

**Report**  
**on financial and economic activities**  
**JSC "UZKIMYOSANOATLOIKHA"**  
**for 2022**

# **Report on the implementation of the main financial and economic indicators of the activities of JSC “Uzkimyosanoatloyikha” based on the results of 2022**

## **I. general information**

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

The authorized capital of the joint-stock company is distributed in the following order:

1. Share of UZKIMYOSANOAT JSC - 43.74%
2. The share of JSC Institute "Orgenergostroy" is 27.49%
3. Share of TK-Engineering LLC - 27.48%
4. Share of the workforce - 1.29%

## **II. Field of activity**

The main activities of the Company:

- development of design and estimate documentation for the construction of facilities and implementation of designer supervision over the construction of facilities;
- execution of individual projects and working drawings for small and medium-sized businesses;
- validation (adaptation) of project documentation developed by foreign companies for projects implemented on the territory of the Republic of Uzbekistan for compliance with current technical standards and rules, GOSTs and legislation;
- development of documentation for Emergency Localization Plans;
- development of business plans, technical and economic calculations, feasibility studies of designed production facilities;
- development of technological regulations, coordination of technological regulations developed by enterprises and design documentation;
- development of energy consumption standards;
- implementation of EIS and EPZ projects on the ecology of industrial sites and construction areas.

## **III. Works completed in 2022**

During 2022, the institute continuously collaborated with chemical industry enterprises included in the structure of Uzkimyosanoat JSC, such as: Maksam-Chirchik JSC, Ferganaazot JSC, Navoiazot JSC, Kupgrad Soda Plant JV LLC, JSC Dekhkanabad Potassium Plant, Ammophos-Maxam JSC, BIR 1 NCHI LLC REZINOTEXNIKA ZAVODI”, as well as private sector enterprises.

During the reporting period, the institute concluded 64 contract agreements and completed the following work:

### **1. JSC "Maksam-Chirchik"**

Approval of the Permanent Technological Regulations for the production of compressed oxygen and compressed nitrogen at a gas filling station;

- Development of a feasibility study (TES) for the project “Modernization of the complex machine unit KMA-2 with improved reliability, maintainability and air performance in the

production of non-concentrated nitric acid”;

Coordination of the Permanent Technological Regulations of the Installation for the preparation of anti-caking agent for treating the surface of ammonium nitrate granules.

## **2. JSC "Ferganaazot"**

- Development of “Technical solutions for the consumption of energy resources (natural gas and electricity) per unit of production in the AM-76 unit when the supply of natural gas is limited”;
- Development of an inventory of production and consumption waste and limits on their disposal;
- Development of an inventory of emission sources and draft environmental standards for air pollutants;
- Development of a working project “Expansion of sodium chlorate production by 25% from 52 tons/day to 65 tons/day in the chemical production workshop”;
- Development of a feasibility study (feasibility study) for the project “Purchase of modern, energy-efficient, new water steam boilers: a starting boiler with a capacity of 90 t/h for the AM-76 unit and for the needs of industrial site No. 1 and a boiler with a capacity of 120 t/h for the needs of the industrial site No. 2 Boiler Shop”;
- Development of a detailed design for the “Perimeter Security System” object.

## **3. JSC Navoiazot**

- Development of a draft environmental impact statement (EIS) for the facility “Organization of production of liquid cyanosalts”;
- Development of a business plan for the project “Organization of polyoxymethylene (POM) production”;
- Adaptation of the working project “Modernization of unit No. 1 of shop No. 25 for the production of nitric acid UKL-7”, developed by OJSC “KRATSSVETMET”.

## **4. JV LLC "Kungrad Soda Plant"**

- Development of a detailed design and author’s support for “Installation of an additional mini-silo for periodic weighing of finished products—soda ash grades “B” and “A”;
- Development of Permanent Technological Regulations “ADKF Workshop” ( I - II stage), “CO2 compression workshop” ( I - II stage).

