Sustainability Report 2024

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About the report

GRI 2-2,2-5

Uzbekgeofizika JSC presents its first Sustainability Report for 2024 (hereinafter - the “Report”).

The document reflects the Company's commitment to the principles of responsible business conduct and takes into account the current global challenges in the context of the UN Sustainable Development Goals. The Report provides information on key aspects of environmental, social and corporate activities of Uzbekgeofizika JSC.

The Report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 international standards and is available in Russian and English. The Company's main goal is to ensure transparency and completeness of disclosed information for all stakeholders.

Publication of a separate non-financial report is conditioned by the requirements of Presidential Decree No. PD-37 dated February 21, 2024, according to which companies are obliged to disclose information related to corporate and social responsibility (CSR), as well as environmental, social and corporate governance (ESG) indicators.

The Report covers the Company's activities for the period from January 1 to December 31, 2024 and will be published on an annual basis. In the reporting period, the procedure of external assurance of the Report was not carried out.
The Report was published on May 5, 2025.

The document was approved by the Chairman of the Management Board of Uzbekgeofizika JSC — Yusupjonov Ravshanjon Anvarovich and placed on the official website of the Company for free access to all interested parties.

Management message

GRI 2-22

Chairman of the Management Board of Uzbekgeofizika JSC
Yusupjonov Ravshanjon Anvarovich

Dear colleagues and partners!

I am pleased to present to you the first Sustainable Development Report of Uzbekgeofizika JSC for 2024.

This report reflects our commitment to the principles of sustainable development and social responsibility, and demonstrates the Company's desire to effectively manage the environmental, social and economic aspects of its operations. We believe that transparency and openness on sustainability issues are the basis for building trusting relationships with our stakeholders.

Uzbekgeofizika JSC is the only provider of integrated geophysical services in the Republic of Uzbekistan, including two-dimensional (2D) and three-dimensional (3D) seismic exploration, vertical seismic profiling (VSP), electrical exploration, geophysical survey in wells (geotechnical study (GTS), GWE-control, GWE-drilling, and perforation and explosive operations), laboratory petrophysical core studies and hydrocarbon reserves estimation. These works are performed both within the framework of government programs and under contracts with subsoil users during prospecting and exploration of oil and gas promising structures.

Since 1957, within the oil and gas bearing regions of the Republic of Uzbekistan the company has prepared more than 1000 prospective structures, of which more than 650 have been put into deep prospecting drilling, more than 270 hydrocarbon deposits have been discovered.

The geography of our activity covers various regions of the country, thanks to the work of the following branches:

- Amirabad field geophysical expedition;
- Bukhara geophysical expedition;
- Ustyurt Geophysical Expedition;
- Ferghana geophysical expedition;
- Yakkabag Geophysical Expedition.

By the end of 2024, the number of the Company's personnel amounted to 3,429 people. We attach special importance to the development of human capital, actively investing in professional training of employees through participation in trainings, seminars and international internships.

Uzbekgeofizika JSC demonstrates positive economic dynamics. By the end of 2024, the Company's net profit amounted to UZS 41.09 billion, which confirms our stability and ability to effectively implement the growth strategy.

We will continue to implement more environmentally friendly technologies, minimizing our environmental impact and strengthening corporate governance. This is an important step towards achieving our sustainability targets.

I am confident that this report will become an important tool for continuing an open dialog with our partners and stakeholders, as well as for strengthening cooperation.

Sincerely,
Yusupjonov Ravshanjon Anvarovich
Chairman of the Management Board
Uzbekgeofizika JSC

Key Sustainable Development Indicators for 2024

Table 1: Environmental indicators

Indicators, GJ	2022	2023	2024	Deviation,%
Fuel consumption from non-renewable sources by fuel type (PURCHASE)				
Gasoline	6,672.59	6,243.61	5,125.44	-18
Natural gas	15,247.3	16,009.53	18,165.52	13
Other (Methane gas)	6,644.25	5,050.98	4,503.58	-11
Diesel fuel	156,504.01	166,075.03	150,453.75	-9
Propane (liquefied)	7,174.98	4,494.44	2,995.25	-33
Total:	192,243	197,874	181,244	-8
Energy consumption from renewable energy sources by energy type				
Energy consumption from RES	-	277	455	64
Total:	-	277	455	64
Quantity of purchased energy for consumption by its type				
Electric power	8,085	7,826	7,419	-5
Heat energy (heating)	4,185	4,179	4,037	-3
Total:	12,270	12,005	11,456	-5
Total amount of energy consumed**	***204,513***	***210,156***	***193,155***	***-8***

*** without taking into account the consumption of own-generated energy, in order to exclude the energy duplication of purchased resources*

Table 2. Financial indicators

Indicator	2022	2023	2024
1. Direct economic value created	**534,620,031**	**566,176,273**	**561,689,605**
Income (revenue)	523,733,949	555,677,220	554,355,072
Income from financial investments	0	0	0
Income from sale of tangible assets	0	0	0
Other income	10,886,082	10,499,053	7,334,533
2. Distributed economic value	**527,642,417**	**616,634,495**	**588,081,799**
Operating expenses	144,990,486	184,707,280	156,437,109
Salaries, other payments and benefits to employees	245,453,429	259,125,810	271,479,827
including salaries	245,453,429	259,125,810	271,479,827
including other payments and benefits to employees	0	0	0
Payments to capital providers	**40,544,651**	**32,672,462**	**29,935,786**

including dividends paid	39,979,195	28,360,096	22,740,290
including finance costs	565,456	4,312,366	7,195,496
Other expenses	0	0	0
Payments to the government	**96,653,851**	**140,128,943**	**130,229,077**
including income tax	15,103,190	16,303,736	9,247,433
Investments in local communities	**0**	**0**	**0**
3. Undistributed economic value	**972,188**	**76,861**	**278,448**

Table 3: Social indicators

№	Indicator	2022	2023	2024	Deviation, %
1	Men	3,307	3,122	2,871	-0.1
2	Women	653	598	558	-0.1
3	*Total*	3,960	3,720	3,429	-0.1

Chapter 1. About the Company

Key information

GRI 2-1,2-6

Uzbekgeofizika Joint Stock Company is a leading provider of integrated geophysical services in the Republic of Uzbekistan. The company performs a wide range of geophysical works, including 2D and 3D seismic exploration, vertical seismic profiling (VSP), electrical exploration, and also conducts complex geophysical survey in wells for exploration and exploitation of hydrocarbon fields. The work is performed using advanced technologies, such as seismic vibrators and multi-channel telemetry systems for recording field seismic data, modern field geophysical equipment and special machinery, and a petrophysical laboratory.

Every year Uzbekgeofizika JSC carries out prospecting and prospecting-detail seismic exploration works in the volume of 9000-9100 linear kilometers for 2D and 2500-3700 square kilometers for 3D. The Company is also preparing 18-19 prospective hydrocarbon (HC) targets for deep exploration drilling. In the course of work, the Company processes 1500-2000 GIS applications from customers, performs petrophysical laboratory studies of more than 3000 core samples and calculates hydrocarbon reserves under C3 category. Appropriate conclusions are issued based on the results of geophysical studies in wells (GIS) and geological and technical studies (GTI).

Uzbekgeofizika JSC actively cooperates with a number of international and national partners, including drilling and production enterprises such as Uzbekneftegaz JSC, Eriell (Austria and UAE), Sanoat Energetika Guruhi SP LLC, Uz-Kor Gaz Chemical (Korea), TNG, Zarubezhneftegaz, GIRS GLOBAL, ANDIJANPETRO (Russia), Surhan Gaz Chemical, CPLC, CNLC (China), Shlumberger (Virgin Islands), Sugdnaftugaz (Tajikistan), KYRGYZGEOFIZIKA OJSC and others.

The Company's primary activities include:

- Conducting field and production geophysical studies, including desktop work and preparation of geological reports and recommendations for the continuation of exploration work.
- Processing and interpretation of field geophysics data, with the issuance of conclusions and recommendations for drilling and well testing.
- Estimation of hydrocarbon reserves and planning of geophysical works to ensure growth of oil and gas reserves.
- Development and introduction of new methods and technologies, improvement of geophysical equipment.
- Testing, adjustment and repair of geophysical equipment, as well as metrological verification and production of non-standard equipment.

The Company's products include:

- Geophysical survey for prospecting and exploration of oil and gas fields.
- Preparation of recommendations for drilling, sampling and field development.
- Laboratory research of petrophysical properties of rocks, cuttings and other samples.

The Company actively introduces innovations and improves methods, providing high quality services and supporting sustainable development of the hydrocarbon industry in the Republic of Uzbekistan.

Geography of operations

The geography of our activities covers the key oil and gas bearing regions of the Republic of Uzbekistan, thanks to the effective work of our branches located in different parts of the country. Each branch has unique experience and resources to conduct high quality geophysical surveys for exploration and development of hydrocarbon fields.

1. ***Amirabad field geophysical expedition***

History: The origins of field-geophysical research in the Bukhara-Khiva region date back to 1957, when the Gazli field-geophysical party was established. Subsequently, a branch was established on its basis.

Location: Republic of Uzbekistan, Bukhara city, Industrial street, 5.

Number of employees: 405 employees.

Main activities: Conducting field geophysical works in oil and gas wells.

2. ***Bukhara geophysical expedition***

History: Founded in 1957 as a part of Tashauz geophysical expedition.

Location: Republic of Uzbekistan, Bukhara region, Kagan district, mahalla Geofizika, Konchilar street, 1.

Number of employees: 519 employees.

Main activities: Geophysical survey to search for oil and gas deposits, study of the geological structure of promising fields, preparation of structures for deep exploration drilling, as well as seismic, electrical and vertical seismic profiling surveys.

3. ***Ustyurt geophysical expedition***

History: In the early 1960s it was decided to organize the Ustyurt geophysical expedition to explore hydrocarbon fields in the Republic of Karakalpakstan.

Location: Republic of Karakalpakstan, Nukus city, makhalla Geofizika, Uly Zhipek Zholy street, 7.

Number of employees: 355 employees.

Main activities: Carrying out field and field geophysical works for oil and gas exploration.

4. ***Ferghana Geophysical Expedition***

History: Formed in 1958.

Location: Republic of Uzbekistan, Fergana region, Kokand city, Turkistan street, 3.

Number of employees: 435 employees.

Main activities: Carrying out field and field geophysical works for oil and gas exploration.

5. ***Yakkabag Geophysical Expedition***

History: In 1958 the geophysical expedition was founded to search for new oil and gas prospective areas in the south and west of Uzbekistan. In 1959 the expedition was transferred from Jizzakh city to Yakkabag settlement of Kashkadarya region.

Location: Republic of Uzbekistan, Kashkadarya province, Yakkabagh district, Guliston mahalla, Geofizik street, 156.

Number of employees: 932 employees.

Main activities: Conducting seismic surveys to search for oil and gas traps and prepare structures for deep drilling in the territories of Bukhara-Khiva, South-West Hissar, Surkhandarya and Ustyurt regions.

Development strategy

Uzbekgeofizika JSC actively contributes to the development of the mining industry of the Republic of Uzbekistan, following the strategic objectives defined within the framework of the State Program and Presidential Decree No. 116 dated July 27, 2023. These measures are aimed at effective organization of state management in the sphere of geology and mining industry, as well as at increasing the production of hydrocarbon raw materials in the country.

In 2025, the Company will focus on conducting geophysical surveys in various oil and gas bearing regions in order to increase hydrocarbon resources. The work will be aimed at exploring promising geological targets and preparing them for subsequent drilling. The following key areas are envisaged as part of the development strategy:

- Ustyurt region: within the framework of the ongoing work, it is planned to carry out 2D seismic surveys at the volume of 3032 lin. km, 3D seismic surveys in the area of 1800 sq. km, including the study of geological structures, such as the Samsky trough and the North Ustyurt depression. As a result, 10 prospective structures with projected reserves of 32.0 million tonnes of oil equivalent (toe) are expected to be prepared.

- Bukhara-Khiva region: within the framework of continuation of geophysical studies 2D seismic survey in the volume of 2963 lin. km, 3D seismic survey in the area of 1600 sq. km on Bukhara and Chardzhou tectonic stages will be carried out. Also, preparation of 7 prospects with total reserves of 25.0 million toe will be carried out, focusing on the study of Jurassic carbonate and terrigenous sediments.

- Surkhandara region: 2D seismic survey of 148 kilometers is planned to study oil and gas prospective complexes in Paleogene, Cretaceous and Jurassic sediments. As a result, 1 promising structure with possible resources of 2.5 million toe will be prepared.

- Khorezm region: in this region it is planned to carry out prospecting and detailed 2D seismic exploration works with the volume of 270 lin. km, with combined use of electrical exploration for assessment of oil and gas promising complexes in Cretaceous and Jurassic sediments. As a result, 1 structure with estimated resources of 2.5 million toe will be prepared.

- Middle Syrdarya Depression: 187 lin. km of 2D seismic surveys are planned for 2025 to assess oil and gas prospects in Paleozoic and intra-Paleozoic sedimentary deposits.

These geophysical surveys are an important step to increase hydrocarbon reserves in the Republic of Uzbekistan, which in turn contributes to the development of economic sustainability and enhances the country's energy security. Uzbekgeofizika JSC will continue to develop innovative methods and technologies, introducing advanced solutions in the field of geophysics, which allows the Company to strengthen its position in the domestic and international markets of hydrocarbon resources.

Commitment to the SDG principles

Uzbekgeofizika JSC recognizes the importance of the United Nations Sustainable Development Goals (UN SDGs) and strives to integrate them into its daily activities. In 2024, the Company analyzed its activities for compliance with the global goals, taking into account the specifics of geophysical surveys and participation in the development of the fuel and energy sector of Uzbekistan.

Based on the analysis of national priorities, international practices and real impact of the Company, five key UN SDGs were identified, with which the activities of Uzbekgeophysics JSC are most closely related:

- SDG 3: Good health and well-being,
- SDG 5: Gender equality,
- SDG 7: Affordable and clean energy,
- SDG 8: Decent work and economic growth,
- SDG 10: Reduced inequalities.

The Company contributes to achieving these goals by providing safe working conditions, developing a corporate culture of employee health and well-being, creating opportunities for professional growth, including for women, and supporting regional development through job creation and skills development. In addition, the Company participates in the development of the country's energy industry by providing high quality geophysical surveys required for the efficient development of hydrocarbon resources.

Uzbekgeofizika JSC intends to continue to consistently develop its sustainable agenda, to improve internal processes and corporate governance with the SDGs in mind, and to actively involve employees in the realization of sustainable development goals, thus ensuring positive social and environmental impact in the regions where it operates.

UN SDG	Activities, results in 2024
	• Uzbekgeofizika JSC conducts annual medical examinations of its employees, treatment in the subordinate multidisciplinary clinical hospital and other preventive clinics at the expense of the employer. • The Company has a permanent Occupational Health and Safety Commission. • In 2024, 100% of employees are covered by the occupational health and safety management system.
	• Uzbekgeofizika JSC has a Gender Equality Advisory Council, which is responsible for analyzing data, raising awareness and addressing complaints about gender inequality. • There is no significant difference in average salary and total remuneration between men and women in the Company. • In 2024, the Company trained 38 women to enhance their skills for professional development.
	• In the period from 2022 to 2024, 8 solar photovoltaic stations with a total capacity of 160 kW (including 4 stations in 2024) have been installed at Uzbekgeofizika JSC. • As of the end of 2024, 12 water heating collectors with a total capacity of 2,900 liters installed as part of energy efficiency and renewable energy use are functioning at the Company's facilities.

