



SUSTAINABLE DEVELOPMENT OF THE COMPANY

GRI 2-22

The Company fully supports the 17 Sustainable Development Goals adopted in 2015 by the UN General Assembly and carries out activities aimed at achieving 8

of them. Recognizing the UN Global Compact principles, the Company declares its commitment to the following principles in its activities:



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| HUMAN RIGHTS | Principle 1 | Ensuring and respecting the protection of internationally proclaimed human rights. |
| | Principle 2 | Ensuring non-involvement in human rights infringements. |
| EMPLOYMENT RELATIONS | Principle 3 | Supporting freedom of assembly and recognizing the right to collective bargaining. |
| | Principle 4 | Promoting the elimination of compulsory or forced labour. |
| | Principle 5 | Promoting the elimination of child labour. |
| | Principle 6 | Promoting the elimination of discrimination in labour and employment. |
| ENVIRONMENT PROTECTION | Principle 7 | Promoting the prevention of negative impacts on the environment. |
| | Principle 8 | Taking initiatives and promoting environmental responsibility. |
| | Principle 9 | Contributing to the development and dissemination of environmentally friendly technologies. |
| ANTI-CORRUPTION | Principle 10 | Committing zero tolerance to all forms of corruption and other illegal activities, including blackmail and bribery. |

In accordance with the Corporate Governance Code of Samruk-Kazyna JSC and the Sustainable Development Policy, the Company has built a management system in the field of sustainable development, which includes:

- commitment to the principles of sustainable development at the level of the Board of Directors, executive body and employees;
- analysis of the internal and external situation based on three components (environmental, social and corporate aspects);
- identification of risks in the field of sustainable development;
- building a stakeholder map;

- defining goals and KPIs in the field of sustainable development, developing an action plan and identifying responsible persons;
- integration of sustainable development into key processes, including risk management, planning, human resource management, investments, reporting, operating activities and others, as well as into development strategy and decision-making processes;
- advanced training of officials and employees in the field of sustainable development;
- regular monitoring and evaluation of activities in the field of sustainable development, assessing the achievement of goals and KPIs, taking corrective measures, introducing a culture of continuous improvement.

SUSTAINABLE DEVELOPMENT OF THE COMPANY




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ACHIEVING THE GOALS OF SUSTAINABLE DEVELOPMENT

| PRIORITY OBJECTIVES | COMPANY'S CONTRIBUTION |
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|  <p>ENSURING THE SAFETY AND HEALTH OF WORKERS</p> | <p>INCREASING THE LEVEL OF KNOWLEDGE ON PRESERVING HEALTH AND PREVENTING ACCIDENTS</p> <ul style="list-style-type: none"> An appeal from the Chairman of the Management Board was sent to SDOs for attention of the employees regarding the safe performance of work. Persons responsible for occupational safety among the lessees of office premises were identified, and a training in fire and occupational safety in the building was conducted on 24 February 2023 with the participation of employees of the Emergency Situations Department of Astana City and the head of the building's fire station. On 2 August 2023, a practical training was conducted with the evacuation of employees of Green Quarter BC, block T4, with the involvement of forces of the Emergency Situations Department. Based on the results of the practical training, a report with comments was made and sent to all the lessees of Green Quarter BC, block T4, and a letter of claim was also sent to the maintenance company responsible for fire safety – Zeus Energy LLP. On 29 August 2023, a training was conducted in fire safety and behavioural measures in case of emergencies and contingency situations; all lessees were notified of the need to send responsible employees. 83 employees were trained in first aid, cardiac massage and artificial respiration using a mannequin connected to sensors indicating the condition of the organs. <p>Result: 97% of the occupational safety action plan for 2023 were implemented.</p> |
|  <p>ELIMINATION OF EMERGENCY SCHOOLS, THREE-SHIFT EDUCATION AND SHORTAGE OF STUDENT PLACES IN SECONDARY EDUCATION ORGANIZATIONS</p> | <p>COMMISSIONING OF 208 SCHOOLS IN 2024</p> <p>During the reporting period, contractors prepared land plots for construction (fencing, installing video cameras, mobilizing construction equipment, geotechnical surveys, driving test piles, etc). At the same time, the development of design and estimate documentation for schools was in process. As soon as an affirmative state examination of the design and estimate documentation was received, construction and installation work began.</p> <p>Result: in the reporting period, 207 contracts for purchase of complex work on the design and construction of turnkey facilities were signed with domestic contractors and 191 contract for the provision of engineering services (technical supervision) were signed, including 96 contracts with the subsidiary of the Company – Samruk-Kazyna Development LLP.</p> |
|   <p>ADHERING TO THE PRINCIPLES OF GENDER EQUALITY</p> | <p>INCREASING THE NUMBER OF MANAGING WOMEN AT ALL LEVELS IN THE ORGANIZATIONAL CHART</p> <p>When recruiting new employees for vacant positions, the Company is guided by the principles of gender equality and increases the proportion of women in management personnel.</p> <p>Result: in 2023, the number of women on the Board of Directors was brought to the level recommended by best global practice of at least 30%, the number of managing women made up 24% of the total number of newly appointed managers at all levels.</p> |