## **5. JSC "Dekhkanabad Potash Plant"**

- Development of a feasibility study (TES) for the project, detailed design and author’s support for the project “Development of the northern part of the Tyubegatan potassium salt deposit”;
- Development of a working project “Installation of a new economizer in the boiler shop”;
- Development of temporary technological regulations for “Water supply and sewerage”, “Gas supply”.

## **6. "Ammophos-Maxam"**

- Development of permanent technological regulations “Production of extraction phosphoric acid (P-line)”;
- Development of general production standards for specific consumption of fuel and energy resources for workshops: EFC-2, EFC-3, Ammophos-2, Ammophos-3, boiler shop, sulfuric acid

shop.

## **7. LLC "BIRINCHI REZINOTEXNIKA ZAVODI"**

- Development of a Business Plan for the "Production of Technological Cord" project; Development of a Business Plan for the project "Increasing the production capacity of automobile tires";
- Development of a Business Plan for the project "Production of vulcanization diaphragms";
- Development of a Business Plan for the project "Production of steel wire - 1820 tons and steel cable - 815 tons";

Coordination of temporary technological regulations "Production of mixtures for conveyor belts, agricultural and automobile tires", "Production of automobile tires", "Production of agricultural tires", "Production of rubber-fabric and rubber-rope conveyor belts".

## **8. JSC "Uzkimyosanoat"**

- Development of a business plan for the project "Organization of production of detonating cord on the basis of the industrial park of Chirchik";
- Development of a feasibility study (TES) for the project "Organization of production of polyvinyl chloride (PVC) and caustic soda in the Ustyurt region";
- Development of a business plan for the project "Production of accessories for clothing production";
- Development of a business plan for the project "Production of calcium hypochlorite";
- Development of a detailed design for the project "Repair of the 4th floor of an administrative building";

Development of a business plan for investment projects "Organization of production of hydrogen sulfide and sodium sulfide on the basis of JSC "NAVOIYAZOT", "Organization of production of citric acid", "Organization of production of acryloamidic acid" LLC "SAMFOS"

- Development of an Environmental Impact Statement (EPS), detailed design and author's support for the project "Organization of production of nitrocalcium phosphate fertilizer with a capacity of 150 thousand tons per year";
- Development of a draft environmental impact statement (EIS) for the facility "Organization of production of nitrocalcium phosphate fertilizer with a capacity of 150 thousand tons per year";
- Development of a Statement of Environmental Consequences (EPS) for the facility "Organization of production of nitrocalcium-phosphate fertilizer with a capacity of 150 thousand tons per year."

## **9. JV LLC "JV CONTINAZ"**

- Development of a detailed design for the facility "Production of sulfuric acid with a capacity of 200 tons/d";
- Development of a detailed design and author's support for the project "Installation for the production of hydrocyanic acid and liquid sodium cyanide on the basis of JSC "NAVOIYAZOT"" (Stage I - development of design documentation for the construction part).

## **10. JV LLC "CHEMISTRY INTERNATIONAL"**

- Development of a draft environmental impact statement (EIS), detailed design and author's support for the facility "Organization of production of hydroxypropyl methylcellulose

(HPMC)".

### **11. LLC "SIYAVUSH POLINAR"**

Development of a working project "Organization of production of polyacrylonitrile fiber" (Stage I - development of a business plan; Stage II - development of a EPZ).

### **12. LLC "YUKSAK PARVOZ QURILISH"**

- Development of a detailed design and author's support for the project "Construction and reconstruction of the Industrial Park in Chirchik";
- Development of a detailed design for the project "Creation of the Chirchik Chemical Industrial Technopark" (II lower site on the territory of UzKTZhM; III site on the territory of JSC "Maksam-Chirchik", 51 workshop);
- Development of a detailed design and author's support for the project "Construction of the administrative building of the traffic safety service of the department of internal affairs of the city of Chirchik."