- In 2024, UZS 2.097 billion was spent on employee training, which is 36% more than in the previous year.
- In 2024, UZS 11.8 billion was allocated for employee benefits, excluding dividend payments.

- In 2024, the Company allocated UZS 600.4 million for sponsorship (3.5 times more than in 2023).
- UZS 240 million - assistance to homes and societies for the disabled and elderly.
- UZS 58 million to support low-income families.
- UZS 44 million - assistance to orphanages and boarding schools.
- UZS 258.4 million - support to other organizations.

Stakeholder engagement

GRI 2-29

Uzbekgeofizika JSC builds a system of interaction with stakeholders based on the principles of transparency and openness, taking into account their needs and expectations. Key groups are defined by considering the degree of their influence on the Company's activity and sensitivity to its impacts. Regular dialog with key stakeholders allows the Company to form sustainable partnerships, comply with regulatory requirements, and identify and prevent potential risks in a timely manner.

Table 4. List of stakeholders

Stakeholder	Mechanisms of interaction	Company actions
General Meeting of Shareholders	- Organization of meetings, negotiations, appointments; - Interaction through representatives on the Supervisory Board; - Intra-corporate communication channels.	- Prompt and complete provision of information on the Company's activities; - Protection of shareholders' rights and their legitimate interests.
Government authorities	- Reporting platforms; - Compliance audits; - Conducting meetings, negotiations, appointments; - Direct interaction via e-mail.	- Implementation of government policies and initiatives; - Ensuring transparency in taxation and disclosure of tax information.
Media and population in the regions of operation	- Holding press conferences and media events; - Feedback channels; - Company reporting; - Website and social media; - Publication of press releases and information messages.	- Active participation in public events; - Organization of press conferences, interviews and meetings with media representatives; - Publication of information through official Internet resources and mass media.
Employees and trade unions	- Feedback channels; - Meetings and face-to-face meetings with management; - Performance evaluations; - Company reporting; Public hearings.	- Providing comfortable working conditions for employees; - Creating opportunities for professional growth and training; - Evaluating employee performance and maintaining social standards.
Suppliers and contractors	- Conducting meetings; - Business correspondence; - Signing contracts and agreements; - Company website; - Company reporting.	- Adherence to the principles of transparency and honesty in business relations; - Strict compliance with the terms and conditions of concluded agreements; - Recognition of mutual respect and integrity in partnership relations.

Partners	- Meetings, negotiations, business correspondence; - Company reporting and financial indicators; - Company's website.	- Compliance with the norms of business ethics; - Managing risks and ensuring long-term cooperation.
Clients	- Feedback system; - Meetings and negotiations; - Company reporting; - Signing of contracts and agreements.	- Compliance with contractual terms and obligations; - Maintaining a high level of service within the framework of the Code of Ethics

Chapter 2. Corporate Governance

Corporate governance structure

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14

Uzbekgeofizika JSC's corporate governance system and processes are designed to promote transparency and accountability in decision-making and day-to-day operations. This system of corporate governance is a prerequisite for the widespread attraction of foreign direct investment, as well as for ensuring justified and profitable operations for the benefit of employees, shareholders, partners, customers and society.

The Company adheres to internationally recognized standards, such as the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (UN SDGs), to ensure that its sustainability initiatives and reporting are aligned with global norms and recommendations.

In accordance with the Law of the Republic of Uzbekistan “On Joint Stock Companies and Protection of Shareholders' Rights”, the Company's management bodies are:

- General Shareholders' Meeting - the supreme management body of the Company, where the main shareholder is the State Assets Management Agency, as well as other legal entities and individuals whose functions are defined by the Company's Charter;
- Supervisory Board - carries out general management of the Company's activities and determines priority areas of activity; is responsible to the Joint Stock Company for effective management and proper control over the Company's activities;
- The Executive Body, Management Board - manages the day-to-day operations of the Company.

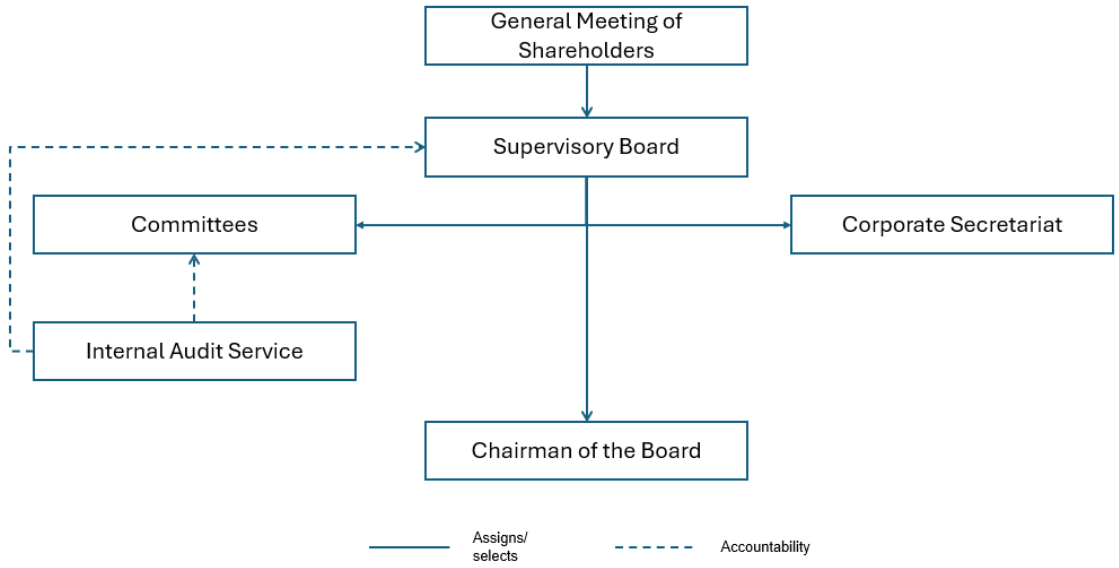
Committees and their policies in the Company formed in 2024. The Company's Supervisory Board, in order to ensure informed and effective decision-making, has appointed the following committees:

- The Audit Committee ensures the independence and objectivity of the Company's financial statements and monitors the effectiveness of the internal control system, compliance with regulatory requirements and the activities of external auditors.
- The Anti-Corruption and Ethics Committee is responsible for developing and implementing policies and procedures aimed at preventing corruption risks and ensuring compliance with the Company's ethical standards.
- The Nomination and Remuneration Committee ensures control over the implementation of decisions of the Supervisory Board and the Company's HR policy and organizational development, as well as internal documents
- The Strategy and Investment Committee is responsible for developing, evaluating and approving the Company's strategic development directions, as well as managing the Company's transformation and privatization processes.

Additionally, the Supervisory Board relies on the following supervisory functions to fulfill its tasks:

- Internal Audit Service monitors the Company's financial and economic activities.
- Corporate Secretariat Advisor to the Supervisory Board responsible for compliance with corporate governance legislation and implementation of best practices.

Figure 1. Corporate governance structure for 2024



Key internal documents and regulations governing the Company's corporate governance processes:

- Regulations on the General Meeting of Shareholders of Uzbekgeofizika JSC;
- Regulations on the Supervisory Board of Uzbekgeofizika JSC;
- Regulations on the Executive Body of Uzbekgeofizika JSC;
- Regulations on the Internal Audit Service of Uzbekgeofizika JSC;
- Code of Ethics of Uzbekgeofizika JSC;
- The Corporate Governance Code, approved by the State Commission for Improving the Efficiency of Joint-Stock Companies and Improving the Corporate Governance System by Protocol No. 9 dated December 31, 2015 (hereinafter, the Corporate Governance Code);
- Corporate Governance Rules for enterprises with state participation, approved by the State Commission on Improving the Efficiency of Joint-Stock Companies and Improving the Corporate Governance System by Protocol No. 15 dated April 20, 2018;
- Law of the Republic of Uzbekistan “On Joint Stock Companies and Protection of Shareholders' Rights”.

The Company's corporate system is evaluated on three metrics:

- Corporate Governance Code, which has been in place since 2016,
- ADB's Roadmap on the corporate governance aspect, developed under the five-year partnership strategy with Uzbekistan 2024-2028.
- Corporate Governance Rules for State-Owned Enterprises.

Corporate governance assessment

GRI 2-18

In accordance with the requirements of the Corporate Governance Code, approved by the State Commission for improving the efficiency of joint stock companies and improving the corporate governance

system by Protocol No. 9 dated December 31, 2015, an annual independent comprehensive assessment of the corporate governance system is carried out. The assessment is carried out on the basis of a questionnaire approved by the State Committee for Competition Policy of the Republic of Uzbekistan and the Scientific and Educational Center for Corporate Governance. The assessment results are used in the development of measures to improve corporate governance in the Company.

The results of independent assessments of corporate governance are published on the Company's corporate website. Over the last three years, the corporate governance system of Uzbekgeofizika JSC has been consistently rated as high. In 2023, the independent assessment conducted by HLB Tashkent LLC awarded the Company 1005 points, which indicates positive dynamics compared to 2022 (975 points). According to the results of an independent assessment by Investment Management Group LLC, in 2024 the Company scored 1025 points, which shows an improvement of 25 points compared to 2023. The introduction of more transparent and formalized procedures for selecting counterparties and increased openness of processes in this area was a key factor for such improvement.

General Meeting of Shareholders

In accordance with the Presidential Resolution of the Republic of Uzbekistan dated July 9, 2019 № PR-4388 “On measures for stable provision of the economy and population with energy resources, financial recovery and improvement of the management system of the oil and gas industry”, the Agency for State Assets Management of the Republic of Uzbekistan was transferred the shares of Uzbekneftegaz JSC in the authorized capital of Uzbekgeofizika JSC - which is the Sole major shareholder of the Company, with 97.2% of the share in the capital. The remaining share of the Company's shares is owned by 4,202 individuals and 11 legal entities, which are minority shareholders.

Pursuant to the Company's Articles of Incorporation approved in 2023, a total of 1,308,110,942 (one billion three hundred and eight million, one hundred and ten thousand nine hundred and forty-two) shares have been issued and outstanding, of which 1,270,975,342 (one billion two hundred and seventy million nine hundred and seventy-five thousand three hundred and forty-two) shares of registered common stock and 37,135,600 (thirty-seven million one hundred and thirty-five thousand six hundred) shares of registered preferred stock. The Chairman and 2 members of the Management Board hold an aggregate of 112,900 shares of preferred stock and the rights of such shareholders are restricted in the Company's articles of incorporation and policies. The holders of these shares are also not entitled to vote in the management of the Company.

In 2023, the Company was assigned the classification of the issued security as a preferred share, which is confirmed by the relevant certificate issued by the State Enterprise “Central Securities Depository”. Also, this security was assigned ISIN (International Securities Identification Number), CFI (Classification of Financial Instruments), and FISN (Financial Instrument Short Name) codes in accordance with international standards ISO 6166, ISO 10962 and ISO 18774, which indicates compliance with the established international requirements for identification and classification of financial instruments.

These measures contribute to the transparency of financial statements, correct reflection of data in accounting systems, legality of issued preferred shares, as well as their proper reflection in legal documentation.

The Sole Major Shareholder of the Company approves the main directions of its development. In accordance with the approved Charter of the Company, the Sole Shareholder also approves its development strategy for the medium and long term, defining specific implementation terms based on the key directions and objectives of the Company's activities.

Supervisory Board

GRI 2-9, 2-10, 2-11,2-15

The main role of the Supervisory Board is to protect the interests of shareholders, ensure good corporate governance and maintain transparency in the Company's operations. The Supervisory Board ensures control over the implementation of the company's strategic goals, analyzes risks and financial indicators, and makes decisions on key issues such as the appointment of top management, approval of major transactions and changes in strategy.

The Supervisory Board sets priorities in the field of economy, environment and social initiatives, and controls the implementation of short-term and long-term sustainable development plans by the Management Board. In determining the Company's strategy and development, the Board pays special attention to the state policy of the Republic of Uzbekistan, international industry standards and stakeholder opinion on sustainable development issues.

According to the Company's Charter and the Law of the Republic of Uzbekistan “On Joint Stock Companies and Protection of Shareholders' Rights”, members of the Supervisory Board of the Company are elected by the General Meeting of Shareholders for a period of three years. In the reporting period, the number of the Supervisory Board amounted to 9 members, with the Company considering two candidates for the role of independent members to be included in the Supervisory Board. The election of members of the Supervisory Board of the Company is carried out by cumulative voting. When electing, shareholders are guided by higher education, experience in management bodies, and, in some cases, the qualification certificate of a corporate manager.

The key responsibilities of the Supervisory Board members include the following functions:

- Determination of the Company's priority areas of activity;
- Regular hearing of the Management Board's report;
- Convening of annual and extraordinary shareholders' meetings;
- Assessing the market value of property;
- Approval of the Company's annual business plan;
- Establishing an audit service and hearing its reports on a regular basis;
- Decision on conducting an audit;
- Appointment of board members and early termination of office;
- Nomination of candidates for independent board members;
- Establishment of subsidiaries and affiliated companies;
- Decision-making on major transactions and projects;
- Setting the terms of charitable (sponsorship) or gratuitous assistance.

In order to avoid conflicts of interest, members of the Company's Management Board may not participate in the discussion of issues within the competence of the Supervisory Board, and may not be elected to it. The Chairman of the Supervisory Board may not simultaneously perform the duties of the Chairman of the Company's Management Board.

Composition of the Supervisory Board

The composition of the Supervisory Board of Uzbekgeofizika JSC for 2024 was approved by the decision of the Sole Shareholder No. 8 dated July 12, 2023 and included the following members:

- Muxitdinov Nodir Ubaydullayevich

Status	Chairman of the Supervisory Board
Year of birth	1974
Nationality	Uzbekistan
Education	1996 – Tashkent State Technical University.
Work experience	2021–2024 – Advisor to the Minister of Mining Industry and Geology of the Republic of Uzbekistan. 2024–present – Head of the Project Office of Yangi Kon LLC.

- Khaydarov Akhadbek Yakhebekovich

Status	Member of the Supervisory Board
Year of birth	1971
Nationality	Uzbekistan
Education	2001 – National Institute of Political Science, Japan. 2006 – Williams College, USA.
Work experience	2019 – 2023 – Deputy Minister of Finance of the Republic of Uzbekistan. 2023 – 2024 – Deputy Minister of Agriculture of the Republic of Uzbekistan. 2024 – present – Deputy Minister of Economy and Finance of the Republic of Uzbekistan.

- Maksumov Nadirjon Ergashevich

Status	Member of the Supervisory Board
Year of birth	1963
Nationality	Uzbekistan
Education	1985 – Tashkent Institute of Railway Transport Engineers. 2010 – Higher School of Business under the Academy of State and Social Construction under the President of the Republic of Uzbekistan.
Work experience	2019 – 2023 – Deputy Director of the Civil Service Development Agency under the President of the Republic of Uzbekistan. 2023 – present – Deputy Head of the Inspectorate for Supervision in the Sphere of Construction and Housing and Communal Services under the Ministry of Construction and Housing and Communal Services of the Republic of Uzbekistan.