PRIORITY OBJECTIVES

COMPANY'S CONTRIBUTION

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|  <p>APPLICATION OF BEST PRACTICES IN THE FIELD OF HUMAN RESOURCE MANAGEMENT, DEVELOPMENT OF CORPORATE CULTURE TO ACHIEVE HIGH LABOUR PRODUCTIVITY</p> | <p>DEVELOPING HUMAN RESOURCES</p> <p>Formation and development of an effective corporate culture based on strong leadership teams, implementation of the fundamental principles of meritocracy, promotion of corporate values that contribute to the achievement of strategic goals and key priorities of the Company, transition from measuring indicators of personnel involvement to measuring indicators of the employees' general well-being, which will allow for specific targeted impact on improving the working environment and conditions for further increasing the productivity of the Company's employees.</p> <p>Result: in 2023, the employee well-being index was 55%.</p> |
|  <p>CONSTRUCTION OF A POWER PLANT BASED ON A COMBINED CYCLE GAS PLANT WITH A MANOEUVRING GENERATION MODE WITH A TOTAL CAPACITY OF UP TO 1000 MW IN THE TURKISTAN REGION</p> | <p>ENSURING HIGH-QUALITY MANAGEMENT OF INTERESTS IN THE AUTHORIZED CAPITAL OF CCGT TURKESTAN LLP.</p> <ul style="list-style-type: none"> Badam reservoir with the construction of a water pipeline, and the main site. A contract for the purchase of project management services was signed with Samruk-Kazyna Development LLP. On 29 December 2023, affirmative conclusions were received on the working projects of Water intake system from the Badam reservoir with the construction of a water pipeline, External gas supply and Power distribution from the electric power system to 500 kV hub substation for voltages of 500 and 220 kV in Shymkent City. <p>Result: in 2023, contracts were signed for the purchase of complex turnkey works on the 3rd category access road, a water intake system from the Badam reservoir with the construction of a water pipeline, and the main site.</p> |
|   <p>REAL ESTATE COMMISSIONING</p> | <ul style="list-style-type: none"> Increasing the comfort and affordability of housing, improving the quality of the urban environment Formation of competitive construction of residential and civil facilities Involvement of land plots previously not used for construction into economic circulation, increasing the efficiency of use of land plots intended for construction Minimizing the negative impact of the construction industry and housing and utilities infrastructure on the environment <p>As of 31 December 2023, the Company entered into agreements for investment in construction (hereinafter – AIC) for 19 objects in the cities of Astana, Almaty, Atyrau, Aktobe, Konayev, Kokshetau, Aksu (Pavlodar region), Taraz and Ust-Kamenogorsk; as of 31 December 2023, a commercial and residential real estate pool of the Company according to the concluded AICs is 309.9 thousand m² and 996 parking spaces, the total cost of projects is 125.9 billion tenge, including the Company's investments volume of 76.9 billion tenge. These projects are financed using own funds and borrowed funds on market terms.</p> <p>Result: in 2023, 82 thousand m² of real estate properties were commissioned.</p> |