### **13. COLDROOM SERVICE LLC**

Development of design and estimate documentation for the project "Construction of ammonia refrigeration units on the basis of the State Enterprise "Magnit"".

### **14. JV OOO "TOSHKENT METALLURGIYA ZAVODI"**

- Development of a detailed design and author's support for the project "Reconstruction of part of the zinc warehouse premises for a nitrogen station for a production plant."

### **15. JV LLC "NOVOTECH INDUSTRIES"**

- Development of a working project "Organization of production of superphosphate, nitrocalcium phosphate and NPK fertilizers."

### **16. IP LLC "CAF -SO"**

- Development of an enlarged technical and economic calculation (UTER) for the Navoi 2 project.

### **17. JV OOO "Central Asia Fertilizers"**

- Development of a detailed design and author's support for the project "Grinding complex in Almalyk";
  - Development of a feasibility study (TES) for the project "Construction of a complex for the production of mineral fertilizers in the Tashkent region";
- Development of a working project "Auxiliary facilities for the production of potassium sulfate and potassium nitrate at the production facilities of JSC NAVOIYAZOT" (Stage I - development of basic technical solutions).

### **18. LLC "Directorate of Innovative Research, Production and Educational Cluster for the Chemical Industry"**

Development of design and estimate documentation "Creation of an innovative chemical research, production and educational cluster for the chemical industry, located at the address: Tashkent, Mirzo-Ulugbek district, Ulugbek village, st. Khuroson 1".

## **19. RHODIUM POLIMER LLC**

- Development of a detailed design and author's support for the project "Organization of production of foamed polypropylene on the territory of the Chirchik Industrial Park Himgrad."

## **20. PRIME TOWER GROUP LLC**

- Development of a working project "Gas distribution station and gas supply to the laboratory building on the territory of the University of Geological Sciences in the Mirzo-Ulugbek district of Tashkent."

## **21. JSC INDORAMA KOKAND FERTILIZERS AND CHEMICALS**

- Development of a detailed design for the project "Installation of bunkers in a finished product warehouse."

## **22. Other works**

- Review and approval of Changes and additions to permanent technological regulations;  
- Review and approval of consumption standards for raw materials, materials and energy resources.

## **IV. Export**

During 2022, within the framework of concluded export contracts, the following work was completed:

- development of a business plan for the project "Organization of calcium chloride production with a capacity of 50,000 tons/year on the basis of NAVOIYAZOT JSC " for the TIELONG Company LOGISTICS ( JIANGSU ) (PRC) in the amount of USD 10,925;

- consulting services on design concepts within the framework of the project "Creation of a research and design institute - Center for Chemical Technologies" for Heerim Architects & Planners Co., Ltd in the amount of \$124,195;

- the project "Construction of a polyvinyl chloride (PVC) and caustic soda production complex based on the chemical cluster of NAVOIYAZOT JSC (stage II) for the company CC7 Europe B. \_ V. \_ in the amount of 14,400 EUROS.

<b>Export volume</b>	<b>2021, thousand soums.</b>	<b>2022, thousand soums.</b>	<b>Completion percentage</b>
	1,289,448.1	1,659,373.1	128.7

## **V. Major transactions concluded in the main current activities.**

During 2022, Uzkiyosanoatloyikha JSC concluded the following large transactions under sum contracts for a total amount of **14,326,197.5** thousand soums:

- Development of a detailed design and author's support for the object "Organization of production of polyacrylonitrile fiber" - 2,979,939.3 thousand soums;

- Development of a detailed design and author's support for the project "Creation of the Chirchik Chemical Industrial Technopark" (II lower site on the territory of UzKTZhM; III site on the territory of JSC "Maksam-Chirchik", 51 workshop) - 1,380,767.3 thousand soums;

Development of design and estimate documentation for the project "Construction of ammonia refrigeration units" on the basis of the State Enterprise "MAGNIT" - 800,000.0 thousand soums;

