

**Approved
Protocol No. 93
meetings of the Supervisory Board
from "30" November 2020**

BUSINESS PLAN

JSC "UZKIMYOSANOATLOYIHA"

for 2021

Chirchik

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1. General information

1.1. History and prerequisites for the creation of society

The chemical industry of Uzbekistan is one of the basic sectors of the country's economy, which lays the foundation for its long-term and stable development. It is the chemical industry that is a major supplier of raw materials, various materials and products to almost all industries and has a significant impact on the scale, direction and efficiency of their development.

The Institute was established on February 6, 1959 as a branch of the Moscow State Institute of Nitrogen Industry (Chirchik branch of GIAP).

The Chirchik branch of GIAP was established to provide construction sites for nitrogen fertilizer plants in Central Asia with design estimates and field supervision to provide technical assistance to normalize the existing production of these plants, to introduce scientific developments and new types of fertilizers.

Since 1960, he has been the general design organization of nitrogen fertilizer plants in Central Asia:

PA "Navoiazot";
PO "Elektrokhimprom";
Ferghana Nitrogen Fertilizer Plant;
Vakhsh nitrogen fertilizer plant;
Turkmen plant of nitrogen fertilizers.

After the independence of the Republic of Uzbekistan in 1992, the Chirchik branch of GIAP was renamed into the Uzbek Research and Design Institute of the Chemical Industry "UzNIIKhimproekt" (UzKSITLI).

In 1998, "UzNIIKhimproekt" was renamed into the Chirchik branch of "UzNIIKhim-proekt" with the creation of the head institute "UzNIIKhimproekt" in Tashkent.

In 2000, the Institute "UzNIIKhimproekt" in Tashkent and the Chirchik branch of "UzNIIKhimproekt" were merged to form a single design and technology institute "UzNIIKhimproekt" in Chirchik (State affiliated design and technology institute "Uzkimyosanoatloyikha").

In 2002, the State Subsidiary Design and Technological Institute "Uzkimyosanoatloyikha" was transformed into an open joint stock company (OJSC) and then in 2014 Uzkimyosanoatloyikha OJSC was transformed into Uzkimyosanoatloyikha JSC.

1.2. Goals and objectives

JSC "Uzkimyosanoatloyikha" is a branch institute of the chemical industry of the Republic of Uzbekistan, which is part of the structure of JSC "Uzkimyosanoat".

The main goal of the society is to participate in the implementation of the unified technical policy pursued by Uzkimyosanoat JSC, aimed at accelerating technical progress and increasing the economic efficiency of capital investments in the construction of industrial enterprises in the chemical industry, economical use of basic building materials and rational use of land resources in accordance with the regulatory documents of the Ministry construction of the Republic of Uzbekistan.

Main tasks : expanding the scope of activities with access to the international market, improving the quality of project documentation, improving the material and technical condition of the society and training qualified personnel.

The main activities of the company :

- development of design and estimate documentation for the construction of facilities and the implementation of architectural supervision of the construction of facilities;
- implementation of individual projects and working drawings for small and medium business;
- validation of project documentation developed by foreign companies;
- development of documentation for Emergency Localization Plans;
- development of business plans for the designed productions;

- development of technological regulations, coordination of technological regulations and project documentation developed by enterprises;
- development of norms for the consumption of energy resources;
- implementation of projects of EIA, ZEP on the ecology of industrial sites and construction areas.
- preparation and conduct of courses for training and testing knowledge of the rules, norms and instructions on labor protection and safety for managers and chief specialists of enterprises.

1.3. Requisites, status, structure

Name of the enterprise	JSC "UZKIMYOSANOATLOYIHA"
Organizational and legal type of ownership	Joint-Stock Company
Industry	Chemical industry
Region	Tashkent region, Chirchik
Legal address	111700, Uzbekistan, Tashkent region, Chirchik, st. Tashkentskaya, 4
Telephone	+(998) 70-715-13-08, 5-14-38
E -mail	office @ himproekt . uz
Website www.himproekt.uz _ _	
Bank details	account 20210000100128577001 Yashnabad branch of KhATB "Uzpromstroybank" MFO 00432 TIN 200941533 OKED 71120

The size of the Authorized Fund is 814,145,000 UZS, which corresponds to 162,829 shares, including: 159,043 - ordinary registered shares, 3,786 - preferred shares. The nominal value of one share is 5,000 UZS.

