 3,694 people, including 49 administrative and management personnel, 3,641 operational personnel, and 4 technical personnel, reflecting the Company’s focus on building the future workforce potential.

The Company creates opportunities for the professional growth of young employees through the implementation of training, advanced training, and skills development programs delivered without interruption to work activities. Particular importance is attached to the "Ustoz–Shogird" (Mentor–Apprentice) program, which is aimed at supporting graduates and young employees during their adaptation process and facilitating the transfer of professional knowledge and experience.

Additionally, the Company promotes employment for young professionals and provides opportunities for gaining practical experience, while also taking into account the interests of employees who combine work with study. Thus, the Company's approach is aimed at developing young personnel, integrating them into production processes, and creating a sustainable talent pool.

The Company also develops partnerships with universities and other educational institutions, actively engaging with leading specialized universities such as TATU, INHA University in Tashkent, Amity University Tashkent, Bucheon University in Tashkent, and Saint Petersburg State University of Telecommunications, which contributes to training qualified specialists and developing the industry's human resource potential.

Table 78. Partnership with higher education institutions.

University	Cooperation Format
Tashkent University of Information Technologies named after Muhammad al-Khwarizmi	• establishing innovative and corporate cooperation in the fields of education, science, and production; implementing measures for training qualified personnel in telecommunications and enhancing their professional development; • submitting proposals and reviews on curricula, course syllabi, textbooks, master's theses, and final qualification papers; • effectively organizing academic, industrial, and pre-graduation internships for undergraduate and graduate students, and creating the necessary conditions for their completion; • providing academic supervision of final qualification papers and master's theses, and engaging the Company's leading specialists in state examination committees; • other areas by mutual agreement.
University of Management and Future Technologies	• establishing innovative and corporate cooperation in the fields of education, science, and production; implementing measures for training qualified personnel in telecommunications and enhancing their professional development; • submitting proposals and reviews on curricula, course syllabi, textbooks, master's theses, and final qualification papers; • effectively organizing academic, industrial, and pre-graduation internships for undergraduate and graduate students, and creating the necessary conditions for their completion; • providing academic supervision of final qualification papers and master's theses, and engaging the Company's leading specialists in state examination committees; • other areas by mutual agreement.
Amity University Tashkent	• establishing direct partnerships between the parties; • organizing joint conferences, seminars, and academic sessions;

	• conducting industrial internships, improving the quality of personnel training; • other areas by mutual agreement.
Bucheon University in Tashkent (non-governmental educational institution)	• establishing direct partnerships between the parties; • organizing joint conferences, seminars, and academic sessions; • conducting industrial internships, improving the quality of personnel training; • other areas by mutual agreement.
Webster University Educational Programs Implementation Center in Tashkent	• establishing direct partnerships; • conducting research and development activities; • organizing joint events (conferences, seminars, academic sessions); • providing the parties with the opportunity to use buildings, equipment, and facilities in accordance with legislation and agreements; • organizing industrial internships, improving the quality of personnel training; • other areas by mutual agreement.
Saint Petersburg State University of Telecommunications named after Professor M.A. Bonch-Bruevich	• establishing direct partnerships; • cooperating on the organization of education for citizens of the Republic of Uzbekistan under bachelor's, master's, and doctoral programs with the aim of providing the Company with qualified personnel; • organizing industrial internships for students as needed; • other areas by mutual agreement.
Tashkent State University of Economics (at the contract signing stage)	• establishing effective cooperation between the University and the Company; • jointly developing curricula, programs, educational literature, and methodological support based on international standards; • jointly conducting and implementing research projects; • preparing and publishing scientific articles; • organizing joint seminars and master classes; • organizing student internships at the Company; • other areas by mutual agreement.
Tashkent State University of Law (at the contract signing stage)	• establishing direct partnerships; • organizing joint events (conferences, seminars, academic sessions); • organizing industrial internships, improving the quality of personnel training; • other areas by mutual agreement.

One of the priority areas of this cooperation is the organization of internships for students, enabling them to gain practical experience, adapt to the corporate environment, and develop key professional competencies. Young specialist development programs are implemented across all regions where the Company operates — in the executive office and regional branches.

Key Indicators of Youth Development and Practical Training

- In the reporting period, **896 students** referred by higher education institutions under cooperation agreements with the Company completed internships at the Company completed internships at the Company, gaining practical experience and industry-specific work skills.
- In addition, **22 interns were hired** through the Company’s open internship program.

Diversity and Equal Opportunities

GRI 3-3

Uzbektelecom JSC regards diversity, equal opportunities, and non-discrimination as a significant topic in the area of human resource management. The approach to managing this topic is implemented through existing HR procedures and internal mechanisms aimed at ensuring equal treatment of employees and providing equal opportunities. To manage this topic, the Company monitors the personnel structure by gender and age groups, and analyzes indicators of the ratio of remuneration between women and men.

The effectiveness of managing this topic is monitored through regular analysis of personnel indicators and remuneration-related indicators, as well as the analysis of inquiries received through existing feedback channels. In the reporting period, no confirmed cases of discrimination were recorded.

GRI 405-1

In the reporting year 2025, the Company's governing bodies comprised 15 members, of whom 10 were members of the Supervisory Board and 5 were members of the Board of Directors, which is consistent with the previous year's figures; all members of the governing bodies are male.

Table 79. Structure of the Supervisory Board, by gender and age, 2023-2025.

Category	2023	2024	2025
Male	8	10	10
Female	1	0	0
Under 30	0	0	0
30–50	5	7	7
Over 50	4	3	3
Total	**9**	**10**	**10**

Table 80. Structure of the Board of Directors, by gender and age, 2023-2025.

Category	2023	2024	2025
Male	7	5	5
Female	0	0	0
Under 30	0	0	0
30–50	5	4	4
Over 50	2	1	1
Total	**7**	**5**	**5**

In 2025, the Company revised its approach to the classification of personnel categories. In previous reporting periods, the personnel structure was organized into two categories — line and managerial positions. Starting from 2025, a more detailed classification is used, comprising administrative and managerial, production, and technical personnel. To ensure comparability of indicators, data for previous reporting periods were revised and aligned with the classification applied in 2025. In 2023 and 2024, the data of the Group of Companies was not included in the calculation of the indicator.

The gender structure of the Company's personnel has traditionally been characterized by a predominance of men, which is due to the specific nature of production and technical professions related to the operation and maintenance of telecommunications infrastructure. In 2025, the number of production personnel amounted to 15,136 employees, including 11,660 men (77%) and 3,476 women (23%). The number of technical personnel amounted to 53 employees, of whom 34 are men (64%) and 19 are women (36%). Compared to 2024, the total headcount of production and technical personnel decreased, which is attributable to the organizational structure transformation being carried out within the Company.

The number of administrative and managerial personnel in 2025 amounted to 570 employees, including 496 men (87%) and 74 women (13%). In 2024, this figure stood at 726 employees, including 627 men and 99 women (see Appendix 5, Table 95). Thus, in the reporting period, a decrease in the total number of managerial personnel is observed, which is attributable to the optimization of the Company's organizational structure.

The Company recognizes the need to develop gender diversity at the level of governing bodies and plans to address this matter in the context of updating its corporate governance policy in 2026.

Table 81. Gender structure of personnel by position in 2025, employees.

Personnel Category	Male	%	Female	%	Total
Administrative and Managerial Personnel	496	87%	74	13%	**570**
Production Personnel	11,660	77%	3,476	23%	**15,136**
Technical Personnel	34	64%	19	36%	**53**
Total	**12,190**	**77%**	**3 569**	**23%**	**15,759**

* *Note: Information for previous reporting periods (2023–2024) is provided in Appendix 5.*

Among administrative and managerial personnel, the largest share is made up of employees aged 30–50 years — 81% (459 persons). The share of employees under 30 years of age is 9% (49 persons), while 11% (62 persons) belong to the age group of over 50 years.

In the structure of production personnel, employees aged 30–50 years also predominate, accounting for 61% (9,228 persons). At the same time, 24% (3,641 persons) are employees under 30 years of age, while 15% (2,267 persons) are employees over 50 years of age.

Among technical personnel, the largest share is made up of employees aged 30–50 years — 66% (35 persons). The share of employees over 50 years of age is 26% (14 persons), while employees under 30 years of age account for 8% (4 persons).

The data obtained reflect the Company's consistent approach to maintaining a balanced workforce age structure, preserving a core employee base within the key 30–50 age group while ensuring the inflow of young professionals and the continuity of knowledge and experience through older employees.

The workforce age structure did not change significantly compared to 2024 and continues to be characterized by a predominance of employees in the 30–50 age group, indicating workforce stability and the presence of an established core of experienced professionals (see Appendix 5, Table 96).

Table 82. Personnel structure by position and age for 2025, employees.

Personnel Category	Under 30	%	30–50	%	Over 50	%	Total
Administrative and Managerial Personnel	49	9%	459	81%	62	11%	**570**
Production Personnel	3,641	24%	9,228	61%	2 267	15%	**15,136**
Technical Personnel	4	8%	35	66%	14	26%	**53**

* *Note: Information for previous reporting periods (2023–2024) is provided in Appendix 5.*

In addition, as part of its workforce diversity assessment, the Company monitors inclusion indicators, including the participation of employees with disabilities. In 2025, their share amounted to 0.57% of the total workforce (90 employees), compared to 0.70% in 2024 and 0.58% in 2023. Group companies were not included in the calculation of this indicator in 2023 and 2024.

Table 83. Personnel Structure: Employees with Disabilities, 2023–2025, employees.