- Development of a detailed design and author's support for the facility "Installation for the production of hydrocyanic acid and liquid sodium cyanide on the basis of JSC "NAVOIYAZOT"" - 1,057,351.8 thousand soums;

Development of design estimates and author's support for the project "Creation of an innovative chemical research, production and educational cluster for the chemical industry, located at the address: Tashkent, Mirzo-Ulugbek district, Ulugbek village, st. Khuroson 1" - 4,097,000.0 thousand soums; - Development of a feasibility study (feasibility study) of the project "Construction of a complex for the production of mineral fertilizers in the Tashkent region" - 933,939.6 thousand soums;

Development of a working project "Auxiliary facilities for the production of potassium sulfate and potassium nitrate at the production sites of JSC NAVOIYAZOT" - 1,470,121.0 thousand soums;

Implementation of adaptation of design documentation for the facilities "Shop for the production of sulfuric acid, capacity 82.5 thousand tons per year", "Shop for the production of potassium sulfate, capacity 20 thousand tons per year", "Shop for the production of ammonium chloride, capacity 10 thousand. tons per year" - 1,607,078.5 thousand soums.

## VI. Financial indicators

million, soum

o.	Name	According to the business	Actual results	Percentage - complete
	Net revenue from sales of works and services	19,932.3	20,770.1	104.2
	Cost of work and services performed	12,949.3	11,990.4	92.6
	Gross profit	6,982.8	8,779.7	125.7
	Total expenses for the period,	4,775.0	5,896.7	123.5
	Administrative expenses	2,957.0	3,505.8	118.6
	Other operating expenses	1,818.1	2,390.9	131.5
	Other income	209.0	18.7	8.9
	Income from financing activities	314.9	449.8	142.8
	Expenses from financing activities	77.4	101.6	131.3
	Profit from general business activities	2 654.3	3,250.0	122.4
	Net profit	2,256.1	2,586.8	114.7
	Payroll fund	11,173.1	12,385.4	110.8
	Average salary, soum	5,064,400	8 507 900	168.0
	Profitability, %	17.42	21.6	124.0

During the reporting period, net revenue from sales of products (works, services) amounted to 20,770.1 million soums, i.e. the planned target was completed at 104.2%. Production costs decreased by 958.9 million soums and amounted to 11,990.4 million soums, which is 7.4% less than the forecast value. Expenses of the period as a whole increased by 1,121.7 million soums or 23.5% and amounted to 5,896.7 million soums, including: administrative expenses increased by 18.6% and amounted to 3,505.8 million soums due to the growth of the wage fund, due to the involvement of specialists in civil contracts; other operating expenses increased by 31.5% due to the occurrence of deferred expenses (for the acquisition of fixed assets and intangible assets). The forecast indicator for other income from core activities was fulfilled by 8.9% (rental of premises) amounted to 18.7 million soums, the reason for failure to meet the forecast value was that the institute's vehicles planned for sale were not sold. Income from financial activities increased by 42.8% (positive exchange rate difference, interest on deposit) and amounted to 449.8 million soums, while at the same time expenses from financial activities (negative exchange rate difference) increased by 31.3% and amounted to 101.6 million soums.

As a result, a profit from general economic activities was generated in the amount of 3,250.0 million soums, which is 22.4% higher than the forecast figure, net profit at the end of the year amounted to 2,586.8 million soums, which also exceeds the forecast value by 14.7 %.

The economic indicators of Uzkimyosanoatloyikha JSC are calculated in accordance with the Regulations on the criteria for assessing the performance of joint-stock companies and other economic entities with a state share, approved by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated July 28, 2015. No. 207.

In accordance with clause 17 of this Regulation, the forecast KPI values for each reporting period are reflected in the Business Plan.



