

# DIVERSITY AND INCLUSION PROGRAM

(D&I) Work with people with disabilities

2025



# Program Contents

01

## Cultural diversity

Multinational environment, experience and religious beliefs

02

## Gender equality

Equal opportunities and salaries for men and women

03

## Generational diversity

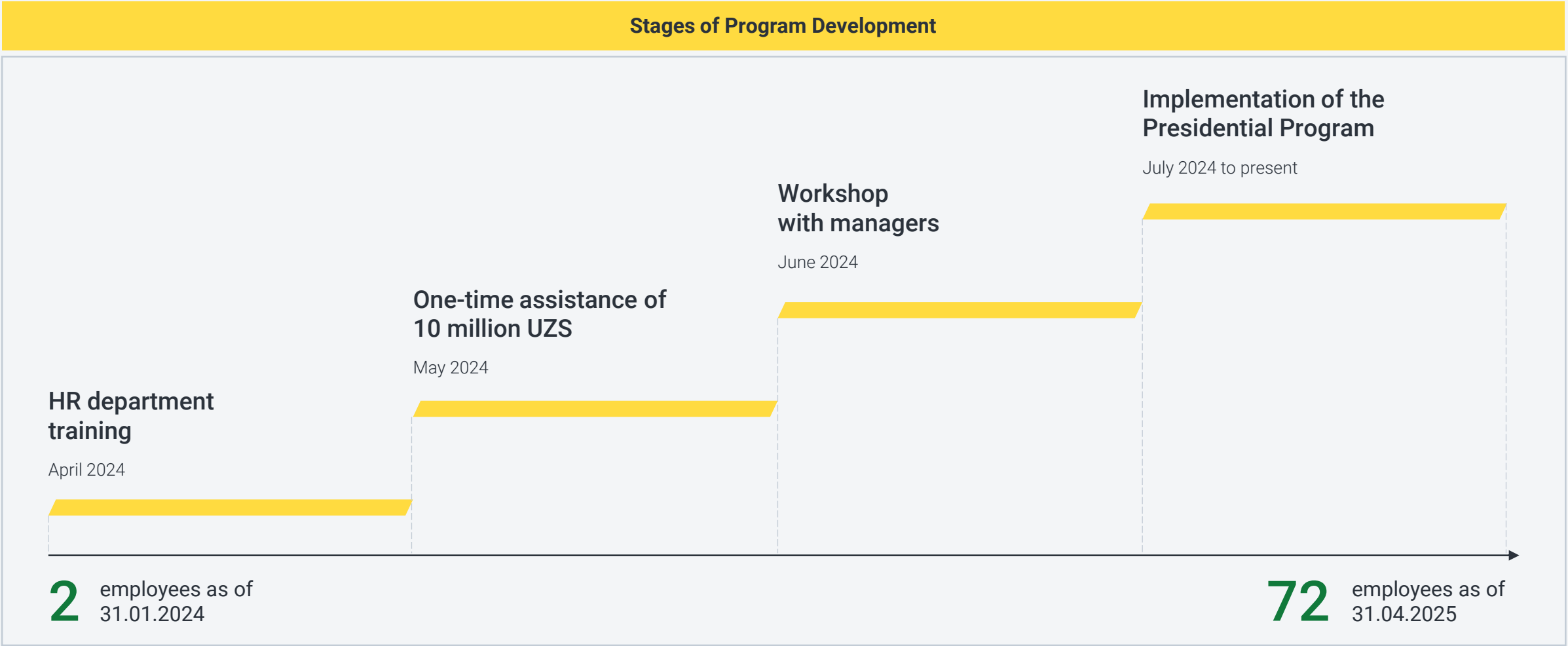
X,Y, Z,A

04

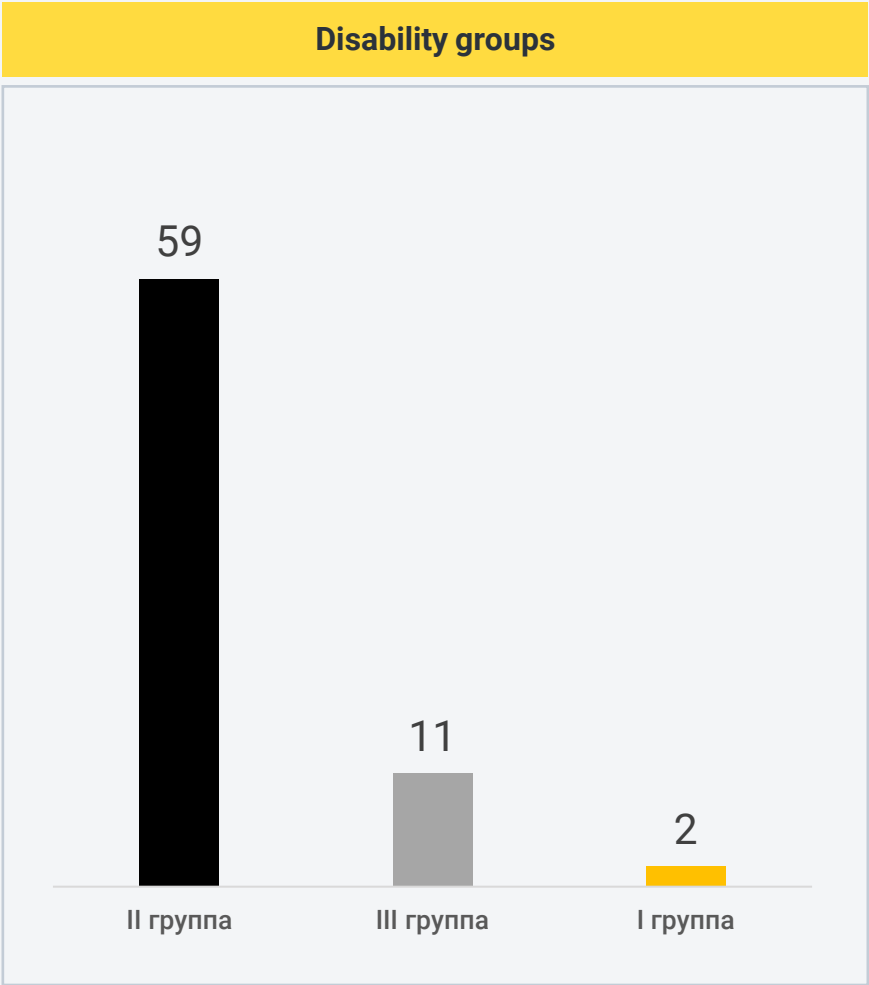
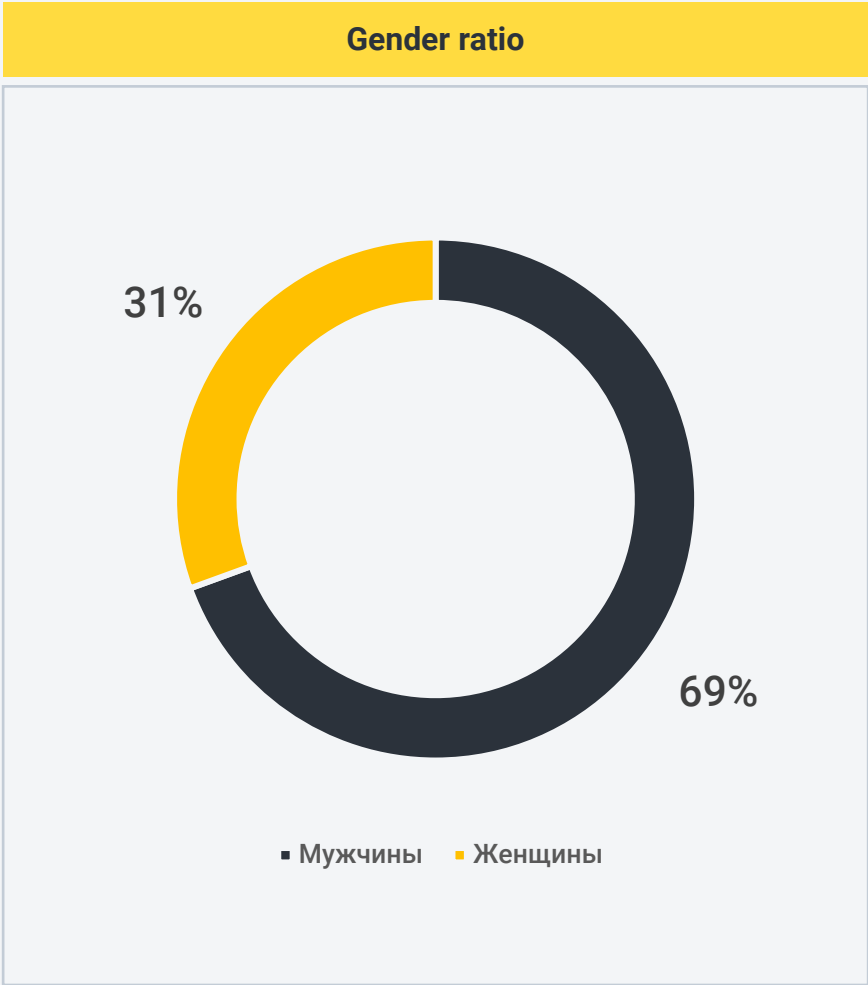
## Jobs for people with disabilities



# Jobs for people with disabilities



# Candidate profile



**31 years**

Average age of people with disabilities

A photograph of a young man with dark hair and a beard, wearing a grey suit, white shirt, and blue tie. He is using two silver crutches and giving a thumbs-up gesture. The background is a solid yellow color.

# Kapitalbank's Corporate Social Responsibility

## External charitable programs

### Public charity fund "WAQF"

01

### Assistance through local committees

02

### "Box of goodness" assistance program

- For families with disabled persons
- For single mothers
- For single pensioners
- For large and low-income families



### Trade Union Committee

03

### Women's fund "ONA"

04

### Charity football for sports veterans

- Tashkent team and "Algorithm" team
- Average player age is 72 years





# HR Goals

01

Promotion of diversity and inclusion policy

02

Manager training

03

Monitoring and analytics

04

Implementation of D&I KPIs



# Thank you for your attention!