- Abdullayev Akmal Bakhtiyorovich

Status	Member of the Supervisory Board
Year of birth	1982
Nationality	Uzbekistan
Education	2010 – Tashkent University of Information Technologies. 2013 – Higher School of Business aunder the Academy of State and Social Construction under the President of the Republic of Uzbekistan.
Work experience	2018 – present – General Consultant for Coordination of Investment Processes and Programs under the Administration of the President of the Republic of Uzbekistan.

- Nabiyev Tulkin Nabiyevich

Status	Member of the Supervisory Board
Year of birth	1981

Nationality	Uzbekistan
Education	2003 and 2011 – The University of World Economy and Diplomacy.
Work experience	2021 – 2023 – Head of Department of the State Assets Management Agency of the Republic of Uzbekistan. 2023 – present – Director of Department of the State Assets Management Agency of the Republic of Uzbekistan.

- Mirkhadiev Shukhrat Karimovich

Status	Member of the Supervisory Board
Year of birth	1982
Nationality	Uzbekistan
Education	2004 and 2008 – Tashkent State Technical University.
Work experience	2022 – 2023 – Chief Specialist on Geology and Mineral-Raw Material Base of the Secretariat for Industry Development and Cooperation Relations of the Cabinet of Ministers of the Republic of Uzbekistan. 2023 – present – Director of the State Institution “Center of Subsoil Use”

- Mamatov Bekhzod Abdugafurovich

Status	Member of the Supervisory Board
Year of birth	1985
Nationality	Uzbekistan
Education	2007 and 2009 – Tashkent Financial Institute. 2021 – Koryeo University, Republic of Korea.
Work experience	2021 – 2023 – Head of Geology and Metallurgical Industry Development Department of the Ministry of Economic Development and Poverty Reduction of the Republic of Uzbekistan. 2023 – 2024 – Head of Strategic Development and Transformation Department of the Ministry of Mining and Geology of the Republic of Uzbekistan. 2024 – present – First Deputy Chairman of the Management Board for Economics, Finance and Transformation of Almalyk MMC JSC

- Khusanov Nodirbek Djummayevich

Status	Member of the Supervisory Board
Year of birth	1976
Nationality	Uzbekistan
Education	2004 – Tashkent State Institute of Law. 2007 – National University of Uzbekistan.
Work experience	2021 – 2023 – Head of the Department of licensing of appraisal activities and certification of realtors, Head of the Department of coordination of appraisal and realtor activities of the State Asset Management Agency. 2023 – present – First Deputy Director of the State Asset Management Agency of the Republic of Uzbekistan.

- Axmedov Sharofiddin Shodimurotovich

Status	Member of the Supervisory Board
Year of birth	1987

Nationality	Uzbekistan
Education	2009 and 2014 – Tashkent State University of Economics.
Work experience	2021 – 2024 – Head of the Department of Management and Supervision of the Engineering Department of State Parties to ensure the participation of the State Department. 2024 – present – First Deputy Head of Department of the State Assets Management Agency of the Republic of Uzbekistan.

During the reporting period, members of the Supervisory Board had no family or other ties with members of the executive body (Management Board) and other key employees of the Company that could influence their decisions. The Supervisory Board actively monitors and, where possible, eliminates potential conflicts of interest both at the Board level and among management personnel, including cases of misuse of corporate property and abuse in related-party transactions. No cases of conflicts of interest were detected in the Supervisory Board's activities in the reporting year.

Supervisory Board Committees

GRI 2-9

The primary objective of the committees is to support the Supervisory Board in fulfilling its internal control functions, including oversight of internal and external audits, and supervision of the financial reporting system. An essential element of their role is to monitor the effectiveness of the internal control and risk management systems of the Company, as well as the activities of the internal audit function. Uzbekgeofizika JSC has four fully functioning committees under the Supervisory Board.

Audit Committee

The Audit Committee was established in 2024 and consists of three members of the Supervisory Board elected by a majority vote. The Chair of the Audit Committee is appointed by the Supervisory Board and is not the Chair of the Supervisory Board.

The key responsibilities of the Audit Committee include oversight of financial reporting, selection of the external audit firm, and evaluation of the results of internal and external audits. The Committee also provides recommendations to the Supervisory Board regarding the internal audit function, its leadership, and its performance evaluation. Additionally, the Committee assists in selecting the external auditor, reviews matters related to transparency and information disclosure, and performs other duties assigned by the Supervisory Board. The Company's internal audit function reports directly to the Audit Committee.

Anti-Corruption and Ethics Committee

This Committee is composed of three Supervisory Board members elected based on their experience and qualifications in this area. The Committee began operating at the start of the reporting period.

Its main tasks include the development and implementation of anti-corruption programs, internal policies, and activities in accordance with the legislation of the Republic of Uzbekistan. The Committee ensures adherence to anti-corruption principles, conducts regular monitoring, assesses the effectiveness of actions taken, and supports transparency in the activities of company officials. It also oversees compliance with legislation, develops employee conduct guidelines, contributes to the improvement of anti-corruption practices, and provides recommendations to the Supervisory Board to enhance the anti-corruption system.

Strategy and Investment Committee

The Committee is composed of three Supervisory Board members elected by a majority vote for the duration of their term, based on the recommendation of the Chair of the Supervisory Board. The members possess relevant competencies and experience in strategic planning and investment evaluation.

The Committee’s key functions include managing transformation and privatization processes, developing and monitoring the Company’s development strategy, and making recommendations on dividend policy and investment project assessments. It also considers issues related to reorganization and liquidation of the Company, changes to the organizational structure, and efficient asset utilization. Moreover, it monitors investment activities and prepares reports on its work for the Supervisory Board.

Nomination and Remuneration Committee

The members of this Committee were elected during the reporting period by a majority vote of the Supervisory Board. It consists of three members of the Supervisory Board who have the necessary experience and qualifications.

The Committee oversees the implementation of Supervisory Board decisions, the Company’s HR policy, and organizational development. It makes recommendations on candidates for executive positions and for the Supervisory Board. Its responsibilities include the development of the remuneration policy, performance evaluation of senior management and executive bodies, and conducting self-assessment and external evaluation of the Supervisory Board’s performance. The Committee also prepares activity reports, develops training programs for management, and monitors disclosure of remuneration-related information.

The work of these specialized committees ensures in-depth consideration of key aspects of the Company’s operations, providing effective oversight and strategic guidance by the Supervisory Board.

Management Board and Remuneration

GRI 2-13

The Management Board of Uzbekgeofizika JSC, whose authority is defined by the Company's Charter and the Regulation on the Executive Body, is responsible for strategic leadership, key decision-making, and oversight of the Company's operations.

In accordance with the corporate governance structure, the appointment and dismissal of the Management Board are carried out by the decision of the Supervisory Board. The Chair of the Management Board, who leads the Board, is appointed by the Sole Shareholder of the Company.

The Management Board is responsible for overseeing the Company's operations and implementing key tasks in the field of sustainable development. The main responsibilities of the Management Board include:

- Ensuring the Company is staffed with qualified personnel and effectively utilizing their professional knowledge and skills.
- Monitoring labor discipline and ensuring the implementation of social guarantees and occupational safety standards for employees.
- Facilitating employee training and organizing their participation in specialized courses and training seminars.
- Participating in collective bargaining and ensuring compliance with all obligations set forth in collective agreements.

Additionally, the Management Board is responsible for the following managerial functions:

- Representing the Company's interests in government bodies and other organizations.
- Ensuring full compliance with legislative requirements in the Company's operations.
- Organizing and ensuring the accuracy of accounting and financial reporting.
- Submitting quarterly reports to the Supervisory Board on the execution of the annual business plan.
- Providing documents related to financial and operational activities upon request from the Supervisory Board, the Audit Commission, or the external auditor.
- Ensuring the timeliness and completeness of state statistical reporting.
- Ensuring the confidentiality of commercial and internal information.
- Informing the Supervisory Board of any affiliated interests in Company transactions.

These responsibilities are aimed at ensuring the effective operation of the Company, compliance with stakeholder obligations, and adherence to regulatory requirements.

In support of sustainability initiatives, in 2024 the Management Board appointed responsible individuals for the implementation and oversight of these initiatives across all Company functions. Additionally, due to the specific nature of its operations, the Management Board delegates responsibilities in the field of environmental protection and emphasizes compliance with environmental standards and the implementation of measures aimed at minimizing the Company's environmental impact.

Board of Directors

Members of the Management Board are elected by the Supervisory Board for a term of three years, while the Chair of the Management Board is elected by a vote at the General Meeting of Shareholders.

According to the Regulation on the Executive Body, the Management Board consists of 5 members with knowledge and experience in various fields as of December 31, 2024:

- Ravshanjon Anvarovich Yusupjonov – Chair of the Management Board

- Anvarjon Azimboevich Azimboev – First Deputy Chair for Production and Innovation
- Otabek Asrolevich Yuldashev – Deputy Chair for Geology and Geophysical Operations
- Tokhir Murodullaevich Alikulov – Head of Department for Equipment, Construction, Transport, Infrastructure, and Social Issues
- Bahodir Fozilovich Bozorov – Deputy Chair for Economy and Finance

Remuneration

The Company's remuneration system is an integral part of corporate governance, aimed at attracting and retaining talented professionals. Transparency and compliance with international standards are key aspects of this system. In accordance with approved and effective regulations, the Company provides the following types of incentive payments to employees:

- Monthly bonus for continuous length of service
- Monthly performance-based incentive payments (bonuses)
- Annual performance-based bonuses
- Bonuses for completing critical assignments
- One-time bonuses for active participation in production processes
- Additional payments for positive performance outcomes

Remuneration of the Management Board

GRI 2-19, 2-20

The remuneration of the Chair and members of the Management Board is performance-based and defined by contractual agreements. Salaries and incentive payments are made in accordance with the Company's internal policy regulating compensation for the executive body.

Management Board members receive performance-based bonuses for achieving key performance indicators (KPIs), which are set by the Supervisory Board based on the Company's strategic goals and business plan. In accordance with internal policies, these bonuses are awarded for achieving financial and operational targets as well as for successful implementation of strategic projects.

In addition, Management Board members are entitled to use medical services at the corporate medical facility, access training programs, receive company transport, and be reimbursed for business travel expenses.

The Company's remuneration system is designed to motivate the achievement of strategic goals and ensure a high level of engagement and accountability among Management Board members in fulfilling their responsibilities.

Conflict of Interest

GRI 2-15

Uzbekgeofizika JSC has developed and implemented measures to prevent and manage conflicts of interest that may arise during decision-making processes. All employees and executives are required to disclose any potential or actual conflicts of interest and to take steps to eliminate them. The Company's internal procedures and policies are designed to ensure transparency and to prevent situations that could compromise objectivity and impartiality in the performance of professional duties. A Compliance Department operates within the Company to monitor adherence to ethical standards and to provide guidance and support in the event of potential conflicts.

The Conflict of Interest Policy of Uzbekgeofizika JSC, effective as of November 29, 2024, establishes the procedures for identifying, preventing, and resolving conflicts of interest. This Policy was developed in accordance with the Law of the Republic of Uzbekistan "On Conflict of Interest", dated June 5, 2024, which came into force on December 6, 2024.

The purpose of the Policy is to establish a mechanism that ensures transparency in management processes, minimizes the influence of personal interests on company activities, and prevents corruption risks. A conflict of interest may arise when the personal benefit of an employee or their affiliates (relatives, business partners) may affect the objectivity in fulfilling professional duties.

The Conflict of Interest Management Policy is based on the following key principles:

- Legality – alignment of internal policy with the laws of the Republic of Uzbekistan;
- Transparency and Openness – mandatory disclosure of any potential conflicts of interest by all employees and management;
- Primacy of Corporate Interests – decisions must be made solely in the interest of the Company;
- Zero Tolerance for Corruption – development of an effective monitoring and internal control system to prevent abuse;
- Accountability and Adherence to Ethical Standards – strict compliance with established procedures for identifying and resolving conflicts of interest.

To effectively manage potential conflicts of interest, the Company has implemented the following tools and procedures:

- *Disclosure Obligations:*

- All employees, including members of the board of directors, are required to declare potential conflicts of interest.
- Information about personal or family connections that may influence job performance is recorded in a special corporate register.
- In the event of new circumstances that change the level of conflict, employees must immediately notify management.

- *Restriction of Authority:*

- Individuals with a conflict of interest may not participate in decision-making related to the interested parties.
- Upon identifying a conflict, the Company's management has the right to temporarily remove the employee from tasks involving the affected parties.

- *Compliance Monitoring and Audit:*

- Designated individuals are responsible for ongoing monitoring of potential conflicts.

- A mechanism for independent conflict of interest review has been integrated into the internal audit system.
- Regular compliance checks are conducted to detect hidden or undeclared conflicts.

- *Training and Corporate Culture:*

- All employees undergo mandatory training on conflict of interest prevention.
- The Company organizes seminars and workshops on corporate ethics and anti-corruption legislation.

Uzbekgeofizika JSC successfully implements a Conflict of Interest Prevention and Resolution Policy, which is a key element of corporate culture and the adherence to high ethical standards.

To increase employee awareness and ensure effective implementation of the Law “On Conflict of Interest,” specialized seminars were held on July 9–10, 2024 at the Company’s headquarters and regional offices. These events were aimed at raising awareness about conflict of interest risks and strengthening the practice of effective prevention and resolution..

To ensure policy compliance, the following control measures have been established:

- A conflict of interest register is maintained, recording all declared cases.
- Regular internal audits and compliance checks are conducted.

Disciplinary actions for non-compliance with the Policy include:

- Issuance of official warnings;
- Imposition of administrative penalties;
- Revocation of authority to participate in decision-making;
- Termination of employment in cases of serious violations.

On March 13, 2024, the Ethics Committee of Uzbekgeofizika JSC conducted a review of annual declarations submitted by Company employees. The purpose of the review was to identify potential conflicts of interest and to develop measures for their resolution and future prevention.

A total of 3,318 employee declarations were reviewed in detail. As a result, potential conflicts of interest were identified, and specific recommendations and measures were developed to address and prevent them. This process is a key step in ensuring transparency and maintaining ethical standards within the Company.

Uzbekgeofizika JSC actively develops and enhances conflict of interest management mechanisms, contributing to:

- Greater corporate transparency;
- Reduced corruption risks;
- Minimization of financial and reputational losses;
- Strengthened trust with partners, clients, and government authorities.

Internal and External Audit

Internal Audit

The Internal Audit Function (hereinafter – the Function) of Uzbekgeofizika JSC plays a key role in ensuring transparency and efficiency in the Company's financial operations. It conducts regular reviews of financial reporting and internal controls, thereby strengthening the confidence of shareholders and partners. The Internal Audit Policy, approved on June 29, 2021, defines the Function's accountability to the Supervisory Board. The policy also provides for the annual approval of the work plan and budget of the Internal Audit Function by the Supervisory Board.

The Function consists of two members and operates under the authority of the Company's Supervisory Board. Its core responsibilities include:

- Assessing the effectiveness of the internal control system;
- Reviewing financial reporting;
- Preventing and detecting financial irregularities;
- Providing recommendations for improving financial processes;
- Auditing compliance with internal regulatory documents;
- Ensuring transparency and accountability;
- Evaluating financial, operational, and other risks that may impact the Company's activities.

In addition, internal audit personnel are highly qualified specialists in accounting and auditing, with at least 15 years of experience. They hold a range of national and international certifications, including those for external and internal auditors, professional accountants, corporate governance professionals, and participants in programs such as CAP/CIPA and ACCA/DipIFR.