**SCROLL**  
**main key performance indicators**

thousand soums

	<b>Index</b>	<b>Specific gravity</b>	<b>Forecast value for 2022</b>	<b>Actual value for 2022</b>	<b>Percentage Complete</b>	<b>KPI</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F=ExB/100</b>
1	Earnings before interest, taxes, depreciation and amortization ( <b>EBITDA - Earnings</b> Before Interest, Taxes, Depreciation & Amortization), million soums	17	2,414,608.0	3,320,061.0	137.5	23.40
2	Cost Income Ratio ( <b>CIR - Cost</b> Income ratio)	10	0.889	0.860	103.37	10.34
3	Return on Capital Employed ( <b>ROCE - Return</b> on Capital Employed)	0	0.000	0.000	0.00	0.0
4	Return on equity ( <b>ROE - Return</b> On Equity)	2.5	0.566	0.540	95.37	2.38
5	Shareholder Return on Investment ( <b>TSR -Total</b> Shareholders return)	2.5	0.566	0.540	95.37	2.38
6	Return on assets	10	0.433	0.411	94.92	9.49
7	Absolute liquidity ratio	10	1.233	0.602	48.82	4.88
8	Financial Independence Ratio	5	1.818	1.372	75.47	3.77
9	Accounts payable turnover in days	13	39,326	54,830	71.72	9.32
10	Accounts receivable turnover in days	13	33,609	61,800	54.38	7.07
11	Coverage ratio (solvency)	10	2.265	2.134	94.23	9.42
12	Dividend output	2	0.184	0.225	122.28	2.45
13	Receivables reduction indicator (in % of the established target)	5	-177.96	-325.296	- 182.8	-9.1
	<b>Total</b>	<b>100</b>				<b>75.80</b>

**LIST**  
**of additional key performance indicators**

	<b>Index</b>	<b>Specific gravity</b>	<b>Forecast value for 2022</b>	<b>Actual value for 2022</b>	<b>Research completion rate</b>	<b>KPI</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F=ExB/100</b>
	Depreciation rate of fixed assets	20	0.50	0.66	75.76	15.15
	Labor productivity, thousand soums	40	158,192.66	180,609.71	114.17	45.67
	Capital productivity	20	17.83	22.17	124.34	24.87
	Staff turnover rate	20	1,000	0.823	121.51	24.30
	<b>Total</b>	100				<b>109.99</b>

The integral efficiency ratio for the main and additional key performance indicators is **92.90%**.

Consequently, the effectiveness of the executive body at the end of 2022 can be assessed as sufficient.

An analysis of the financial condition of the company was carried out in accordance with the resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated December 14, 2018. No. PKM-1013 "On measures to radically improve the system of financial rehabilitation of enterprises with state participation."

**The main indicators (criteria)** for analyzing the financial and economic state are:

- a) solvency or coverage ratio - **Kpl**;
- б) coefficient of provision with own working capital - **Kos**;
- в) cost and asset return ratios - **Krr, Kra**.

**Additional indicators:**

- a) ratio of own and short-term borrowed funds - **Kss**;
- б) depreciation coefficient of fixed assets - **Kizn**.

**Characteristics of indicators for assessing the economic state of society**

**Solvency or coverage ratio (Kpl)** - the ability of an enterprise to cover short-term obligations with current assets, is the ratio of current (current) assets (Section II of the balance sheet asset, line 390) to current liabilities (Section II of the balance sheet liability, line 600).

If the solvency ratio at the end of the reporting period is **below 1.25, then the enterprise is considered insolvent by this indicator.**

<b>Name</b>	<b>2021</b>	<b>2022</b>
Solvency ratio ( <b>Kpl</b> )	2,357	2.134

**The coefficient of provision with own working capital (Kos)** characterizes the availability of the enterprise's own working capital necessary for its financial stability, the

relationship between the interests of the owners of the enterprise and creditors.

**Kos** is determined by the ratio of sources of own funds (liability section of the balance sheet, line 480) taking into account long-term bank loans and borrowings (section II of the liability balance sheet, line 570 and 580), minus long-term assets (section I of the balance sheet asset, line 130) to current (current) assets (section II of the balance sheet assets, line 390).