Indicator	2023	2024	2025
Total Number of Employees	17,458	16,825	15,759
Number of Employees with Disabilities	102	117	90
Share of Employees with Disabilities (%)	0.58	0.70	0.57

The decrease in the absolute number of employees with disabilities from 117 to 90 in the reporting period is attributable to the overall reduction in headcount resulting from the Company's organisational restructuring — and not to any change in the Company's approach to inclusive employment practices. This is evidenced by the stability of the relative indicator: the share of employees with disabilities in the total headcount remained virtually unchanged at 0.57% compared to 0.58% in 2023. AK Uzbektelecom consistently upholds the principles of equal opportunity and non-discrimination, ensuring equal access to employment and appropriate working conditions for all categories of employees, including persons with disabilities.

GRI 405-2

Methodology for Assessing the Gender Pay Ratio

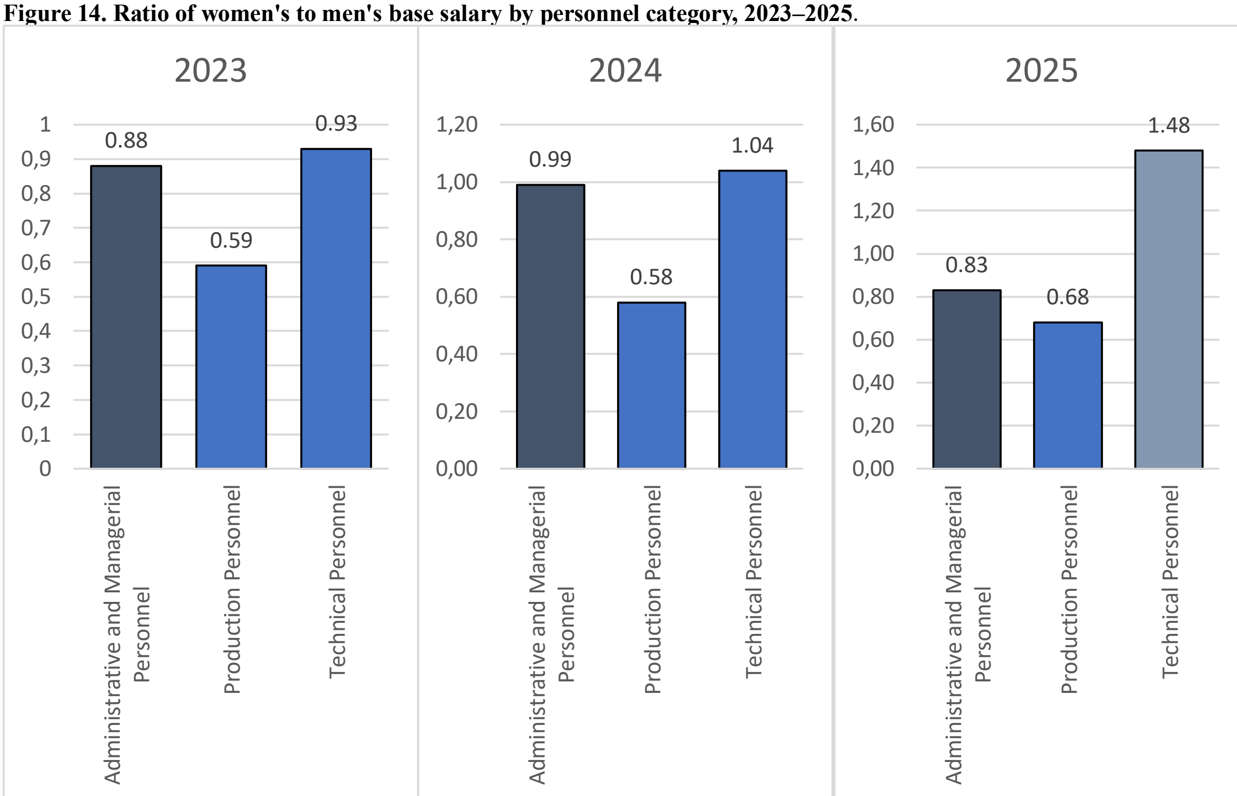
The ratio is calculated as the average base salary of women divided by the average base salary of men within each personnel category. A value of 1.0 indicates full pay parity. A value above 1.0 indicates that the average base salary of women exceeds that of men within the respective category. A value below 1.0 indicates that the average base salary of men is higher than that of women.

Analysis of the ratio of women's to men's base salary by personnel category shows that, in 2025, the indicator for administrative and management personnel decreased to 0.83 compared to the previous reporting period. For operational personnel, the indicator demonstrated moderate growth and amounted to 0.68. In the technical personnel category, the indicator increased to 1.48, reflecting a higher average base salary for women compared to men within this category. The observed dynamics of the indicators are influenced by the distribution of employees across positions and functional areas, differences in qualification levels and length of service, as well as the specific workforce composition within the respective personnel categories. These results are taken into account by the Company in assessing its personnel management practices and may influence stakeholders' perceptions of the Company, including investors, business partners, and prospective employees.

This change is attributable to a number of structural factors. In particular, as part of the Company's transformation program and organizational changes, certain administrative and management positions were eliminated, while functions were redistributed across divisions. These changes affected both the number of employees within this personnel category and the structure of the payroll fund.

In addition, an additional contributing factor is the gender composition of the workforce across certain functional areas, as men are more highly represented in a number of professional fields and in positions associated with higher levels of remuneration. Taken together, these factors influenced the average salary levels by gender and, consequently, the value of the indicator in 2025.

Figure 14. Ratio of women's to men's base salary by personnel category, 2023–2025.



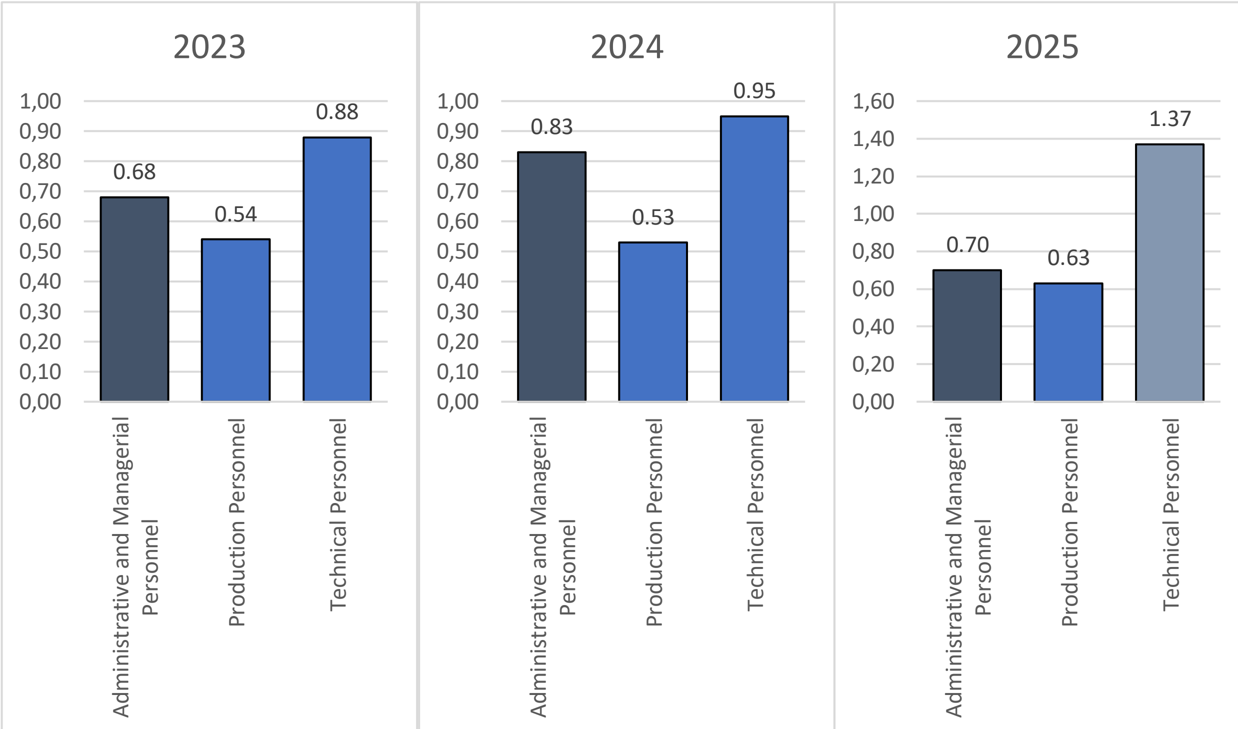
A similar trend is observed in the analysis of the ratio of women's to men's total remuneration (including base salary and additional payments such as bonuses, allowances, financial assistance, and other benefits). In 2025, the indicator amounted to 0.70 for administrative and management personnel and 0.63 for operational personnel, while for technical personnel it reached 1.37.

Uzbektelecom JSC emphasizes that the observed values of remuneration ratios do not indicate discriminatory remuneration practices. Differences in average remuneration levels are primarily attributable to:

- the distribution of employees across positions within each personnel category;
- differences in employees' qualification levels and length of service;
- the gender composition of the workforce across certain functional areas;
- organizational changes implemented as part of the Company's 2025 transformation program.

The principle of equal pay for equal work is consistently applied within the Company: employees holding the same positions receive the same base remuneration regardless of gender.

Figure 15. Ratio of women's to men's total remuneration by personnel category, 2023–2025



It should be noted that in 2023 and 2024, the data of the Group of Companies was not taken into account in the calculation of the indicator, whereas starting from 2025, in connection with the expansion of the reporting perimeter, the indicators of the Group of Companies were included in the calculation, which affects the comparability of data across reporting periods. The observed differences in average values are attributable to structural factors — differences in the distribution of employees by position, qualification, and length of service — rather than discriminatory remuneration practices.

Local Communities

GRI 413-1, 413-2

The Company applies a systematic approach to managing its impacts on local communities and the environment, including the assessment of potential impacts and engagement with stakeholders throughout all stages of project implementation. The Company has introduced elements of an Environmental and Social Management System (ESMS) aimed at identifying and managing relevant environmental and social aspects of its operations and their associated impacts on the environment and local communities. The development of telecommunications infrastructure is carried out in compliance with the environmental and sanitary regulations of the Republic of Uzbekistan. At the design stage, each sub-project undergoes an environmental review process and obtains the necessary approvals from the relevant government authorities.