Employees of the Internal Audit Function regularly enhance their professional competencies through participation in continuing education programs organized by professional auditing associations in the Republic of Uzbekistan. They are committed to lifelong learning, which enables them to stay up to date with current trends and international standards in auditing and accounting. This contributes to strengthening their professional capacity and improving the overall quality of the Function's work.

The Internal Audit Function operates in accordance with internal regulatory documents, including the Regulation on the Internal Audit Function, the International Professional Practices Framework (IPPF) of The Institute of Internal Auditors, and the legislation of the Republic of Uzbekistan.

External Audit

GRI 2-5

To ensure transparency and build stakeholder trust, the Company engages independent auditors annually to conduct an external audit. This process is carried out in accordance with the legislation of the Republic of Uzbekistan, including the laws "On Joint-Stock Companies and Protection of Shareholder Rights," "On Accounting," "On Auditing Activities," and "On Public Procurement." The external audit contract was signed with HLB Tashkent LLC.

Uzbekgeofizika JSC actively cooperates with external auditors and regulatory authorities to ensure transparency and compliance with established standards and legal requirements.

Forms of Oversight:

- Daily supervision by customer-appointed supervisors:
    - Representatives of the customer are present on-site daily, conducting operational monitoring of the quality of work performed.

- They inspect technical parameters, compliance with methodological standards, and adherence to deadlines.

- All identified issues are recorded, and recommendations for their resolution are issued.

- Monthly inspections by the Ministry of Geology:

  - The Ministry conducts regular inspections of the Company's activities.

  - Technical documentation is subject to analysis and review.

- Planned external audits:

  - Independent auditors evaluate the Company’s financial statements and internal control systems.

  - Audits include assessment of compliance with international standards, including ISO, and legal requirements.

  - Audit results are used to implement operational improvements.

- Audit results:

  - All findings and recommendations by external auditors are documented in reports.

  - Regular audits help maintain a high level of service quality and build trust with customers and regulators.

In 2024, Uzbekgeofizika JSC underwent an inspection audit conducted by DQS Quality Systems, an international certification body. The audit focused on assessing the Company’s management system against ISO 9001:2015 standards, including the effectiveness of process management and regulatory compliance.

In accordance with Cabinet of Ministers Resolution No. 173 dated June 19, 2009, Uzbekgeofizika JSC has developed, documented, certified, and effectively operates a Geophysical Work Quality Management System (QMS-GW) that meets all requirements of the ISO 9001:2015 international standard and is tailored to the Company’s specific activities.

National and international certificates of conformity were first obtained in 2011, and recertification audits were successfully passed in 2014, 2017, 2020, and 2023.

Possession of an ISO 9001 certificate demonstrates competent management, confirms the provision of high-quality services, enhances the Company’s reputation, and provides a competitive advantage.

Benefits of ISO 9001 Certification:

- Increased operational efficiency;
- Improved corporate management systems;
- Higher service quality;
- Competitive advantages (especially relevant for participation in international projects);
- Enhanced corporate image;
- Greater appeal to new partners and investors.

Anti-Corruption and Business Ethics

GRI 2-23, 2-24, 2-25, 2-26, 3-3

Uzbekgeofizika JSC adheres to a strict anti-corruption policy and upholds high standards of business ethics, which form an integral part of the Company's corporate culture. All Company activities are regulated by internal policies aimed at preventing corruption risks and fostering an ethical working environment. Key internal policies and documents include:

- Anti-Corruption Policy
- Corruption Risk Assessment Procedure
- Conflict of Interest Management Procedure
- Corporate Ethics Code
- Collective Bargaining Agreement
- Internal Labor Regulations
- Code of Conduct.

Uzbekgeofizika JSC also operates in compliance with a number of legislative acts of the Republic of Uzbekistan aimed at combating corruption. Key among them are:

- Presidential Decree No. UP-6013 dated June 29, 2020, "On Additional Measures to Improve the Anti-Corruption System in the Republic of Uzbekistan," which provides for a systematic analysis of the state of corruption and the introduction of international compliance standards in state-owned enterprises.
- Presidential Decree No. UP-6257 dated July 6, 2021, "On Measures to Create an Intolerant Environment Toward Corruption, Radically Reduce Corruption Factors in State and Public Administration, and Broadly Engage Civil Society." The decree promotes an anti-corruption culture and effective cooperation between public authorities and civil society.
- Law of the Republic of Uzbekistan "On Combating Corruption" No. ZRU-419 dated January 3, 2017, which defines the basic principles and directions of state policy in the field of corruption prevention and counteraction, including measures to ensure transparency and accountability in state-owned entities.
- Labor Code of the Republic of Uzbekistan.

Company Compliance Control

Uzbekgeofizika JSC has implemented an internal control system that includes regular audits of all business processes to ensure compliance with regulatory requirements and to mitigate corruption risks. The responsibilities and functions of the internal anti-corruption control unit are regulated by the Company's Anti-Corruption Policy and include:.

- Oversight of the development and implementation of the anti-corruption management system
- Guidance and advisory support for employees on anti-corruption management and compliance
- Ensuring that the anti-corruption management system complies with the requirements of ISO 37001:2016

- Reporting on the activities of the anti-corruption management system to the governing bodies, executive management, and other authorized authorities, as necessary

The internal anti-corruption control staff are highly qualified, with many having professional experience in law enforcement or legal practice. This allows them to effectively detect and prevent violations and ensure compliance with both legal requirements and internal policies. This unit reports directly to the Supervisory Board, the Management Board, and the Anti-Corruption Agency of the Republic of Uzbekistan in accordance with established procedures.

Anti-Corruption Policy

The Anti-Corruption Policy of Uzbekgeofizika JSC, adopted on July 23, 2023, defines the Company's core principles, goals, and measures aimed at preventing and combating corruption. The policy establishes a zero-tolerance approach to corruption, applying to all employees, partners, and third parties interacting with the Company. It obliges employees to adhere to anti-corruption behavior standards, promptly report conflicts of interest and suspected corruption, and actively contribute to an ethical and transparent corporate culture.

To support these goals, the Company has implemented measures for risk assessment and mitigation, employee training, and safe, confidential reporting mechanisms. Compliance with the policy is monitored by a dedicated anti-corruption unit that reports directly to the Company's leadership, ensuring its independence and objectivity. The policy is regularly reviewed and updated in accordance with changes in legislation and the Company's internal environment.

Confirmed Cases of Corruption and Actions Taken

GRI 205-3

From 2022 to 2024, there were no confirmed incidents of corruption at the Company. Specifically, no corruption-related actions involving employees, violations of anti-corruption policies by business partners, or legal proceedings related to corruption involving the Company or its personnel were recorded.

Corruption Risk Assessment

GRI 205-1

In accordance with the Chair of the Management Board's Order No. 36 dated February 28, 2023, Uzbekgeofizika JSC conducted an assessment of corruption risks in 2024 based on an analysis of activities across its departments, subsidiaries, and branches. The following actions were completed:

- Identification and assessment of corruption risks
- Development of a corruption risk map
- Establishment of an anti-corruption action plan
- Compilation of a list of high-risk positions
- Maintenance of a registry of relationships susceptible to corruption.

A dedicated action plan was developed for high-risk positions and employees.

In accordance with the requirements of the "Corruption Risk Assessment Methodology" in Uzbekgeofizika JSC, corruption risks were classified by levels: "High", 'Medium' and "Low". Based on the results of assessment of 38 subdivisions of the Company, out of 278 positions, corruption risks were identified, of which 103 were categorized as "High", 150 - as 'Medium', and 25 - as "Low".

In addition, anti-corruption requirements were included in the labor contracts of all employees, declarations were filled out in accordance with the "Regulation on Conflict of Interest Management", and preventive measures were taken, as a result of which 9 out of 112 positions with a high risk were transferred to the "Medium" category, and out of 161 positions transactions and contracts for the purchase of goods and services were concluded with affiliated persons. 2. Appointment to positions where there is a conflict of interest. with "Medium" risk - 11 were reclassified to the "Low" category.

Table 5: Number and percentage of structural units/business processes evaluated for corruption risks in 2022–2024. (Table not provided)

GRI 205-1

2022		2023		2024	
units	%	units	%	units	%
38	100	38	100	38	100

Over the past three years, 100% of the Company's structural units and business processes were subject to corruption risk assessment, meaning that all divisions and processes of Uzbekgeofizika JSC were covered during this period. As a result of this assessment, risks were identified in procurement and HR policy departments, particularly related to contracting with affiliated parties for the procurement of goods and services and appointing individuals to positions despite existing conflicts of interest.

Based on these findings, the Company identified risk-prone functions and departments, developed guidelines in line with the international standard ISO 37001:2016 "Anti-Bribery Management System", and initiated the implementation of its requirements. As part of these guidelines, a Q&A guide on the Company's anti-corruption compliance policy was prepared, and a training program on anti-corruption for employees was developed.

In accordance with Presidential Decree No. 240 dated May 11, 2022 "On measures to improve mechanisms for eliminating corruption risks in public administration and expanding public participation in these processes," starting in 2024, Uzbekgeofizika JSC has published information about identified and assessed corruption risks on the E-anticor.uz electronic platform and submitted it to the Anti-Corruption Agency.

Furthermore, in line with Presidential Decree No. 81 dated January 12, 2022, which introduced a rating-based evaluation system for the effectiveness of anti-corruption efforts, all rating indicators are now submitted through the E-Anticor.uz platform starting from 2024. In 2025, the Anti-Corruption Agency will conduct a rating-based assessment of Uzbekgeofizika JSC's performance in anti-corruption efforts in accordance with this decree.

Measures to Minimize Corruption Risks

To mitigate corruption risks, the Company has developed a number of measures aimed at ensuring compliance with regulatory requirements and promoting ethical conduct among employees. A key element of this approach is the implementation of comprehensive policies and procedures that support the creation of an effective anti-corruption system.

The Anti-Corruption and Ethics Committee, operating under the Supervisory Board, is responsible for overseeing the development, coordination, and implementation of measures to prevent corruption and conflicts of interest. The Committee also addresses the root causes and conditions that give rise to corruption and works to protect the legal rights of employees, consumers, and the Company from the adverse consequences of corruption, in accordance with the anti-corruption legislation of the Republic of Uzbekistan. In addition, the Committee oversees compliance with the Company's Code of Ethics.

In 2024, as part of the effort to foster a culture of zero tolerance for corruption among Company employees and to enhance their legal awareness and ethical conduct, 15 seminars and 25 preventive outreach events were held in accordance with the Company's Action Plan on Anti-Corruption and Conflict of Interest Prevention, approved by the executive leadership.

Table 6. Awareness and Training on Anti-Corruption Policies and Procedures, 2022–2024

GRI 205-2

	2022		2023		2024	
Awareness of the Company's Anti-Corruption Policies and Procedures	*Persons*	*%*	*Persons*	*%*	*Persons*	*%*
Total number of informed members of key corporate governance bodies	14	100	14	100	16	100

Total number of informed employees (by category)	3870	100	3564	100	3455	100
- In managerial positions	95	100	95	100	95	100
- Specialists	855	100	857	100	864	100
- Workers	2610	100	2612	100	2496	100
Total number of informed business partners	32	100	75	100	179	100
Training on Anti-Corruption Policies and Procedures	*Persons*	*%*	*Persons*	*%*	*Persons*	*%*
Total number of members of key corporate governance bodies trained	5	100	5	100	5	100
Total number of employees trained	0	0	650	15	1150	30
- In managerial positions	0	0	5	100	5	100
- Specialists	0	0	20	100	44	100
- Workers	0	0	630	100	1101	100

According to Table 6, the level of awareness has remained consistently high: in 2024, 100% of employees, including managers, specialists, and workers, as well as business partners, were informed about the Company's existing anti-corruption policies and procedures. The number of informed employees showed a slight decrease compared to 2022 (from 3,870 to 3,455), which may be attributed to changes in overall staffing levels.

There has been a positive trend in employee training on anti-corruption methods. In 2024, 1,150 employees (30% of the total workforce) completed training, significantly exceeding the 2023 figure of 650 employees (15%). For the first time, managers (5 individuals) and workers (1,101 individuals) were included in the training program, indicating an expansion of educational initiatives and the strengthening of anti-corruption controls at all levels of the Company. The following training sessions and educational programs were implemented during the reporting period:

- In connection with the adoption of the Law of the Republic of Uzbekistan "On Conflict of Interest" (No. 931 dated June 5, 2024), the Company continued its efforts to familiarize employees with the law's requirements and content. In particular, in response to a directive from the Ministry of Mining Industry and Geology and a letter from the Ministry of Justice dated July 3, 2024, the Company held educational seminars in July 2024. These seminars aimed to explain the provisions of the new law. Following the seminars, employees completed online tests, the results of which were submitted to the relevant ministries.

- In collaboration with the international audit organization CERT International, a specialized training was conducted for employees of the Bukhara GE and Amirabad KGE branches on the requirements of ISO 37001:2016 (Anti-Bribery Management Systems). Upon completion, participants received certificates confirming their training.

- Compliance control department staff completed an online course at the Academy of Law Enforcement Agencies of the Republic of Uzbekistan titled "Identification, Prevention, and Elimination of Conflicts of Interest in Government Agencies and Organizations." They also

participated in various seminars on anti-corruption topics organized by the Anti-Corruption Agency and the Ministry of Mining Industry and Geology, earning corresponding certificates.

- To strengthen cooperation with regional branches, assess anti-corruption efforts, support the implementation of internal regulations, and provide methodological assistance, field visits were conducted in 2024 to the branches: Yakkabog GE, Bukhara, Fergana GE, and Ustyurt GE. During these visits, explanatory and preventive events were held, and practical support was provided to employees.

In 2025, the Compliance Control Department identified the following priorities to continue the Company's anti-corruption efforts:

- Develop and implement the 2025 Anti-Corruption Program for Uzbekgeofizika JSC.
- Continue implementation of the Action Plan approved by the Company's management on July 8, 2024, for the enforcement of the Law "On Conflict of Interest."
- Work jointly with relevant departments and specialists to align internal regulatory documents with the provisions of the new law.
- Enhance employee legal awareness through seminars, training sessions, and preventive measures.
- Monitor compliance with internal policies, including the Anti-Corruption Policy and the Code of Ethics, and organize activities aimed at preventing conflicts of interest.
- Participate in the review of complaints and reports, particularly those related to corruption, ensuring fair and objective handling.
- Publicly promote anti-corruption initiatives through media channels, increasing public awareness of the Company's efforts.

Hotline

GRI 2-15, 2-16

The system for receiving and processing reports at Uzbekgeofizika JSC is regulated by the document titled “Procedure for Receiving and Reviewing Reports of Corrupt Conduct via Communication Channels.” This process is designed to establish a transparent mechanism for employees and stakeholders to report instances of corruption or corrupt behavior within the Company.

The whistleblowing hotline system provides employees, business partners, and other interested parties with the opportunity to report suspected cases of corruption, abuse of power, conflicts of interest, and other violations of corporate ethics.

The Company guarantees the accessibility and confidentiality of all communication channels. Reports can be submitted through the following means:

- A hotline number, the details of which are published on the internal portal and in common areas;
- A dedicated email address for receiving anti-corruption reports;
- Physical mailboxes for anonymous reports, located in administrative and production facilities;
- In-person submission to an authorized employee of the internal anti-corruption control unit;
- Weekly office hours every Wednesday, during which the Chair of the Management Board personally receives reports. Anonymity of whistleblowers is ensured, and all matters are reviewed by a specially designated commission.