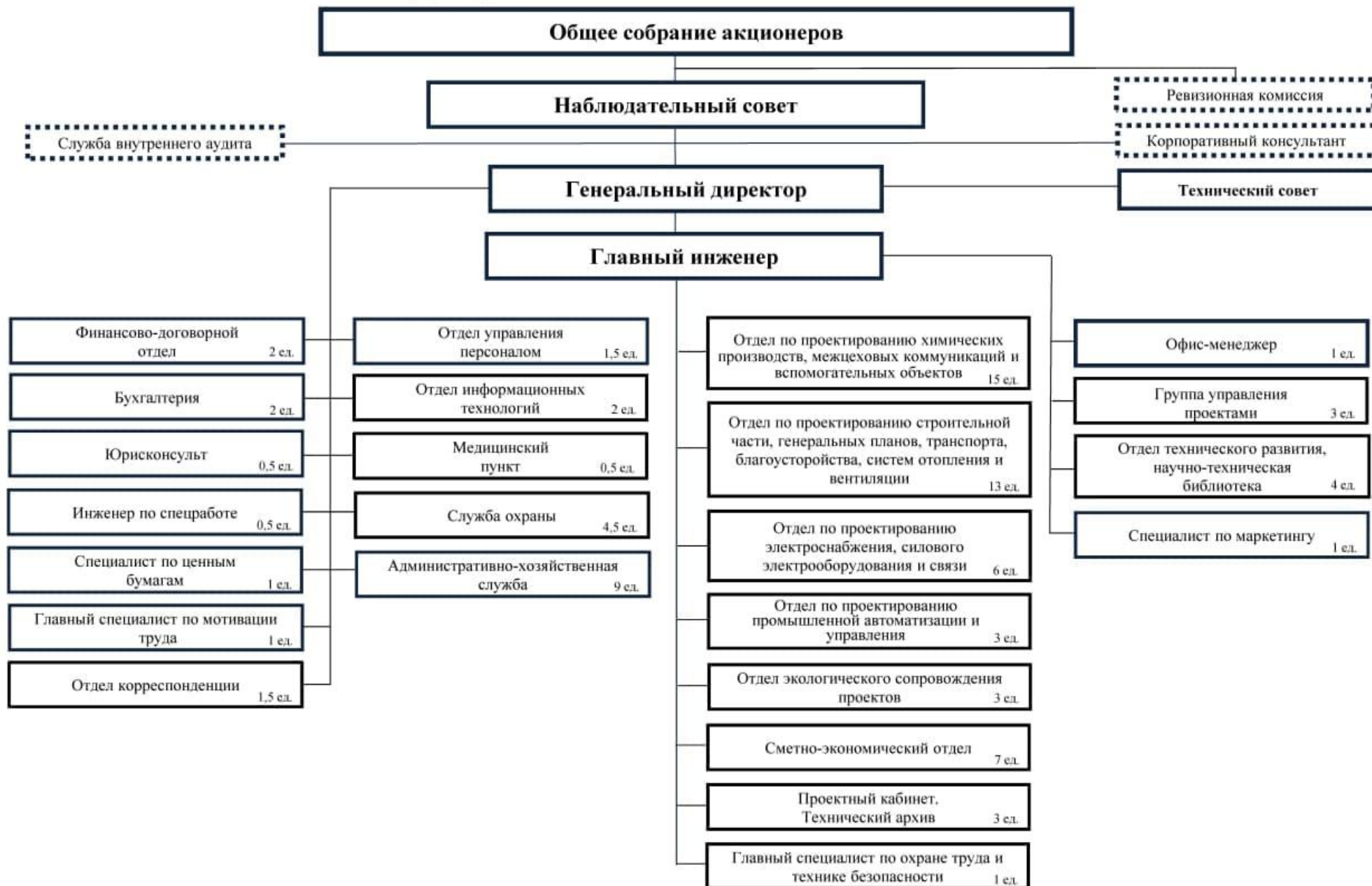
The authorized capital of the Company is distributed in the following order:

1. Share of UZKIMYOSANOAT JSC - 54.57%
(88,862 ordinary registered shares for 444,310,000 soums);
2. The share of the workforce - 2.33%
(3786 preferred shares for UZS 18,930,000);
3. The share of individuals - 43.1%
(70,181 ordinary registered shares for 350,905,000 UZS).

The management bodies of the Company are:

- General Meeting of Shareholders;
- Supervisory Board of 5 people;
- Executive agency.

Структура АО "O'ZKIMYOSANOATLOYUNA"



Общая численность работников - 88 ед., в т.ч. УП - 32 ед.

