



ANNEX 4

to Samruk-Kazyna Construction JSC Annual Report 2023

GRI INDEX

Index	Unit	2020	2021	2022	2023
ECONOMIC INDICATORS					
GRI 201-1 Direct economic value generated and distributed					
1. Direct economic value generated					
Total income	billion tenge	23.8	22	26.8	32.2
2. Direct economic value distributed					
Total expenses	billion tenge	16.8	12.3	21.6	24.8
3. Economic value undistributed					
Profit	billion tenge	7	9.7	5.2	7.4
Payments to capital suppliers	billion tenge	4.4	4	5.5	8.3
Payments to the State	billion tenge	2.3	2.61	2.2	1.4
Capital investments	billion tenge	16.7	21.3	17.1	14.9
GRI 203-2 Significant indirect economic impacts					
Please provide examples of identified significant indirect economic impacts to the Company.		<i>They are described in Support of region development section</i>			
GRI 205-2 Communication and training about anti-corruption policies and procedures					
Total quantity of employees				80	258
Quantity of employees familiar with anti-corruption policies and procedures, of which:	persons			80	118
	%			100	46
Quantity of employees who have completed anti-corruption training, of which:	persons			56	118
	%			70	46
GRI 204-1 Procurement					
Quantity of suppliers, total	ea	122	104	100	206
Total amount of purchases	billion tenge	1.38	1.14	1.10	2.54
Quantity of local suppliers, total	ea	93	65	69	118
Amount of purchases from local	billion tenge	1.20	0.99	0.97	0.92
%, quantity	ea	76%	63%	69%	57%
%, amount	billion tenge	87%	86%	88%	36%

Index	Unit	2020	2021	2022	2023
Purchases from one source	billion tenge	0.44	0.07	0.07	0.58
	%	32%	6%	7%	23%
Purchases through request for quotations	billion tenge	0.04	0.03	0.07	0.46
	%	3%	3%	6%	18%
Purchases through open tender	billion tenge	0.64	0.66	0.74	1.50
	%	46%	58%	67%	59%
Purchases through competitive negotiations	billion tenge	0.231	0.321	0.136	0
	%	17%	28%	12%	0%
Purchases as part of intra-group cooperation	billion tenge	0.035	0.063	0.085	0
	%	3%	6%	8%	0%
Purchases through electronic store	billion tenge		0.00003	0.00013	0.00108
	%				
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data					
Total quantity of substantiated complaints concerning breaches of customer privacy broken down by category, of which:	ea			1	
Quantity of complaints from third parties and substantiated by entity	ea				
Quantity of complaints from controlling authorities	ea			1	
Total quantity of identified leakages, thefts or losses of customer data	ea			1	
GRI 2-27 Compliance with laws and regulations					
Total quantity of non-compliances with laws and regulations, including:	ea	1	1	4	3
imposition of penalties	ea	1	1	4	3
imposition of non-cash sanctions	ea				
Total quantity of non-compliances with laws and regulations with paid penalties	ea	1	1	4	3
claimed during reporting year	ea	1	1	4	3
claimed during previous reporting periods	ea		1	1	4

Index	Unit	2020	2021	2022	2023
Total penalties paid for non-compliance with laws and regulations	thousand tenge	927.85	105.405	1,618.95	2,484
claimed during reporting year	thousand tenge	927.85	105.405	1,618.95	2,484
claimed during previous reporting periods	thousand tenge		927.85	105.405	1,618.95
SOCIAL INDICATORS					
Average staffing number		98	84	77	258
GRI 2-7 Staffing table as of 31 December of the reporting year	persons	99	99	76	416
Administrative and managerial staff	persons				102
Manufacturing personnel	persons				314
Men	persons	53	59	40	307
Women	persons	46	40	36	109
GRI 405-1 Staffing table by age:					
under 30 years old	persons	13	13	7	65
Men	persons	6	6	4	44
Women	persons	7	7	3	21
30-50 years old	persons	70	73	59	258
Men	persons	43	40	28	186
Women	persons	27	33	31	72
over 50 years old	persons	16	13	10	93
Men	persons	4	13	8	77
Women	persons	12		2	16
GRI 401-1 Employees hired during the reporting year, including:					
under 30 years old	persons	3	5	2	63
Men		1	2	2	42
Women		2	3	0	21
30-50 years old	persons	8	16	27	246
Men		4	10	18	184
Women		4	6	9	62
over 50 years old		2	5	5	96
Men		2	5	5	87
Women	persons				9