Incoming reports are registered in a special log or information system and undergo a preliminary review to assess the credibility of the claims. Where grounds are found, an internal investigation is initiated, with full adherence to principles of procedural fairness and protection of the rights and legal interests of both the whistleblower and all parties involved.

Special attention is given to protecting individuals who report violations: the Company’s policy strictly prohibits any form of retaliation or discrimination against whistleblowers who report in good faith—even if the allegations are ultimately not confirmed. In cases where violations are identified, appropriate disciplinary or legal measures are taken.

In 2024, as part of the anti-corruption program and in accordance with the methodology for monitoring and controlling compliance with anti-corruption procedures, investigations were conducted based on reports received through various communication channels.

In total, the Company received 29 appeals, of which 19 were submitted electronically and 10 orally. The appeals concerned various issues such as salaries, employment, loans, pensions and other administrative problems. Of these, 4 appeals were related to corruption and conflicts of interest.

Review of Reports:

- Conflict of interest complaints: Employee and citizen reports regarding potential conflicts of interest and other violations within the Company were reviewed. All reports were thoroughly investigated, and appropriate measures were taken. In some cases, reports were referred to competent authorities for further investigation.

Decisions and Outcomes:

- All reports related to conflicts of interest and potential corruption were reviewed, and official responses were provided to the whistleblowers based on the findings.

The monitoring of incoming reports is carried out effectively, enabling the timely identification of violations and proactive measures to prevent recurrence. All investigations are documented, and when necessary, are forwarded to relevant authorities for further proceedings.

Chapter 3. Social responsibility

Approach to Human Resource Management

GRI 3-3

Uzbekgeofizika JSC places strong emphasis on human resource policy, ensuring fair working conditions, professional development, and social protection of employees. All HR-related activities are governed by official documents. The collective agreement and its appendices define the employee remuneration system based on their grade and length of service. The key documents regulating workforce management at Uzbekgeofizika JSC include:

- The Labor Code
- Collective Agreement
- Competitive Recruitment Policy
- Occupational Health and Industrial Safety Policy
- Internal Labor Regulations
- Anti-Corruption Policy

The Company's management, in collaboration with the HR department, strictly monitors compliance with the labor laws of the Republic of Uzbekistan, including wage levels, social policies, workplace safety, and employee training.

The Wages and Labor Department calculates monetary compensation on a monthly basis. Pensioners receive 60% of their salary for each year of service, and employees working in the field are eligible for an early retirement pension equal to their full salary. A KPI system is used to assess employee performance, and achievement of the business plan is rewarded with bonuses. Additional incentives include long-service bonuses, anniversary payments, and special payments for completion of critical tasks.

Recruitment, Development, and Support of Employees

The main objective of the HR department is to attract young specialists. Under a cooperation agreement with the University of Geological Sciences, the Company funds students' education and employs graduates. Employees are provided with opportunities for upskilling and retraining, contributing to their professional growth.

The Company employs 36 individuals with certified disabilities, including those with chronic illnesses (e.g., cancer). For this category of employees, the Company provides adjusted working conditions, reduced working hours, and additional support measures in accordance with applicable legislation. In 2024, 13 new employees with disabilities were hired. Parental leave is available to both male and female employees, and an additional 4 calendar days are granted to parents raising two or more children under the age of 12. A loan program is also available for employees..

For employees working remotely from the central office, the working day is set from 9:00 a.m. to 6:00 p.m., with access to the premises regulated through turnstiles. Feedback to management is facilitated through open office hours with the Chair of the Management Board, held every Wednesday. Employees can share their suggestions and concerns in person; anonymous submissions are not provided for.

Principles of Ethics, Equality, and Labor Rights Protection

GRI 402-1

Uzbekgeofizika JSC strictly opposes all forms of discrimination, including based on age, race, culture, religion, or any factors unrelated to professional qualifications. The Company maintains a multinational workforce, ensuring there is no discrimination based on ethnicity or religion. The average employee age is 30–35 years. Staff rotation is carried out based on managerial recommendations. Salary coefficients between branches reflect regional specificities.

In accordance with the Law “On Appeals of Individuals and Legal Entities,” the Company and its branches receive inquiries through a Hotline. A special working group was established to process incoming appeals, ensure their proper distribution, and monitor timely resolution. For this purpose, Room 103 on the first floor of the administrative building has been designated. Additionally, a permanent responsible officer from the Legal and Appeals Department has been appointed to receive, process, and track appeals. These measures reflect the Company’s commitment to transparency, efficiency, and responsiveness in addressing stakeholder concerns.

Uzbekgeofizika JSC has confirmed its commitment to fair labor practices and social responsibility, ensuring full compliance with the core conventions of the International Labour Organization (ILO). The Company adheres to global standards on forced labor, equal pay, maternity protection, collective bargaining, and workers’ rights, thereby fostering a workplace aligned with best international practices.

In line with national labor laws, the Company guarantees that working hours do not exceed 40 hours per week, under both five-day and six-day workweek formats. Shift workers are subject to special provisions ensuring their working hours comply with regulatory limits. Additionally, reduced working hours are provided for vulnerable groups, including persons with disabilities, employees in high-stress roles, and parents of young children, in accordance with the Labor Code of Uzbekistan.

The Company also implements a policy exempting certain employee categories, such as sole breadwinners and individuals covered by government social support programs, from probation periods when hired.

GRI 2-30

In 2023 and 2024, 100% of employees were covered by the collective agreement, which regulates key aspects of labor relations, including working conditions, remuneration, social guarantees, and benefits. This demonstrates a high level of social partnership between the employer and the workforce, as well as the Company’s commitment to protecting employee rights and interests in accordance with labor legislation and corporate policy.

In accordance with the collective agreement, the Company is obligated to notify the Joint Trade Union Committee at least two months in advance of any planned mass layoffs. Consultations are conducted with employee representatives to identify measures aimed at mitigating the impact of such layoffs.

Workforce Structure

Employment

GRI 2-7

As of December 31, 2024, the headcount at Uzbekgeofizika JSC totaled 3,429 employees, with 84% male and 16% female. The workforce is predominantly male due to the nature of the geophysical industry. The Company's core activities involve fieldwork, frequent business trips, and physically demanding labor. Female employees, in contrast, are primarily employed in office-based roles.

The breakdown of headcount from 2022 to 2024 by gender, age group, and region is presented in the tables below.

Table 7. Headcount as of the end of 2022–2024, persons.

GRI 2-7

Indicator	2022	2023	2024	Change, %
Male	3 307	3 122	2 871	-0.1
Female	653	598	558	-0.1
Total	**3 960**	**3 720**	**3 429**	**-0.1**

The Company operates in five main regions of Uzbekistan within the mining and engineering sector: Tashkent City, the Republic of Karakalpakstan, Bukhara Region, Kashkadarya Region, and Fergana Region.

Table 8. Headcount by branches and regions, persons.

GRI 2-7

№	Region	2022	2023	2024
1	Tashkent	717	826	783
2	Republic of Karakalpakstan	454	376	355
3	Bukhara Region	1 156	1 007	924
4	Kashkadarya Region	1 079	1 004	932
5	Fergana Region	554	507	435

The majority of employees (66%) are in the 30–50 age group. At the same time, the Company is actively working to recruit young professionals.

Table 9. Number of employees by age group in 2022–2024, persons.

GRI 2-7

№	Indicator	2022	2023	2024
1	Under 30 years old	561	634	720
2	30–50 years old	2 629	2 424	2 263
3	Up to 50 years	770	662	446

Table 10. Number of non-staff employees, 2022–2024, persons.

GRI 2-8

Indicator	2022	2023	2024	Change, %

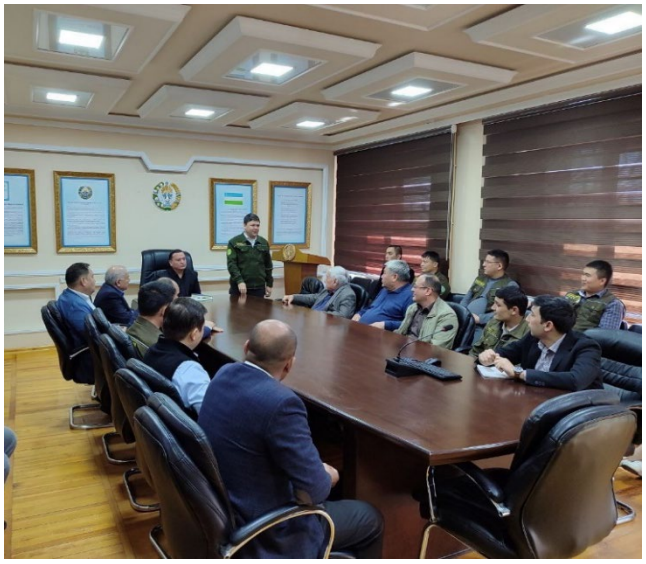
Non-staff employees	97	185	132	-29

Talent Acquisition and Recruitment

GRI 401-1, 404-2

One of the key priorities of the HR Department at Uzbekgeofizika JSC is the recruitment of young specialists. Under cooperation agreements with the University of Geological Sciences and the Tashkent branch of Gubkin Russian State University of Oil and Gas, the Company covers students' tuition fees and employs graduates. Employees are provided with opportunities for upskilling and retraining, which support their professional development.

In 2021, Uzbekgeofizika JSC developed and implemented the "Candidate Background Check Guidelines", introducing a candidate screening mechanism aimed at ensuring transparency and minimizing potential risks.



Verification is carried out on all candidates, regardless of the type of employment - whether permanent, fixed-term position or civil law contract. Human Resources and internal anti-corruption controls are responsible for the comprehensive vetting process, which takes up to five working days and is conducted in a lawful and impartial manner.

To enhance the reliability of the process, the Company uses official government resources and open databases, such as the Public Services Agency Platform, the Unified State Register of Enterprises and Organizations, the Tax Portal, the Open Data Portal and others. As part of the screening process, managers also request information on criminal records, possible involvement of the candidate in fraud, corruption and violence through law enforcement agencies. If corruption risks are identified, specialists conduct an additional assessment and propose measures to mitigate them. If such risks cannot be eliminated, a negative opinion is issued, which prevents potential threats to the Company.

Thus, the hiring process includes several key stages: application submission of an application, initial selection, in-depth screening of the candidate, professional testing and interview, decision-making and execution of the employment contract. These measures emphasize Uzbekgeofizika JSC's commitment to establishing transparent and ethical hiring practices.

During the reporting period, the Company hired 57 new employees. The selection of employees was based on the principle of non-discrimination on age, cultural, religious, racial or other grounds

Table 11. Employees hired during the reporting year, persons.

GRI 404-1

		2022	2023	2024	Change, %
By gender	Male	150	174	53	-0.7
	Female	17	10	4	-0.6
By age group	Under 30 years old	87	67	20	-0.7
	30-50 years old	73	112	32	-0.7
	Up to 50 years	7	5	5	0
By region	Tashkent	41	47	28	-0.4
	Republic of Karakalpakstan	35	7	6	-0.1
	Bukhara region	37	38	12	-0.7
	Kashkadarya region	33	77	5	-0.9

Fergana region	21	15	6	-0.6
Total	**167**	**184**	**57**	**-0.7**

In 2024, the total number of workers whose employment relationships were terminated was 348. Most employment relationships were terminated with workers in the age group of "over 50 years old". By gender group, the largest number are men.

Table 12. Employee turnover, %.

GRI 404-1

		2022	2023	2024	Deviation, %
By gender	Male	6.9	1 2	10.7	-0.1
	Female	11.1	9.4	7.5	-0.2
By age	Under 30 years old	8.9	9.6	7.9	-0.2
	30-50 years old	3.7	7	7.3	0.02
	Up to 50 years	19.9	28.9	28.2	-0.02

GRI 401-3

In 2024, 65 women took maternity leave and/or parental leave. The average duration of parental leave in the reporting year was 366 days.

Inclusion and equal opportunities

GRI 405–1, 405–2

Uzbekgeofizika JSC is against any form of discrimination, including age, race, culture, religion and others not related to professional qualities. The Company employs a multinational team, including young experts and experienced mentors.

Promoting gender equality

In 2024, the Company continued its active work to promote gender equality by issuing a decree on the establishment of an “Advisory Council on Gender Equality Issues” at Uzbekgeofizika JSC. Within the framework of the Advisory Council's activities, a set of measures aimed at eliminating direct and indirect discrimination is being implemented:

- Regular analysis of statistical data.
- Consideration of citizens’ appeals on issues of inequality and assistance in restoring violated rights.
- Raising awareness among employees about the principles of gender equality.
- Improving the system of professional training of personnel.
- Cooperation with the media in covering issues discussed at meetings of the Advisory Council.
- Development and implementation of measures aimed at achieving a fair distribution of opportunities within the team.

In addition, the Council participates in recruitment procedures, analyzing compliance with gender diversity in the distribution of positions and the formation of a personnel reserve. To improve the effectiveness of its work, the Council has the right to study compliance with the labor rights of employees, familiarize themselves with their working conditions, develop proposals to eliminate identified gender inequalities and submit them to the relevant departments.

A significant event was the participation of the Chairman of the Advisory Council on Gender Equality of the Company in the Republican competition "Gender Equality Activist", organized in 2024. This emphasizes the high level of involvement of the Company in the national strategy to strengthen the role of women in society.

Diversity of management bodies and line employees

Below are tables with a breakdown of line and managerial employees by gender and age.

Table 13. Diversity of governing bodies, persons.

GRI 405-1

	2022	2023	2024
Men	258	258	253
Women	14	16	16
Up to 30 years old	28	18	22
30-50	190	199	190
Over 50	46	45	45
Total	**264**	**274**	**269**

In 2024, the Company's management consist of 269 employees, of whom 253 are men and 16 are women. Compared to 2023, the number of women in management has not changed, but the Company's consistent commitment to improving gender balance in senior management positions remains. There are 22 managers under 30 years, which also demonstrates the desire to involve young talent in the key decision-making process.

Table 14. Diversity of line employees, persons.

GRI 405-1

	2022	2023	2024
Men	3 049	2 864	2 618
Women	639	582	542
Up to 30 years old	533	616	698
30-50	2 439	2 225	2 073
Over 50	724	617	401
Total	**3 688**	**3 446**	**3 160**

Women make up 17% of the total number of line personnel.

Equal pay

***GRI* 405-2**

The Company adheres to the principles of gender equality in remuneration. Analysis of data for the reporting period showed that the average salary and total remuneration of men and women differs insignificantly. The Company consistently implements a policy of equal opportunities, ensuring fair remuneration for work regardless of gender. The accrual of coefficients and allowances to remuneration for work in field conditions in accordance with the legislation of the republic leads to a corresponding difference in the total remuneration of women and men.

The tables below provide data on average salary, total compensation and bonuses broken down by gender.

Table 15. Average salary, million soums.

	2022		2023		2024		Deviation, %	
Indicator	Men	Women	Men	Women	Men	Women	Men	Women

Line positions	1.730	1.399	1.950	1.613	2.217	1.793	0.1	0.1
Management positions	2.854	2.458	3.109	2.813	3.282	2.917	0. 1	0.04
Total	1.817	1.408	2.046	1.621	2.311	1.801	0.1	0.1

Table 16. Average remuneration, million soums.