2. Market position, existing business relationships

2.1. Compliance of products with international standards

In accordance with the Decree of the Cabinet of Ministers of the Republic of Uzbekistan dated January 22, 2016 No. PKM-15 "On additional measures to improve design work and expertise of investment projects financed by centralized investments", in order to increase competitiveness, maximize the satisfaction of the requirements and expectations of consumers in the company has implemented the Quality Management System (QMS) according to the international standard ISO 9001:2015.

On January 15, 2018, a certificate was received, registered in the State Register of the National Certification System No. UZ. SMT .04.029.06474.

On January 31, 2018, a certificate was received, registered in the international certification system under No. QMS -4014-2018. In 2019, an independent audit organization confirmed the validity of the existing certificate.

In 2019, according to the results of the rating analysis of enterprises of the Republic of Uzbekistan in terms of the main indicators of financial and economic activity, conducted by the Union of National Business Ratings (Republic of Kazakhstan), the company was included in the list of design institutes that are the best in their industry, and received a silver rating in terms of "Return on assets" and "Solvency ratio".

2.2. Works completed in 9 months of 2020

The main business partners are enterprises of the chemical industry that are part of the structure of Uzkimyosanoat JSC, such as: Maksam-Chirchik JSC, Ferghanaazot JSC, Navoiazot JSC, INDORAMA JSC KOKAND FERTILIZERS AND CHEMICALS, LLC Kungrad Soda Plant, JSC Dekhkanabad Potash Plant, JSC Ammophos-Maxam, LLC Birinchi Rezinotekhnika Zavodi.

During the 9 months of 2020, the institute cooperated with these enterprises, as well as private sector enterprises, as part of the implementation of the following projects:

1. Ferganaazot JSC

- Development of a business plan for the project "Organization of the production of melamine";
- Development of a draft general technical regulation "On the safety of synthetic fibers";
- Development of a business plan for the project "Organization of the production of nitrocellulose".

2. JSC Navoiazot

- Development of a draft general technical regulation "On the safety of organic chemistry products".

3. JSC "QO'QONSPIRT"

- Calculation of general production norms of specific consumption of fuel and energy resources for the main products and auxiliary shops.

4. LLC "Directorate for the construction of the plant of ammonia and carbamide"

- Development of working documentation "Temporary buildings and structures for the project "Organization of production of ammonia and urea" in the city of Yangiyer ".

5. JSC "Uzkimyosanoat"

- Bringing in in accordance with the legislation of the Republic of Uzbekistan, developed by the Consortium of Chungnam National University, the feasibility study of the project "Creation of a research and design institute - the Center for Chemical Technologies".

6. JSC Dekhkanabad Potash Plant

- Development of a business plan for the facility "Production of granulated potassium chloride";

- Development of a business plan for the project "Organization of the production of potassium sulfate".

7. LLC "Kungradsky soda plant"

- Development of a working draft and draft EIS "Reception and transportation of carbon dioxide from JV "Uz-Kor Gas Chemical" LLC to "Kungrad Soda Plant" LLC".

8. GALLAOROL KALIY FOSFAT LLC

- Development of a feasibility study for the project "Production of potassium sulfate with the processing of hydrochloric acid into calcium chloride."

9. INDORAMA KOKAND FERTILIZERS AND CHEMICALS JSC

- Development of working documentation for bringing the liquid ammonia storage in accordance with the current rules;

- Development of working documentation in terms of water supply, sewerage (VK) and heating, ventilation (HV) of the designed building of the Main substation SS - 1 and the control panel;

- Development of working documentation for bringing the sulfuric acid warehouse in accordance with the current rules;

- Development of working documentation "Modernization of the fire extinguishing system" (internal networks);

- Validation of the project "Modernization of JSC" Indorama Kokand fertilizers and chemicals "" (Shop for the production of simple superphosphate and shop for the production of ammoniated superphosphate).

10. SP OOO "PAK-MERIT BLEACHING CLAY"

- Development of a working project for the facility "Production of activated bleaching clay in the territory of the Angren FEZ".

11. CENTRAL ASIA CHEMICALS LLC

- Development of working documentation "Wiring of pipelines for energy media. Isometric drawings.

12. CHIRCHIK CHEMICAL TRADE LLC

- Development of a working project for the object "Organization of the production of granular fertilizers by compacting".

