



Towards a sustainable future with clean energy

Corporate Social Responsibility
and Sustainability Report 2024

Contents

MESSAGE FROM COMPANY MANAGEMENT	4
ABOUT THE COMPANY	8
Structure and Founders	8
Project development and significance	9
Mission and values	9
Main areas of activity	12
Brief description of the gas transmission system	12
Key infrastructure facilities	15
Organizational structure	16
Approach to sustainable development	19
Main areas of the sustainable development system	20
The Company's contribution to achieving the UN Sustainable Development Goals	20
ENVIRONMENTAL RESPONSIBILITY	22
Approach to environmental management (EM)	22
Environmental Management System	23
Environmental impact Indicators	23
Measures to adapt to climate change	26
Key areas of climate adaptation	27
Water resources management	27
Water use distribution in 2024	28
Key results in water use (2024)	29
Energy consumption and energy efficiency improvement	29
Indicator of electricity production from renewable sources	31
Prevention of emergency situations	31
SOCIAL RESPONSIBILITY	32
Occupational Health and Safety Management System Policy	32
Social responsibility: human resources management and human capital development	32
Employee training and professional development	33
Corporate culture and ethics	34
2024 indicators and targets	36
Social and charitable initiatives	37
Charitable assistance (2024)	38
Corporate sports initiatives	39
Injury rates among employees of JV "Asia Trans Gas" LLC	40
HSE and well-being	41
Emergency preparedness, occupational health and industrial safety	42
Working with local communities, communications, and reputation	43
CORPORATE GOVERNANCE AND ETHICS	45
Training and professional development	45
Anti-corruption and compliance management	46
Communication channels and confidentiality of requests	47
Raising legal awareness and anti-corruption training	47

ADDRESS OF THE GENERAL DIRECTOR

TOGETHER BUILDING A COMMUNITY WITH A SHARED FUTURE IN THE FIELD OF GREEN ENERGY



Dear founders, partners, employees of the Company, and friends!

On the occasion of the publication of the first ATG Report on Corporate Social Responsibility and Sustainable Development, on behalf of the Company, I would like to express my sincere gratitude to everyone who has shown care and provided support over a long period of time in the construction and operation of the “Uzbekistan-China” gas pipeline. I also extend my deepest respect to all colleagues who have contributed their hard work and expertise to this “energy artery”!

As a joint Chinese-Uzbek Company, we have a strategic mission to build and operate this energy corridor between China and Uzbekistan. This vital energy artery running through Central Asia is not only a bridge for energy transportation, but also a symbol of friendship and mutual trust between our countries. For many years, the Company has consistently adhered to the concept of a “Safe Pipeline. Green Pipeline. Developing Pipeline. Pipeline of Friendship”, faithfully serving the energy security and socio-economic development of both countries, making a substantial contribution to regional prosperity and the improvement of people's lives.

I. Protecting the environmental barrier through green and smart manufacturing

The Company consistently considers green development and a

low-carbon transition as its main focus, fully integrating them into the sustainable development strategies of China and Uzbekistan. We continuously promote ecosystem restoration and combat desertification along the pipeline route, creating an ecological barrier for the harmonious coexistence of humans and nature.

Through the introduction of digital and smart technologies, we are improving gas transportation efficiency and the rational use of energy. We are also exploring opportunities for the integrated use of clean energy sources, contributing to the global reduction of carbon emissions and the fight against climate change. We firmly believe that green development is not only a responsibility but also a solid foundation for long-term and sustainable energy cooperation.

II. Improving the well-being of the population through human-centric care

We always adhere to a people-oriented development concept and consider it our most important mission to contribute to improving people's lives and social progress. The Company creates jobs, contributing to the stability of the local economy; actively trains young professionals, improving the skills and competitiveness of local employees; and widely implements educational, medical, and social projects, bringing tangible benefits to residents of neighboring communities.

At the same time, we are creating platforms for cultural exchange, fostering mutual understanding and strengthening friendship between

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China and Uzbekistan. We firmly believe that the energy pipeline not only transports resources, but also hope, mutual trust, and the desire for a better future.

III. Ensuring sustainable development through standardized management

The Company strictly adheres to the principles of internationalization, institutionalization, and professionalization in management, creating and improving a modern corporate governance system. We strictly comply with compliance and internal risk control standards, improve anti-corruption mechanisms, and ensure safe, efficient, and transparent operations of the Company.

ATG is actively enhancing corporate transparency, striving to become a flagship of the "Clean Silk Road". We are improving management efficiency and the culture of responsibility, laying a solid foundation for the Company's sustainable development. Standardized management not only guarantees stability but also builds trust with partners and the public.

IV. Promoting mutually beneficial cooperation through a global approach

At the new stage of high-quality development of the Belt and Road Initiative, the company is accelerating its progress toward the goal of becoming a "first-class international pipeline company of global standing. We will closely coordinate strategic cooperation between the two countries, expanding cooperation in the field of natural gas and new energy sources.

We will continue to actively encourage innovations in science and technology, as well as digitalization, thereby enhancing the intellectual capabilities of pipeline management and operation. We will continuously expand community projects and cultural exchanges, promoting the social sharing of benefits and common values. We will strengthen our management system and execution discipline, ensuring the long-term sustainability of the business through high standards of corporate governance.

We are confident that, through joint efforts, energy cooperation between China and Uzbekistan will open even more remarkable new chapters.

“

Colleagues!

True sustainability is not only about safe and reliable pipeline operation, but also about the transmission of values, the unity of peoples, and the joint creation of destiny. Let us work together to protect our common home through green development, responsibly fulfill the mission of our time, and jointly create a prosperous future through openness and cooperation!

Together, we will create a community with a shared future in the field of green energy, contributing even more to the sustainable development of China, Uzbekistan, and the whole world!

**Liu Zhiguang,
General Director of
JV "Asia Trans Gas" LLC**

ADDRESS BY THE FIRST DEPUTY GENERAL DIRECTOR

Dear founders, partners, employees of the Company and friends!

In today's world, sustainable development and responsible business practices are becoming essential conditions for a successful future. For our joint venture, which combines the experience and potential of Uzbekistan and China, these values are particularly important.

We are well aware that the activities of a large gas transportation company go far beyond the completion of production tasks. They affect the interests of hundreds of employees and their families, as well as the well-being of the regions where we operate. That is why the corporate governance strategy and social policy of ATG are aimed at strengthening trust, ensuring transparency of processes, and making a positive contribution to society.

For us, social responsibility is not a one-off initiative, but a systematic process. We invest in human capital development, pay attention to occupational health and safety, and foster a corporate culture of respect, mutual support, and inclusiveness. At the same time, we are developing programs aimed at strengthening family values, supporting education, and promoting the professional growth of young specialists.

Corporate governance is an important element of the Company's sustainability.

Transparency, adherence to international compliance standards, anti-corruption, and fair business practices are the foundations upon which ATG builds trust among partners, the government, and society.

We believe that only by combining technological innovation, a focus on people, and a responsible attitude towards the environment will we be able to make a meaningful contribution to our shared future.



I would like to thank all our employees, partners, and colleagues for their hard work and commitment to building the Company in a spirit of responsibility, trust, and sustainable growth. Together, we create not only energy for countries and regions, but also a solid foundation for future generations.



**Mirjalol Azizov,
First Deputy General Director
of JV "Asia Trans Gas" LLC**

Key indicators for 2024

Indicator	2024 Result	Unit of measurement
Total number of employees	574	persons
Employees trained	390	people
Cases of business ethics violations	—	cases
Percentage of employees covered by a collective agreement	100	%
Energy savings through alternative sources	1 124	thousand kWh
Gross emissions	2 074,7	t/year
• including methane (CH ₄)	1 358,0	t
Water consumption	141 378	m ³ /year
Percentage of waste sent for recycling	100	%
Trees planted in 2024	> 10 000	pcs



ABOUT THE COMPANY



In 2007, Uzbekistan joined a large-scale project for the construction of the transnational gas pipeline «Turkmenistan – Uzbekistan - Kazakhstan - China» (the «Central Asia–China Gas Pipeline»).

The gas pipeline route starts at Gedayim on the border between Turkmenistan and Uzbekistan, passes through Uzbekistan and Kazakhstan, and ends at the Chinese border crossing point of Khorgos (Xinjiang Uygur Autonomous Region). The

gas pipeline in Uzbekistan consists of three parallel lines: A, B, and C.

To engineer, construct, and operate of the Uzbek section of the Central Asia-China gas pipeline, the Joint Venture «Asia Trans Gas» LLC was established on January 30, 2008, as a separate Uzbek-Chinese project, registered and operating in accordance with the legislation of the Republic of Uzbekistan.

Structure and Founders

JV «Asia Trans Gas» LLC (hereinafter referred to as ATG or the Company) was established by two Participants:

- Trans-Asia Gas Pipeline Company Limited (TAPLine). (The People's Republic of China)
- Joint-stock Company «Uzbekneftegaz» (Republic of Uzbekistan).

Charter capital is 3 million US dollars, with each party owning 50% of the shares. The Company is managed on a parity basis.

3 parallel lines – A, B and C

included in the gas pipeline route across the territory of Uzbekistan



The creation of ATG was the result of intergovernmental and corporate agreements:

- Agreement between the Government of the Republic of Uzbekistan and the Government of the People's Republic of China «On Principles of the Construction and Operation of «Uzbekistan - China» Gas Pipeline» dated 30 April 2007.

- Agreement between the National Holding Company Uzbekneftegaz and the China National Petroleum Corporation «On Principles of Construction and Operation of the «Uzbekistan - China» Gas Pipeline» dated 31 July 2007.

- Decree of the President of the Republic of Uzbekistan No.ПП-824 «On measures for implementation of Project on Construction and Operation of «Uzbekistan-China» Gas Pipeline», dated March 27, 2008.

- Protocol of Amendments to the Agreement Between the Government of the People's Republic of China and the Government of the Republic of Uzbekistan on Principles of Construction and Operation of «Uzbekistan-China» Gas Pipeline dated April 19, 2011.

- Additional Agreement no. 2 to Agreement between the National Holding Company Uzbekneftegaz and the China National Petroleum Corporation «On Principles of Construction and Operation of the «Uzbekistan - China» Gas Pipeline».

- Resolution of the President of the Republic of Uzbekistan, No.ПП-1742 «On Measures for Implementing the Investment Project «Construction of Line C of the «Uzbekistan-China» Gas Pipeline» dated April 19, 2012.

55 billion m³ per year

total throughput capacity after commissioning of Line C

Project development and significance

ATG began full-scale operations in May 2008 with the construction stage, and in December 2009 moved to the stage of industrial operation of the first line (A), followed by the second line (B) of the gas pipeline and in 2010, setting a world record for the completion time of the main gas pipeline construction.