The assessment of potential impacts on local communities is conducted during the planning stage of infrastructure projects and includes an analysis of potential effects on service accessibility, land use, and the living conditions of populations within the project area. In addition, authorized government bodies, including the sanitary and epidemiological service, carry out the necessary measurements and issue conclusions regarding the safety of facilities for public health and the environment. Facilities are commissioned only after all required permits, approvals, and regulatory clearances have been obtained.

In 2025, engagement with local communities was carried out on a systematic basis across all regions where the Company operates and covered 100% of its operational activities. To ensure effective stakeholder feedback, the Company maintains formalized channels for submitting complaints and inquiries, including its official website, outreach meetings with Company representatives, and the ability to contact regional branches. All complaints and inquiries are subject to mandatory registration, review within established timeframes, and monitoring until full resolution.

As a regular mechanism for engagement with stakeholders, the Company conducts outreach meetings involving its representatives. When planning such meetings, priority is given to the most remote areas, ensuring accessibility of dialogue for residents with limited access to central service offices. Particular attention is paid to addressing the needs of socially vulnerable groups, including residents of rural areas and individuals with limited mobility. These activities provide opportunities for direct dialogue with local communities, provide information about the Company's activities, and facilitate the collection and processing of proposals, inquiries, and complaints.

The Company has established a regulated procedure for processing the outcomes of outreach meetings:

- issues that do not require additional review or resources are resolved during the meeting;
- complaints and inquiries requiring additional resources or follow-up actions are formally recorded in accordance with established procedures and remain under monitoring until fully resolved.

To ensure transparency, the outcomes of outreach meetings are communicated to the general public through the Company’s press service. Based on the results of these meetings and the analysis of incoming complaints and inquiries, the Company takes into account the views of local communities when determining infrastructure development priorities, including the selection of locations for new telecommunications facilities and the prioritization of connecting settlements to telecommunications services. As part of its telecommunications infrastructure development activities, the Company implements projects aimed at improving quality of life and supporting regional development, including the deployment of digital infrastructure and smart city solutions. In particular, during the reporting period, the Company continued implementing projects to expand mobile and fixed data transmission networks in support of the “Public Safety” and “Smart City” initiatives across the regions of the Republic of Uzbekistan. These projects contribute to enhanced public safety, improved access to digital services, and the development of urban infrastructure, while also taking into account the needs and expectations of local communities and government authorities.

Social and environmental risks are integrated into the Company’s corporate risk management system and included in the corporate risk register, where they are subject to ongoing monitoring and oversight. Impacts on local communities are classified as significant when one or more criteria are met, including the scale of the affected population, the irreversibility of the impact, disruption of access to basic services or livelihoods, or the receipt of complaints from local communities. The assessment of such impacts is carried out within the framework of the corporate risk management system, as well as through the environmental review process conducted for each sub-project.

Potential negative impacts of the Company’s activities on local communities include temporary inconvenience during construction and installation works (including noise and restricted access), potential exposure to electromagnetic emissions from base stations, and disturbance of land cover during the installation of cable lines. These impacts are monitored and assessed in accordance with applicable regulatory requirements within the framework of the Company’s operational control system.

During the reporting period, no operations were identified that had significant actual or potential adverse impacts on local communities. No complaints or inquiries from local communities related to the social or environmental aspects of the Company’s activities were received.

Table 84. Information on complaints and inquiries received and resolved through outreach meetings by region in 2024

Region	Number of complaints and inquiries received	Number of complaints and inquiries resolved during the outreach meeting	Number of complaints and inquiries placed under monitoring
Kashkadarya Region	8	0	8
Samarkand Region	4	0	4
Tashkent Region	6	0	6

Namangan Region	8	5	3
Bukhara Region	5	2	3
Syrdarya Region	4	4	0
Jizzakh Region	2	0	2
Fergana Region	9	0	0
Surkhandarya Region	5	0	5
Khorezm Region	5	1	4
Republic of Karakalpakstan	7	0	7
Kashkadarya Region*	6	5	1

**Outreach meetings are conducted semi-annually in accordance with the Company's internal administrative procedures. When planning the schedule of such meetings, priority is given to remote and geographically hard-to-reach regions in order to ensure equal access to feedback channels for local communities.*

During the reporting period, two outreach meetings were held in the Kashkadarya Region (at the beginning and the end of the year), which explains its appearance twice in the table. This frequency was driven by the need to provide additional coverage of the region and enhance the accessibility of engagement with local residents.

Table 85. Information on complaints and inquiries received and resolved through outreach meetings by region in 2025

Region	Number of complaints and inquiries received	Number of complaints and inquiries resolved during the outreach meeting	Number of complaints and inquiries placed under monitoring
Tashkent Region	9	9	0
Fergana Region	7	0	7
Surkhandarya Region	13	0	13
Khorezm Region	6	4	2
Andijan Region	7	5	2
Bukhara Region	4	4	0

Jizzakh Region	22	0	22
Samarkand Region	20	0	20
Kashkadarya Region	5	0	5
Navoi Region	10	5	5
Namangan Region	9	5	4
Republic of Karakalpakstan	7	7	0

Table 86. Summary information on the results of outreach meetings, 2024–2025

Indicator	2024	2025
Total number of outreach meetings conducted	12	12
Total number of complaints and inquiries received	69	119
Resolved during the outreach meetings	17	39
Placed under monitoring	52	80

Social and Environmental Initiatives

During the reporting period, Uzbektelecom JSC actively participated in the nationwide "Yashil Makon" ("Green Nation") project, a government initiative aimed at large-scale greening of the territory of the Republic of Uzbekistan in order to improve environmental conditions, enhance air quality, and create a more comfortable urban and rural environment.

The Company's participation in the project encompassed all levels of its organizational structure, from operational personnel to the management of branches and Group of companies. As part of the implementation of the approved action plan, employees and managers of Uzbektelecom JSC took part in two seasonal tree and shrub planting campaigns.

Table 87. Employee participation in environmental greening initiatives in 2025

Season	Participants	Number of Seedlings Planted
Spring Season 2025	Company Employees	22,142
Autumn Season 2025	Company Employees	13,755
Autumn Season 2025	Company Management	792
Total for 2025		**36,689**

In total, 36,689 seedlings were planted in 2025 with the direct participation of Uzbektelecom JSC employees and management. The implementation of this initiative contributes to the achievement of the national environmental objectives of the Republic of Uzbekistan, as well as to the attainment of SDG 13 Climate Action, SDG 15 Life on Land, and SDG 11 Sustainable Cities and Communities. In addition, in 2025, as part of the Company's infrastructure initiatives, a clean drinking water facility was commissioned in the citizens' assembly of Dustlik village, Ellikkala District, Republic of Karakalpakstan. The project provided access to safe drinking water for 456 students of School No. 12, including 199 primary school students. A detailed description of the project is presented in the GRI 203-1 section of this report.

In addition, in 2025, the Company implemented an initiative for the collection and disposal of hazardous waste (used alkaline batteries), which was also open to residents of nearby communities. A detailed description of the initiative is provided in the GRI 306-2 section of this report.

Chapter 8. Occupational Health and Safety in the Workplace

Management Approach

GRI 3-3, 403-1

Occupational health and safety, as well as the provision of safe working conditions, represent a material topic for Uzbektelecom JSC given the specific nature of the telecommunications industry. The Company's operations involve occupational risks associated with the operation of technically complex equipment, work at height and electrical installation activities, exposure to electromagnetic fields, as well as the need to ensure the uninterrupted, round-the-clock functioning of telecommunications networks. Taken together, these factors necessitate the implementation of a comprehensive and systematic approach to occupational health and safety management aimed at controlling occupational risks and reducing the likelihood of workplace injuries and occupational diseases.

The Company's occupational health and safety management system operates in accordance with the requirements of the legislation of the Republic of Uzbekistan, internal regulatory documents, and the provisions of international standards. The certification of the occupational health and safety management system in accordance with ISO 45001:2018, obtained in November 2025, represents a key achievement of the reporting period in the field of occupational health and safety and confirms the alignment of the Company's processes with international best practices in occupational risk management.

Key regulatory documents:

- Regulation on the Investigation and Recording of Occupational Accidents and Other Work-Related Health Damage Sustained by Employees in the Performance of Their Job Duties (Resolution of the Cabinet of Ministers No. 286 dated 6 June 1997);
- Regulation on the Procedure for Conducting Workplace Assessments in Terms of Working Conditions and Equipment Injury Hazards (Resolution of the Cabinet of Ministers No. 263 dated 15 September 2014);
- Regulation on the Organisation of Occupational Health and Safety Activities at Uzbektelecom JSC (Order No. 324 dated 14 November 2023);
- Regulation on the Organisation of the Occupational Health and Safety Service and the Implementation of the Occupational Health and Safety Management System (Resolution of the Cabinet of Ministers No. 819 dated 24 December 2025);
- Regulation on the Occupational Safety Management System which provides for the planning, operation and improvement of the occupational safety management system (OSMS), as well as risk management (Resolution of the Cabinet of Ministers No. 454 dated 21 July 2025.

The Company has an occupational health and safety service in place, while all branches maintain accountable occupational health units and lead occupational health engineers. Industrial control over compliance with occupational health and safety requirements at high-risk facilities forms an integral part of the occupational health and safety management system. Within the framework of industrial control, the Company carries out regular monitoring of working conditions, identification and elimination of non-compliance with established requirements, assessment of potential hazards and occupational risks, as well as the implementation of preventive measures.