	2022		2023		2024		Deviation, %	
Indicator	Men	Women	Men	Women	Men	Women	Men	Women
Line positions	4.471	3.566	4.988	3.964	5.810	4.465	0.2	0.1
Management positions	6.486	5.889	7.162	6.646	7.944	7.188	0.1	0. 1
Total	4.629	3.587	5.168	3.982	5.998	4.484	0.2	0.1

Table 17. Average monthly and annual bonus amount, million soums.

	2022		2023		2024		Deviation, %	
	Men	Women	Men	Women	Men	Women	Men	Women
Average monthly bonus amount	1.848	1.434	2.069	1.545	2.566	1.814	0.2	0.2
Annual bonus amount	0.963	0.745	1.053	0.816	1.121	0.869	0. 1	0. 1
Total	2.811	2.179	3.122	2.361	3.687	2.683	0.2	0.1

Uzbekgeofizika JSC is actively working on creating an inclusive work environment where diversity and equality are valued. The company takes effective measures to ensure gender equality and fair remuneration for labor. Analysis of data on employee diversity and pay equality shows positive dynamics and confirms the Company's commitment to ethical standards of corporate governance.

Employee education and training

GRI 404-1, 404-2

In 2024, the Company actively promoted initiatives aimed at developing the educational potential of employees and supporting young people. As part of the training programs, a seminar was organized on cybersecurity issues, during which employees received practical recommendations from a prevention inspector. In addition, an open dialogue was held between the Minister of Mining and Geology and young industry specialists, during which their research initiatives, innovative proposals and current challenges in the geological field were discussed. The most active participants of the meeting were awarded.

The Institute for Advanced Studies under the Ministry of Mining and Geology of the Republic of Uzbekistan, the Training and Methodological Center under Uzbekgeofizika JSC and other specialized training centers as needed provide advanced training and retraining of geophysical specialists in priority areas of technical progress. The program covers the latest technologies in field and industrial geophysics, including 3D seismic exploration, multichannel digital telemetry recording systems, modern computer logging stations and operational systems for processing geophysical well logging (GIS), as well as advanced methods of machine processing and interpretation of geophysical data. Special attention is paid to training in the conduct and management of blasting operations during seismic exploration and perforating-blasting operations in wells.

Classes are conducted by highly qualified specialists of Uzbekgeofizika JSC, University Professors, as well as representatives of organizations - suppliers of imported equipment. Upon completion of the course, students receive certificates confirming their right to service the relevant equipment and perform specialized work and services.

To ensure professional growth of young specialists, JSC Uzbekgeofizika has a mentoring system, within which novice geologists undergo training under the guidance of experienced employees.

In 2024, 2,097 million soums were spent on employee training, which is 36% more than last year.

Table 18. Expenses on employee training, million soums

	20 22	202 3	202 4	Growth, %
Expenses on training employees per year	1 748.20	1 544.50	2 097	36%

In 2024, Uzbekgeofizika JSC continued to implement employee training and professional development programs. The total number of training hours for line personnel was 8 064 hours, of which 5 760 hours were for men and 2 304 hours for women. For employees in management positions, the total number of training hours was 1 656, including 1 512 hours for men and 144 hours for women. The company strives to ensure equal access to professional development for all categories of personnel, helping to strengthen human resources.

Table 19. Training, line positions, hours

GRI 404-1

	2022	2023	2024

	Men	Women	Men	Women	Men	Women
Total number of hours of training	16 992	1 440	19 224	2 016	**5 760**	**2 304**
Average number of training hours per employee per year	5. 6	2.2	6.7	3.4	**2**	**4**

Table 20. Training, management positions, hours

GRI 404-1

	2022		**2023**		**2024**	
	Men	Women	Men	Women	Men	Women
Total number of hours of training	648	144	3 600	288	**1 512**	**144**
Average number of training hours per employee per year	2.5	10.3	14	18	**6**	**9**

In 2024, the training programs for management positions recorded a reduction in the total number of training hours compared to 2023. This change is justified and is aimed at increasing the effectiveness of training management personnel.

- The training modules have been revised to meet the current needs of management personnel, placing emphasis on the content and practical relevance of the material rather than on the length of the training.
- Management positions involve high levels of employment. Reducing hours have made training more accessible to this category of students without reducing the level of training.
- The programs have become more practical, with an emphasis on real management cases and scenarios, which allows you to quickly apply the acquired knowledge in practice.
- A significant portion of the training materials are available in electronic form, which allows managers to independently deepen their knowledge as needed, without the need to be physically present at all classes.

Thus, the reduction in the number of teaching hours in 2024 for programs for management positions is the result of the modernization of the educational process aimed at increasing its efficiency and compliance with modern requirements for management competencies.

Employee support

GRI 2-30, 401-2, 401-3

During the first eight months of 2024, the Advisory Council on Equal Rights and Opportunities for Women and Men at Uzbekgeofizika JSC actively implemented initiatives aimed at developing cultural, educational and sports activities among employees, as well as supporting women and youth. The following activities were carried out:

- A series of events dedicated to the work of poets A. Navoi and Z. Bobur;
- Seminar on crime prevention;
- Chess and checkers tournament;
- Preventative talk on cybersecurity;
- Performances in honor of International Women's Day;
- Table Tennis Tournament;
- Visit to the Olympic Glory Museum;
- Celebration of Navruz;
- Training seminar "Methods of geophysical research";
- Archery competition;
- Intellectual game "Zakovat ";
- Volleyball competition;
- Visit to Zaamin National Nature Reserve, etc.

Sports initiatives

Sports initiatives have become an integral part of the Company's corporate culture, promoting a healthy lifestyle and developing mass sports among employees. In 2024, internal chess and checkers competitions were organized, in which more than 30 employees took part. The winners received awards from the trade union. In addition, the Company's employees actively participated in the table tennis tournament, which also became a significant event in the organization's sports life.

May 2024 was especially bright due to the sports achievements of employees within the framework of the 26th anniversary international exhibition "Oil and Gas of Uzbekistan - OGU 2024". Within the framework of the event, the “UNG-YOUTH MARATHON" was held, in which about 400 young specialists took part. An employee of Uzbekgeofizika JSC demonstrated a high level of physical fitness, taking second place in the marathon. These events not only contribute to improving the health of employees but also strengthen corporate cohesion and team spirit.

International Women's Day

In March, in honor of International Women's Day, the Company held several significant events. The Company's management and the United Trade Union congratulated female colleagues, presenting them with flowers and souvenirs. As part of the celebration, the competitions "Balli Qizlar” and “Balli buvijon", in which female teams competed in various challenges, demonstrating their creativity and cohesion. The winners were presented with corporate gifts.

Intellectual game

In April, the intellectual game " Zakovat " was held, dedicated to the Day of Geologists, in which seven teams of the Company's employees competed for the title of the best. In June, for the Day of Youth, another intellectual game "Zakovat" was held, in which eight youth teams took part. Following the event, the winners were awarded commemorative gifts.

Comprehensive development

In April, a prevention seminar was held on cyber security and youth crime, where employees received valuable advice from the prevention inspector. In addition, the Minister of Mining and Geology held an open dialogue with young employees of the industry, during which he discussed their research, innovative ideas and current challenges in the field of geology. The most active participants were awarded souvenirs.

A special event of the year was the visit of employees to the Museum of Olympic Glory of Uzbekistan, where they got acquainted with more than 2000 exhibits, including medals, cups, sports equipment and inventory.

As part of the Khon Atlas festival, the women's team learned about the history of the emergence of Khon Atlas and the modern place of national costumes in the world of fashion. During the event, a competition was organized among the women of the Company. The most active were awarded souvenirs.

Mentoring

Young geologists are trained at Uzbekgeofizika JSC under the guidance of mentor Sh. Urazmetov. He is an experienced geologist and teacher who has made a major contribution to the opening of several mines and held leadership positions during his career. Today, he is a mentor to young people in the industry, using his experience in the field of geology.

Medical care

In accordance with the order of the Ministry of Health of the Republic of Uzbekistan, periodic medical examination of employees is carried out annually in a mobile format, which allows increasing the availability of medical services for employees.

These initiatives demonstrate the Company's commitment to the principles of supportive corporate culture, employee health and professional growth.

Employee benefits

GRI 401-2

Uzbekgeofizika JSC provides its employees with a wide range of benefits aimed at maintaining well-being and social security. Including:

- life insurance;
- medical care;
- disability and incapacity payments (more than those provided by law);
- parental leave;
- pension programs;
- ownership of shares;
- payments for travel and food;
- financial support for weddings;

All these benefits and allowances are detailed in the Collective Agreement. In addition, temporary employees are entitled to the same benefits, including life insurance, health care, and a stock ownership program.

The total amount of benefits provided was 11,787,264,000 soums.

Remuneration and incentive system

GRI 202-1

In Uzbekgeofizika JSC, wage indexation is carried out simultaneously for all employees. The frequency of implementation, the calculation procedure and the list of indexed payments are determined by an internal order of the Management based on the orders of the Ministry of Mining and Geology.

In 2024, due to the increase in the minimum wage in the Republic of Uzbekistan, the wages of workers were indexed from October 1, 2024 in accordance with the Decree of the President of the Republic of Uzbekistan No. UP-108 and the Order of the Ministry of Mining and Geology No. 117, the amount of salaries and other payments calculated based on the minimum wage was increased by 10%.

In accordance with the approved internal regulations, the Company's employees are provided with various types of incentive payments, including:

- Monthly bonus for continuous service.
- Monthly bonuses for key business performance results.
- Remuneration based on the results of the year.
- Bonuses for completing particularly important tasks.
- One-time payments for active participation in the production process.
- Additional payments for achieving positive results at work.

Table 21. Ratio of total annual compensation of the employee with the highest compensation to the median annual compensation of other employees, ratio.

GRI 2-21

	2022	2023	2024	Deviation, %
Ratio of the total annual compensation of the highest-paid employee to the median annual compensation of the remaining employees	3.3	3.5	3.4	-0.03
The ratio of the percentage increase in annual total compensation of the highest paid employee in the organization to the median percentage increase in annual total compensation of all employees (excluding the highest paid employee)	98.07%	99.64%	99.07%	-0.01

Occupational health and safety

Health risks

GRI 3-3 , 403-1

In Uzbekgeofizika JSC most personnel (about 90%) work in the field during geological exploration work, the rest of the employees carry out their activities in office conditions. Based on this, the following hazards associated with work are given considering their relevance for a larger number of personnel in order:

- Physical activity;
- Weather conditions;
- Toxic substances;
- Risk of injury;
- Long-term stay in the field;
- Poor posture and sedentary lifestyle;
- Eye strain;
- Lack of physical activity.

GRI 403–9, 403–10

In 2024, 57 cases of hypertension were recorded among employees of Uzbekgeofizika JSC. This indicates the need to continue working to improve the health and well-being of employees. At the same time, it should be noted as a positive fact: the Company has not recorded any cases of industrial injuries or work-related fatalities.

Occupational safety and medical support system for personnel

GRI 403-2, 403-3, 403-6, 403-7

Uzbekgeofizika JSC has implemented the international standard “Occupational Health and Safety Management Systems” ISO 45001:2018, and all Company facilities carry out work based on the standards of the integrated international management system.

Also, an assessment of typical risks in the field of industrial safety, labor protection and environmental protection at the Company's production facilities has been developed. Based on these documents, work-related hazards that pose a risk of deterioration in health are identified.

Every year, all employees of Uzbekgeofizika JSC undergo a comprehensive medical examination at the employer's expense. Staying in field conditions, in cases with older personnel, leads to hypertension. All employees with identified health problems undergo inpatient treatment at the hospital at the employer's expense.

The company takes active measures to mitigate health risks. Uzbekgeofizika JSC has a permanent labor protection commission. During monthly supervisory inspections, deficiencies are identified, after which recommendations and instructions are given to eliminate them. Based on these instructions, site (shop) managers take measures to prevent hazards and reduce risks. Also, a fund (more than 3 billion soums annually) is created annually to carry out labor protection and safety measures. Funds are allocated from the fund to provide field employees with personal protective equipment, to improve living conditions for rest and work on site, and the personnel also undergo training in labor protection and safety. Based on the results of medical examinations, identified workers with deteriorating health are sent for treatment to the multidisciplinary Clinical Hospital of Uzbekgeofizika JSC and other sanatoriums, including in the Russian Federation.

During the reporting year, 157 employees of the Company underwent training in occupational health and safety.

GRI 403-4

Table 22. Professional training on occupational health and safety at work among own employees, hours per employee

GRI 403-5

	Unit of measurement	2022	2023	2024
Average number of hours of training in occupational health and safety per employee	**Hours**	48	48	48
Number of employees trained in occupational health and safety at work	**Human**	151	158	157

In 2024, absolutely all employees of the Company were covered by the occupational health and safety management system, which underwent an internal audit procedure and an independent third-party audit.

Table 23. Employees covered by the occupational health and safety management system at work, persons.

GRI 403-8

	2022	2023	2024
The number of people covered by the Company's occupational health and safety management system.	3 952	3 720	3 429
The number of people covered by the occupational health and safety management system of the Company that has undergone the internal audit procedure.	3 952	3 720	3 429
The number of people covered by the Company's occupational health and safety management system that has undergone independent third-party audit/certification.	3 952	3 720	3 429

Table 24. Persons who are not employees of the Company, but whose work and/or workplace is controlled by the organization and covered by the occupational health and safety management system, persons.

GRI 403-8

	2022	2023	2024
The number of employees of contracting organizations covered by the Company's occupational health and safety management system.	50	65	67
The number of employees of contracting organizations covered by the occupational health and safety management system that has undergone an internal audit procedure.	50	65	67

Interaction with local communities

In 2024, the Company continued its active work in the area of social support and interaction with local communities, using a wide range of methods aimed at ensuring sustainable development and minimizing social and environmental risks. Social impact assessments, including the gender aspect, as well as environmental impact assessments with subsequent monitoring were used in the reporting year. The results of these assessments were publicly disclosed, ensuring transparency of the processes.

Particular attention was paid to community development programs that focused on their actual needs, as well as stakeholder engagement plans formed based on an analysis of their expectations and interests. The Company also ensured the functioning of working bodies, including health and safety committees, to address emerging issues. Formal processes for handling public complaints continued to operate, which contributed to strengthening trust in the Company. However, in 2024, as in the previous two years, broad consultation processes involving vulnerable groups of the population were not used, which may be an area for further improvement.

In accordance with the 2024 Youth Program, 10th-grade students of School No. 2 visited the branch to popularize the profession of a geologist and geophysicist among schoolchildren and to increase their interest in this field. During the excursion, they were provided with detailed information on oil and gas exploration technologies, field and mining geophysics. Also, Uzbekgeofizika JSC and the Youth Union of Uzbekistan organized a round table with students of the Bukhara city school to introduce young people to the profession and arouse their interest in the field of geology and geophysics.

By the month of Ramadan, to provide financial and moral support to pensioners, sick veterans and low-income single women who had worked at the enterprise for many years, the branch administration and the trade union committee received information about their condition. The company organized a charity event, during which more than 20 families living in the micro districts received food packages.

The amount of investment in research and innovation projects aimed at solving social problems for the reporting year amounted to 792 million soums, which is 60% more than in 2023.

Table 25. Operations with community engagement, impact assessment and development programmes.