13. IP Negmatov S. S.

- Development of a working draft and a draft environmental impact statement (ESI) of a pilot industrial plant (PPU) "Establishment of the production of a surfactant "surfactant-Kompozit" of the KHF-VS class".

14. Other works

- Development of temporary technological regulations;

- Consideration and approval of permanent technological regulations;

- Consideration and coordination of norms of consumption of raw materials, materials and energy resources;

- Conducting architectural supervision of the construction of facilities;

- Development of EIA projects.

2.3. Financial and economic indicators

million soums

No.	Name	Forecast 9 months 2020	Fact 9 months 2020	Percent Complete
1	Net proceeds from the sale of works and services	6 110.0	5002.0	81.9
2	Cost of work performed, services	4358.5	3368.2	77.3
3	Gross profit	1 751.5	1633.8	93.3
4	payroll fund	3 673.5	3434.0	93.5
5	Administrative expenses	957.0	967.7	101.1
6	Other operating expenses	410.6	296.6	72.2
7	Other income	75.0	115.3	153.7
8	Income from financial activities	63.0	125.3	198.9
9	Expenses from financial activities	3.8	2.4	63.2
10	Profit from general business activities	518.1	607.7	117.3
eleven	Net profit	440.4	546.0	124.0
12	Average salary, sum	3 265 333	3 331 935	102.0
13	Profitability, %	10.1	16.2	160.4

Based on the results of 9 months of 2020, the main financial indicators are:
net proceeds from sales - 5,002.0 million soums;
production cost - 3 368.2 million soums,
expenses of the period - 1,264.3 million soums;
other income (rental of premises, sale of vehicles, delivery of scrap metal) - 115.3 million soums;
income from financial activities (foreign exchange gains, interest on deposits) - 125.3 million soums.

Net sales revenue decreased compared to the forecast by UZS 1,108.0 million or by 18.1%.

The production cost decreased by 990.3 million soums or by 22.7%.

The expenses of the period decreased by 103.3 million soums or by 7.6%.

Other income increased by 40.3 million soums or by 53.7% due to the sale of morally and physically obsolete vehicles.

Income from financial activities increased by 62.3 million soums or by 98.9% due to interest received on deposits and a positive exchange rate difference.

As a result of financial and economic activities, net profit increased by 105.6 million soums or by 24.0% compared to the forecast.

2.4. Expenses

thousand
soums

No.	Expenditures	Forecast 9 months 2020	Fact 9 months 2020	Deviation, +, -
1	2	3	4	5
	Production cost			
1	Wage	2902500	2 703 476	-199 024
2	Payroll (12%)	348 300	325 370	-22 930
3	materials	180 419	93 477	-86 942
4	Depreciation	114 750	57 502	-57 248
5	Travel allowances	37 500	3 341	-34 159
6	Maintenance of buildings, including:	77 644	84 313	+6 669
	- electricity;	50 680	62 108	+11 428
	- heat energy	22 689	20 288	-2 401
	- water	4 275	1917	-2 358
7	sick leave	52 500	46 435	-6 065
8	Communication and internet services	11 250	5 970	-5 280
9	Maintenance	453 750	31 895	-421 855
10	Repair and maintenance of office equipment	20 250	0	-20 250
eleven	Software	128 250	0	-128 250
12	ISO standard	13 000	12 728	-272
13	Other	18 435	3 690	-14 745
	Total	4 358 548	3 368 197	-990 351
	Administrative expenses			
1	Wage	660 000	710 724	+50 724
2	Payroll (12%)	79 200	85 437	+6 237
3	Depreciation	72 750	100 253	+27 503
4	Material costs	39 000	24 779	-14 221
5	sick leave	9 750	21 031	+11 281
6	cellular	675	542	-133
7	Travel allowances	26 250	345	-25 905
8	Maintenance of buildings, including:	13 920	10 130	-3 790
	- electricity;	13 875	10 111	-3 764
	- water	45	19	-26
9	Communication and internet services	10 425	8 362	-2063
10	Representation expenses	30,000	368	-29 632
10	Other	15,000	5 694	-9 306
	Total	956 970	967 665	+10 695
	Other operating expenses			
1	Mandatory payments to the budget	17 595	15 704	-1 891
2	Material aid	11 250	4683	-6 567
3	Audit	18 000	18 000	0
4	Bank services	5 250	8 825	+3 575
5	Depository services	16 500	17 028	+528
6	Mother's allowance	12 750	5 706	-7 044
7	One-time bonuses	111 000	5 245	-105 755
8	Payment per contract	50,000	20 128	-29 872
9	Personnel training	52 497	0	-52 497