As part of the ongoing development of the occupational health and safety management system, the Company is committed to the continuous improvement of processes aimed at ensuring safe working conditions and managing occupational risks. The key priority areas include:

- strengthening the occupational health and safety system in line with ISO 45001 requirements through enhanced monitoring of working conditions, the introduction of ergonomic controls, and increased management engagement;
- identifying and eliminating deviations from established regulatory requirements;
- analysing potential hazards and assessing occupational risks;
- implementing preventive measures aimed at preventing occupational injuries;
- ensuring a sustainable reduction in workplace injury rates, with a focus on achieving zero workplace accidents.

Workplace Safety

GRI 403-2

Hazard identification and occupational risk assessment within the Company are carried out in accordance with the requirements of international and national standards, including ISO 45001:2018 and Resolution of the Cabinet of Ministers No. 454 dated 21 July 2025, including with the involvement of independent third-party experts, which ensures the objectivity and verifiability of the results. As part of this process, the Company conducts regular analysis and monitoring of occupational risks, maintains appropriate documentation, and performs external audits of the relevant procedures.

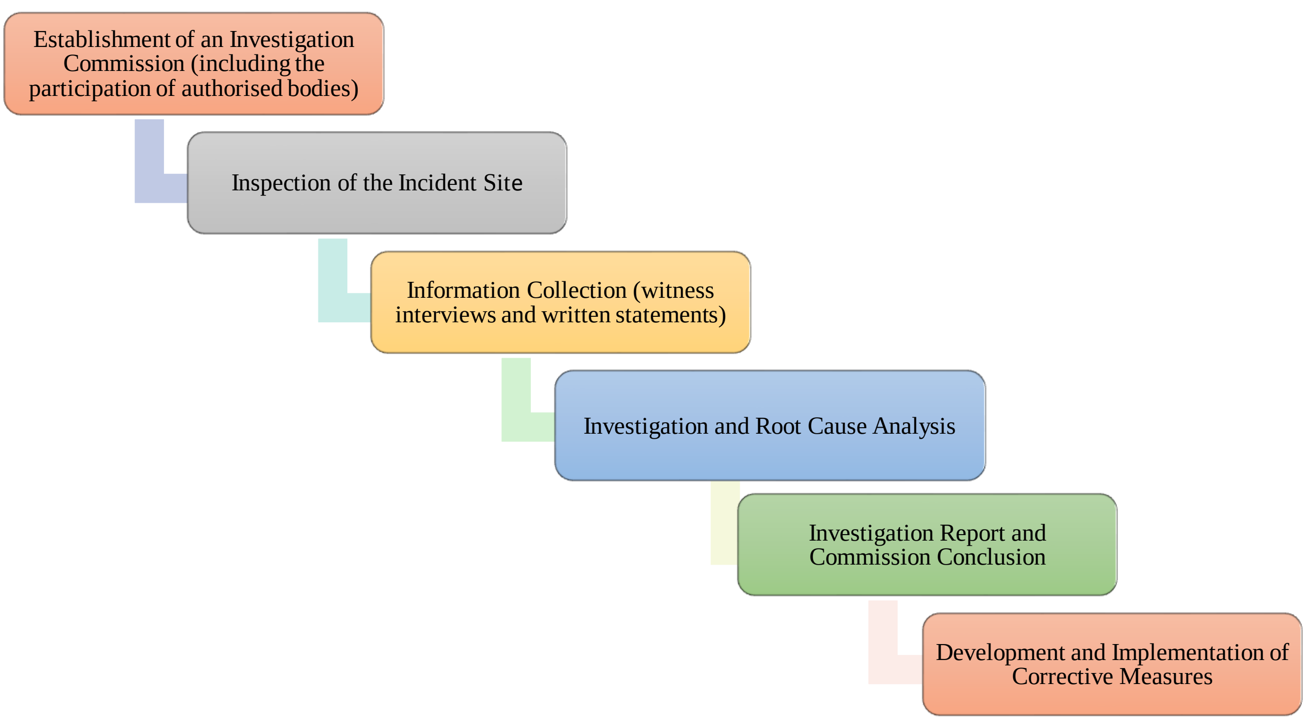
Occupational risk management is carried out within the framework of the Environmental and Social Management System (ESMS), which encompasses occupational health and safety matters.

The identification of factors potentially affecting employees' health is carried out through workplace assessments conducted by an independent accredited organisation with the participation of representatives of the Trade Union and the Human Resources Department. Upon completion of the assessment process, an expert opinion is prepared and submitted to the Ministry of Employment and Poverty Reduction of the Republic of Uzbekistan.

The Company provides employees with the opportunity to report identified hazards and potentially dangerous situations to their immediate supervisors, chief engineers, and the occupational health and safety service in accordance with established procedures, as well as to suspend work in the event of a potential threat to their life and health until the hazardous factors have been eliminated, in line with the applicable procedures.

The investigation of occupational accidents is carried out in accordance with Resolution of the Cabinet of Ministers No. 286 dated 6 June 1997 and the internal standard under which the prescribed procedures are implemented across all branches. The investigation process consists of a sequence of stages aimed at determining the root causes of incidents and preventing the recurrence of similar cases.

Figure 16. Occupational Accident Investigation Process



Occupational health and safety requirements apply to all employees, including external personnel and employees of contractor organizations performing work at the facilities of JSC Uzbektelecom under its operational control. Prior to being admitted to work, employees undergo induction training and workplace instruction in accordance with established procedures.

Occupational Health Protection and Medical Support

GRI 403-3

Occupational health initiatives are implemented within the framework of the occupational health and safety management system and are aimed at reducing occupational risks and preventing potential adverse impacts of workplace factors.

In 2025, activities aimed at monitoring working conditions, including workplace certification, were carried out. In accordance with Company Order No. 145 dated 3 April 2025, working conditions certification was conducted for 152 newly established workplaces, exceeding the 2024 figure of 122 workplaces. The increase was attributable to the certification of workplaces created as part of organizational changes associated with the Company's transformation process. Following the procedure, expert opinions are obtained from the Ministry of Poverty Reduction and Employment of the Republic of Uzbekistan.

Table 88. Workplace working conditions certification coverage, 2023-2025

Indicator	2023	2024	2025
Number of certified workplaces	25	122	152

For employees engaged in hazardous and adverse working conditions, preliminary and periodic medical examinations are organized. Medical examinations are conducted by an external specialized medical provider on the basis of a contractual agreement and in accordance with the legislation of the Republic of Uzbekistan, while employees' medical information is processed in compliance with confidentiality requirements.

In accordance with Company Order No. 455 dated 23 October 2025, 20 employees were referred for medical examinations in accordance with the procedure established by Order No. 200 of the Ministry of Health of the Republic of Uzbekistan dated 10 July 2012. The decrease in the indicator was attributable to changes in the number and structure of personnel as part of the Company's transformation process.

Based on the results of the medical examinations conducted during the 2025 reporting year, no cases of work-related ill health were identified; no such cases were recorded in 2024 either. The Company provides employees with access to occupational health services, including the organization of medical examinations in accordance with established procedures.

Table 89. Number of Employees Referred for Medical Examinations, 2023–2025

Indicator	2023	2024	2025
Number of Employees Referred for Medical Examinations	30	35	20

GRI 403-4

The Company ensures employee participation in occupational health and safety matters through consultations and engagement with employee representatives, including trade union representatives. The primary consultation format consists of working meetings addressing compliance with occupational health and safety requirements, current risks, proposals for improving working conditions, as well as preventive measures aimed at reducing occupational injuries.

Employees may report identified hazards and unsafe working conditions through occupational health and safety engineers or their immediate supervisors. The same communication channels are also used for submitting comments and suggestions aimed at improving working conditions and enhancing workplace safety.

Employees have the right to report hazards without risk of adverse consequences. Information received through these channels is documented, analyzed, and taken into account when planning occupational health and safety measures.

Employees are informed on occupational health and safety matters through an established system of briefings, as well as seminars and training sessions. These communication formats ensure that employees are made aware of safety requirements, workplace conduct rules, and practical measures aimed at reducing occupational risks.

GRI 403-8

During the 2025 reporting year, the Company continued to enhance the procedures of its occupational health and industrial safety management system. During the reporting period, an internal audit procedure for the occupational health and safety management system was developed. As of the end of the reporting period, the procedure remained at the implementation stage; therefore, no internal audits were conducted in 2025. The implementation of the procedure and the commencement of internal audits are planned for 2026.

Table 90. Employees covered by the occupational health and industrial safety management system, 2023–2025

Indicator	2023		2024		2025		% of total employees
Number of employees covered by the company's occupational health management system	14,467	17,458	14,670	16,825	15,759	15,759	100
Number of Employees Covered by the Company's Third-Party Audited/Certified Occupational Health and Safety Management System	0		0		21		0.13

At the end of the reporting period, the share of employees covered by the occupational health and safety management system increased from 87% to 100%. This indicator reflects the transition to full workforce coverage under unified corporate safety standards and protocols.

A further stage in the development of the occupational health and safety management system involved the adoption of international approaches and the completion of an external assessment. In November 2025, the Company's occupational health and safety management system was certified for compliance with the requirements of the international ISO 45001 standard. As part of the certification process, an independent third-party external audit was conducted.

This practice was introduced at the Company for the first time; no external audits of the occupational health and safety management system had been conducted in previous reporting periods. At the same time, the Company had consistently ensured compliance with national occupational health and safety legislation in prior years, including mandatory employee training, knowledge assessments, and the completion of required qualification evaluations. Indicators for previous years reflect the results of employee training and knowledge assessments (including examinations) and are not related to audit activities.

As a result, by the end of the reporting period, 21 employees were covered by segments of the occupational health and safety management system that had undergone an external audit.

Work-related Injury and Accident Rates

GRI 403-9

The Company maintains systematic recording and monitoring of occupational injuries within the framework of its occupational health and industrial safety management system. The recording, investigation, and analysis of occupational accidents are carried out in accordance with the requirements of the national legislation of the Republic of Uzbekistan, including Resolution No. 286 of the Cabinet of Ministers dated 6 June 1997, as well as the Company's internal regulatory documents.

