

THE POLICY

of corporate management system of “Samruk-Energy” JSC group of companies

(in the field of quality management, occupational health and safety, environmental protection, energy efficiency, information security, fire safety, industrial safety, as well as anti-corruption and fraud prevention)

“Samruk-Energy” JSC, along with its subsidiaries and affiliated organizations, constitutes the largest diversified energy Group of companies, encompassing enterprises in both the energy and coal sectors.

The primary focus of the Group involves the production of electricity and heat, as well as the transmission and distribution of electricity to ensure reliable energy provision. Additionally, the Group engages in coal mining and sales, alongside efforts in expanding and constructing new generating capacities, which include ventures into renewable energy sources.

We prioritize quality management, health and safety, environmental protection, energy efficiency, anti-corruption and fraud prevention, information security, as well as fire and industrial safety in all our endeavors. These areas are considered the primary focus in our operations, and we are committed to supporting and enhancing our corporate management system to uphold these priorities.

To attain our strategic objectives, acknowledging the complexity and importance of our operations and ongoing projects, we commit to the following actions:

- enhancing operational efficiency by continuously maintaining and improving the corporate management system and its associated processes.
- ensuring compliance with all relevant standards and regulations stipulated by the laws of the Republic of Kazakhstan, international standards, and best global practices across quality management, health and safety, environmental protection, energy efficiency, information security, fire safety, industrial safety, as well as anti-corruption and fraud prevention.
- provision of safe and favorable working conditions, involving the elimination of hazards and reduction of risks posed by dangerous and harmful production factors to the health of employees and stakeholders. This includes efforts directed towards addressing the root causes of such risks, alongside the utilization of modern equipment, safety practices for production processes, adoption of new techniques and technologies, as well as the implementation of collective and individual protective measures;
- conduct consultations with employees and ensure their involvement in activities related to health and safety at work. Foster long-term collaboration and incentivize the development, dissemination, and adoption of best practices and experiences in health and safety, fire safety, and industrial safety within the Group of Companies and subcontractors.
- effectively manage, train, and supervise subcontractors (subcontracted organizations) in the field of occupational safety, fire safety, and industrial safety, particularly those operating in hazardous industrial facilities.
- ensure environmentally safe operations by preventing pollution, reducing negative impacts on the environment, and promoting the rational use of natural resources. Mitigate environmental risks through the implementation of eco-friendly and best available techniques and technologies.
- enhance energy efficiency in production by developing and implementing energy-saving mechanisms and measures, as well as by acquiring equipment, products, and services that effectively utilize energy and improve energy performance characteristics.
- aspire to leadership in quality management, health and safety, environmental protection, energy efficiency, anti-corruption and fraud prevention, information security, fire safety, and industrial safety. Encourage and support initiatives aimed at introducing advanced approaches across all levels to enhance the efficiency and effectiveness of operations.
- foster increased employee involvement and participation in initiatives related to quality management, health and safety, environmental protection, energy efficiency, information security, anti-corruption, and fraud prevention.
- implement measures aimed at reducing accidents.
- advance the development of renewable energy sources.

- facilitate effective communication and interaction with stakeholders, considering their opinions and interests.
 - ensure continuous protection of information across all forms of distribution, transmission, and storage.
 - guarantee the integrity and availability of information, along with sufficient resources to achieve organizational goals.
 - enhance organizational culture through leadership, managerial responsibility, and knowledge dissemination in quality management, health and safety, environmental protection, energy efficiency, anti-corruption, fraud prevention, information security, fire safety, and industrial safety.
 - ensure transparency in company activities and undertake measures to combat corruption in all its forms during daily operations and interactions with stakeholders.
 - establish control mechanisms to ensure compliance with anti-corruption objectives, utilizing independent anti-corruption services.
 - support the proactive reporting of suspected or actual cases of corruption without fear of retaliation.
 - manage risks associated with company activities, including their impact on the health and safety of local communities, gender equality, biodiversity, and cultural heritage sites.
 - enhance employee qualifications, develop motivation systems, provide social support, and foster a favorable socio-psychological climate within the Group of Companies.
 - cultivate partnerships and contribute to the socio-economic development of regions where the company operates.
 - regularly conduct analyses to identify areas for improvement within the corporate management system, aiming to enhance its effectiveness and efficiency.
-

This Policy serves as the foundation for establishing and analyzing goals and activities within the corporate management system and its improvement at all levels of management.

This Policy aligns with the Company's Development Strategy and principles of sustainable development.

Non-compliance with this Policy may have adverse effects on the Company's performance.

Every employee within the Group of Companies understands and embraces responsibility for their own safety and the safety of those around them. They have the right to halt or decline to perform any task that jeopardizes their safety or that of others.

The management of the Group of Companies takes responsibility for implementing this Policy, fostering an environment where all employees actively contribute to maintaining and improving the corporate management system.

It is imperative that all employees of the Group of Companies are aware of these commitments and unwaveringly adhere to them in their daily activities!