The numerator of the ratio shows how much of the enterprise's own funds are put into circulation the denominator is the sum of all current assets. The minimum value of this coefficient is 0.2. If the coefficient of provision with own working capital at the end of the reporting period is less than 0.2, then the enterprise according to this indicator is considered unsecured with its own working capital.

Name	2021	2022
Working capital ratio ( <b>Kos</b> )	0.58	0.53

**Profitability ratios** show the level of profitability (unprofitability) of the financial and economic activities of an enterprise:

a) **The cost profitability ratio (CR)** is calculated as the ratio of profit before tax (column 5, line 240, or loss with a minus sign, column 6, line 240 of form No. 2 “Report on Financial Results”) to the total amount of expenses (column 6, sum of lines 020 , 040, 170, 230).

Name	2021	2022
Cost return ratio ( <b>CR</b> )	0.17	0.18

b) **The return on assets ratio (RA)** is calculated as the ratio of profit before tax (column 5, line 240, or loss with a minus sign, column 6, line 240 of form No. 2 “Report on Financial Results”) to the arithmetic average of the total asset or liability of the balance sheet.

Name	2021	2022
Return on assets ratio ( <b>RA</b> )	0.397	0.411

If the profitability ratios are: below zero, the enterprise is considered unprofitable;  
below 0.05 - the enterprise is considered low-profitable, except for monopolistic enterprises.

**The ratio of own and short-term borrowed funds or current financial independence (Kss)** is calculated as the ratio of sources of own funds (Section I of the balance sheet liability, line 480) to current liabilities (Section II of the balance sheet liability, line 600) and determines the degree of security for the return of short-term borrowed funds with one’s own sources

Name	2021	2022
Ratio of own and short-term borrowed funds or current financial independence ( <b>Kss</b> )	1.89	1.37

If the ratio of own and short-term borrowed funds at the end of the reporting period is **less than 1, this indicates that the enterprise has a financial risk.**

The **depreciation coefficient of fixed assets (Kizn)** characterizes the share of depreciation (wear and tear) of fixed assets and is defined as the ratio of the amount of depreciation of fixed assets (Section I of the balance sheet asset, line 011) to their original cost (Section I of the balance sheet asset, line 010).

Name	2021	2022
Depreciation rate of fixed assets (Kizn)	0.59	0.66

If the depreciation coefficient of fixed assets at the end of the period under review **exceeds 0.5, then the enterprise is characterized by significant depreciation of fixed assets.**

## II. Information on accounts receivable and payable

**Accounts payable** as of 01/01/2023 amount to 4,429.144 million soums. The growth of the indicator compared to the beginning of the year is 2,617.783 million soums or 244.5% due to the growth of the order portfolio and the increase in the amount of transferred advances from customers under concluded contracts.

**Accounts receivable** as of 01/01/2023 amounted to 5,694.437 million soums, which is 4,355.501 million soums or 425.3% more than at the beginning of the year. The growth of the indicator is due to an increase in the volume of work performed. For the entire amount of the debt, there are completed Work Acceptance Certificates and confirmed invoices. The company is constantly carrying out pretentious work to reduce accounts receivable.

Indicators	Unit	As of 01/01/2022	As of 01/01/2023	Height, %
<b>Accounts receivable</b>	million soums	1,338.9	5,694.4	425.3
<b>Accounts payable</b>	million	1,811.4	4,429.1	244.5

There are no overdue receivables or payables.