During the reporting period, the main occupational risks posing a threat to employee health included:

- work at height (including work on telecommunications towers and poles);
- construction and installation activities;
- exposure to electric current during the operation of network infrastructure;
- risk of structural collapse;

Table 91. Main categories of occupational accidents by type, 2023–2025

Category	2023	2024	2025
Falls from height (including work on poles, towers, and rooftops)	1	3	1
Electric shock incidents, including: • electric shock during line connection activities; • short circuits caused by improper equipment installation; • lack of grounding;	2	1	0
Road traffic accidents	2	1	1
Exposure to harmful indoor factors, including: • heat stress or suffocation resulting from work in poorly ventilated areas; • other factors.	0	0	0

Table 92. Work-related injury statistics, 2023–2025

Indicator	2023	2024	2025
Total number of work-related accidents	6	5	2
FIFR	0.16	0.04	0.04
LTIFR	0.24	0.19	0.08
Work-related accidents, including:	4	4	2
• with temporary loss of ability to work	2	4	1
• fatalities	2	0	1
Work-related accidents involving contractors, including:	2	1	0
• with temporary loss of ability to work	0	0	0
• fatalities	2	1	0

Methodology for Calculating Ratios

To ensure data comparability, occupational injury indicators are calculated based on 1,000,000 hours worked:

- Working Time Accounting: includes actual hours worked by all employees;
- LTIFR Inclusiveness: the Lost-Time Injury Frequency Rate (LTIFR) is calculated on a consolidated basis and includes all work-related injuries resulting in the loss of at least one working day, including fatal accidents.

At the end of 2025, the Company achieved a significant improvement in its key safety indicators. The LTIFR decreased to 0.08, representing a 2.4-fold reduction compared to the 2024 level. The total number of incidents declined to two cases during the year. Investigations into the circumstances of both recorded occupational accidents are ongoing in accordance with established procedures and are being conducted by the authorized commissions. In 2025, one fatal accident involving a full-time employee of the Southern branch occurred as a result of a fall together with a concrete pole during construction and installation works related to the deployment of a fiber-optic communication line. At the same time, no occupational accidents involving contractor employees were recorded during the reporting period.

In response to the incidents that occurred, the Company has organized and is implementing a set of preventive measures aimed at minimizing occupational risks and preventing similar incidents in the future.

Table 93. Measures implemented to minimize work-related risks.

Measures	Description of measures
Investigation and Review of Incident Circumstances	Additional reviews of the incidents were conducted with the participation of employees and responsible officials.
Ad hoc occupational health and safety briefings	Ad hoc safety briefings were conducted for employees engaged in similar types of work, with mandatory acknowledgment by signature.
Control over Compliance with Personal Protective Equipment (PPE) Requirements	Employees are provided with personal protective equipment in accordance with established requirements, and compliance with mandatory PPE use is monitored.
Strengthening Control over Compliance Requirements	Control by the occupational health and safety function and the heads of structural divisions has been strengthened on an ongoing basis.
Implementation of ISO 45001:2018 requirements	The implementation of measures is carried out taking into account the approaches of the occupational health and safety management system aligned with the international standard ISO 45001:2018.

The Company also maintains a strategic objective of achieving zero occupational accidents and continues to enhance its occupational health and industrial safety management system.

GRI 403-10

During the 2025 reporting year, the Company recorded no fatalities related to work-related ill health. In addition, no cases of work-related ill health among the Company's employees were identified during the reporting period that were confirmed and formally documented in accordance with established procedures by specialized medical institutions or employer medical commissions. No such cases were recorded in the previous reporting periods of 2023 and 2024 either. Accordingly, the reporting period demonstrates a continued zero-incidence trend in work-related ill health and related fatalities, reflecting the effectiveness of the Company's existing approaches to occupational health and the prevention of occupational risks.

At the same time, the Company recognizes the presence of certain occupational factors that may potentially affect employee health. As part of working conditions assessments and workplace certification procedures, categories of work associated with elevated risks of work-related ill health were identified, including cable installation works involving lead-sheathed cables, as well as the maintenance of diesel generator units.

To prevent adverse impacts from workplace factors, the Company implements preventive measures, including mandatory medical examinations for employees, the provision of personal protective equipment, occupational health and safety briefings and training, as well as monitoring compliance with safety requirements during high-risk operations.

Work-related ill health is defined as an illness arising as a result of exposure to harmful or hazardous factors in the course of performing job duties. Cases of work-related ill health are confirmed in accordance with established procedures by authorized medical bodies, including the Medical and Labor Expert Commission (MLEC), based on the results of medical examinations and investigations of working conditions.

Training on Occupational Health and Safety Matters

GRI 403-5

Uzbektelecom JSC provides employee training on occupational health, safety, and fire safety as part of its occupational health and safety management system. Training is conducted in accordance with the legislation of the Republic of Uzbekistan, the Company's internal regulatory documents, and the requirements of ISO 45001:2018, and is mandatory for all employees, including managers and specialists.

Training is delivered both through the Company's internal resources and by external training centers, enabling the integration of practice-oriented approaches of external experts with the Company's internal standards.

The occupational health and safety training system implemented by the Company includes the following types of briefings:

- Induction briefing — conducted upon employment and includes familiarization of employees with fundamental occupational health and safety requirements;
- Initial workplace briefing — conducted directly at the workplace prior to the commencement of job duties;
- Refresher (periodic) briefing — conducted on a regular basis to update and reinforce employees' knowledge;
- Ad hoc briefing — conducted in the event of changes in working conditions or work processes, emergency situations, or identified violations of safety requirements.

In addition, upon employment, employees are provided with a two-week training course on occupational health and safety requirements, followed by an examination. Upon successful completion of the assessment, an individual annual training plan is developed. At the end of this period, the employee undergoes a final certification assessment.

In addition, certain categories of employees undergo occupational health and safety training and knowledge assessments for high-risk operations, including electrical installation, work at height, and cable-related activities, as well as on-the-job training and periodic recertification.

Table 94. Professional Occupational Health and Safety Training in the Workplace, 2023–2025

Indicator	2023	2024	2025
Number of employees who completed occupational health and safety training at the workplace (own employees)	14,467	12,400	12,603

In 2025, a total of 12,603 employees completed occupational health and safety training at the workplace, representing 80% of the total workforce. The decrease in the absolute number of trained employees compared to 2023, while maintaining the 80% coverage rate, reflects an overall reduction in workforce size rather than a reduction in training programs. Monitoring of training completion and knowledge assessments is carried out through the Company's human resources and operational divisions, while the results are documented in accordance with established procedures.

The Company has established the following targets in the area of occupational health and safety training and the provision of safe working conditions, implemented through annually developed occupational health, industrial safety, and fire safety action plans:

- establishment of dedicated occupational health and safety rooms and information corners in branches and operational divisions, where necessary;
- implementation of a three-level administrative and public monitoring system for compliance with occupational health;
- certification of managers and specialists of branches in occupational health, safety, and fire safety matters;
- insurance coverage for employees against occupational accidents and work-related ill health in accordance with the legislation of the Republic of Uzbekistan;
- placement and regular updating of occupational health and safety instructions at workplaces;
- conduct of occupational health and safety briefings and knowledge assessments, including mandatory testing of employees in branches and the central office;
- organization and conduct of preliminary and periodic medical examinations, as well as provision of special nutrition, protective clothing, and personal protective equipment to employees;
- inspection of electrical protection systems and equipment grounding conditions at production facilities and telecommunications sites, including laboratory testing of dielectric protective equipment;
- monitoring the safe execution of cable-related, work-at-height, and other high-risk operations, including the issuance of work permits and maintenance of relevant logs;
- implementation of measures aimed at protecting cable lines from atmospheric and electrical impacts;

- advanced training and periodic recertification of employees, including personnel of dispatching and technical services.

Appendices

Appendix 1. Glossary and List of Abbreviations

AIIB	Asian Infrastructure Investment Bank
AHU	Air Handling Unit – central device used to condition and circulate air as part of a building's HVAC system
CCGT	Combined-cycle gas turbine
CDMA	Code Division Multiple Access
CDP	Carbon Disclosure Project
CH4	Methane
CO2	Carbon dioxide
DWDM	Dense Wavelength-Division Multiplexing
EIA	Environmental Impact Assessment
eSIM	Embedded Subscriber Identity Module
ESG	Environmental, Social and Governance – principles including environmental protection, social responsibility, and sound corporate governance
ESMS	Environmental and Social Management System
FIFR	Fatal Injury Frequency Rate
GeSI	Global e-Sustainability Initiative
GHG	Greenhouse Gases
GHG Protocol	Greenhouse Gas Protocol
GJ	Gigajoule
GSM	Global System for Mobile Communications
GSMA	GSM Association
GRI	Global Reporting Initiative
GRM	Grievance Redress Mechanism (GRM) – a mechanism for receiving, reviewing, and resolving stakeholder grievances and complaints.
GWP	Global Warming Potential
HFC	Hydrofluorocarbons
HCFC	Hydrochlorofluorocarbons
IFRS SDS	International Financial Reporting Standards – Sustainability Disclosure Standards
ICT	Information and Communication Technologies
IP	Internet Protocol
IPCC	Intergovernmental Panel on Climate Change
IPCC AR6	Emission factors from the IPCC Sixth Assessment Report
I-REC	International Renewable Energy Certificate
ISO	International Organization for Standardization
ITU	International Telecommunication Union
JSC	Joint-Stock Company
JV	Joint Venture
KPI	Key Performance Indicators