After the completion of line C construction in 2014–2015, the total capacity of the Central Asia–China gas pipeline reached 55 billion m³.

The project is of strategic importance for Uzbekistan's fuel and energy sector, diversifying natural gas transportation routes, creating jobs, and increasing tax revenues. ATG also contributes to strengthening the Uzbek-Chinese energy partnership, developing technological potential, and sharing expertise between specialists from both countries.

Mission and values

The Company's mission is to responsibly operate production infrastructure in compliance with international safety, environmental, and social responsibility standards.





UZBEKISTAN — CHINA GAS PIPELINE SYSTEM

- Gas Pipeline, Line 1 and Line 2
- Gas Pipeline, Line 3

ATG is committed to the following principles:

■ **Safety and reliability:** ensuring uninterrupted gas transportation, protecting equipment, and safeguarding the lives of employees;

■ **Environmental responsibility:** minimizing environmental impact, rational use of natural resources, and implementing green technologies;

■ **Human capital:** developing personnel, creating comfortable and safe working conditions, and supporting professional growth;

■ **Ethical standards:** compliance with laws, operational transparency, anti-corruption, and fair business practices.

Management system and structure

To achieve strategic goals, the Company operates an Integrated Management System (IMS), which combines the following standards:

■ ISO 9001 – quality management;

■ ISO 45001 – occupational health and safety management;

■ ISO 14001 – environmental management.

The IMS has been implemented since 2012 and covers all divisions of the Company, confirming ATG's commitment to the principles of quality, safety and sustainable development.



ATG's organizational structure includes:

- Head-office in Tashkent;
- The Branch Office: Bukhara Main Gas Pipeline Management Center (BMGMC), located in Bukhara.

The Company employs 574 people. The production infrastructure includes eight facilities: compressor and gas metering stations in the Bukhara, Kashkadarya, and Navoiy regions.

All facilities have shift villages with accommodation, meals, and leisure facilities. Medical centers are available, and occupational health and safety measures, occupational disease prevention, and environmental improvements are consistently implemented.

Culture and social mission

ATG's corporate culture is based on the concept of «cultural fusion», combining the traditions of China and Uzbekistan: respect, tolerance, team spirit, and harmony.

The Company adheres to the principle of «growth through partnership», supporting initiatives aimed at improving the living standards of residents in the regions where it operates, and promoting education, science, and charity.

Digital transformation

ATG is actively implementing a digital transformation program aimed at improving the efficiency and transparency of gas pipeline operations.

The following systems have been implemented and are operational:

- EAM – Enterprise Asset Management System;
- PIS – Pipeline Integrity Information System;
- PPS – Pipeline Operation Management System;
- Remote Compressor Unit Monitoring Platform;
- SVM Measurement Diagnostic System (ultrasonic flow meters).

Further development of the digital infrastructure will enable the creation of a platform for «intelligent» pipeline operations, which will improve safety, energy efficiency, and business sustainability.

Future Development Plans

ATG consistently improves the efficiency and quality of pipeline operations, striving to strengthen its position in the regional energy market. The Company's goals include:

- optimizing the business model and increasing profitability;
- developing innovative technologies and green solutions;
- improving risk management and compliance systems;
- increasing energy efficiency and reducing the carbon footprint.

The Uzbekistan-China gas pipeline project remains the flagship of Uzbek-Chinese energy cooperation within the framework of the «One Belt, One Road» initiative, making a significant contribution to the implementation of the New Uzbekistan strategy and strengthening the sustainable partnership between our countries.

Main areas of activity

JV «Asia Trans Gas» LLC operates in the field of natural gas transportation along the Uzbek section of the Central Asia–China transnational gas pipeline, ensuring stable supplies of energy resources for consumers.

Main partners:

■ PetroChina International (PCI) is main foreign partner;

■ JSC «Uzbekneftegaz», «Uztransgaz» JSC «UzGasTrade» JSC(The Republic of Uzbekistan) are national partners.

Natural gas supply structure (2024):

92% is Turkmen gas (PetroChina International);

8% is Uzbek gas (national partners).

The activity of ATG is aimed at:

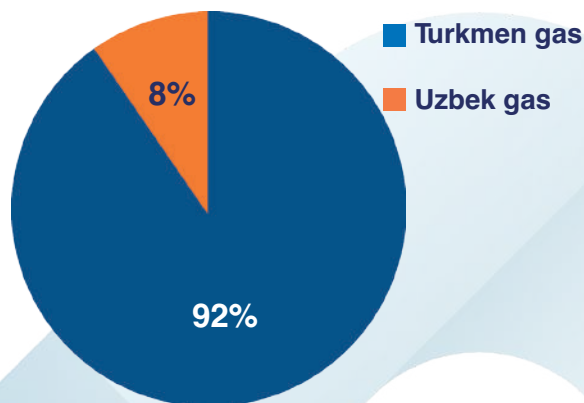
■ operation, maintenance, and repair of the main gas pipeline;

■ development and modernization of gas transportation infrastructure in accordance with ISO 9001, 14001, and 45001;

■ implementation of innovative and energy-efficient technologies;

■ reduction of greenhouse gas emissions and minimization of environmental risks.

Thus, ATG makes a significant contribution to the development of energy cooperation between Uzbekistan, China, and the countries of Central Asia, strengthening the region's energy security and building a solid basis for sustainable growth.



Geography of presence



ATG transports natural gas through the Uzbek section of the Central Asia-China international gas pipeline, providing gas supply for export to China.

The Company's entire production infrastructure covers three regions of the Republic of Uzbekistan: Bukhara, Navoiy, and Kashkadarya, where key facilities are located, including the linear part of

1,587 km

total length of the main gas pipeline

the main gas pipelines, compressor stations (CS), gas metering stations (GMS) and administrative centers.

Brief description of the gas transportation system

The Uzbekistan–China gas pipeline has four gas sources: the CNPC Amu Darya, State Concern «Turkmengaz» in Turkmenistan and «Uzbekneftegaz» JSC, and «UzGasTrade» JSC in Bukhara region, Uzbekistan.

The gas pipeline includes six compressor stations (CS): WKC1, WKC2, WKC3, UCS1, GCS, and UCS3, and two gas metering stations (GMS) — MS and UKMS.



The WKC1 and UCS1 stations additionally perform the functions of measuring the quantity and quality of gas.

On the A and B pipeline lines, there are 5 pig trap stations, including 2 pig receivers and 3 pig launchers.

On the line C, there are 3 pig launching and 3 pig receiving stations.

The gas pipeline transporting Uzbek gas starts at the system interface boundary between JV «Asia Trans Gas» LLC and «Uztransgaz» JSC and JV «Gazli Gas Storage» LLC in Gazli (Uzbekistan) and has its terminal point at the GCS station.

The pipeline diameter is $\phi 1067$ mm (42 inches), the line length is about 6.5 km. After the gas pressure is increased at the GCS station, gas is supplied through A, B and C lines for further transportation.

Philosophy of operation and management

The operating philosophy of the Uzbekistan-China main gas pipeline is based on the principle of full automation of gas transportation processes, which is supported by an automated station control system (ASCS) and a SCADA system.

Key functions and capabilities of ASCS and SCADA:

- Metering of gas flow at the starting point and end point;
- Remote or local control of compressor stations (CS), gas metering stations (MS), block valve stations (BVS), and pig trap stations (PTS) in accordance with specified modes;
- Performing simulations to optimize set values and determine the order of the transport system operation.

Data collection and archiving capabilities are essential functions:

the General Control Center (GCC) has software tools that allow:

- Generating statistics on production processes;
- Calculating the throughput capacity of the transportation system taking into account the actual condition of the gas pipeline, technical maintenance and possible restrictions on trunk lines and stations;
- Optimizing compressor station operation;

The gas transportation pipeline's operation and management system is designed and operated to ensure the safe, reliable, and efficient functioning of the entire infrastructure.

Management organization and operating principles

 The pipeline system, including all CS, BVS and GMS is managed at multiple levels and can be:

- from the Beijing Coordination Center (BCC) in China;
- from local control centers in transit countries;
- as well as at the station control system

level via the HMI (Human-Machine Interface), telecommunications systems, and other tools.

If necessary, the GCC, local General Control Centers or individual stations can initiate the shutdown of the main gas pipeline or its individual sections.

The following principles have been established to ensure pipeline operating conditions:

- Maximum automation and pre-configured procedures with full support for automatic sequences of operations to minimize operator intervention;
- Centralized remote control of the pipeline from the GCS or local GCC, including all compressor stations (CS), block valve stations (BVS), and pig trap stations (PTS), and gas metering stations (GMS);
- When the pipeline is launched, the BVS and compressor stations are operated by local facility personnel, who are responsible for equipment operation;



■ All operations are performed strictly in accordance with established operating rules;

■ Manual operation is coordinated by the station specialist on duty;

■ The system must ensure the maintenance of the calculated gas flow rate.

Length and importance of infrastructure

■ Total length of the gas pipelines: 1,587 km;

■ Number of lines: three parallel lines, 529 km each;

■ Uzbekistan's gas transportation corridor connects the gas pipeline systems of Turkmenistan and Kazakhstan, forming a vital transit corridor for natural gas supplies to China.

6 compressor stations

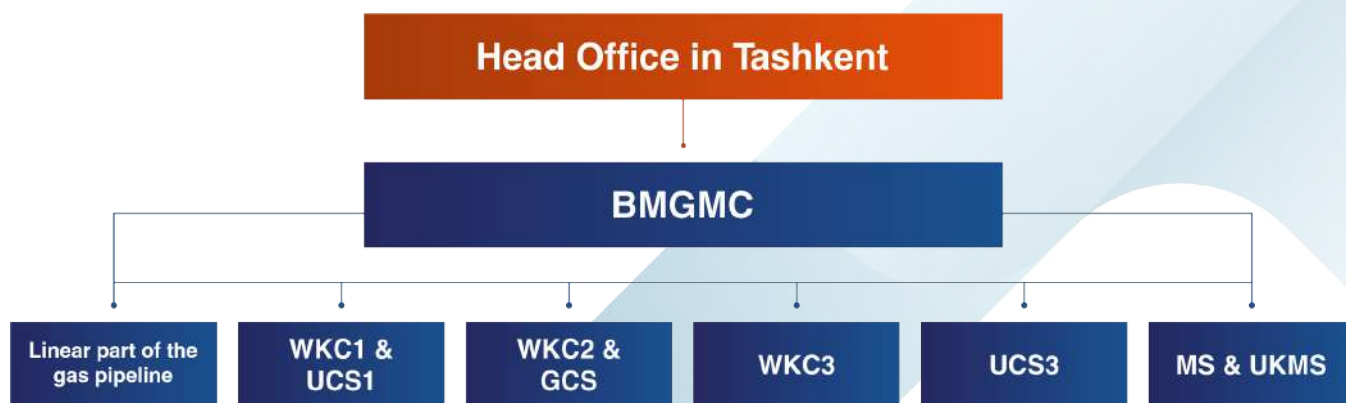
and operating gas metering stations ensuring stable gas transportation

This infrastructure is an integral part of the international Turkmenistan-Uzbekistan-Kazakhstan-China route, ensuring uninterrupted gas transportation and strengthening the region's energy security.