Index	Unit	2020	2021	2022	2023
GRI 401-1 Employees whose ECs are terminated during the reporting year (accounted for to calculate employee turnover), including:					
		31	29	12	63
under 30 years old	persons	4	6	0	6
Men		3	4		2
Women		1	2		4
30-50 years old	persons	25	20	11	39
Men		11	15	7	25
Women		14	5	4	14
over 50 years old	persons	2	3	1	18
Men		2	3	0	18
Women		0	0	1	
GRI 401-1 Employee turnover (to be calculated automatically), including:					
under 30 years old	persons			0	2,3
30-50 years old	persons			14.3	15.1
over 50 years old	persons			1.3	7.0
GRI 401-3 Parental leave					
Quantity of employees entitled to maternity leave or child care leave (under the Republic of Kazakhstan LC)	persons	6	4	3	5
Quantity of employees documented maternity leave or child care leave	persons	6	4	3	5
Quantity of employees returning to work at the end of maternity/paternity leave	persons	3	2	2	2
Quantity of employees who returned to work in the previous year at the end of maternity/paternity leave and continued to work after 12 months	persons	3	2	2	2
Quantity of employees who were supposed to return to work at the end of maternity/paternity leave during the reporting year*	persons	3	1	1	1
Return ratio	%	1	2	2	2
Retention ratio	%	1	1	1	1

Index	Unit	2020	2021	2022	2023
GRI 2-30 Employees hired under collective bargaining agreements	persons	98	84	0	0
GRI 2-30 Share of employees hired under collective bargaining agreements	%	100	100	0	0
GRI 404-1 Training and education					
Total quantity of training hours	hours	360	540	192	3,860
Administrative and managerial staff					1,095
Manufacturing personnel					2,765
Men		216	324	115	3,246
Women		144	216	77	614
Average quantity of training hours per one employee a year	hours	3.636	5.455	2.526	9.279
Administrative and managerial staff					10.7
Manufacturing personnel					8.8
Men		4.08	5.49	2.88	10.57
Women		3.130	5.4	2.14	5.63
Expenses for employee training a year	million tenge	2.4	4.9	1.6	13.7
GRI 404-3 Quantity of employees receiving regular performance and career development reviews	ea	86	89	60	229
Administrative and managerial staff					75
Manufacturing personnel					154
Men		48	53	37	165
Women		38	36	23	64
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	%	0.87	0.899	0.76	0.63
Administrative and managerial staff					0.735
Manufacturing personnel					0.49
Men		0.91	0.898	0.925	0.583

Index	Unit	2020	2021	2022	2023
Women		0.83	0.9	0.639	0.771
ПРАВЛЕНИЕ					
GRI 405-1 Quantity of members of the management board	persons	4	4	5	5
under 30 years old	persons				
30-50 years old	persons	3	3	4	4
over 50 years old	persons	1	1	1	1
Quantity of employees with disabilities on the Management Board	persons				
FREELANCERS					
GRI 2-8 Quantity as of 31 December of the reporting year	persons	11	12	42	27
Civil contracts	persons	11	12	42	27
GRI 403-8 Occupational health and safety management system					
Quantity of people and percentage of the total quantity in the Company covered by the Company's occupational health and industrial safety management system	persons		197	241	357
	%				
GRI 403-9 Work-related injuries		0	0	0	0
COST OF LABOUR PROTECTION AND INDUSTRIAL SAFETY					
Amount of money spent to ensure requirements in the field of industrial safety, including in the following areas:	billion tenge				2.063
Labour protection	billion tenge				0.007
Fire safety	billion tenge				0.032
Industrial safety	billion tenge				0.017
Training	billion tenge				0.007
Quantity of occupational safety service specialists in SDOs (except for ecologists)	ea				2
Quantity of internal audits conducted for compliance with industrial safety requirements	ea				4
Quantity of identified non-conformities as part of internal audits conducted for compliance with industrial safety requirements	ea				92

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Index	Unit	2020	2021	2022	2023
Quantity of non-conformities eliminated as part of internal audits conducted for compliance with industrial safety requirements	ea				142
Quantity of audits conducted in the field of industrial safety in contracting organizations	ea				142
Quantity of employees trained to provide paramedical first aid to injured persons (paramedic) at the workplace	ea				83
Quantity of incident command team exercises	ea		1	1	1
Quantity of conducted tactical training to prevent fires/ignitions	ea				1
Quantity of tactical training conducted according to the emergency response plan	ea				1
Quantity of behavioural safety audits/ behavioural safety observations/ behavioural safety dialogues carried out by PC top management (CEO, CEO-1, CEO-2), SDOs (GD, deputy GD, director of department/service)	ea				12