LEAP	(Locate, Evaluate, Assess, Prepare) – TNFD approach for identifying, assessing and managing nature-related dependencies, impacts, risks and opportunities
LED	Light Emitting Diode
LLC	Limited Liability Company
LTE	Long-Term Evolution
LTIFR	Lost Time Injury Frequency Rate
MLEC	Medical and Labor Expert Commission
MMC	Mining and Metallurgical Complex
N2O	Nitrous oxide
Nox	Nitrogen oxides
NPS	Net Promoter Score
ODP	Ozone Depletion Potential
OHSMS	Occupational Health and Safety Management System
PDCA	Plan-Do-Check-Act (The PDCA Cycle) – Principle of continuous improvement
PUE	Power Usage Effectiveness
QMS	Quality Management System
RES	Renewable Energy Sources
SASB	Sustainability Accounting Standards Board
SBTi	Science Based Targets initiative
Scope	Emissions Scope Category
SDGs	Sustainable Development Goals
SOx	Sulfur oxides
SPNA	Specially Protected Natural Areas
SUE	State Unitary Enterprise
TAS-IX	Tashkent Internet Exchange
tCO_2-eq	Tons of CO_2 Equivalent
TMS Hub	Technical Maintenance and Skills Hub – Technical Support and Skills Development Center
TNFD	Taskforce on Nature-related Financial Disclosures
TvaPRM	Telekomunikatsiya va Personallarni Rivojlantirish Markazi – Telecommunications and Personnel Development Center
UMTS	Universal Mobile Telecommunications System
UZ-IX	Uzbekistan Internet Exchange
WUE	Water Usage Effectiveness - Water efficiency performance indicator
WWF Water Risk Filter	WWF Water Risk Assessment Tool

Appendix 2. GRI Content Index

Indicator	Disclosure	Section	Perimeter
GRI 2. General Disclosures			
1. The organization and its reporting practices			
2-1	Organizational details	Section “Company Profile” About the Report “Contact Information”	Company and its branches
2-2	Entities included in the organization’s sustainability reporting	Section “Report preparation process and principles”	Company and its branches; Group of Companies
2-3	Reporting period, frequency and contact point	Section “Report preparation process and principles” About the Report “Contact Information”	Company and its branches; Group of Companies
2. Activities and employees			
2-4	Restatements of information	Section “Restatements of Previously Reported Data”	Company and its branches
2-5	External certification of the report	Section “External Assurance of the Report”	Company and its branches; Group of Companies

2-6	Activities, value chain and other business relationships	Section "Business Model and Value Chain"	Company and its branches
2-7	Employees	Section "Business Activities and Employees"	Company and its branches; Group of Companies
2-8	Workers who are not employees	Section "Business Activities and Employees"	Company and its branches
3. Governance			
2-9	Governance structure and composition	Section "Structure and Corporate Governance Bodies"	Company and its branches
2-10	Nomination and selection of the highest governance body	Section "Appointment, Dismissal, and Termination of Powers of Members of the Supervisory Board"	Company and its branches
2-11	Chair of the highest governance body	Section "Composition of the Supervisory Board"	Company and its branches
2-12	Role of the highest governance body in overseeing the management of impacts	Section "Supervisory Board"	Company and its branches
2-13	Delegation of responsibility for managing impacts	Section "Management Board" Section "System for Sustainability Management and Impact Management: 2025 Performance Results"	Company and its branches
2-14	Role of the highest governance body in sustainability reporting	Section "Role of the Highest Governance Body in Sustainability Reporting"	Company and its branches

		Section “System for Sustainability Management and Impact Management: 2025 Performance Results”	
2-15	Conflicts of interest	Section “Conflict of Interest Management”	Company and its branches
2-16	Reporting critical issues	Section “Hotline” Section “Grievance Management”	Company and its branches
2-17	Collective knowledge of the highest governance body	Section “Collective Competence of the Highest Governance Body”	Company and its branches
2-18	Evaluation of the performance of the highest governance body	Section “Performance Evaluation of the Highest Governance Body”	Company and its branches
2-19	Remuneration policies	Section “Remuneration System”	Company and its branches
2-20	Process to determine remuneration	Section “Remuneration System”	Company and its branches
2-21	Annual total compensation ratio	Section “Remuneration System”	Company and its branches

4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Section “Message from the Chairman of the Supervisory Board” Section “Message from the Chairman of the Management Board”	Company and its branches
2-23	Policy commitments	Section “Responsible Business Conduct and Internal Control System” Chapter 6 “Environmental Impact and Natural Resource Management”	Company and its branches
2-24	Implementation of strategic commitments	Section “System for Sustainability Management and Impact Management: 2025 Performance Results” Section “Responsible Business Conduct and Internal Control System” Section “Implementation of the Procurement Policy” Section “Grievance Management” Chapter 6 “Environmental Impact and Natural Resource Management”	Company and its branches
2-25	Processes for eliminating negative impacts	Section “Grievance Management”	Company and its branches
2-26	Mechanisms for consultation and expression of concerns	Section “Grievance Management”	Company and its branches
2-27	Compliance with laws and regulations	Section “Responsible Business Conduct and Internal Control System”	Company and its branches

		Section "Compliance with Legislation and Anti-Monopoly Requirements"	
2-28	Membership in associations	Section "Membership in International Associations"	Company and its branches
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	Section "Stakeholder Engagement"	Company and its branches
2-30	Collective agreements	Chapter 7. "Human Capital and Social Resource Management" Section "Collective agreement"	Company and its branches
Disclosure of Material Topics (GRI 3: Material Topics)			
Process for determining material topics			
3-1	Process to determine material topics	Section "Determination of Material Topics"	Company and its branches
3-2	List of material topics	Section "Determination of Material Topics"	Company and its branches

Environmental Category (E)			
Climate Change (GRI 305)			
3-3	Materiality	Chapter 6. “Environmental Impact and Natural Resources” Section “Management Approach” Section “Emissions Management”	Company and its branches
305-1	Direct greenhouse gas emissions	Section “Emissions Management”	Company and its branches
305-2	Indirect greenhouse gas emissions	Section “Emissions Management”	Company and its branches
305-4	Greenhouse gas emissions intensity	Section “Emissions Management”	Company and its branches
305-5	Reduction of greenhouse gas emissions	Section “Emissions Management”	Company and its branches
305-6	Emissions of ozone-depleting substances (ODS)	Section “Emissions Management”	Company and its branches
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Section “Emissions Management”	Company and its branches
Energy Management (GRI 302)			
3-3	Materiality	Section “Management Approach” Section “Energy Efficiency and Energy Resource Consumption”	Company and its branches

302-1	Energy consumption within the organization	Section “Energy Efficiency and Energy Resource Consumption”	Company and its branches
302-3	Energy intensity	Section “Energy Efficiency and Energy Resource Consumption”	Company and its branches
Water and Effluents (GRI 303)			
3-3	Materiality	Section “Management Approach” Section “Responsible Water Use”	Company and its branches
303-1	Interactions with water as a shared resource	Section “Responsible Water Use”	Company and its branches
303-2	Management of water discharge-related impacts	Section “Responsible Water Use”	Company and its branches
303-3	Water withdrawal	Section “Responsible Water Use”	Company and its branches
303-4	Water discharge	Section “Responsible Water Use”	Company and its branches
303-5	Water consumption	Section “Responsible Water Use”	Company and its branches
Waste Management (GRI 306)			
3-3	Materiality	Section “Waste Management”	Company and its branches
306-1	Waste generation and significant waste-related impacts	Section “Waste Management”	Company and its branches

306-2	Management of significant waste-related impacts	Section “Waste Management”	Company and its branches
306-3	Waste generated	Section “Waste Management”	Company and its branches
306-4	Waste diverted from disposal	Section “Waste Management”	Company and its branches
306-5	Waste directed to disposal	Section “Waste Management”	Company and its branches
Biodiversity (GRI 101)			
101-1	Policies and measures for preventing and restoring biodiversity loss	Section “Biodiversity”	Company and its branches
101-2	Biodiversity impact management	Section “Biodiversity”	Company and its branches
101-4	Identification of biodiversity impacts	Section “Biodiversity”	Company and its branches
101-5	Locations with biodiversity impacts	Section “Biodiversity”	Company and its branches
101-6	Direct drivers of biodiversity loss	Section “Biodiversity”	Company and its branches
101-7	Changes in the state of biodiversity	Section “Biodiversity”	Company and its branches
Social Category (S)			

Human Capital Management (GRI 401: Employment) (GRI 402: Labor/Management Relations) (GRI 404: Training and Education)			
3-3	Materiality	Chapter 7. “Human Capital and Social Resource Management” Section “Management Approach”	Company and its branches
401-1	New employee hires and employee turnover	Section “Human Capital Management and Employee Development”	Company and its branches; Group of Companies
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Section “Employee Benefits and Social Guarantees System”	Company and its branches
401-3	Parental leave	Section “Employee Benefits and Social Guarantees System”	Company and its branches; Group of Companies
402-1	Minimum notice periods regarding operational changes	Section “Employee Benefits and Social Guarantees System”	Company and its branches; Group of Companies
404-1	Average hours of training per year per employee	Section “Training and Employee Development”	Company and its branches; Group of Companies
404-2	Programs for upgrading employee skills and transition assistance programs (retraining, reassignment, or employment support)	Section “Training and Employee Development”	Company and its branches; Group of Companies
Diversity and Equal Opportunity (GRI 405)			

3-3	Materiality	Section “Diversity and Equal Opportunities”	Company and its branches
405-1	Diversity of governance bodies and employees	Section “Diversity and Equal Opportunities”	Company and its branches; Group of Companies
405-2	Ratio of base salary and remuneration for men and women	Section “Diversity and Equal Opportunities”	Company and its branches; Group of Companies
Non-discrimination (GRI 406-1 Incidents of discrimination and measures taken)			
406-1	Incidents of discrimination and corrective actions taken	Section “Non-Discrimination”	Company and its branches
Occupational Health and Safety (GRI 403)			
3-3	Materiality	Section “Management Approach”	Company and its branches
403-1	Occupational health and safety management system	Chapter 8. “Occupational Health and Safety in the Workplace” Section “Management Approach”	Company and its branches; Group of Companies
403-2	Hazard identification, risk assessment, and incident investigation	Section “Workplace Safety”	Company and its branches; Group of Companies
403-3	Occupational health services	Section “Workplace Safety”	Company and its branches; Group of Companies