Key infrastructure facilities

Type of facility	Name	Location (region)	Purpose
Compressor stations (CS)	WKC1, UCS1	Kashkadarya region	Maintaining the calculated parameters of transported gas. Commercial metering of the quantity and quality of transported gas.
Compressor stations (CS)	WKC2	Bukhara region	Maintaining the calculated parameters of the transported gas
Compressor stations (CS)	GCS	Bukhara region	Maintaining the calculated parameters of the transported gas
Compressor stations (CS)	WKC3	Navoi region	Maintaining the calculated parameters of transported gas. Commercial metering of the quantity and quality of transported gas.
Compressor stations (CS)	UCS3	Navoi region	Maintaining the calculated parameters of transported gas. Commercial metering of the quantity and quality of transported gas.
Gas metering stations	MS, UKMS	Navoi region	Maintaining the calculated parameters of transported gas. Commercial metering of the quantity and quality of transported gas.
Control center	Bukhara MGMC	Bukhara region	Operational management, operation and repair of main gas pipelines, as well as coordination of the work of all facilities

Organizational structure





Regional stations WKC1/ UCS1

Location: Mirishkor district, Kashkadarya region.
Year of commissioning: 2009/2014

General information:

The WKC1 and UCS1 compressor stations are the initial stations of the Uzbekistan-China gas pipeline.

The stations receive and further transport Turkmen natural gas from the companies SC TurkmenGas and CNPC Amu Darya.

The stations perform processes of treatment, metering of quantity and analysis of natural gas quality indicators, pressure increase (compression), cooling, and further transportation of gas towards WKC2 and GCS compressor stations.

Their proximity to supply sources makes these stations key to ensuring uninterrupted and reliable

operation of the entire gas pipeline. Smooth operation guarantees the stable supply and efficient transit of natural gas to the People's Republic of China.

Regional stations WKC2/GCS

Location: Jondor district, Bukhara region.
Year of commissioning: 2012

General information:

The main objective of the WKC2 and GCS regional stations is to transport Turkmen natural gas from the WKC1 and UCS1 stations and to receive Uzbek natural gas from the local sources at GCS station.

These stations perform analysis of gas quality indicators, treatment, pressure boosting, cooling, and further transportation toward WKC3 and UCS3 stations.

WKC3 compressor station

Location: Kanimekh district, Navoiy region.
Year of commissioning: 2012

General information:

The WKC3 compressor station is designed to compress natural gas supplied from the WKC2 station.

The facility performs gas treatment, quality control, pressure boosting and cooling operations before feeding the gas to the MS gas metering station.

UCS3 compressor station

Location: Kanimekh district, Navoiy region.
Year of commissioning: 2014

General information:

The UCS3 compressor station provides compression of natural gas supplied from the GCS station.

The station performs gas treatment, pressure boosting and cooling operations, as well as transportation of gas towards UKMS compressor station.

Regional stations MS/UKMS (Gas flow metering station)

Location: Navoiy region, Kanimekh district, Baimurat Village

Year of commissioning: 2009/2014

General information:

Gas metering stations MS and UKMS are designed for commercial metering of the quantity and quality control of transported gas.

The throughput capacity of the MS gas metering station is 30 billion m³/year, and that of the UKMS is 20 billion m³/year.

Both stations monitor the parameters of transported gas along the Turkmenistan – Uzbekistan – Kazakhstan – China pipeline and maintain the technological indicators stability.

Bukhara Main Gas Pipeline Management Center (BMGMC)

Location: Bukhara, Bukhara region
Year of commissioning: 2009

General information:

BMGMC carries out the functions of operation, maintenance and repair of the Uzbekistan – China main gas pipeline.

The Management is responsible for the uninterrupted and stable transportation of natural gas, as well as for the coordination of all production facilities.



BMGMC consists of:

- Administrative office and New Bukhara Control Center (NBCC);
- Repair and maintenance center;
- Pipeline management section;
- Digitalization and automation section;
- Administrative section, accounting and finance section, and transport section;
- Supply, document control, HR, safety, HSE and security sections;

The NBCC comprises 11 sections, which work together to ensure uninterrupted natural gas transportation, support of technological processes, environmental control and personnel management.

Approach to sustainable development



JV «Asia Trans Gas» LLC pays great importance to building an effective sustainable development management system, integrating environmental, social, and economic aspects into the Company's strategy and key business processes.



- Technical affairs section responsible for repairs and maintenance.

New Bukhara Control Center

Location: Bukhara, Bukhara region
 Year of commissioning: 2019

General information:

The NBCC brings together key functional subdivisions responsible for the operation, technical support, digitalization, and safety of gas transportation system facilities.

Recognizing its responsibility to society and future generations, ATG consistently develops sustainable development mechanisms aimed at:

- minimizing environmental impact;
- ensuring occupational safety;
- supporting and developing personnel;
- rational use of natural resources.

This approach allows achieving a balance between production efficiency, social responsibility, and environmental protection — the key components of the Company's ESG model.

International principles and standards

In its efforts for sustainable development, JV «Asia Trans Gas» LLC is guided by the UN Sustainable Development Goals enshrined in UN General Assembly Resolution No. 70/1 of September 25, 2015, «Transforming our world: The 2030 Agenda for Sustainable Development,».

The Company also adheres to the provisions of international GRI and ISO standards, as well

■ developing human capital, training, and protecting the health and safety of personnel;

■ adhering to the principles of equality, inclusion, and respect for cultural diversity;

■ supporting social and environmental initiatives in the regions where the Company operates;

■ improving corporate governance and transparency of activities.

Main areas of the sustainable development system

Area	Key objective	Examples of measures
Reducing carbon footprint and GHG emissions	Minimizing climate impact	OGMP 2.0, LDAR, renewable energy implementation, waste heat boilers
Air pollution control	Improvement of air quality in the vicinity of facilities	AQMS, MPC control, dust suppression
Rational use of water and land	Water use efficiency and land protection	Recirculating water supply systems, drip irrigation
Industrial and environmental safety	Trouble-free infrastructure operation	"Vital rules", risk monitoring
Biodiversity conservation	Ecosystem maintenance	Yashil Makon, compensatory planting
Staff development	Improving employee competencies	Training, internships, mentoring
Equality and inclusivity	Building a corporate culture of trust	Diversity & Inclusion Policy
Social support for regions	Contribution to the development of the territories where the Company operates	Charity and volunteer projects
Transparency and governance	Improvement of corporate governance	Compliance, anti-corruption standards

as the corporate commitments of its partners — CNPC and «Uzbekneftegaz» JSC — in the areas of environmental protection, occupational safety, and corporate governance.

The main areas of the ATG sustainable development management system:

■ reducing carbon footprint and greenhouse gas emissions;

■ protecting the atmosphere and minimizing climate impact;

■ rational use of water and land resources;

■ ensuring industrial and environmental safety at all stages of the production cycle;

■ preserving biodiversity and implementing environmental protection projects;

The Company's contribution to achieving the UN Sustainable Development Goals

JV «Asia Trans Gas» LLC focuses its activities on the international agenda of sustainable development, integrating the Sustainable Development Goals (SDGs) into key business processes and strategic initiatives.

The Company has identified priority goals that correspond to the specifics of the gas transportation industry and are aimed at ensuring a balance between the economic, environmental and social aspects of its activities.

Interaction with stakeholders

JV «Asia Trans Gas» LLC actively interacts with various stakeholders, striving for transparency, open dialogue and mutual trust.

UN SDGs	Goal	Company contribution and examples of initiatives
	Ensure healthy lives and promote well-being for all at all ages	• Occupational health and safety programs; • Regular medical examinations and prevention of occupational diseases; • Conducting corporate sports events (football, tennis, chess) to promote health and team spirit.
	Ensuring the availability and rational use of water resources and sanitation for all	• Recirculating water supply systems; • Wastewater quality control; • Optimizing water consumption for irrigation and equipment washing; • Using drip irrigation technologies at production facilities.
	Ensuring universal access to affordable, reliable, sustainable, and modern energy sources for all	• Installation of solar panels at remote sites; • Using waste heat boilers to recycle heat; • Improving the energy efficiency of gas turbine units.
	Promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	• Creating additional jobs in the regions of operation; • Improving the training systems development; • Transparent assessment and career advancement processes.
	Creating resilient infrastructure, promoting inclusive and sustainable industrialization, and innovation	• Modernization of the gas transportation system; • Introduction of automated leak monitoring (OGMP); • Use of modern technologies and materials.
	Ensuring the transition to rational consumption and production models	• Reducing methane emissions; • Implementing the Green Belt project and greening of facilities; • Integration of climate risks into the Company's corporate strategy.
	Taking urgent action to combat climate change and its impacts	• Reducing methane emissions and developing climate initiatives; • Implementing the Green Belt project and the national Yashil Makon (Green Space) project; • Adapting production processes to climate change.
	Protecting and restoring terrestrial ecosystems, combating land degradation and biodiversity loss	• Planting of saxaul, elm, and jida trees as part of the Yashil Makon project. • Implementation of land reclamation measures. • Monitoring the preservation of natural ecosystems in the gas pipeline route area.

This interaction includes working with government agencies, local communities, consumers, and partners.

JV «Asia Trans Gas» LLC's interaction with stakeholders is based on the following principles:

■ **Transparency and openness:** The Company provides access to information about its activities and results.

■ **Consideration of opinions and interests:** When making decisions, the Company takes into account the opinions of employees, customers, partners, local communities, and government agencies.

■ **Responsibility and accountability:** The Company is responsible for its actions and reports on the fulfillment of its obligations.

■ **Active participation and cooperation:** The Company maintains an ongoing dialogue with stakeholders to jointly resolve emerging issues.

Key aspects of the Company's interaction with stakeholders are reflected in the following corporate documents:

■ **Anti-corruption policy;**

■ **Code of Corporate Ethics;**

■ **Other internal normative acts.**

The Company's key stakeholders include employees and management, founders, government authorities, local communities, public organizations, business partners, the media, and other stakeholders.

ENVIRONMENTAL RESPONSIBILITY

Approach to environmental management (EM)



The activities of JV «Asia Trans Gas» LLC involve the management of high-tech equipment, including the technical operation of the 529 km long gas pipeline and 6 gas compressor stations, 2 gas metering stations, and the repair and maintenance center.