10	Holding a corporate party	13 500	40 151	+26 651
eleven	Subscription	3 750	3 925	+175
12	0.1% in the Ministry of Construction of the scope of work	6 110	5002	-1 108
13	Consulting services	3 750	1536	-2 214
14	English language training	15 750	1 260	-14 490
15	Loss from write-off of receivables	0	20 117	+20 117
16	Labor agreements	0	25 610	+25 610
17	Other	72 895	103 670	+30 775
	Total	410 597	296 590	-114 007
	Financing expenses			
1	Foreign exchange losses	3 750	2428	-1 322
	Total	3 750	2428	-1 322
	Total cost:	5 729 865	4 634 880	-1,094,985

3. Planned financial and economic activities in 2021

3.1. Work plan

In 2021, the company plans to take part in the development of investment projects designated Decree of the President of the Republic of Uzbekistan dated April 3, 2019 No. PP-4265 "On measures to further reform and increase the investment attractiveness of the chemical industry", as well as provide project services to representatives of the private sector.

The Company takes measures to increase the export potential. In 2021, it is planned to conclude an export contract for the adaptation of the Basic Design for the facility "Production of polyvinyl chloride (PVC), caustic soda at Navoiazot JSC" (Stage II).

List of planned main works for 2021

No.	Name of works	Estimated scope of work without VAT according to the Business plan, million sum
1	2	3
1.	Development of a business plan for the project "Increasing the capacity of truck and bus tires on the basis of the existing workshop for the production of agricultural tires (building 103). II at BIRINCHI LLC REZINOTEXNIKA ZAVODI »	450.0
2.	Development of a working draft "Modernization of the exhaust gas heating method with the exception of the BNG-172 technology JSC "Maksam-Chirchik"	600.0
3.	Development of a feasibility study for the project "Modernization of the production of phosphate fertilizers" at JSC "Ammophos-Maxam" II stage	600.0
4.	Validation of the project "Modernization of JSC" Indorama Kokand fertilizers and chemicals "" II stage	650.0

5.	Development of a feasibility study of the project for the facility "Expansion of the Kyzylkum phosphorite complex". (Processing complex) at Almalyk MMC JSC	1200.0
6.	Adaptation of the Basic design for the facility "Production of polyvinyl chloride (PVC), caustic soda at Navoiazot JSC (Stage II)	4000.0 _
7.	Development of a business plan for the facility "Organization of technical gas production" at Navoiazot JSC	330.0
8.	Development of working documentation, working projects	500.0
9.	Consideration and approval of temporary and permanent technological regulations, project documentation	100.0
10.	Consideration and approval of consumption rates of raw materials, materials and energy resources	50.0
11.	Development of materials for environmental support of project documentation (PZVOS, ZEP, RSV)	100.0
	TOTAL	8580.0

* The calculation of the estimated cost of work was carried out on the basis of the Regulations on the procedure for determining the cost of design and survey work, approved by Order of the Minister of Construction of the Republic of Uzbekistan dated August 19, 2019 No. 396.

3.2. Financial and economic indicators

million soums

No.	Name	expected 2020	Forecast 2021	Height, %
1	Net proceeds from the sale of works and services	6,751.0	8580.0	27.1
2	Cost of performed works, services	4667.4	5,529.0	18.5
3	Gross profit	2083.6	3,051.0	46.4
4	payroll fund	4,700.0	5550.0	18.1
5	Administrative expenses	1298.1	1453.7	12.0
6	Other operating expenses	448.1	1,141.4	54.7
7	Other income	154.0	350.0	127.3
8	Income from financial activities	140.0	50.0	-64.3
9	Expenses from financial activities	5.0	50.0	900
10	Profit from general business activities	626.4	805.9	28.7
11	Net profit	532.4	673.4	26.5
12	Average salary, sum	3 730 159	5 441 176	45.9

Generalized indicators

million soums

Indicators	2020	2021	Height, %
Income	7045.0	8980.0	27.5
Expenses	6418.6	8,174.1	27.4
Profit before taxes	626.4	805.9	28.7
Net profit	532.4	673.4	26.5

In 2021, based on the potential portfolio of orders for design work, the company plans to receive income from sales in the amount of 8,580 million soums, while the growth rate will be 24.8%

compared to last year. Gross profit is projected at 3,051.0 million soums, growth - 46.4%. Profit from general economic activity is planned in the amount of 805.9 million soums, growth - 28.7%. Net profit is projected at 673.4 million soums, growth - 26.5%.