403-4	Worker participation, consultation, and communication on occupational health and safety	Section “Workplace Safety”	Company and its branches; Group of Companies
403-5	Worker training on occupational health and safety	Section “Training on Occupational Health and Safety Matters”	Company and its branches; Group of Companies
403-8	Proportion of employees covered by the occupational health and safety management system Occupational health and safety	Section “Workplace Safety”	Company and its branches; Group of Companies
403-9	Work-related injuries	Section “Workplace Safety”	Company and its branches; Group of Companies
403-10	Occupational diseases	Section “Workplace Safety”	Company and its branches; Group of Companies
Local Communities (GRI 413)			
413-1	Operations with local community engagement, impact assessments, and development programs	Section “Local Communities”	Company and its branches

413-2	Operations with significant actual and potential negative impacts on local communities	Section “Local Communities”	Company and its branches
Governance and Economic Category (G)			
Direct economic value generated and distributed (GRI 201)			
201-1	Direct economic value generated and distributed	Section “Economic and Financial Performance”	Company and its branches; Group of Companies
201-4	Financial assistance received from government	Section “Economic and Financial Performance”	Company and its branches
Market Presence (GRI 202)			
202-1	Ratio of entry-level employee base salary by gender to local minimum wage	Section “Fair Remuneration”	Company and its branches
202-2	Percentage of employees hired from the local population	Section “Fair Remuneration”	Company and its branches; Group of Companies
Indirect Economic Impacts (GRI 203)			

203-1	Infrastructure investments and services supported	Section “Infrastructure Development and Indirect Economic Impacts”	Company and its branches
203-2	Significant indirect economic impacts	Section “Infrastructure Development and Indirect Economic Impacts”	Company and its branches
Responsible Supply Chain (GRI 204)			
204-1	Proportion of spending on local suppliers	Section “Business Model and Value Chain”	Company and its branches
Anti-corruption (GRI 205)			
3-3	Materiality	Section “Responsible Business Conduct and Internal Control System”	Company and its branches
205-1	Operations assessed for risks related to corruption	Section “Responsible Business Conduct and Internal Control System”	Company and its branches
205-2	Communication and training on anti-corruption policies and procedures	Section “Responsible Business Conduct and Internal Control System”	Company and its branches
205-3	Confirmed incidents of corruption and actions taken	Section “Responsible Business Conduct and Internal Control System”	Company and its branches
Anti-competitive Behavior (GRI			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Section “Responsible Business Conduct and Internal Control System”	Company and its branches
Tax (GRI 207)			

207-1	Approach to tax	Section "Economic and Financial Performance"	Company and its branches; Group of Companies
Public Policy (GRI 415)			
415-1	Political contributions	Section "Responsible Business Conduct and Internal Control System"	Company and its branches
Information Security (GRI 418)			
418-1	Substantiated complaints concerning violations of customer privacy and losses of customer data	Section "Information Security"	Company and its branches

Appendix 3. SASB Content Index

SASB Code	Disclosure Requirement (2025)	Unit of Measure	Location in the Report
Environmental Footprint of Operations			
TC-TL-130a.1	(1) Total energy consumption, (2) percentage of grid electricity, (3) percentage of renewable energy.	Gigajoules (GJ), percentage (%)	Section “Energy Efficiency and Energy Resource Consumption”
Data Privacy			
TC-TL-220a.1	Description of policies and practices relating to targeted advertising and the protection of customer personal data	N/A	Section “Information Security”
TC-TL-220a.2	Number of customers whose information is used for secondary purposes	Number; percentage (%)	Section “Information Security”
TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer data privacy (The entity shall briefly describe the nature and context of the losses, as well as any corrective actions taken.)	UZS	Section “Information Security”
TC-TL-220a.4	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage of requests resulting in disclosure of customer information.	Number; percentage (%)	Section “Information Security”
Data Security			
TC-TL-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected. (Disclosure shall include a description of corrective actions implemented in response to data breaches.)	Number; percentage (%)	Section “Information Security”
TC-TL-230a.2	Description of the approach to identifying and managing information security risks, including the use of third-party cybersecurity standards.	Qualitative disclosure	Section “Information Security”
Product End-of-Life Management			
TC-TL-440a.1	(1) Materials recovered through take-back programmes, and the percentage of recovered materials that were: (2) reused; (3) recycled; (4) landfilled.	Metric tons (t), percentage (%)	Section “Waste Management”

Competitive Behavior and Open Internet			
TC-TL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations (The entity shall briefly describe the nature and context of the losses, as well as any corrective actions taken.)	UZS	Section “Responsible Business Conduct and Internal Control System”
TC-TL-520a.2	Average actual download speed for: (1) affiliated and commercially associated content; (2) non-affiliated content.	Mbps	Section “Information Security”
TC-TL-520a.3	Description of the risks and opportunities associated with network neutrality principles, paid peering, zero-rating, and related practices.	Qualitative disclosure (description of risks and opportunities)	Section “Information Security”
Managing Systemic Risks from Technology Disruptions			
TC-TL-550a.1	(1) Average system interruption duration, (2) average system interruption frequency, (3) average interruption duration per customer. (Disclosure shall include a description of each significant service disruption or service quality incident, as well as any corrective actions taken to prevent similar occurrences in the future.)	Minutes; number	Section “Information Security”
TC-TL-550a.2	Description of systems designed to provide continuous service during service disruptions.	Qualitative disclosure (description of the system)	Section “Information Security”
Activity Metrics			
TC-TL-000.A	Number of Wireless Subscribers (Wireless subscribers are defined as customers who have entered into an agreement with the entity to receive mobile services, including cellular and wireless data services.)	Number	Section “Key Indicators” Section “Company Profile”
TC-TL-000.B	Number of Wireline Subscribers (Wireline subscribers are defined as customers who have entered into an agreement with the entity to receive fixed-line telephone services.)	Number	Section “Key Indicators” Section “Company Profile”
TC-TL-000.C	Number of Broadband Subscribers (Broadband subscribers are defined as customers who have entered into an agreement with the entity to receive fixed	Number	Section “Key Indicators” Section “Company Profile”

	broadband and internet services, including Wi-Fi-based connections.)		
TC-TL-000.D	Network Traffic	Petabytes (PB)	Section “Key Indicators” Section “Company Profile”

Appendix 4. Alignment with GSMA ESG Metrics

Element	Topic	Metric (family)	Metric (name)	Section / Subsection and page in the Report	Additional Information	ESG Metrics for Mobile code	Alignment with other frameworks
Mobile Device Footprint	General Information	Mobile Connections (Customers)	Total Number of Mobile Connections	Section "Company Profile"	As of year-end, the number of connections amounted to 9.5 million.		
		Mobile Data Traffic	Total Network Data Traffic (over the last 12 months, Petabytes)	Section "Company Profile"	Over the last 12 months, total network data traffic amounted to 8,044 PB.		
Key environmental performance indicators	Emissions	Science-based targets	1.1a. Disclose whether the company has set, or committed to set, near-term science-based targets		Partially. Being established as part of the ESG Strategy 2025–2030.	GSMA-ENV-01	Stakeholder Capitalism Metrics; TCFD Recommendations; CDSB R01, R02, R03, R04 and R06; SASB 110; SBTs initiative
			1.1b. Disclose whether the company has set a corporate net zero target (covering Scopes 1, 2 and 3)	Section "Emissions Management"	Partially. Being established as part of the ESG Strategy 2025–2030.	GSMA-ENV-01	
		Scope 1,2 and 3 emissions	1.2a i. Scope 1 emissions (tons CO2e)	Section "Emissions Management"	Total Scope 1 emissions in the reporting year amounted to 13,575 tCO_2.	GSMA-ENV-02	GRI 305:1-2, TCFD, GHG Protocol (modified), IPCC

			1.2a ii. Scope 2 emissions, location-based (tons CO2e)	Section “Emissions Management”	Total Scope 2 emissions amounted to 97,576 tCO_2 in the reporting year on a location-based approach.	GSMA-ENV-02	
			1.2a iii. Scope 2 emissions, market-based (tons CO2e)	Section “Emissions Management”	Total Scope 2 emissions amounted to 89,540 tCO_2 in the reporting period on a market-based approach.	GSMA-ENV-02	
			1.2a iv. Percentage change in combined Scope 1 + 2 emissions since last reporting period (specify if Scope 2 emissions are location-based or market-based)	Section “Emissions Management”	In 2025, total greenhouse gas emissions (Scope 1 and Scope 2) decreased compared to 2024 by 8% on a location-based approach, amounting to 111,151 tCO_2. The emissions indicator calculated on a market-based approach amounted to 103,115 tCO_2; however, comparison with 2024 is not	GSMA-ENV-02	

					possible due to the absence of corresponding data for the previous period.		
			1.2b i. Total Scope 3 emissions (tons CO2e)		Disclosure is planned as part of the climate strategy.	GSMA-ENV-02	
			1.2b ii. Scope 3 emissions, by category (tons CO2e)		Disclosure is planned as part of the climate strategy.	GSMA-ENV-02	
			1.2b iii Percentage change in absolute Scope 3 emissions values since the last reporting period		Disclosure is planned as part of the climate strategy.	GSMA-ENV-02	
	Energy	Energy consumption	1.3a i. Total energy consumption (MWh)	Section “Energy Efficiency and Energy Resource Consumption”	In the reporting period, the Company's total energy consumption amounted to 304,574 MWh, which is 6% less compared to the previous year.	GSMA-ENV-03	I 302-1; SASB TC-TL130a.1 (modified)
			1.3a ii. Purchased electricity, total (MWh)	Section “Energy Efficiency and Energy Resource Consumption”	In the reporting period, the volume of purchased electricity increased by 9.5% compared to the previous	GSMA-ENV-03	

					year, amounting to 239,498.3 MWh.		
			1.3a iii. Purchased electricity, from renewable sources (MWh)		The Company purchases electricity from a single supplier — the District Electric Grid, and therefore does not provide a breakdown by electricity source, including fossil fuel-based and renewable.	GSMA-ENV-03	
			1.3a iv. Generated electricity consumed by the company, from renewable sources (MWh)	Section "Energy Efficiency and Energy Resource Consumption"	In the reporting year, the volume of energy consumed from renewable energy sources amounted to 3,151.1 MWh.	GSMA-ENV-03	
			1.3a v. Total diesel consumption in generators (litres)	Section "Energy Efficiency and Energy Resource Consumption"	Total diesel fuel consumption in generators amounted to 1,335,602 litres.	GSMA-ENV-03	
			1.3b i. Total network energy consumed, including core, fixed and mobile networks (MWh)		This indicator is currently not disclosed.	GSMA-ENV-03	