The main gas pipeline system covers the Kashkadarya, Bukhara, and Navoiy regions of the Republic of Uzbekistan, each of which has its own unique flora and fauna, forming a valuable part of the biodiversity of the Central Asian region.

Recognizing the importance of protecting and improving the environment, the Company operates an Integrated Management System (IMS) based on the requirements of international standards ISO 9001:2015, ISO 45001:2015, and ISO 14001:2015.

To achieve strategic goals in the field of ecology, the following areas have been identified:

- the use of modern technologies, equipment, and materials to improve occupational safety, the quality of gas transportation and minimize the negative impacts on the environment;

- rational use of all available resources to improve operational efficiency;

- improving the level of knowledge of personnel, ensuring the full involvement and participation of all Company employees in the functioning of the integrated management system.

The Company's main strategic goal in the field of environmental protection is to consistently reduce the likelihood of risks associated with environmental aspects and to preserve a favorable natural environment.

The Company's environmental activities are carried out with the aim of consistently improving environmental performance, taking into account practical possibilities and socio-economic factors.

It adheres to the following principles of environmental responsibility:



■ Risk management: identifying and assessing risks to the environment, setting goals, planning and monitoring the effectiveness of environmental protection measures;

■ Compliance: complying with the environmental legislation of the countries of operation and voluntarily accepted international environmental commitments in the field of ecology;

■ Prevention: applying the best available technologies and methods to prevent pollution, minimize the risks of environmental accidents;

■ Training: conducting regular training and briefings to increase employees' awareness of the impact of their activities on the environment;

■ Interaction: taking into account the interests of stakeholders, establishing environmental requirements for contractors and facilitating their implementation;

■ Measurability and evaluation: establishing and monitoring key environmental indicators, conducting internal self-assessments of compliance with established standards;

■ Openness — openly demonstrating plans and results of environmental activities.

Trans Gas» LLC on January 10, 2022, is the fundamental document of the Environmental Management System (EMS).

The main goal of the Company's environmental activities is to achieve high environmental performance, prevent pollution, ensure the rational use of natural resources and fully comply with legal requirements.

The means to achieve these goals are:

■ continuous improvement of EMS within the framework of the IMS;

■ planning and implementing measures aimed at reducing negative impacts on the environment;

■ conducting environmental monitoring and internal audits;

■ development of programs on employees' qualifications improvement in the field of ecology and safety

In May 2024, a recertification audit of the EMS of JV «Asia Trans Gas» LLC was conducted. Based on its results, the system was recognized as compliant with the requirements of the international standard ISO 14001:2015, and the certificate of conformity was confirmed.

The IMS is aimed at ensuring:

■ stability of product supply;

■ compliance of products with consumer requirements and applicable legislative requirements;

■ environmental performance;

■ strengthening industrial safety;

■ increasing satisfaction of partners and stakeholders.

Environmental impact indicators

The main objective of the Company in the field of atmospheric air protection is to ensure air quality standards that regulate maximum permissible levels

4,392.8

million UZS

environmental protection expenditures
in 2024

Environmental Management System

The current IMS Policy of JV «Asia Trans Gas» LLC in the area of environmental, occupational health and safety, industrial and fire safety, road safety, energy efficiency and product quality approved by the General Director of JV «Asia

of pollutants and are safe for public health and environmental systems.

+81.9 %

increase in environmental expenditures compared to 2023

JV «Asia Trans Gas» LLC systematically works to reduce pollutant emissions into the atmosphere during its production activities.

In 2024, there was a significant increase in environmental costs due to the implementation of comprehensive environmental protection projects and the modernization of monitoring and control systems.

Total environmental protection costs amounted to 4,392.8 million UZS, which is 81.9% higher than in 2023.

The increase in costs was recorded in all areas: atmospheric air protection, rational use of water resources, greening, and waste management.

1. Impact on the atmosphere

In 2024, gross emissions into the atmosphere from stationary sources at Bukhara (MGMC) facilities amounted to 2,074.6563 tons, which is only 66% of the established MPE norms — 3,113.41 tons/year.

The main pollutants in gross emissions include:

- hydrocarbons (including methane);
- carbon monoxide (CO);
- nitrogen oxides (NO_x);
- sulfur dioxide (SO₂).



JV «Asia Trans Gas» LLC consistently implements the principles of the OGMP 2.0 program (Oil and Gas Methane Partnership) and continues to develop its methane emissions management system.

In 2024, the Company implemented the following measures:

- 37 micro gas leaks were identified and eliminated at the Company's facilities;
- a system of stationary LMS laser sensors was introduced to ensure continuous monitoring of gas leaks.

2. Water resources and wastewater disposal

Indicator	2023	2024	Change
Total water intake, m ³	119 400	141 378	2023/2024 ↑
Including from underground sources, m ³	64 100	76 294	2023/2024 ↑
From external suppliers, m ³	55 300	65 084	2023/2024 ↑

Purpose of water use:

■ watering green spaces as part of the Yashil Makon project;

■ domestic and household needs;

■ fire safety;

■ flushing of technological equipment.

Wastewater discharge:

■ is carried out only at treatment facilities;

■ mechanical, biological, and physical-chemical treatment is used;

■ no discharge into surface water bodies, which complies with environmental standards.

3. Greening and biodiversity conservation

As part of the Green Belt project, large-scale landscaping measures were carried out in 2024 on production sites and adjacent areas:

■ More than 10,000 seedlings (saxaul, elm, jida, etc.) were planted;

■ 845.1 million UZS were allocated for greening.

Project objectives and effects:

■ reducing dust emissions in production areas;

■ strengthening slopes and banks to prevent erosion;

■ compensating for biodiversity losses;

■ increasing the resilience of ecosystems to climate risks (droughts, dust storms).

4. Waste management

100 % of waste

sent for recycling and disposal

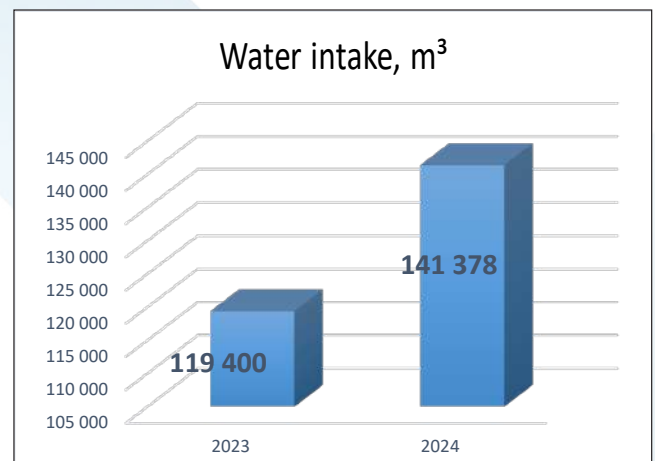
Features of the waste management system:

■ 100% of waste is sent for processing and disposal in accordance with environmental standards;

■ Activities are monitored within the limits of the MPE and based on the conclusions of the Main State Environmental Expert Review;

■ The growth in revenue from the sale of secondary materials is associated with improvements in the separate collection and sorting of waste.

5. Final key environmental indicators



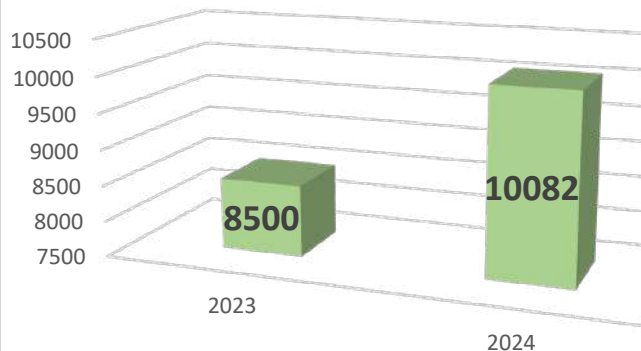
Area	2023	2024	Change
Waste disposal costs, thousand UZS	6 413	5 880	2023/2024 ↓
Sale of waste for recycling, thousand UZS	88 136	300 651	2023/2024 ↑
Land reclamation, thousand UZS	72 400	82 600	2023/2024 ↓

ENVIRONMENTAL RESPONSIBILITY

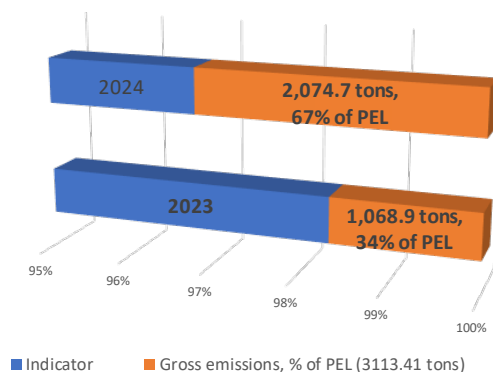
Approach to environmental management (EM)
Environmental Management System
Environmental impact Indicators
Measures to adapt to climate change
Key areas of climate adaptation

Water resources management
Water use distribution in 2024
Key results in water use (2024)
Energy consumption and energy efficiency improvement
Indicator of electricity production from renewable sources
Prevention of emergency situations

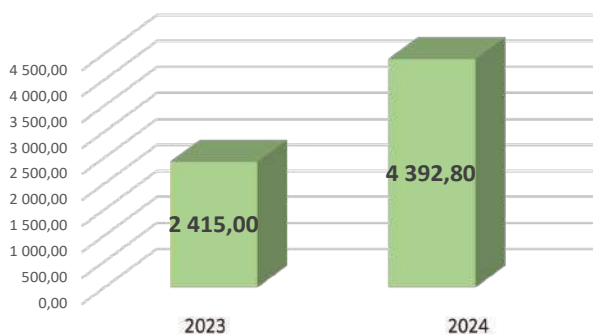
Number of trees planted, units



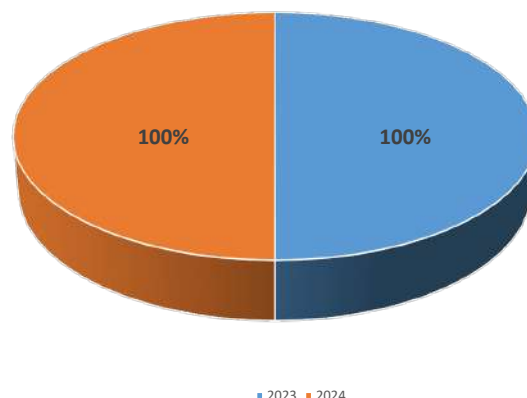
Gross emissions of pollutants, tons



Total environmental costs, million UZS



Percentage of waste sent for recycling



*** An increase in pollutant emissions occurred due to the construction of the CL07 bridge line between lines B and C of the Uzbekistan–China gas pipeline in Q2 2024.**

The Company integrates climate risks into its corporate strategy, including:

- improvement of energy-efficient technologies;
- implementation of energy-saving programs;
- monitoring the operation of gas turbine units;
- installation of waste heat boilers for heat reuse;
- regular inspection and survey of pipelines.