3.3. Expenses

thousand
soums

No.	Expenditures	expected 2020	Forecast 2021	Deviation, +/-
Production cost				
1	Wage	3,610,000	4,000,000	+390 000
2	Payroll (12%)	433 200	480 000	+46 800
3	materials	125 000	197 050	+72 050
4	Depreciation	77 000	69 104	-7 896
5	Travel allowances	15,000	50,000	+35 000
6	Maintenance of buildings, including:	113 048	181 986	+68 938
	- heat energy;	39 991	39 612	-379
	- electricity;	70 501	58 836	-11 665
	- water	2556	2756	+200
	- gas	0	80 782	+80 782
7	sick leave	60000 __	70 000	+ 10,000
8	Communication services	1600	1800	+200
9	Internet	6 500	7 500	+1 000
10	Partial renovation of the project building:	141 000	440 000	+299 000
	-materials	75 000	290 000	+215 000
	- workers' wages	66 000	150 000	+84 000
12	ISO standard	28 000	20 000	-8 000
1 3	Other	57 040	12 077	-44 963
	Total	4 667 388	5 529 017	+861 629
Administrative expenses				
1	Wage	950 000	1,050,000	+100 000
2	Payroll (12%)	114 000	126 000	+12 000
3	Depreciation	134 000	120 221	-13 779
4	Material costs	33 000	40 359	+7 359
5	sick leave	28 000	32 000	+4 00
6	cellular	725	850	+125
7	Travel allowances	5000	40 000	+35 000
8	Maintenance of buildings, including:	13 654	11 235	-2 419
	- electricity;	13 629	11 207	-2 422
	- water	25	28	+3
9	Communication and internet services	11 200	13 000	+1 800
10	Hospitality expenses	500	10,000	+9 500
11	Other	8000	10,000	+2 000
	Total	1 298 079	1 453 666	+155 587
Other operating expenses				
1	Mandatory payments to the budget, including:	37 940	45 300	+7 360
	- water	240	300	+60
	-property	17 000	20 000	+3 000
	- Earth	20 700	25 000	+4 300

2	0.1% of the amount of work to the Ministry of Construction	6 751	8 580	+1 829
3	Material aid	6 500	15,000	+ 8500
4	Audit and IFRS	18 000	25 000	+7 000
5	Bank services	12 000	14 000	+2 000
6	Depository services	23 000	26 000	+ 3,000
7	Mother's allowance	7 700	10,000	+2 300
8	agricultural products	0	80 000	+ 8 0 000
9	Christmas gifts for children	21 232	13 000	-8 232
10	Employee contract training	37 500	45 000	+7 500
11	Subscription	3 925	5000	+1 075
12	One-time premiums	15,000	500 000	+ 485 000
14	Loss from write-off of receivables	20 117	0	- 2 0 117
15	Labor agreements	80 000	100,000	+20 000
16	Return of interest on the deposit	38 428	10,000	-28 428
17	Personnel training	12 000	50,000	+38 000
18	Losses on disposal of fixed assets	0	90 475	+ 90 475
19	Other	108 050	104 000	-4 050
	Total	448 143	1 1 41 355	+ 693 212
	Financing expenses			
1	Foreign exchange losses	5000	50,000	+45 000
	Total	5000	50,000	+45 000
	Total cost:	6 418 610	8 1 74 038	+1 755 428

Notes:

1. The forecast provides for an increase in payroll (wages, one-time bonuses for holidays) by 18.1% in order to provide material incentives for the company's specialists and attract professional personnel;

2. The forecast amount of the cost of materials is determined taking into account the list of requirements for materials for the planning period;

3. Includes costs for partial renovation of the design building;

4. Spending on sick leave increases in line with the expected figure for 2020;

5. Travel expenses increase due to the planned increase in the number of business trips;

6. The cost of building maintenance, in particular for electricity and heat supply, is reduced due to savings, as it is planned to put into operation its own boiler house. In this regard, gas expenses were added;

7. Expenditure on advanced training has been increased, as it is planned to intensify work on improving the professionalism of the company's employees, studying promising design methods and innovative projects.

8. Other operating expenses increase in connection with the planned, depending on the financial situation, payment of one-time bonuses, based on the number of official holidays established in the republic, in the number of monthly salaries. In addition, losses were taken into account when selling fixed assets (vehicles) due to incompletely accrued depreciation.