## III. Implementation of activities planned for 2022

During the reporting period, in order to improve the quality of project documentation, working conditions for the Company's employees and reduce the depreciation of the enterprise's fixed assets, the following was purchased:

- computers for 3D modeling in the amount of 20 pcs.;
- laptop in the amount of 6 pcs.;
- multifunctional device (printer, copier, scanner-printer) f.AZ color, laser Canon iR C 3025 i - 2 pcs.;
- multifunctional device (printer, copier, scanner-printer) f.A4 black and white, HP laser Laser Jet Pro MFP M 428 dw - 5 pcs.;
- EPSON flatbed scanner f.A4 - 1 pc.;
- HRE switch 1930 8 G 4 SFP Swich POE - 1 piece;
- TV SAMSUNG 65" - 1 pc.;
- TV SAMSUNG 55" - 1 pc.;
- anti-virus software - Kaspersky Anti-Virus 150 licenses;

- DLP Secure system Tower FalconGaze company - 20 licenses;
- licensed software from AutoDesk:
  - a) Revit - 1 license;
  - b) AutoCad - 1 license.
- set for conference calls (video camera, speakerphone) - 1 set;
- 2 additional Internet access channels are connected with a speed of 100 Mb/sec

each;

- outdated computers were modernized - 10 pcs.;
- A turnstile with a biometric access system has been installed.

During 2022, favorable working conditions have been created and continue to be created for the Company's employees:

- renovations were carried out from the 1st to 3rd floors of the project building in order to comfortably accommodate personnel;
- furniture updated;
- on the 3rd floor an additional dining room has been allocated and equipped;
- Water coolers are installed on all floors;
- For 2023, it is planned to renovate the assembly hall on the 2nd floor, laboratory premises on the 1st floor and repair the basement floor, where the archive room and shelter are located.

## **IX. Information on personnel work**

The number of employees as of January 1, 2023 is 119 people, of which 61 are women.

The average age of the Company's employees is 38 years, young people under 30 years old - 40 people.

- 87 employees are production personnel - these are heads of structural divisions (guest managers, heads of departments, groups, chief specialists and specialists involved in design);
- 14 employees are AUP;
- 18 people work in support services.
- part-time workers - 5 people.

During 2022, 48 people were hired, 21 people were fired.

Of the total number of employees, there are 75 people with higher education, 33 people with secondary special education, and 11 people with secondary education.

Of the 87 production personnel - 1 head of the technical development and project implementation department, 1 chief technologist, 2 chief project engineers, 12 heads of production departments, 1 chief engineer of the department, 5 chief specialists, 2 group chiefs, 4 leading engineers, 7 design engineers I category, 10 design engineers of category II, 4 design engineers of category III, 28 design engineers of category 7, 1 specialist in regulatory materials, 4 technicians, 1 SEM operator, 1 laboratory assistant, 1 translator, 2 archivists.

During the reporting period, 4 specialists completed advanced training courses at the training center at the Tashkent State University of Uzbek Language and Literature; 4 specialists participated in a training seminar conducted by TC "Uzinzhiniring"; 1 specialist completed advanced training courses at the State Emergency Service of the Tashkent region; 1 specialist completed courses in archiving and office management at the scientific and methodological center at the Uzarchive agency; 2 specialists improved their qualifications on an online course at

the St. Petersburg Institute of Energy; 21 people, among whom were managers and specialists of the Company, were trained and received certificates on the topic “Fundamentals of Project Management” at the Higher School of Business and Entrepreneurship under the Ministry of Economic Development and Poverty Reduction of the Republic of Uzbekistan; 20 people, among whom managers and specialists were trained and received certificates on the topic “Conducting architectural supervision during the construction of buildings and structures by the designer” at the center for training and advanced training of construction managers at the Tashkent Institute of Architecture and Construction; an engineer for special work improved his personal qualifications at the Academy of State Security of the Republic of Uzbekistan; Among young specialists of the Company, training sessions were conducted by the chief architect in order to improve their skills in the Autodesk Revit program “B I M” modeling.

14 specialists of the Company are studying by correspondence in higher educational institutions of the Republic of Uzbekistan.

The management of the Company carries out the above activities to improve the personal qualifications of the Company’s employees, since Uzkimyosanoatloyiha JSC is a leading design institute in the chemical industry and has a need for specialists with higher technical education who are competent in design programs (Autodesk-Revit, Smart Plant 3d”, etc.).

CEO



F. F. Tashmetov