Production facilities are located in arid climates prone to sandstorms, which requires robust engineering solutions and adaptive infrastructure.

Measures to adapt to climate change

JV «Asia Trans Gas» LLC recognizes the importance of climate factors for the smooth operation of the gas transportation system and long-term business sustainability.

Climate change is already having a noticeable impact on infrastructure and production processes through droughts, dust storms, rising average annual temperatures, and increased extreme precipitation and rainfall.

In response to these challenges, the Company is developing a comprehensive climate adaptation program aimed at protecting production facilities, reducing climate risks, and ensuring uninterrupted gas transportation.

Key areas of climate adaptation

Area	Risks associated with climate change	Adaptation measures
Droughts and water shortages	• Water shortages for irrigation of green spaces; • Increased mineralization of underground sources; • Risk of artesian wells drying up.	• Introduction of drip irrigation and water recycling systems; • Use of drought-resistant plants (saxaul, jida, karagach); • Mulching of soils to conserve moisture; • Creation of reserve water supplies at strategic points.
Dust storms and wind erosion	• Damage to solar panels and telemetry equipment; • Clogging of cooling system filters; • Increased dust exposure for employees.	• Installation of protective forest belts and barriers; • Regular cleaning of equipment, including the use of cleaning robots for solar panels; • Special filters and protective covers on equipment; • Use of dust suppression technologies at construction sites.
Increase in average annual temperature	• Overheating of gas turbine units and reduction in their efficiency; • Increased energy consumption for cooling equipment and premises; • Violation of material storage standards.	• Modernization of cooling and ventilation systems; • Introduction of energy-efficient technologies; • Automation of temperature control; • Creation of shade structures in open areas.

Water resource management



Water is the most important natural resource that ensures the stable operation of the gas transportation system of JV «Asia Trans Gas» LLC.

The Company uses water resources rationally and implements measures to protect them in accordance with the environmental legislation of the Republic of Uzbekistan and internal environmental management standards (ISO 14001:2015).

Water supply sources

1. Underground aquifers

■ Used for domestic and industrial needs, as well as for watering green spaces as part of the Yashil Makon project;

■ Water is taken strictly in accordance with approved limits and is monitored in accordance with sanitary standards.

2. Municipal drinking water supply systems

■ Water is supplied through centralized networks and is used mainly for domestic needs, building maintenance, and watering green areas;

■ In 2024, 65,084 m³ of water was supplied from municipal sources.

3. Bottled water

■ Used exclusively for drinking purposes by employees at production and administrative facilities.

Water use features

The natural gas transportation process does not require significant water consumption, which minimizes the impact on the region's water resources.

Water is used exclusively for auxiliary purposes:

- supplying heating networks and heating systems;
- ensuring fire safety systems;
- process needs of boiler rooms;
- sanitary and hygienic needs of personnel.

This approach ensures the Company's minimum water footprint, reducing the impact on natural resources.

Water use distribution in 2024

Category of use	Volume, m ³ /year	Share of total volume
Watering of green spaces (landscaping)	58,000	41 %
Domestic and household needs	64,378	46 %
Firefighting purposes and boiler rooms	19,000	13 %
TOTAL	141,378	100 %

In 2024, the total volume of water intake amounted to 141,378 m³, an increase of 18.4% compared with 2023. The increase is due to expanded greenery and an increase in irrigation needs due to arid climatic conditions.

Water resource protection and quality control

JV «Asia Trans Gas» LLC implements a set of measures for the protection and rational use of water resources:

- Mechanical, biological, and physicochemical treatment of wastewater before it is discharged to treatment facilities;
- Zero discharge of untreated wastewater untreated wastewater into surface water bodies;
- Continuous monitoring of water quality in accordance with the requirements of the Sanitary Rules and Regulations of the Republic of Uzbekistan;

- Programs to improve water efficiency and reduce water losses in transportation and storage;

10,082 trees
 planted in 2024



■ Use of drip irrigation and soil mulching systems to reduce evaporation and rationalize water consumption in landscaping.

Contribution to environmental initiatives

As part of the Green Belt project and the Yashil Makon program, the Company:

■ provided irrigation for more than 10,000 planted trees in 2024;

■ allocated 845.1 million UZS for greening and landscaping activities;

■ supported the restoration of ecosystems and compensation for biodiversity losses.

These actions contribute to:

- reducing air dustiness;
- strengthening soils and reducing erosion;
- improving the resilience of ecosystems to climate change.

Key results in water use (2024)

Indicator	Value	Trend by 2023
Total water intake, m ³	141 378	+18,4 %
Share of water from underground sources	76 294 m ³	+19 %
Share of water from municipal systems	65 084 m ³	+17,7 %
Share of treated wastewater	100 %	No change

Energy consumption and energy efficiency improvement

In 2024, Bukhara MGMC facilities consumed 27,610 MWh, which is 12.7% less than in 2023.

Of this volume, 2,375 MWh was received from third-party suppliers (12.9% higher than in 2023) to supply water intake stations, and diesel and gas power generation by in-house diesel and gas

generator units (DPG and GPG) amounted to 25,235 MWh (14% less than in 2023).

To improve energy efficiency at ATG facilities, the following projects have been implemented:

■ Replacing existing lighting with energy-saving lighting;

■ Installation of solar panels for electricity generation;

■ Introduction of a recirculating water supply system;

■ Using heat generated by waste heat boilers.

Natural gas consumption for own needs

Natural gas is used at the Company's facilities for technological and domestic needs, including:

■ heating systems;

■ operation of gas turbine units (GTU);

■ electricity generation;

■ domestic needs (cooking).

Process natural gas consumption at the Bukhara MGMC facilities in 2024 decreased by 1.5% compared to 2023 due to fewer hours of operation of gas generators for own needs.

Reconstruction of the power supply mode of WKC2 and GCS stations

To optimize the operation of the generators in the power supply systems of the WKC2 and GCS stations, a modernization was carried out, which



made it possible to combine their subsystems with the possibility of integration.

Currently, both stations are powered by the GCS station's gas generators, while the WKC2 station's generators have been put on standby. This solution has resulted in fuel gas savings and reduced maintenance costs.

As a result of the optimization an electricity consumption savings amounted to 1 MWh in 2024.

Fuel and energy savings

During the implementation of energy conservation measures, savings in fuel and energy resources were achieved:

- natural gas – 387,676 m3 (electricity generated by solar panels);
- electricity – 1,124,000 kWh (electricity generated by solar panels BVS);
- natural gas – 232,285 m3 (due to heat generation by waste heat boilers).

Maximizing the efficient use of energy resources in production activities and reducing greenhouse gas emissions are among the Company's key objectives.

Use of renewable and secondary energy sources

ATG actively applies alternative energy sources, especially at remote sites, thereby increasing the sites' energy independence.

1,124
 thousand kWh

generated by solar panels in 2024

Solar generators are used at BVS to provide power to telemetry, cathodic protection, and lighting systems:

- Each panel has a power rating of 135 W and dimensions of 1400 x 660 x 25 mm.
- In total, 2,021 panels with a total capacity of 272.8 kW and an area of 1,867.4 m² have been installed at the Bukhara BMGMC:
 - 282 panels (0.82 kW, 260.6 m²) have been installed along lines A and B
 - 1,739 panels (234.8 kW, 1,606.8 m²) have been installed along line C.

Indicator of electricity production from renewable sources

Type of generation	Type	Number, pcs	Total capacity, kW	Average solar panel output, excluding losses in the inverter and accumulator batteries, kWh
Solar generator	L135P-17b	2 021	272,835	1 124 353

If a similar volume of electricity were generated by gas generators (calculated using a Caterpillar generator), the following would be emitted into the atmosphere:

- 1.531 tons of nitrogen oxide;
- 0.382 tons of nitrogen dioxide;
- 3.828 tons of carbon monoxide.

The solar panels prevented the combustion of approximately 387,676 m³ of natural gas, which is equivalent to generating 1,124,000 kWh of electricity in 2024.

387,676 m³ of
natural gas

combustion prevented through the use of
renewable energy sources

Prevention of emergency situations

Every year, JV «Asia Trans Gas» LLC carries out preventive measures to avoid emergencies, which increase the reliability of equipment.

The set of measures includes:

- technical diagnostics of pipelines;

- timely repair and maintenance work;

- implementation of flood control and erosion control measures;

- regular inspections and examination of linear sections of main gas pipelines and branch pipelines to detect gas leaks.

In 2024, there were no accidents with environmental consequences at ATG facilities.



SOCIAL RESPONSIBILITY

Occupational Health and Safety Management System Policy (OHSMS)

JV «Asia Trans Gas» LLC is a modern energy bridge between Uzbekistan and China, part of the new Silk Road of the 21st century, and one of the key projects ensuring the dynamic development of Central Asian countries.

The Company strives to become a leader in the regional gas transportation market, ensuring high operational safety and sustainability.

To achieve the strategic goals, the Top management has defined the following objectives:

- achieving zero accidents;
 - provision of resources for the successful operation of OHSMS;
 - maintaining a positive image of the Company among stakeholders;
 - use of modern methods for risk assessment and management.
- In this regard, all Company personnel, including management, are committed to:
- ensure safe and favorable working conditions;
 - comply with legal and other requirements;
 - prevent work-related injuries and deterioration of health;
 - identify and eliminate hazards, reduce occupational risks;
 - continuously improve OHSMS;
 - consult with employees on occupational health and safety issues.

Social responsibility: human resources management and human capital development



JV «Asia Trans Gas» LLC considers human capital to be one of its key assets in implementing its sustainable development strategy.

The Company is implementing initiatives aimed at:

- ensuring long-term employment;
- leadership development;
- employee involvement in strategic planning processes.

574 employees

working at ATG

Internal staff satisfaction surveys are conducted regularly, and the results are taken into account when shaping HR policy.

Succession programs are being implemented to create a sustainable talent pool for the Company's future growth.

In an international working environment, the HR policy is aimed at building a stable, motivated, and qualified team capable of functioning effectively in accordance with international standards and the requirements of the legislation of the Republic of Uzbekistan.

The HR department provides support to employees at all stages of their professional careers: from recruitment and adaptation to professional growth and promotion.

During 2024, the following measures were implemented:

SOCIAL RESPONSIBILITY

Occupational Health and Safety Management System Policy
Social responsibility: human resources management and human capital development
Employee training and professional development
Corporate culture and ethics
2024 indicators and targets
Social and charitable initiatives

Charitable assistance (2024)
Corporate sports initiatives
Injury rates among employees of JV "Asia Trans Gas" LLC
HSE and well-being
Emergency preparedness, occupational health and industrial safety
Working with local communities, communications, and reputation



- updating the regulatory framework;
- optimization of the organizational structure;
- unification of personnel management processes;
- implementation of procedures for monitoring and regularly reviewing job descriptions.