3.4. Improvement of the material and technical base

In 2021, it is planned to purchase computers, office equipment, software and other equipment in accordance with the list below:

No.	Name	Unit. and zm.	Qty	Cost, million soums	Amount, million soums
Computing and office equipment					
1.	Specialized Server HPE ProLiant ML 30 Gen 10 Server	PC.	1	30.0	30.0
2.	Webcam Logitech HD Pro C920 (for video conferencing)	PC.	1	0.8	0.8
3.	Digital Discussion System CCS 1000 D	PC.	1	1.7	1.7
4.	Computer CPU Intel Core i7/MB Gigabyte	PC.	10	12.0	120.0
5.	Notebook Lenovo IdeaPad 3 15.6	PC.	1	7.5	7.5
6.	Computer (monoblock) for administrative staff	PC.	10	8.0	80.0
7.	Consumables (per year)				23.3
	TOTAL:				263.3
Software					
1.	Software package " AutoCad-Revit "	Number of licenses	2	2 6.00	52.0
2.	Kaspersky Anti-Virus	Number of licenses	40	0.35	14.0 _ _
3.	Other (update: ABC4, NORMA, TN QURILISH, 1c accounting)			15 , 8	15.8
	TOTAL:				81.8
	Total:				345.1

4. Labor resources

4.1. Availability of labor resources

To date, the staff list provides for the number of 88 people, including: production staff - 61; AUP - 13; support staff - 14.

Since the beginning of 2020, 15 people have been hired , 51 people have been fired.

4.2. Personnel policy

The personnel policy is aimed at achieving the following goals:

1. Formation of high professionalism and culture of managerial and technological processes, achievement of staffing of all departments with qualified employees.

2. Maximum effective use of the intellectual human resources potential, its preservation and enhancement.

3. Creation of more favorable conditions and guarantees for the manifestation of each employee's abilities, implementation of positive interests and individual plans, stimulation of professional and career growth.

The introduction of innovative technologies in the process of issuing project documentation will significantly reduce the time required to complete design work, improve their quality, and also allow monitoring the relevance of project documentation at each stage.

The technologies being introduced provide for the stage-by-stage equipping of society with computers that meet advanced world standards. This will allow using advanced design systems (BIM technologies, 3D modeling) in the design process. The use of these technologies will lead to a significant reduction in the time of design work, provide high efficiency of teamwork, the ability to explore several options and choose the best one based on design data and estimated construction costs. The use of 3D modeling will increase the visibility and quality of the transmitted information, reduce the time for considering problem areas and making decisions.

Taking into account modern requirements for information technology, in 2021 it is planned to purchase new modern office equipment for training design specialists in the programs "3 D MAX ", " Autocad ".

During 2020, 4 specialists completed advanced training courses at the training center of the Ministry of Finance of the Republic of Uzbekistan, 1 specialist at the RPI "Uzinzhiniring", 1 specialist completed advanced training courses at the Republican Higher School of Business and Management named after Abu Raykhan Beruni under the National Project Management Agency under the President of the Republic Uzbekistan, chief accountant was trained in the form of online seminars "Basics of IFRS" in LLC " International institute of finance and accounting ". The cost of advanced training amounted to 15,350,000 UZS.

In order to preserve and increase the intellectual human resources potential, the Company pays the full cost of the contracts of two employees who entered universities in 2018, and also 50% of the cost of the contract of 3 employees who entered higher educational institutions in 2019 on the recommendation of Uzkimyosanoat JSC.

In 2021, it is also planned to carry out comprehensive work to improve the skills of employees.

4.3. Staffing

No. p/p	Job titles	Discharge according to ETS	Quantity full-time units
1	2	3	4
Administrative and management personnel			
Management			
1	CEO	15	1
2	Chief Engineer	14	1
	TOTAL:		2
3	Office Manager	7	1
Financial and contract department			
4	Department head	12	1
5	Lead Economist	9	1
	TOTAL for the department:		2
Accounting			
6	Chief Accountant	12	1
7	Accountant	7	1
	TOTAL for the department:		2
Human Resources Department			
8	Department head	10	1
9	HR Engineer	7	0.5
	TOTAL for the department:		1.5
Correspondence department and control			
10	Department head	9	1
eleven	Discipline Control Engineer	7	0.5
	TOTAL for the department:		1.5
12	Securities Specialist	10	1
13	Chief Motivational Specialist	10	1
14	legal adviser	10	0.5
15	Specialist engineer. work	8	0.5
	TOTAL:		
	TOTAL for AUP:		13
Production departments			
Department for the design of chemical production, inter-shop communications and auxiliary facilities (MTO)			
1	Department head	12	1
Organic production group			
2	Group leader	10	1
3	Category II engineer	8	1
4	Engineer	7	2
5	Technician I category	6	1
	TOTAL:		5
Group of nitrogen and phosphorus fertilizers			
6	Category I engineer	9	1
7	Engineer	7	1
	TOTAL:		2

