

Remuneration

GRI 2-19

According to the Company's Charter, the Sole Shareholder's decision determines the amount and procedure for paying remuneration to members of the Board of Directors. The amount, procedure, and conditions for paying remuneration to the Chairman and members of the Management Board are determined in accordance with the Rules for assessing the performance and remuneration of executive and managerial employees of Samruk-Energy JSC.

Remuneration to members of the Board of Directors

The Independent Directors receive an annual fixed remuneration for performing their duties as a member of the Board of Directors of Samruk-Energy JSC.

The Company indemnifies An Independent Director for expenses (travel, accommodation, daily allowance) related to attending meetings of the Samruk-Energy JSC Board of Directors and its Committees held outside their permanent residence.

Remuneration to Independent Directors for 2024 amounted to KZT

47,281,000

As of 31 December 2024, there are four Independent Directors. There are no other payments

Remuneration to members of the Management Board

The Company pays remuneration to the Management Board on the terms and in accordance with the Rules for assessing the performance and remuneration of executive and managerial employees of Samruk-Energy JSC.



The principles for evaluation are based on:

- interrelation of remuneration and execution of tasks that meets the interests of the Company and its Shareholder;
- simplicity and transparency of the principles for determining remuneration;
- dependence of the remuneration amount on the performance of the Company and its employees.

The Board of Directors evaluates the head and members of the Executive Body. The main evaluation criterion is the achievement of the set KPIs.

Remuneration of key management personnel represents salaries, bonuses and other short-term employee benefits.

In 2024, remuneration of key management personnel totalled KZT

337,311,000

As at 31 December 2024, the key management personnel of the Company is seven persons

Amount of remuneration, '000 KZT

Indicator	2023	2024
Key management personnel	358.801	337.311
Independent Directors – members of the Board of Directors (expenses)	41.686	47.281
Independent Directors – members of the Board of Directors (obligation)	12.017	8.667