The talent pool system was strengthened through transparent evaluation criteria and involvement in project activities.

Over 100 employees have taken advantage of opportunities for rotation and career advancement through an internal contest.

Employee training and professional development

Approach

ATG considers human capital to be a strategic asset and builds its development system on the principle of «learning by doing».

The main focus is on long-term employment, leadership development and employee engagement.

In 2024, a cycle of HR regulations updates, procedure

unification, and regular satisfaction surveys was implemented.

Partnerships and training

■ Universities: in 2024, an agreement was signed with Xi'an Shiyu University (PRC) on the training of specialists in technical fields. The program includes internships at ATG facilities, practice-oriented modules, and priority employment for graduates;

■ Industrial internships: full-time and distance learning programs with the participation of General Electric, Rolls-Royce, Honeywell, Caterpillar, and Huawei are implemented;

■ International environment: employees are trained at universities in China and other foreign countries, which facilitates the exchange of experience and the implementation of modern operating methods.

Mentoring and knowledge transfer

The Company has a mentoring system in place, where experienced engineers, including representatives from Chinese partners, are assigned to new employees.

This accelerates onboarding, improves the quality of professional skills, and enhances compliance with HSE requirements.

Requirements for contractors and transparency of qualifications

At the tender stage, contractors are required to:

- provide personnel with international certificates and relevant experience;
- guarantee the transfer of knowledge to local personnel during installation/commissioning;
- provide a full set of supporting documents (diplomas, resumes, medical certificates, insurance).

This approach ensures uniform quality standards, improves personnel qualifications, and promotes the development of the Company's internal competencies.

Training and coverage in 2024

The programs covered administrative and technical staff.

Main areas:

- industrial safety and occupational health;
- operation of GCU/Instrumentation;
- environmental management;
- digital skills and project management.

67.9%
of personnel

completed training in 2024



Division	Total number of employees	Trained	Coverage
Head office	175	105	62,5 %
BMGMC (branch)	399	285	71,4 %
TOTAL for the Company	574	390	67,9 %

Corporate culture and ethics

The corporate culture of the company is built on the principles of mutual respect, employee engagement, and high ethical standards. We develop a sustainable personnel development model through a combination of internal training programs, external educational initiatives, and partnerships with leading higher educational establishments. Certification, participation in projects, and strict compliance with standards directly influence career advancement and help retain top talent.

Remuneration and motivation, performance appraisal

The remuneration and motivation system at JV «Asia Trans Gas» LLC is based on a strategic approach to human resource management and covers the entire cycle — from developing competencies to stimulating production efficiency and corporate loyalty. The HR policy aims to create an environment in which employees feel valued, engaged, and have opportunities for professional

SOCIAL RESPONSIBILITY

Occupational Health and Safety Management
System Policy
Social responsibility: human resources
management and human capital development
Employee training and professional development
Corporate culture and ethics
2024 indicators and targets
Social and charitable initiatives

Charitable assistance (2024)
Corporate sports initiatives
Injury rates among employees of JV "Asia Trans
Gas" LLC
HSE and well-being
Emergency preparedness, occupational health and
industrial safety
Working with local communities, communications,
and reputation



growth — the foundation for long-term productivity and a strong organizational culture.

Approach and principles

JV «Asia Trans Gas» LLC builds its remuneration and evaluation system on the principles of transparency, fairness, and linking remuneration to results:

- Transparent rules: formalized grades/ranges, annual salary reviews, uniform bonus criteria;
- Performance-based: the variable portion is tied to the achievement of individual and team goals, occupational safety (HSE), and ESG priorities;
- Fairness and compliance with the law: non-discrimination, compliance with the labor laws of Uzbekistan, protection of personal data;
- Balance of incentives: combination of financial (bonuses, allowances) and non-financial forms of recognition (awards, public recognition, flexible practices).

Performance appraisal system (PPAD)

Since 2013, the Company has been using a Performance and Professional Appraisal and Development (PPAD) system, focused on achieving individual and collective goals, improving efficiency, and supporting career growth: Goals → Results → Rewards → Development.

Updates for 2024: expanded assessment parameters, enhanced feedback between employees and managers, electronic performance tracking (end-to-end cycle).

Three levels of assessment:

1. Individual: task completion, adherence to safety and quality standards, participation in projects and training;
2. Team: the department's contribution to strategic KPIs, coordination, and process improvements;
3. Corporate: discipline, transparency, ESG indicators (HSE, ecology, compliance).

Link to HR cycles: PPAD results are taken into account in annual pay reviews, bonuses, inclusion in the talent pool, and promotions.

Rewards and recognition

■ Financial incentives: annual/quarterly bonuses, project bonuses, allowances for complexity/conditions, one-time incentives for improvements and initiatives;

■ Non-financial incentives: certificates of honor, public recognition at corporate events, support for family initiatives, flexible employment formats where possible;

■ Career path: promotion decisions are based on PPAD results, certification, and contribution to key projects.

Career growth and retention

The Company has a career growth system in place, where decisions are based on training results, internal certification, and participation in key projects. Employee participation in industry forums (including Oil & Gas Uzbekistan) expands professional networks and supports the employer's image.

Mentoring and retention

■ Experienced specialists, including partners from China, are assigned to new employees to accelerate their adaptation and transfer practical skills;

■ Mentors receive organizational recognition and are considered for the talent pool; mentoring is integrated into PPAD.

Roles and control

■ HR: methodology, grades/ranges, coordination of PPAD and the remuneration cycle;

■ Line managers: setting SMART goals, regular feedback, fair assessments;

■ Compensation and Talent Pool Committee: control of consistency of practices, review of complex cases, audit of decisions;

■ Compliance and Internal Audit: monitoring compliance with procedures, preventing conflicts of interest.

Risks and control measures

■ Risk of biased assessments («grade inflation»): calibration sessions, training for assessors;

■ Risk of unequal pay: periodic analysis of pay equity by grade and function; adjustments in case of deviations;

■ Risk of a gap between «goal-result-bonus»: linking KPIs to measurable metrics, transparent bonus calculation formulas;

■ Risk of distrust in procedures: formalized appeals, independent review of disputed assessments.

2024 indicators and targets

Actual 2024

■ Promotions: 41 employees (HO 11; BMGMC 30);

■ Training (linked to motivation): coverage 67.9% (HO 62.5%; BMGMC 70.2%) — taken into account in PPAD when making decisions on bonuses and promotions;

■ Recognition tools: financial and non-financial measures applied systematically;

■ Processes: PPAD methodology updated and electronic accounting form launched.

Teambuilding

The Company regularly holds teambuilding events to foster team spirit. The format of the events alternates: one year, departments organize internal



SOCIAL RESPONSIBILITY

Occupational Health and Safety Management
System Policy
Social responsibility: human resources
management and human capital development
Employee training and professional development
Corporate culture and ethics
2024 indicators and targets
Social and charitable initiatives

Charitable assistance (2024)
Corporate sports initiatives
Injury rates among employees of JV "Asia Trans
Gas" LLC
HSE and well-being
Emergency preparedness, occupational health and
industrial safety
Working with local communities, communications,
and reputation



team-building events focused on the team's profile and objectives, while the following year, a large-scale corporate team-building event is held with the participation of all employees. These events help strengthen internal corporate ties, build horizontal communication, and shape a common corporate identity.

This approach to organizing team events has a positive impact on the overall microclimate in the team, promotes engagement, reduces stress levels, and increases employee loyalty. JV «Asia Trans Gas» LLC is convinced that a strong and united team is the foundation of the Company's sustainable development. Therefore, the tradition of team-building events will be continued and improved: event formats will be updated, and their content will incorporate relevant ideas that reflect the Company's values and mission.

Social and charitable initiatives

ATG considers sustainable development and long-term growth as inseparable from the socio-economic stability of the regions where it operates. The Company makes voluntary commitments to improving the quality of life in the regions where its production facilities are located through social investments, infrastructure projects, and a charitable program. All initiatives are implemented based on the principles of transparency, open dialogue, and stakeholder engagement.

The Company's branches are located in three regions of the Republic of Uzbekistan: Bukhara, Navoiy, and Kashkadarya (with a combined population of over six million people). ATG's contribution is not limited to tax revenues or job creation; the Company also strives to improve the quality of life in the regions where it operates. The key regulatory document in the «Regulations on Charitable and Sponsorship Activities,» which was updated in 2024.

This document defines the goals, directions, and procedures for reviewing applications.

The procedure for reviewing applications and providing assistance:

- The responsible subdivisions compile materials for consideration at a meeting of the Working Group within 15 calendar days of receiving the application;
- The Working Group makes decisions on the provision of sponsorship and/or charitable assistance, and if the decision is positive, an agreement is concluded with the recipient;
- If the application is rejected, the applicant will be notified within five working days;
- All contracting activities are carried out by the responsible structural units according to the relevant area of assistance.

ATG regularly invests in sports infrastructure, educational, children's, and medical facilities, and collaborates with government agencies to find solutions to local infrastructure challenges. Charitable requests are made within the approved budget and in accordance with the Regulations on Charitable and Sponsorship Activities.

Approach to social impact management.

Building trusting relationships with local communities is one of the most important factors in the Company's sustainability.

JV «Asia Trans Gas» LLC supports social and charitable projects in the regions where it operates, aimed at improving the quality of life of the local population. These initiatives are closely linked to strategic areas of sustainable development and are implemented in accordance with the «Regulations on Charitable and Sponsorship Activities» of the Company. Special attention is paid to employee engagement in social projects. The ATG Working Group participates in reviewing requests and

approving decisions regarding support for local communities and the development of regions where the Company operates.

As the executive body, the Working Group is responsible for preliminary review of issues and making decisions on the allocation of funds necessary for sponsorship and charitable assistance. Responsibility for interacting with the regions and implementing socially significant initiatives is distributed among ATG's structural subdivisions, ensuring systematic, transparent, and effective implementation of the Company's social activities.

Charitable assistance (2024)

In 2024, the volume of charitable assistance provided by JV «Asia Trans Gas» LLC amounted to 1,357 million UZS. Support was focused on education, inclusion, children's and youth sports, as well as targeted social assistance in the regions where the Company operates.