GRI 413-1

	Unit of measurement	2023	2024	Deviation, %
Percentage of transactions with implemented community engagement programs:	%	100	100	0
The amount of investment in research and innovation projects aimed at solving social problems	million soums	495	792	0.6

In 2024, the volume of sponsorship assistance provided by the Company amounted to 600.4 million soums, which is almost 3.5 times more than in 2023 (168.4 million soums). The main areas of support included assistance to disabled people and nursing homes (240 million soums), low-income families (58 million soums), as well as orphanages and boarding schools (44 million soums). A significant portion of the funds - 258.4 million soums - was directed to support other organizations.

Table 26. Sponsorship assistance, million soums.

GRI 413-1

	2022	2023	2024	Deviation, %
Help to low-income families	44	28	58	1. 1

Donations to disabled people communities and nursing homes	71.2	21.9	240	10
Help for orphanages and boarding schools	42	41.6	44	0.6
Sponsorship assistance to other organizations	1 042	76.9	258.4	2.4
Total amount of expenses for sponsorship assistance	**1 199.2**	**168.4**	**600.4**	**2.6**

Chapter 4. Environmental Protection and Climate Change

Approach to environmental management

GRI 3-3

Uzbekgeofizika JSC has implemented an environmental management system (EMS) in accordance with the international standard ISO 14001:2015. The company's activities are accompanied by constant monitoring of environmental indicators and the implementation of measures to reduce the negative impact on the environment.
The basic principles of environmental management include:

- Regular monitoring of environmental indicators such as emissions into the atmosphere, water and fuel consumption, waste generation.
- Responsible distribution of duties between the Company's specialists, including the environmental engineer, heads of production departments and the planning and economic department.
- Documenting and analyzing performance indicators to identify trends and develop corrective actions.
- Control of emissions and waste in accordance with approved standards.

Internal regulatory documents:

1. Regulation on the organizational structure of the EMS.
2. Environmental Monitoring Procedure.

"Regulations on the organizational structure of the environmental management system" regulate the distribution of responsibilities and authorities within the Company in environmental management. It defines the key elements of the EMS: the Steering Committee, the Coordinating Group and the Working Group, as well as their tasks, working methods and interaction.

The Steering Committee, headed by the head of the Company, determines the strategy and goals of environmental management, analyzes the effectiveness of the EMS, reviews reports and takes corrective measures. The coordinating group, consisting of the chief engineer, environmental engineer and other responsible persons, is engaged in methodological management, monitoring of indicators, preparation for external audits and compliance with the requirements of ISO 14001. The working group is formed from representatives of departments and is responsible for the implementation of environmental measures, monitoring compliance with environmental standards and informing employees about legal requirements.

The document also establishes the procedure for conducting internal and external audits, a mechanism for motivating employees for improving environmental performance, and a process for storing documentation. This approach ensures a clear structure for managing environmental aspects of the enterprise's activities and helps reduce the negative impact on the environment.

The environmental performance monitoring procedure also includes a dynamic analysis of the environmental performance indicators and an annual summary of environmental activities. The environmental engineer prepares a report with final and planned indicators, which is reviewed by the Company's management.

To manage environmental risks and impacts, the Company follows a strategy of minimizing environmental impacts, with an emphasis on rational use of natural resources and resource conservation. All processes, including energy efficiency, waste management, use of renewable energy sources and emission control, are under constant control. Internal documents provide a structured approach to environmental management. An important element of the Company's approach is the identification and management of environmental impacts arising from various activities, namely: office, transport work, field geophysical work in wells and field geophysical work in the steppe.

Office work

- Impacts. As part of its office activities, the Company monitors the use of water and energy resources, as well as the handling of waste such as garbage and wastepaper. These processes may lead to water pollution and waste accumulation.

- Management measures. Regular cleaning of the territory and recycling of wastepaper are carried out to reduce the impact on the environment. Measures have been developed to reduce the use of paper and electricity, including the introduction of energy-efficient technologies. All processes are controlled according to internal regulations, and corrective measures are developed if necessary. Employees participate in identifying sources of excess energy consumption and excessive waste generation, making proposals for process optimization.

Industrial geophysical well work

- Impacts: During logging and blasting operations, there is a risk of oil accumulation and oil and gas release from wells, which can lead to soil and air pollution. These operations are carried out several times per shift, and therefore risk management is carried out on a regular basis.

- Management measures. To minimize environmental risks, employees are instructed, and protocols are developed for each stage of work. The protocols include measures to control emissions and comply with environmental standards. Regular monitoring of emissions and control of their levels is also carried out, which helps reduce the negative impact on the environment. Contractors and experts assess the risks of water and soil pollution and make proposals for adjusting work methods.

Field geophysical work in the steppe

- Impacts: Drilling blast holes can cause soil deepening, dust generation, and air pollution. Blasting can cause dust and smoke emissions and affect soil quality.

- Management measures. Regular training for employees, as well as monitoring dust formation and emissions into the atmosphere, are provided to manage these risks. The commission protocols and the maximum permissible emissions (MPE) project ensure that the work is carried out correctly and environmental standards are met. Local communities and environmentalists are involved in identifying sensitive areas of the steppe and developing measures to limit the impact on the ecosystem.

Transportation

- Impacts: Transportation operations, such as the use of motor vehicles, are associated with carbon monoxide emissions into the atmosphere. These emissions can affect air quality, especially when using fuels and lubricants.

- Management measures. To minimize the impact on the environment, technical inspections of vehicles, emission testing using gas analyzers and regular replacement of worn parts are carried out. Compliance with environmental regulations and standards is also monitored, which helps reduce the risks of air pollution. Contractors and local community representatives provide information on potentially sensitive route sections and suggest adjustments to reduce environmental impacts.

The Company also provides training for employees on environmental safety issues. Employees undergo mandatory training on waste management and emergency prevention. An environmental engineer conducts explanatory work at facilities and participates in the development of instructions and standards for reducing environmental risks.

Collection and consolidation of quantitative data on environmental aspects in Uzbekgeofizika JSC is carried out according to a clearly established algorithm: at the first stage, regional divisions provide information,

where power engineers record the technical parameters of the equipment, environmental specialists - the volumes of reclamation and the location of the restored lands, and accountants - data on the costs incurred. Then the information undergoes internal verification in the branches and is transferred to the head office, where environmental specialists, energy specialists and representatives of the financial and economic service centrally verify, summarize and analyze the data, forming summary tables and reporting materials.

Uzbekgeofizika JSC adheres to the strategy of minimizing the impact on the environment, implementing the principles of rational use of natural resources and resource conservation. The company implements an integrated approach that covers energy efficiency, waste management, the introduction of renewable energy sources and monitoring compliance with environmental standards. The development of an environmental sustainability strategy is planned for 2025.

Waste management

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

Uzbekgeofizika JSC carries out field geophysical research, including in desert and agricultural areas, which leads to the formation of various types of waste. This is mainly household waste generated in camps for 70-80 specialists, as well as industrial waste, such as used lubricants and scrap metal. Waste management is organized in accordance with environmental requirements, including separate collection, transportation and recycling of waste to specialized organizations that have licenses and capacity for this type of work.

The company operates within the framework of the environmental legislation of the Republic of Uzbekistan. As part of the fulfillment of environmental obligations, Uzbekgeofizika JSC annually enters contracts with regional divisions of Tozahudud for the removal of solid and liquid household waste, as well as for the disposal of fluorescent lamps. The company monitors the performance of work by contractors, checking compliance with the terms of contracts, and also verifies licenses and waste disposal reports to comply with environmental requirements.

To effectively manage waste, the Company carries out systematic control over its collection and processing. All data on the receipt, sorting and processing of waste are recorded in a special journal, and secondary materials (including metals) are sent for processing. To organize and carry out these activities at all stages, it cooperates with professional contractors, which helps reduce the environmental impact.

The Department of Industrial Safety, Labor Protection and Environmental Protection is responsible for the coordination and implementation of waste management activities. It ensures compliance with environmental requirements, keeps records of waste generated and organizes processes for its safe and rational handling. The department's employees interact with contractors, organize personnel training, and also maintain reports on waste management in accordance with current legislation. The development of a Waste Management Policy is included in the plan for the near future.

Based on systematic monitoring and data recording, the Company analyses the efficiency of waste management. Measures for separate collection and disposal of waste, as well as regular interaction with waste recycling partners, show positive results in minimizing the impact on the environment. In the future, it is planned to improve the sorting and disposal processes, which will help to increase the efficiency of waste management and reduce its negative impact.

The Company produces only non-hazardous waste, its volume decreased from 948.8 tons in 2023 to 928.2 tons in 2024. This 2% decrease may reflect more efficient use of resources or reduced waste generation because of process optimization.

GRI 306-3, 306-4, 306-5

Table 27. Waste generated by type

No.	Indicators, ton	2022	2023	2024	Deviation, %
1	Non-hazardous waste	994.2	948.8	928.2	-2

The total volume of recycled waste also decreases from 1,617.3 tons in 2023 to 1,600.7 tons in 2024 (a decrease of 1%). At the same time, the largest part of the waste is sent for reuse.

Table 28. Total volume of recycled waste

No.	**Indicators, tons**	**2022**	**2023**	**2024**	**Deviation,** %
1	Non-hazardous waste:	1 781.3	1 617.6	1,600.7	-1
2	Preparing for reuse	1 674.1	1 507.4	1,492.5	-2
3	Other disposal operations	107.2	110.2	108.2	-1

The amount of waste sent for disposal and burial will decrease from 657.4 tons in 2022 to 565.4 tons in 2024. However, the rate of reduction has slowed down, and in 2024 the decrease was only 0.3% compared to 2023.

Table 29. Total volume of waste sent for disposal and burial

No.	**Indicators, ton**	**2022**	**2023**	**2024**	**Deviation,** %
1	Non-hazardous waste	657.4	567.0	565.4	-0.3

According to the environmental plan of Uzbekgeofizika JSC for 2024, the following activities are planned and implemented:

- Development of standards for maximum permissible emissions (MPE) and discharges (MPD).
- Checking gas equipment of motor vehicles.
- Installation of a special container for waste collection.

Energy management and energy efficiency

GRI 3-3

One of the Company's development priorities is to increase the energy efficiency of production processes. The Company implements practical energy-saving measures, such as the rational use of cooling systems - for example, air conditioners are turned off in the premises during lunch breaks and during periods of staff absence, which allows for a reduction in overall energy consumption.

In addition, all electrical infrastructure in the main building is inspected and maintained annually, and energy efficiency audits are conducted regularly to identify areas of excess energy consumption.

Energy-efficient lighting fixtures with automatic lighting control are being introduced in office and production facilities, and a temperature control system with programmable thermostats has been introduced in several facilities.

In accordance with the Decree of the President of the Republic of Uzbekistan dated October 17, 2022 "On additional measures for the introduction of energy-saving technologies and the development of low-power renewable energy sources", the Company, starting in 2022, began installing solar photovoltaic stations with a total capacity in the head office and administrative buildings of branches.

the Main Energy Department, is responsible for the implementation of energy management policy, as well as for the coordination of activities to improve energy efficiency in the Company.

To achieve the goals set for 2025, the following activities are planned:

- Development and approval of an annual plan of organizational and technical measures aimed at saving fuel and energy resources, as well as strict implementation of established schedules and programs to improve energy efficiency.
- Introduction of incentives for the rational use of energy resources and increasing their efficiency.
- Consistent modernization of production capacities with the transition to energy-saving equipment, as well as timely capital and preventive repairs of power equipment, vehicles and mechanisms.

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

The total energy consumption for 2022–2024 shows a downward trend. In 2024, consumption was 193,155 GJ, down 8% from 2023. The main reduction is due to lower consumption of gasoline, methane, diesel fuel, and propane. At the same time, natural gas consumption is growing by 13%, due to abnormally cold winters in 2023–2024.

Renewable energy consumption also increased, reaching 455 GJ in 2024, up 64% from 2023.

Table 30. Energy consumption within the organization

№	Indicators, GJ	2022	2023	2024	Deviation,%
1	Fuel consumption from non-renewable sources by fuel type (Purchase)				
2	Gasoline	6,672.59	6,243.61	5,125.44	-18
3	Natural gas	15,247.3	16,009.53	18,165.52	13
4	Other (Methane gas)	6,644.25	5,050.98	4,503.58	-11
5	Diesel fuel	156,504.01	166 075.03	150,453.75	-9
6	Propane (liquefied)	7,174.98	4,494.44	2,995.25	-33
7	Total:	192,243	197,874	181,244	-8
8	Energy consumption from renewable energy sources by energy type				
9	Energy consumption from RES	-	277	455	64
10	Total:	-	277	455	64

11	Quantity of purchased energy for consumption by its type				
12	Electricity	8,085	7,826	7,419	-5
13	Heat energy (heating)	4,185	4,179	4,037	-3
14	Total:	12,270	12,005	11,456	-5
15	***Total amount of energy consumed***	***204,513***	***210,156***	***193,155***	***-8***

*** without taking into account own generation energy consumption, in order to exclude energy duplication of purchased resources*

Total energy purchase costs in 2024 amounted to UZS 51,139.04 million, which is 2% below the level of 2023. At the same time, electricity costs increased by 83% and heat costs by 93%, which can be attributed to the increase in tariffs. At the same time, expenditures on gasoline and diesel fuel decreased by 2%.

Table 31: Amount of energy purchase costs

№	Indicators, mln UZS	2022	2023	2024	Deviation,%
1	Electricity	1.20	1.20	2.19	83
2	Thermal energy	0.18	0.14	0.27	93
3	Diesel fuel	51,462	49,346.3	48,578.9	-2
4	Gasoline	2,708	2,597	2,557	-2
5	Natural gas	0.34	0.43	0.68	58
6	***Total:***	***54,171.72***	***51,945.07***	***51,139.04***	***-2***

Specific energy consumption per revenue continues to decrease: in 2024 this indicator amounted to 0.348 GJ/mln soums, which is 8% lower than in 2023. This indicates an increase in the energy efficiency of the enterprise.

Table 32. Energy intensity per revenue

№	Indicators	2022	2023	2024	Deviation,%
1	Total energy consumption, GJ	204,513	210,156	193,155	-8
2	Specific energy consumption, GJ/mln soums	0.390	0.378	0.348	-8
3	**Revenue, mln soums**	**523,733.9**	**555,677.2**	**554,355.1**	**-0.2**

The largest decreases were recorded for liquid fuels (-10%) and gasoline (-18%), while the use of hard coal increased by 75% and natural gas by 13%.

The 75% increase in coal consumption in 2024 compared to 2023 is due to the deployment of field units in areas remote from infrastructure.

Table 33. Reductions in energy consumption as a result of reduction initiatives

№	Indicators	2022	2023	2024	Deviation,%
1	Savings of energy resources obtained from the implementation of energy saving programs, including:	8,351	8,579	8,003	-7
2	Liquid fuel, including (liter):	4,665.41	4,923.70	4,443.44	-10
3	Gasoline, liter	215.37	201.52	165.43	-18
4	Diesel fuel,liter	4,450.04	4,722.18	4,278.01	-9
5	Coal, tons	14	25	43.68	75
6	Natural gas, thousand m3	412.09	432.69	490.96	13
7	Electricity, thousand kWh	2,246.16	2,174.07	2,061.12	-5
8	Heat energy, Gcal	999.72	998.17	964.26	-3

Introduction of renewable energy sources

At present, Uzbekgeofizika JSC has in operation:

- Solar photovoltaic stations with total capacity of 160 kW.
- Solar water heating collectors with total capacity of 2900 liters.