Group of assembly and technological parts, auxiliary facilities and intershop communications			
8	Group leader	10	1
9	Engineer	7	3
	TOTAL:		4
Water Supply and Sewerage Group			
1 0	Chief Specialist	eleven	0.5
1 1	Group leader	10	1
1 2	Category III Engineer	7	1
1 3	Engineer	7	1
	TOTAL:		3.5
	TOTAL by department :		15.5
Department for the design of the building part, master plans, transport, landscaping, heating and ventilation systems			
1	Department head	12	1
Structural Design Group No. 1			
2	Chief Specialist	eleven	1
3	Lead Engineer	9	1
4	Category I engineer	9	1
5	Technician	5	1
	TOTAL:		4
Structural Design Group No. 2			
6	Group leader	10	1
7	Category I engineer	9	1
8	Category III Engineer	7	1
	TOTAL:		3
Group of calculations of building structures			
9	Chief Specialist	eleven	1
Heating and Ventilation Design Group			
10	Group leader	10	1
eleven	Category II engineer	8	1
	TOTAL:		2
Master Plans Group, transport and improvement			
12	Group leader	12	1
13	Engineer	7	1
	TOTAL:		2
	TOTAL by department:		13
Power Supply Design Department, power electrical equipment and communications			
1	Department head	12	1
2	Category II engineer	8	1
3	Engineer	7	4
	TOTAL by department:		6
Industrial Automation and Control Design Department			
1	Department head	12	1
2	Category I engineer	9	1
3	Category III Engineer	7	1
	TOTAL by department:		3
Estimated and economic department			
1	Department head	12	1
2	Chief Specialist	1 1	1

3	Group leader	10	1
4	Engineer for design and estimate work of the 1st category	9	1
5	Engineer for design and estimate work of the III category	7	1
6	Technician for design and estimate work of the 1st category	6	1
7	Technician for design and estimate work		1
	TOTAL by department:		7
Department of Information Technology			
1	Department head	12	1
2	Engineer	7	1
	TOTAL by department:		2
Department of environmental support of projects			
1	Department head	12	1
2	Lead Engineer	9	0.5
3	Category II engineer	8	1
	TOTAL by department:		2.5
Technical Development Department			
1	Department head	13	1
2	Chief technologist	eleven	1
3	Innovation Specialist	10	1
4	Head of Scientific and Technical Library	9	0.5
5	Regulatory Materials Specialist	9	0.5
	TOTAL by department:		4
1	Marketing Specialist	10	1
1	Chief specialist in labor protection and technology security	eleven	1
Project Management Group			
1	Chief Project Engineer	12	2
2	Category III Engineer	7	1
	TOTAL:		3
Project office			
1	Department head	9	1
2	Senior archivist	5	1
3	Multiplication operator	3	1
	TOTAL by department:		3
Auxiliary and service person			
Security Service			
1	Head of Service	8	0.5
2	checkpoint controller	2	4
	TOTAL:		4.5
Medical Center			
1	Nurse	5	0.5
housekeeping service			
1	Head of Service	9	1
2	power engineer	8	1
3	Car driver (passenger car)	2	3
4	Integrated maintenance worker	4	2

	and building renovation		
5	office cleaner	1	2
	TOTAL:		9
	TOTAL staff units:		88

5. Development perspective

In order to achieve sustainable development of society, the following activities are required:

1. Improving working conditions to ensure efficient labor productivity.
2. Improvement of the material and technical base (updating the existing computer and office equipment).
3. Staffing with highly qualified specialists with production and design experience.
4. Implementation of modern information and communication technologies and programs that meet the requirements of international standards.
5. Advanced training and training of the company's employees on the use of modern computer programs for design with the involvement of specialists from international companies.
6. Implementation of new innovative technologies in modern projects of the chemical industry.
7. Studying the experience of international companies in the field of design.
8. Participation in tenders for the development of projects held in the country by various organizations.
9. Cooperation with leading international companies.