Register of key projects

№	Recipient / Region	Content of assistance
1	Secondary School No. 19, Jondor district, Bukhara region	Furniture, office equipment, sports equipment (after renovation and finishing works; ~200 pupils)
2	School No. 10 and medical center in the village of Kulimbet, Tamdy district, Navoiy region.	Furniture, office equipment, medical equipment and supplies; container kitchen (school — 86 pupils; medical station — 4 beds)
3	School No. 27, Konimekh district, Navoiy region.	Furniture, household appliances, sports/plumbing equipment, water boiler; container kitchen
4	Table tennis school, Bukhara region	Sports equipment and household appliances (support for children's and youth sports schools)
5	Bukhara Department of the National Agency for Social Protection under the President of the Republic of Uzbekistan.	15 electric wheelchairs for citizens with disabilities of Group I
6	Special School No. 199, Tashkent (inclusive education)	School equipment, sports equipment, household appliances
7	Ministry of Preschool and School Education of the Republic of Uzbekistan (national level)	1,100 Chinese language textbooks (New Practical Chinese Reader, Textbook/Workbook)

Results and social value

■ Educational environment: classrooms and sports areas modernized in at least three schools; two container kitchens installed, sanitary and living conditions improved.

■ Inclusion: 15 citizens with disabilities received electric wheelchairs, increasing their mobility and social integration.

■ Sports and prevention: the material base for children's and youth sports (in particular, table tennis) has been strengthened.

■ Language education: 1,100 Chinese language textbooks were donated, contributing to multilingual education and expanding pupils' career opportunities.

■ Confirmed minimum coverage: at least 286 schoolchildren (schools No. 19 and No. 10) + 15 targeted beneficiaries; actual coverage is higher when taking into account special school No. 199 and the Children's and Youth Sports School.

Management and transparency

■ Selection and approval — in accordance with the «Regulations on Charitable and Sponsorship Activities» (updated in 2024);

■ Procedure: registration of application → preparation of materials (within 15 calendar days) → decision by the Working Group → contract/acceptance certificate → reporting; notification of refusal — within 5 working days;

■ Publicity: without disclosure of personal data, with publication of aggregated results.

Healthcare support

Healthcare is one of the priorities of JV «Asia Trans Gas» LLC.

In 2024, the Company donated necessary medical equipment to medical institutions in the Bukhara region for a total amount of 84.8 million UZS. This equipment helps doctors provide high-quality and timely medical care.

The Company's goal is to ensure that everyone, even in the most remote areas, can receive the necessary help and care.

Corporate sports initiatives

As part of a corporate program to strengthen team spirit, promote a healthy lifestyle, and increase staff engagement, large-scale sporting events were organized in November 2024, including chess, table tennis, and soccer tournaments.



The chess tournament brought together 27 employees from various subdivisions, who demonstrated a high level of strategic thinking and analytical skills. Based on the results of the competition, three winners were determined, who received prizes and incentives from the Company.

Over 80 participants took part in a table tennis competition held in the same month. The tournament included singles, doubles, and women's categories, allowing a broad range of employee to participate. The prize fund for the tournament was 58 million UZS, and 15 winners were awarded valuable prizes.

The football tournament became one of the most significant events on the corporate calendar. Nine teams of eight players each, representing a total of 72 employees, participated. The games took place in a dynamic and competitive atmosphere, contributing to the strengthening of corporate culture, the development of leadership qualities, and effective teamwork. At the end of the tournament, the top three teams were awarded prizes. The prize fund amounted to 96 million UZS.



The Importance of Sports Initiatives

Organizing such events is an important part of the Company's corporate policy. Sports tournaments not only contribute to the physical development of employees and improve their overall well-being, but also play a significant role in creating a positive psychological climate. Participation in sports competitions increases motivation, develops a sense of belonging to the Company's goals, and strengthens mutual trust within the team.

JV «Asia Trans Gas» LLC considers sport as a tool for enhancing corporate cohesion, engagement, and productivity and intends to continue developing these initiatives in the long term.

Plan for Future Work

In future, JV «Asia Trans Gas» LLC plans to develop social initiatives in the following areas:

- Expanding the geography of social projects and programs of events in the field of social and charitable activities, including strengthening partnerships with local communities.
- improving the quality of life of the population in the regions where the Company operates and strengthening the positive image of the Company;
- analyzing current social issues in the regions where ATG operates;
- planning and evaluating the expected social impact of implemented programs.

Injury rates among employees of JV «Asia Trans Gas» LLC

Results for 2024

JV «Asia Trans Gas» LLC consistently implements

a zero-injury policy and maintains high industrial safety standards.

In 2024, the Company consistently achieved its Zero Harm goal: zero accidents, zero pollution, and zero losses.

Key performance of occupational safety

- Hours worked: 718,035 man-hours.
- Accidents (including fatalities, LTI): 0 → LTIF = 0.00 (cases per 1,000,000 man-hours).
- Safe mileage of motor vehicles: 1,896,634 km without accidents resulting in injuries.
- Medical examination: 399 employees (≈ 69.5% of the total 574 employees).
- HSE inspections/audits: 33 on-site inspections; 389 issues identified, 299 resolved (≈ 76.9%), 90 in progress.

Risk management and measures in 2024

- The hazard and risk level matrix was revised based on the results of inspections; high risks were brought into the acceptable range (ALARP approach).
- The main focus of the year was ensuring compliance with HSE requirements at production facilities and regular monitoring of maximum permissible concentrations and threshold levels.
- Scheduled and unscheduled medical examinations were conducted; Six health deviations were identified, and treatment was initiated in all cases.
- System audits and updating of the risk matrix ensured risk manageability: approximately 77% of the 389 identified issues were resolved.

HSE and well-being

Medical examinations

- In 2024, 423 employees underwent medical examinations, which is 73.6% of the total number of personnel (574 people).

Training in occupational health and industrial safety and HSE

During the year, 407 employees (73.0% of the

718,035

man-hours

worked without occupational accidents

workforce), including administrative and technical staff, underwent training.

Program subjects:

- occupational health — 20;
- integrated management systems (IMS) — 48;
- HAZOP & SIL — 15;
- fire safety — 55;
- civil defense — 45;
- industrial safety — 50;
- first aid — 120;
- specialized professions — 54.

Training and experience sharing at specialized industrial sites and partner training centers were organized for 230 engineering and technical workers of Bukhara MGMC.

Industrial safety

- 718,035 man-hours worked without accidents.
- Safe mileage of motor vehicles — 1,896,634 km.
- Accidents, including serious and fatal accidents — 0.
- LTIF = 0.00 (cases per 1,000,000 man-hours).
- The Zero Harm goal was consistently achieved.

Audits, controls and risk management

- 33 field inspections of HSE were conducted; 389 comments were identified, of which 299 were eliminated (76.9%) and 90 are in progress;

■ Based on the results of the inspections, the Hazard and Risk Level Matrix was revised; high risks were brought to an acceptable level (ALARP);

■ Investigations and analysis of incidents/near misses are conducted regularly to prevent injuries.

Investments in occupational health and industrial safety

Expenditures on occupational health and industrial safety in 2024 amounted to 1.542 billion UZS.

Financial support for employees

In 2024, JV «Asia Trans Gas» LLC provided financial assistance to 67 employees for a total amount of 448,944,328.3 UZS.

Support was provided in accordance with approved internal documents:

- in response to requests from employees who found themselves in difficult life situations;
- in connection with important family events (marriage, birth of a child, bereavement).

Risk assessment and management

One of the central elements of the occupational health and industrial safety management system of JV «Asia Trans Gas» LLC is the risk management process.

The main objective of this process is to prevent injuries and occupational diseases, reduce the impact of harmful and hazardous factors in production, and prevent or minimize the consequences of accidents at hazardous production facilities for employees, contractors, visitors, and local communities.

The risk management procedure includes:

- Identification of potential hazards and environmental aspects;
- Assessment of risk likelihood and severity;
- Development of measures to manage them.



All assessment work is performed by a team of employees with the necessary technical knowledge and experience.

Subdivisions and responsible persons control the planning, execution, and monitoring of production processes, ensuring a systematic approach to safety.

Each identified hazard is analyzed to prioritize risks and determine corrective measures.

The assessment covers both normal operating conditions and potential deviations, including emergency situations.

Emergency preparedness, occupational health and industrial safety

Plans and drills

- There are 9 emergency response plans (ERPs) in place at hazardous industrial facilities;
- In 2024, 96 drills were conducted, all with a positive assessment of readiness;
- An online training format with remote coordination of personnel actions and dispatching has been additionally introduced.

Significant risk profile

Based on the assessment results, the most significant risks are:

- power outages;
- emissions of harmful substances;
- fires, explosions, and conflagrations;
- leaks, spills, and freezing of equipment.

Prevention, containment, and recovery measures have been defined for each risk.

Technical condition and prevention

- Production buildings and structures undergo regular technical inspections; routine and major repairs are carried out;
- The safety of equipment and processes is ensured: instructions are updated, safety checks are carried out, and fittings and automation systems are inspected;
- Employees are provided with seasonal work clothes and footwear in a timely manner, and milk and food products are distributed;
- Sanitary and hygienic standards, work and rest regimes are observed.

Medical care

- Each facility has medical stations equipped with medicines and first aid supplies;
- Qualified medical personnel are on duty;
- Daily pre-shift and annual scheduled medical examinations of employees are conducted.

Personnel training and certification

The Company implements international standards of occupational safety.

All employees, including managers, undergo training:

- occupational health and safety training;
- briefings and knowledge testing;

- periodic certification in accordance with the requirements established by supervisory authorities and corporate regulations.

Interaction with contractors

JV «Asia Trans Gas» LLC is developing a systematic approach to interaction with contractors and subcontractors in the areas of industrial safety (IS), occupational health and safety (OHS), and environmental protection (EP).

The core principle is risk management at all stages of work.

The Company requires contractors to:

- Strictly comply with the legislative requirements of the Republic of Uzbekistan;
- Implement the «Life-Saving Rules»;
- Adhere to ATG corporate policies and standards in the areas of industrial safety, health, and environment.

The Company has a «Life-Saving Rules» policy that applies to contractors, ensuring that employees understand the steps they need to take to protect themselves and their colleagues from accidents.

Working with local communities, communications, and reputation

Approach and principles

JV «Asia Trans Gas» LLC systematically interacts with communities in the regions where it operates: Bukhara, Navoiy, and Kashkadarya.

The goal is to minimize the impact on the residents and the environment, as well as to promote sustainable socio-economic development of the territories.

The approach is based on the principles of openness, respect, regular dialogue, and preventive risk management.

SOCIAL RESPONSIBILITY

Occupational Health and Safety Management System Policy
Social responsibility: human resources management and human capital development
Employee training and professional development
Corporate culture and ethics
2024 indicators and targets
Social and charitable initiatives

Charitable assistance (2024)

Corporate sports initiatives
Injury rates among employees of JV "Asia Trans Gas" LLC
HSE and well-being
Emergency preparedness, occupational health and industrial safety
Working with local communities, communications, and reputation



Working with local communities

Objectives:

- increase trust;
- jointly solve local tasks;
- prevent conflicts of interest (e.g., regarding water, greening, road safety, dust).