			1.3b ii. Energy consumed by mobile networks (MWh)		The Company calculates energy consumption without regard to the type of activity.	GSMA-ENV-03	
			1.3b iii. Total network energy consumed per unit data (MWh/PB) or subscription (kWh per subscription)	Section “Energy Efficiency and Energy Resource Consumption”	In 2025, the energy consumption per unit of data decreased to 38 MWh/PB.	GSMA-ENV-03	
			1.3b iv. Percentage change in network energy intensity (MWh/PB or kWh per subscription) since the last reporting period	Section “Energy Efficiency and Energy Resource Consumption”	The percentage change in network energy intensity compared to the previous year demonstrated a decrease of 23.3%. This trend indicates an improvement in network energy efficiency.	GSMA-ENV-03	
			1.3c i. Network energy consumption structure: percentage share of renewable energy sources	Section “Energy Efficiency and Energy Resource Consumption”	The share of electricity from renewable energy sources in the network energy consumption structure in the reporting year amounted to 1%	GSMA-ENV-03	

					of total energy consumption.		
			1.3c ii. Network energy consumption structure: percentage share of grid energy (fossil fuel-based)	Section "Energy Efficiency and Energy Resource Consumption"	The share of electricity generated from fossil fuel sources is not disclosed due to the unavailability of the relevant data from electricity suppliers. The Company is actively working to obtain detailed information on the generation mix for disclosure in subsequent reporting periods.	GSMA-ENV-03	
	Circular economy	Circularity	1.4a. Circularity of network equipment i. Percentage of network equipment decommissioned in the reporting period that was repaired, reused or sold to another company (%)		The share indicator is not currently calculated or disclosed; however, as part of the existing waste management practice, written-off equipment undergoes mandatory	GSMAENV-04	GRI 306-3, GRI 306-4, GRI 306-5

					disassembly. Equipment that cannot be restored is transferred to specialized organizations for further recycling or disposal.		
			1.4a ii. Percentage of network equipment installed in the reporting period that was reused or refurbished, as a share of total network equipment installed in the reporting period (%).		This indicator is not disclosed.		
			1.4c Circularity of customer premises equipment (CPE) i. Used CPE collected through operator take-back schemes in the reporting period as a percentage of CPE distributed to customers in the reporting period (%).		This indicator is not disclosed.	GSMAEN V-04	
			1.4c ii. Percentage of used CPE collected through operator take-back schemes in the reporting period that were repaired, reused or recycled i.e. diverted from landfill or incineration (%).		This indicator is not disclosed.	GSMAEN V-04	
	Waste Reduction	Materials Reused	1.5a i. Total electronic waste generated (tons)	Section “Waste Management”	he total volume of electronic waste generated amounted to 8 tons for the	GSMA-ENV-05	GRI 306-3 (modified)

					reporting period.		
			1.5a ii. Percentage of electronic waste reused or recycled, by weight (%)		The Company has data on the total volume of electronic waste transferred for recycling; however, disclosure of the indicator broken down by reuse and recycling categories is not currently carried out..	GSMA-ENV-05	
			1.5d All other waste, tons	Section “Waste Management”	All other waste consists of written-off equipment, amounting to 0.3 tons or 0.011% of the total volume of waste generated.	GSMA-ENV-05	
		Recycled Materials	1.6a i. Percentage of recycled network waste broken down by units	Section “Waste Management”	The Company does not process electronic waste itself, but performs its initial sorting and transfers it to specialized organizations.	GSMA-ENV-06	SASB TC-TL-440a.1 (modified)

			1.6c i. Percentage of all other recycled waste (from 1.5d)		Disclosure of the indicator broken down by reuse and recycling categories is not currently carried out.	GSMA-ENV-06	
Digital Coverage and Service Accessibility	Network coverage	Population covered by mobile network	2.1. Percentage of population covered by operator's mobile network Breakdown by: 3G, 4G, 5G	Section "Company Profile"	In the reporting period, population coverage by 3G and 4G networks reached 96% and 95% respectively, ensuring near-universal access to communications services, while 5G development remains at an early stage with 10% coverage, concentrated primarily in major cities and pilot zones.	GSMA-INC-01	ITU indicator 2.6
	Digital skills	Digital skills programmes	2.3 Number of people (excluding employees) who have completed a basic, intermediate or advanced digital skills training programme (as per ITU definition), divided by total subscribers	Section "Information Security"	This indicator is not disclosed at the current stage.	GSMA-INC-03	ITU Digital Skills Toolkit

Digital Skills	Data protection	Customer data incidents	3.1a Number of data breaches, per million subscribers	Section "Information Security"	In the reporting period, no incidents related to data breaches were recorded.	GSMA-INT-01	SASB TC-TL-230a.1 (modified)
			3.1b. Percentage of data breaches involving PII	Section "Information Security"	In the reporting period, no data breaches were recorded — 0.	GSMA-INT-01	GRI 418-1
			3.1c. Number of customers affected, per million subscribers	Section "Information Security"	In the reporting period, the number of affected customers was 0.	GSMA-INT-01	
			3.1d. Number of regulatory actions for data protection violations (e.g. marketing-related complaints, data breaches), per million subscribers	Section "Information Security"	In the reporting period, the Company received 0 complaints and 0 orders (directives).	GSMA-INT-01	GRI 418-1, GRI 419-1, GRI 2-27
	Digital rights	Digital rights policy	3.2. Is there a policy specifically covering digital rights protection and transparency, privacy, freedom of expression, government mandates to shut down or restrict access, and/or government requests for data? (Yes/No)	Section "Information Security"	Yes, the Company has in place the Information Security Policy of JSC Uzbektelecom, as well as the Regulation on the Procedure for Handling Confidential Information in Joint-Stock	GSMA-INT-02	2023 Ranking Digital Rights Corporate Accountability Index

					Company Uzbektelecom.		
	Online safety	Online safety measures	3.3 Do you have controls or programmes in place to improve online safety for children and other vulnerable groups? (Yes/No)	Section “Information Security”	To protect children from unwanted content, a 'Kids Security' program has been established in collaboration with the Company's partners. This service allows tracking a child's location, safe zones, and monitoring application usage..	GSMA-INT-03	
Supply chain	Sustainable supply chain	Sustainable procurement policy	4.1a Do you have a sustainable procurement policy in place? (Yes/No)	Section “Implementation of the Procurement Policy”	The policy was developed in the reporting period.	GSMA-SUP-01	ISO 20400:2017
			4.1b If yes, how many of the following elements does it cover? a) Organisational governance b) Human rights c) Labor practices d) Environment e) Fair operating practices f) Consumer issues g) Community involvement and development	Section “Implementation of the Procurement Policy”	Covers: a) Organisational governance b) Human rights c) Labor practices	GSMA-SUP-01	

					d) Environment e) Fair operating practices f) Consumer issues		
		Supplier assessments	4.2a. Percentage of suppliers screened against the sustainable procurement policy using companydefined and documented assessment procedure, within the previous two years		In accordance with the policy, supplier **assessments** were not yet conducted in the reporting period; however, pursuant to the public procurement law, all suppliers undergo a selection process, and in accordance with the strategy, these procedures are planned to be implemented by the end of 2030.	GSMA-SUP-02	GRI 308-1; GRI 414-1 partially
			4.2b. Percentage of suppliers assessed against the sustainable procurement policy through site visits, within the previous two years			GSMA-SUP-02	

Appendix 5. Personnel Structure and Socio-Demographic Indicators, 2023–2024.

Table 95. Gender structure of personnel by position 2023-2024, employees.

Indicator	2023		2024	
	Male	Female	Male	Female
Administrative and Managerial Personnel	569	93	627	99
Production Personnel	12 348	4 231	11 903	4 022
Technical Personnel	108	109	90	84

Table 96. Personnel structure by position and age 2023-2024, employees.

Indicator	2023			2024		
	Administrative and Managerial Personnel	Production Personnel	Technical Personnel	Administrative and Managerial Personnel	Production Personnel	Technical Personnel
Under 30	34	4 629	24	52	4 081	20
30-50	496	9 317	126	537	9 120	101
Over 50	132	2 633	67	137	2 724	53

Table 97. Employees taking parental leave and returning to work 2023-2024, employees

Indicator	2023		2024	
	Male	Female	Male	Female
Employees eligible for parental leave	0	1 022	0	558
Employees that took parental leave	0	1 022	0	558

About the Report

Uzbektelecom JSC presents its 2025 Sustainability Report, which outlines the Company's key environmental, social, and governance (ESG) performance and achievements for the reporting period from January 1, 2025, to December 31, 2025.

The Sustainability Report has been prepared in accordance with the international reporting standards and frameworks of GRI, GSMA, and SASB.

The Report covers all branches and entities within the structure of Uzbektelecom JSC, as well as the Group of Companies.

Financial figures are presented in Uzbek soums based on the following average annual U.S. dollar exchange rates: UZS 11,700 per USD in 2023, UZS 12,654 per USD in 2024, and UZS 12,576 per USD in 2025.

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