Uzbekgeofizika JSC consistently introduces renewable energy sources, including solar photovoltaic power stations (SPPS). By the end of 2024, the total installed capacity of SPPS amounted to 160 kW. The largest share of capacity is at the head office, due to its status as the main administrative center. At the same time, 2024 marks a significant expansion at the regional level - four new stations were installed in geophysical expeditions and the branch, which indicates a large-scale promotion of sustainable energy consumption principles in various divisions of the Company. The volume of investments in obtaining energy from renewable sources amounted to UZS 495 million in 2023 and increased to UZS 792 million in 2024.

Table 34. Installed solar photovoltaic power stations

№	Year	Location	Power (kW)
1	2022	Head office	50
2	2023	Amirobad GPE	20
3	2023	Bukhara GPE	20
4	2024	Fergana GPE	20
5	2024	Ustyurt GPE	20
6	2024	Yakobog GPE	20
7	2024	Head branch (added)	10
8	**Total as of 31.12.2024**	**Total in Uzbekgeofizika JSC**	**160**

As of the end of 2024, a total of 12 water heating collectors with a total capacity of 2,900 liters have been installed in various geophysical expeditions of Uzbekgeofizika JSC. Distribution of installations by branches shows that the largest number and total volume of equipment falls on the Fergana Geophysical Expedition (GPE) - 7 installations with a total capacity of 1400 liters, which is almost 48% of the total volume for the Company.

Table 35. Installed water heating collectors

№	Place of installation	Number of installations	Total capacity (l)
1	Fergana GPE	5	1000
2	Fergana GPE	2	400
3	Ustyurt GPE	2	400
4	Bukhara GPE	1	200
5	Amirobad GPE	2	400
6	**Total as of 31.12.2024**	**Total in Uzbekgeofizika JSC**	**2900**

Biodiversity

GRI 3-3, 304-1, 304-2, 304-3, 304-4

Uzbekgeofizika JSC has no owned, leased or managed production facilities located in protected areas or areas of high biodiversity value, including areas outside these areas.

The Company's operations, as well as its products and services, have no significant impact on ecosystems. No negative impact on the populations of animals, plants and fungi included in the IUCN Red List and the national list of protected species has been recorded in the areas of operations.

Uzbekgeofizika JSC actively participates in the nationwide project “Yashil Makon”, having significantly increased the volume of landscaping. Table 36 presents the dynamics of planted plants for 2021-2024. The highest increase is observed in 2023, when the total number of plantings reached 56,233. In 2024, there is a decrease to 25,110 pieces, which can be associated with the completion of major landscaping activities of the previous year. The leading positions are occupied by Tashkent city and Bukhara GPE, where planting volumes remain high.

Table 36. Number of planted plants for 2021-2024, pcs.

№	Regions	2021	2022	2023	2024
1	Tashkent city			10,950	13,704
2	Fergana GPE			6,900	1,706
3	Yakkabag GPE	1,700		12,353	3,000
4	Bukhara GPE	300	900	15,140	5,300
5	Ustyurt GPE	2,250		10,890	1,400
6	*Total:*	4,250	900	56,233	25,110

At the head office of Uzbekgeofizika JSC, filters have been installed on 7 wells that are used for water use, including watering of flowers. These filters ensure high quality water, which contributes to maintaining optimal conditions for vegetation and improving the ecological condition of the office area.

In addition, for 2025, works are envisaged for:

- maintenance of previously planted trees in public and industrial areas;
- maintaining ornamental and fruit plantings in proper condition;
- continuing reforestation and landscaping initiatives.

Biodiversity impact assessment, land reclamation, green planting and interaction with state environmental protection structures are handled by the **Department for Coordination of Field Geophysical Works, Technical Support of Production and Quality Control** division provides planning, monitoring, reporting and control over the implementation of environmental measures at all stages of the Company's operations.

Prior to the start of project works, the costs of land reclamation and damage compensation are calculated and agreed with landowners and local authorities, and an agreement with the landowners is signed. Although the contract with the landowner does not detail land restoration, the company itself performs impact assessment, reclamation, drainage works and regular environmental monitoring. Native plant species, organic fertilizers, and erosion control measures are used for restoration. Monitoring results are documented and taken into account to improve restoration practices.

Estimates are approved taking into account the specifics of the terrain, the amount of materials required, labor costs and standard rates. During the reporting period, all planned restoration activities were completed. The increase in costs is due to the expansion of the scope of work and the increase in the restoration area.

Table 37. Information on reclaimed and/or reforested areas

№	Indicator	2022		2023	2024
1	List of reclaimed and/or reforested areas	Cotton fields of local farmers		Territory under the Karakalpak State Forestry Department	
2	Location	Khorezm region, Yangibazar district	Khorezm region, Khiva district	Republic of Karakalpakstan Muynak district	
3	Territory area, ha	0.265	0.6	10.5	15
4	Costs	3,895,346	5,978,400	33,570,000	52,750,000

In 2022, the area of reclaimed territories amounted to only 0.265 ha, in 2024 this indicator increased to 10.5 ha, which indicates a multiple expansion of the Company's environmental efforts. Accordingly, expenditures on the implementation of such measures increased more than 13 times - from UZS 3.9 million in 2022 to UZS 52.75 million in 2024.

№	Indicator	2022	2023	2024
1	Uzbekgeofizika JSC, Fergana GPE Branch			
2	Total area of disturbed lands, ha	0.865	-	-
	Total area reclaimed and reforested, ha	0.865	-	-
3	Uzbekgeofizika JSC Party of direct subordination			
4	Total area of disturbed lands, ha	10.2	10.5	10
5	Total area reclaimed and reforested, ha	10	10.5	10

Annexes

Annex 1: Materiality analysis

GRI 3-1

As part of the preparation of the first Sustainability Report for 2024, Uzbekgeofizika JSC conducted a materiality assessment procedure. The Company's approach was based on the requirements of the GRI Standard: Material Topics 2021 and the best international practices in the field of sustainable development. The assessment was carried out to identify the most significant topics reflecting the Company's material impact on the economy, society and environment, as well as the interests of key stakeholders.

The procedure for identifying significant themes involved four steps:

Step 1. Analyzing the external context

- Analysis of strategic priorities of the geophysical research industry;
- Study of global and national trends in sustainable development.

Step 2: Analysis of ESG criteria and non-financial reporting requirements

- Analysis of the requirements and methodology of the GRI Standards 2021;
- Analysis of topics assessed by leading global ESG rating agencies (S&P Global CSA, MSCI).

Step 3: Ranking of topics

- Matching topics to the Company's business and identifying their relevance;
- Assessment and correlation of material topics based on the results of external context analysis and ESG criteria.

Step 4: Approval of the list of substantive topics

- Harmonization of the final list of topics with responsible divisions and approval at the level of the Company's management.

GRI 3-2

Based on the results of the analysis, 8 material topics covering environmental, social and management aspects of the Company's operations were identified. These topics reflect the Company's sustainable development priorities and meet the expectations of key stakeholders.

Aspect	№	Material topic
Environmental	1	Waste management
	2	Energy management and energy efficiency
	3	Biodiversity
Social	4	Inclusion and equal opportunities
	5	Support for the workforce

	6	Employee development and training
	7	Occupational health and safety
Managerial and economic	8	Anti-corruption and business ethics

Annex 2. GRI Content Index

Indicator	Disclosure	Section	Exceptions		
			Missing requirement	Reason	Explanation
GRI 2. General Disclosures					
1. Organization and reporting practices					
2-1	Information about the organization	Section “About the Company”			
2-2	Enterprises included in the organization's sustainability reporting	Section “About the Report”			
2-3	Reporting period, frequency and contact person	Section “About the Report” Annex 4 “Contact Information”			
2-4	Revision of information	-	Revised information	Not applicable	2024 is the first reporting period for the Company
2-5	External assurance	-	External assurance	Not applicable	No external assurance was performed in this reporting period
2. Activities and employees					

2-6	Operations, value chain and other business relationships	Section “About the Company”			
2-7	Employees	Section “Personnel Structure”			
2-8	Employees who are not employees of the organization	Section “Personnel Structure”			
3. Management					
2-9	Structure and composition of the governing bodies	Section “Corporate Governance Structure”, Section “Supervisory Board”, Section “Supervisory Board Committees”			
2-10	Nomination and election of the highest governing body	Section “Corporate Governance Structure”, Section “Supervisory Board”			
2-11	Chairperson of the highest governing body	Section “Corporate Governance Structure”, Section “Supervisory Board”			
2-12	Role of the highest governance body in overseeing impact management	Section “Corporate Governance Structure”			

2-13	Delegation of responsibility for impact management	Section “Corporate Governance Structure”			
2-14	Role of the highest governance body in sustainability reporting	Section “Corporate Governance Structure”			
2-15	Conflicts of interest	Section “Hotline”			
2-16	Communicating critical issues	Section “Hotline”			
2-17	Collective knowledge of the highest governance body	Section “Supervisory Board”			
2-18	Performance evaluation of the highest governance body	Section “Corporate Governance Structure”			
2-19	Remuneration policy	Section “Board and Remuneration”			
2-20	Remuneration process	Section “Board and Remuneration”			

2-21	Annual total remuneration ratio	Section “Employee Training”			
4. Strategies, policies and practices					
2-22	Sustainability statement	Section “Management Message”			
2-23	Commitment to policies	Section “Anti-Corruption and Business Ethics”			
2-24	Meeting commitments	Section “Anti-Corruption and Business Ethics”			
2-25	Processes to address adverse impacts	Section “Anti-Corruption and Business Ethics”			
2-26	Mechanisms for seeking advice and expressing concerns	Section “Anti-Corruption and Business Ethics”			
2-28	Membership of associations	-	Not disclosed		The Company does not have information on membership in associations.
5. Stakeholder engagement					
2-29	Approach to stakeholder engagement	Section “Stakeholder Engagement”			

2-30	Collective bargaining agreements	Section “Approach to Personnel Management” Section “Personnel Training”			
GRI 3 Significant Themes 2021					
The process of identifying substantive topics					
3-1	Process for identifying material topics	Appendix 1. “Materiality Analysis.”			
3-2	List of material topics	Appendix 1. “Materiality Analysis.”			
3-3	Management of material topics	Section "Anti-corruption and business ethics", Section "Approach to personnel management", In each section of the chapter "Environmental protection and climate change", Section "Approach to managing occupational health and safety issues"			
GRI 205 Anti-Corruption 2016					
205-1	Operations assessed for risks related to corruption	Section “Anti-Corruption and Business Ethics”			
205-2	Information and training on anti-corruption	Section “Anti-Corruption and Business Ethics”			

	policies and procedures				
205-3	Confirmed cases of corruption and measures taken	Section “Anti-Corruption and Business Ethics”			
GRI 302 Energy 2016					
302-1	Energy consumption within the organization	Section “Energy Management and Energy Efficiency”			
302-3	Energy intensity	Section “Energy Management and Energy Efficiency”			
GRI 306 Waste 2020					
306-1	Waste generation and significant waste-related impacts	Section “Waste Management”			
306-2	Managing significant waste-related impacts	Section “Waste Management”			
306-3	Waste generated	Section “Waste Management”			
306-4	Waste diverted from landfill Waste diverted from disposal	Section “Waste Management”			

306-5	Waste sent for disposal	Section “Waste Management”			
GRI 401 Employment 2016					
401-1	Hiring of new employees and staff turnover	Section “Staff search and recruitment”			
401-2	Benefits available to full-time employees that are not available to temporary or part-time employees	Section “Employee Training”			
401-3	Maternity leave	Section “Employee Training”			
GRI 402 Human Resources Management 2016					
402-1	Minimum notice period regarding material changes in the organization's operations	Human Resources Management Approach Section, Principles of Ethics, Equality and Respect for Employment Rights.			
GRI 405 Diversity and Equal Opportunities 2016					
405-1	Diversity of governing bodies and staff	Section “Inclusion and Equal Opportunities”			
405-2	Equal pay	Section “Inclusion and Equal Opportunities”			

GRI 403 Occupational health and safety 2018					
403-1	Occupational health and safety management system	Section “Occupational Health and Safety”			
403-2	Hazard identification, risk assessment, accident investigation	Section “Occupational Health and Safety”			
403-3	Occupational Health and Safety Services	Section “Occupational Health and Safety”			
403-4	Worker participation, consultation and communication on occupational health and safety issues	Section “Occupational Health and Safety”			
403-5	Worker training on occupational health and safety issues	Section “Occupational Health and Safety”			
403-6	Promoting employee health	Section “Occupational Health and Safety”			

403-7	Preventing and mitigating health and safety impacts directly related to business relationships	Section “Occupational Health and Safety”			
403-8	Employees covered by the occupational health and safety management system	Section “Occupational Health and Safety”			
403-9	Occupational injuries	Section “Occupational Health and Safety”			
GRI 404 Training and Learning 2016					
404-1	Average hours of training per year per employee	Section “Personnel Search and Recruitment” Section “Employee Training”			
404-2	Employee development programs and transition assistance programs	Section “Staff search and recruitment”			
GRI 413 Local Communities 2016					

413-1	Community participation activities, impact assessments and development programs	Section “Interaction with local communities”			

Annex 3. Glossary

Abbreviations	Definition
ACCA	Association of Chartered Certified Accountants
ADB	Asian Development Bank
ASAMRU	Agency for State Asset Management of the Republic of Uzbekistan
CAP/CIPA	Certified Accounting Practitioner/Certified International Professional Accountant
CFI	Classification of Financial Instruments
CH_4	Methane
CO_2	Carbon dioxide
EBITDA	Earnings before interest, taxes, depreciation, and amortization
EMS	Environmental Management System
EPI	Environmental Performance Indicators
ES	Emergency Situations
ESG	Environmental, Social, Governance
ETS	Expert Technical Commission
FISN	Financial Instrument Short Name
GPE	Geophysical Expedition
GJ	GigaJoule
GOST	Governmental Standard
GRI	Global Reporting Initiative
GTA	Goods Tangible Assets
GTS	Geotechnical study
GWE	Geophysical Well exploration
HC	Hydrocarbons
IAS	Internal Audit Service

ILO	International Labour Organization
IPPF	International Professional Practices Framework
ISIN	International Securities Identification Number
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature
JSC	Joint Stock Company
KPI	Key Performance Indicator
kW	Kilowatt
LLC	Limited Liability Company
LRU	Law of the Republic of Uzbekistan
LTIFR	Lost Time Injury Frequency Rate
MAD	Maximum Allowable Discharge
MAE	Maximum Allowable Emissions
MMC	Mining and Metallurgical Complex
Media	Media
MSWM	Municipal Solid Waste Management
MW	Minimum Wage
MWh	Megawatt-Hour
N_2O	Dinitrogen Oxide
NOx	Nitrogen Oxide
OHS	Occupational Health and Safety
OJSC	Open Joint Stock Company
PD	Presidential decree
POL	Fuel and lubricating materials
PR of the Republic of Uzbekistan	Presidential Resolution of the Republic of Uzbekistan

QMS GW	Quality Management System for Geophysical Operations
RES	Renewable Energy Resources
SB	Supervisory Board
SNP	Sanitary Rules and Norms
SPPS	Solar Photovoltaic Power Stations
SOx	Sulphur Oxide
SP	Sole Proprietor
TS	Technical Specification
UN SDG	United Nations Sustainable Development Goals
VSP	Vertical seismic profiling
DipIFR	Diploma in International Financial Reporting
Lin. km	Linear kilometers
MMC	Mining and Metallurgical Complex
PEO	Perforating-explosive operation
TOE	Tonnes of oil equivalent

Annex 4: Contact information

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