Main areas:

- Providing information about work on the linear part and at compressor stations, accessible routes and safety measures;
- Supporting the Green Belt and «Yashil Makon» projects: purchasing seedlings, organizing drip irrigation, maintaining green areas;
- Conducting educational initiatives: ecology and safety lessons, open days at the facilities;
- Local projects: repair of access roads to facilities, installation of lighting and bus stops, improvement of road safety;
- Small grants program.

Key participants:

khokimiyats, mahallas, water management/irrigation organizations, forestry enterprises, schools/colleges/universities, non-commercial organizations, local media.

Platforms for dialogue

- Offline: public hearings (before construction/repair), meetings with mahallas (once a quarter), working groups (water/greening/safety), site visits;
- Online: contact form on the website, corporate Telegram channel, thematic chats with residents during work, hotline;
- GRM (Grievance Mechanism): appeals recording and monitoring system.

GRM parameters:

- Appeals registration — up to 24 hours;
- Initial response — up to 3 working days;
- Full review and closure of appeals — up to 15 working days;
- Public registry of appeals is maintained without personal data.

CORPORATE GOVERNANCE AND ETHICS



Demonstrating its commitment to zero tolerance for corruption, the governing body and top management of ATG have taken a number of measures to strengthen anti-corruption activities. In 2023, the Company was certified and received the ISO 37001 «Anti-Bribery Management Systems» Gold Certificate.

The ISO 37001 standard, developed by the International Organization for Standardization (ISO), is a set of requirements and guidelines for establishing, implementing, maintaining, and improving an anti-bribery management system. In 2024, the Anti-Corruption Service was established in ATG with the aim of forming and developing an effective anti-corruption system.

The activities of the Anti-Corruption Service are based on the Constitution and laws of the Republic of Uzbekistan, decisions of the chambers of the Oliy Majlis of the Republic of Uzbekistan, decrees, resolutions, and orders of the President and Cabinet of Ministers of the Republic of Uzbekistan, internal regulations of ATG and the Anti-Corruption Policy of the Company. This Service operates on the basis of the principles of legality, respect for the rights, freedoms, and legitimate interests of citizens, objectivity, openness, and transparency. The Service is an independent structural unit, established in accordance with legislation and international standards in the field of anti-corruption.

Tasks and functions of the Anti-Corruption Service:

- detect and prevent corruption at an early stage;

- eliminate its causes and preconditions;
- prevent conflicts of interest;
- formation of an intolerant attitude towards corruption among employees;
- organizing anti-corruption preventative measures;
- ensuring the implementation of regulatory legal acts in the field of anti-corruption.

Training and professional development

In 2024, 36 employees completed ISO 37001 courses («Development of an Anti-Bribery Management System» and «Internal Audit»), representing approximately 30% of the total number of specialists and management personnel. ATG implements a comprehensive internal anti-corruption training program covering all employees; training is conducted in various formats and complies with the international ISO 37001 standards.

Policies and codes

By developing and approving the Anti-Corruption Policy, the top management and the governing body of the JV «Asia Trans Gas» LLC have clearly demonstrated their absolute intolerance to corruption and their firm commitment to the principles of open, transparent, and honest business conduct.

The Anti-Corruption Policy is a set of measures and rules developed and implemented to prevent, detect, and suppress corruption.

It is a formal expression of the Company's commitment to high ethical standards and principles of integrity in business practices.

The Code of Business Conduct and Ethics establishes principles of business conduct and ethics with the aim of preventing offences and abuse, as well as ensuring that the Company's activities comply with high international standards of honest and fair business.

The Anti-Corruption Policy, Code of Business Conduct and Ethics, and all necessary internal regulations on combating corruption are posted on the Company's website asiatransgas.uz to ensure their transparency and public accessibility.

Anti-corruption and compliance management

In 2024, a set of measures to strengthen the anti-corruption system was implemented, including: more than 20 internal regulatory documents were developed and approved, job descriptions (more than 3,000 functions described) were analyzed, a corruption risk map with distribution by level (high/medium/low) was drawn up.

A corruption risk map was developed and approved, as well as an anti-corruption program aimed at creating a transparent and effective risk management system.

All contracts with counterparties include anti-corruption clauses (100%), and transparent sanctions for violations are established, including the possibility of contract termination. An address to business partners was posted on the website, calling on them to implement an anti-corruption management system and to provide personnel training.

Procurement procedures have become more transparent: procurement information is published and proposals are independently peer-reviewed on the corporate website and specialized public platforms. Regular monitoring of the measures' effectiveness allows for timely introduction of adjustments.

A key event and achievement for ATG in 2024 was the successful completion of a certification audit for ISO 37301:2021 standard in the field of compliance management. The international certification body CERT International organized an expert group to conduct a comprehensive and thorough assessment of the

ATG compliance management system on-site in strict accordance with certification procedures and, based on the audit results, confirmed that the compliance management system of JV «Asia Trans Gas» LLC fully



complies with the requirements of the ISO 37301:2021 standard. The first certificate of conformity with ISO 37301:2021 requirements in Uzbekistan was awarded to Asia Trans Gas on December 26, 2024.

Monitoring and performance evaluation

The Monitoring and Control Methodology, Regulations for Anti-Corruption Management System Processes, and a Monitoring and Control Plan were developed and approved. The plan includes evaluation of activities in 5 areas and 29 indicators. Effectiveness is measured on a 100-point scale within the internal evaluation system.

In December 2024, an external certification body conducted an external supervisory audit; no non-conformities were identified, and compliance with ISO 37001 was confirmed.

Reporting and interaction with founders

The Anti-Corruption Service promptly prepared reports on the system's performance, which are sent to the founders for analysis and recommendations. Based on the results of the review, the founders

ISO 37301:2021

the first compliance
management certification in
Uzbekistan

(26 December 2024)

expressed their full support for the anti-corruption efforts and recommended continuing their active implementation.

Anti-corruption culture, compliance culture

To ensure transparency and accessibility of information, a special section has been created on the official corporate website asiatransgas.uz, where current regulations and internal documents are posted.

The Anti-Corruption Service of the JV «Asia Trans Gas» LLC carries out systematic work aimed at developing a culture of fair behavior and intolerance to corruption.

The key directions include:

- employee training and raising legal awareness and legal culture;
- fostering an intolerant attitude towards any manifestation of corruption;
- digitalization of activities and reducing bureaucratic procedures;
- reducing corruption risks and the impact of the human factor;
- ensuring openness and transparency of management;
- preventing corruption in public procurement;
- improving communication channels for reporting corruption and protecting the rights of persons who report corruption.

Communication channels and confidentiality of requests

To ensure effective anti-corruption measures, a set of measures was developed in the Company, including the establishment of several independent communication channels to ensure reliable communication for reports and messages about corruption.

Employees and citizens can report cases of corruption:

- via hotlines and mobile phones;
- by email or via Telegram;



- by personally contacting the Company's management or the Anti-Corruption Service.

Information on communication channels is available on the website asiatransgas.uz.

All reports are reviewed in strict accordance with the law and established internal procedures that guarantee confidentiality and protect the rights of the informant.

The Company has implemented an anonymous reporting system, allowing employees and citizens to report instances of corruption without risk to themselves.

Information about communication channels and anti-corruption procedures has been brought to the attention of all employees via the corporate website, internal network resources, electronic document management system, corporate email, and Telegram channels.

Raising legal awareness and anti-corruption training

In order to foster intolerance of corruption among

employees, ATG top management regularly holds meetings at which it openly states its position and emphasizes the importance of compliance with legislation and anti-corruption standards.

Such events contribute to raising the level of legal culture among employees and strengthening trust in the top management.

In 2024, a large-scale information and education campaign was conducted, including:

- publication of appeals from the top management on the Company website;
- distribution of memos and reminders;
- publication of posts and infographics in corporate Telegram channels.

Training and professional development program

ATG implements a comprehensive anti-corruption training program covering all employees.

Training is conducted in accordance with the international standard ISO 37001 and includes various formats: offline and online classes, webinars, consultations, and independent learning through internal resources.

Three levels of educational programs have been developed:

- general — for all Company employees;
- special — for persons in positions most exposed to corruption risks;
- targeted — for employees of the Anti-Corruption Service.

The training process is implemented through:

- meetings and individual consultations;
- corporate electronic document management portal;
- Microsoft Teams and Outlook platforms;
- the «Training Materials» section on the asiattransgas.uz website;
- training Telegram channel;

- information banners at production sites.

Educational materials and results

The Company's website and internal network drives contain:

- 18 lectures;
- 7 presentations;
- 15 tests.

Six information banners have been installed in the lobby, and the training Telegram channel contains over 170 materials with practical recommendations and reference information on anti-corruption compliance.

Staff awareness of the need to report conflicts of interest

Special emphasis is placed on issues related to the management of conflicts of interest and on fostering employees' understanding of their personal responsibility for transparency and integrity in professional activities.

Implementation of legislative requirements

In 2024, the Company implemented new legislative requirements of the Republic of Uzbekistan regulating conflicts of interest:

- Law No. 3PY-931 «On Conflicts of Interest»;
- Resolution of the President of the Republic of Uzbekistan No. ПП-210 of June 5, 2024 «On measures for the effective organization of the implementation of the Law of the Republic of Uzbekistan «On Conflict of Interest».

An analysis of internal regulations' compliance with current legislation was conducted. The results confirmed that corporate documents regulating the identification and resolution of conflicts of interest fully comply with legal requirements and remain relevant.

Informing and training staff

The anti-corruption training program places particular emphasis on explaining legal norms and practical aspects of preventing conflicts of interest.

- Through a dedicated section on the corporate website and a training Telegram channel, employees receive up-to-date information on conflicts of

interest, examples of how they arise, and how to resolve them.

- Online surveys and tests are conducted to reinforce knowledge and assess employee awareness.

- Information on communication channels for reporting potential violations and internal anti-corruption measures is regularly updated and communicated to all employees through:

- corporate website;
- network drives and electronic document management;
- corporate email;
- Telegram channels;
- information banners at production facilities.

Declarations and control of compliance with policy

The Anti-Corruption Service has organized a familiarization program for all employees with:

- The Anti-Corruption Policy;
- The Regulation on Conflict of Interest Management.

Familiarization is confirmed by employees' signatures on registration sheets and on the declarations themselves.

All newly hired employees are also familiarized with this policy and acknowledge this by signature..

In 2024, a collection of declarations of compliance with the Anti-Corruption Policy and the absence of conflicts of interest was conducted. As a result, not a single case of conflict of interest was identified.

These measures help maintain a high level of legal awareness among employees, foster a corporate culture of integrity, and ensure the effective functioning of the Company's anti-corruption system.



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