



# 17

Strengthen the global partnership for sustainable development

17 PARTNERSHIPS FOR THE GOALS



### UN SDG targets

**17.16** Strengthen the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources to support the achievement of sustainable development goals in all countries, especially developing countries.

### Company projects/objectives/KPIs

The Company is a member of the following national and international organisations:

- CIS Electric Power Council;
- Kazakhstan Electric Power Association;
- National Chamber of Entrepreneurs of the Republic of Kazakhstan;
- Membership in the KAZENERGY Association;
- Union of Machine-Builders of Kazakhstan;
- ECOJER Association;
- World Energy Council;
- UN Global Compact.

### Results 2024:

- 14 October 2024 participated in the 7th Vienna Energy Security Dialogue.
  - 08 November 2024 took part in the VI International Forum on Energy Saving in Astana.
  - 13 November participated in COP-29 on climate change.
- In 2024, the management of Samruk-Energy JSC actively interacted with state bodies, profile associations and international organisations, taking part in a number of significant events:
- 16 January – meetings of the Energy Council under the President of Kazakhstan and the Government of Kazakhstan on the development of the electric power industry;
  - 31 January – meeting of the Council of the KAZENERGY Association;
  - 8 February – General Meeting of the EcoJer Association;
  - 22–25 April – participation in the 26th World Energy Congress, Rotterdam (Netherlands);
  - 25 April – QMS Machine Builders Forum;
  - 3 May – meeting of the Energy Council under the President of the Republic of Kazakhstan;
  - 30 May – International RES Forum “Qazaq Green Fest”, Shchuchinsk;
  - 6 June – 64th meeting of the CIS Electric Power Council, St. Petersburg;
  - 14 June – General Meeting of the Union of Machine Builders of Kazakhstan;
  - 18–19 June – II International Forum “Thermal Power Engineering Central Asia 2024”, Almaty;
  - 11 July – meeting on electric power industry chaired by the Vice-Minister of Energy of the RK;
  - 18 July – General Meeting of the JMC;
  - 14 August – meeting on problematic issues of the oil and gas industry chaired by the Prime Minister of Kazakhstan;
  - 1–4 October – event on experience exchange in the field of AI and neural networks in the fuel and energy sector, Novosibirsk;
  - 18 November – meeting of the Energy Council under the President of the Republic of Kazakhstan;
  - 4 December – meeting of the Council of the KAZENERGY Association;
  - 10 December – meeting of the CIS EES Working Group on Low Carbon Development of the Electricity Sector;
  - 20 December – meeting of the Coordination Council of the JMC and the kick-off meeting of the working group of the Ministry of Energy of the Republic of Kazakhstan on amendments to the legislation in the field of RES;
  - During 2024, attendance at CEA Board of Directors meetings.

## Stakeholder engagement

### GRI 2-29

Stakeholder engagement is a key element of our approach to doing business. This approach fosters trust and transparency, helping us to better understand external changes, market expectations and new opportunities and risks.

Systematic work with stakeholders and analyses of their views on economic, social, environmental, ethical, and human rights issues allow us to take into account their needs and effectively manage both direct and indirect impacts on Samruk-Energy JSC. This strategic approach helps build long-term relationships with key partners, prevent or mitigate negative consequences and ensure business success. By creating value for all stakeholders, including employees, customers and society as a whole, we develop a sustainable business model that links success with the well-being of the entire ecosystem.

Guided by the best international practices in the field of stakeholder engagement (AA1000 series standard, GRI), the Company applies a number of principles to build effective stakeholder engagement, which allow it to take into account the interests of all stakeholders at all stages of the Company's operations management process.

We identify the key stakeholders with whom we interact within the framework of our activities. To assess their importance, we use the Mitchell, Agle and Wood model, dividing stakeholders into internal and external groups. Based on the analysis and identification, we form a Stakeholder Map, including the most important groups for the Company. This approach allows us to take into account their expectations and build long-term partnerships.

Basic principles of stakeholder engagement:

- respecting and taking into account the interests, opinions and preferences of stakeholders;

- timely and regular informing of stakeholders;
- responsible fulfilment of the obligations undertaken.

We regularly gather stakeholder views, inviting them to discuss critical issues and strategic priorities. This is done by setting up special groups to assess the impact of our business on stakeholders and identify key aspects to manage.

We have various channels of stakeholder engagement working across departments and teams. This includes information and feedback from day-to-day operations.

We are committed to transparency and ethics in our stakeholder engagement. Our Business Principles set clear standards of integrity, respect and responsibility. With transparency in mind, as part of our stakeholder engagement, we review the balance and completeness of the information disclosed in the annual report, and identify topics and issues that have a material impact on the Company and its stakeholders each year after the issuance of the annual report.

We ensure responsible and sustainable business conduct through a comprehensive corporate governance framework, including regularly updated policies and a Human Rights Policy.

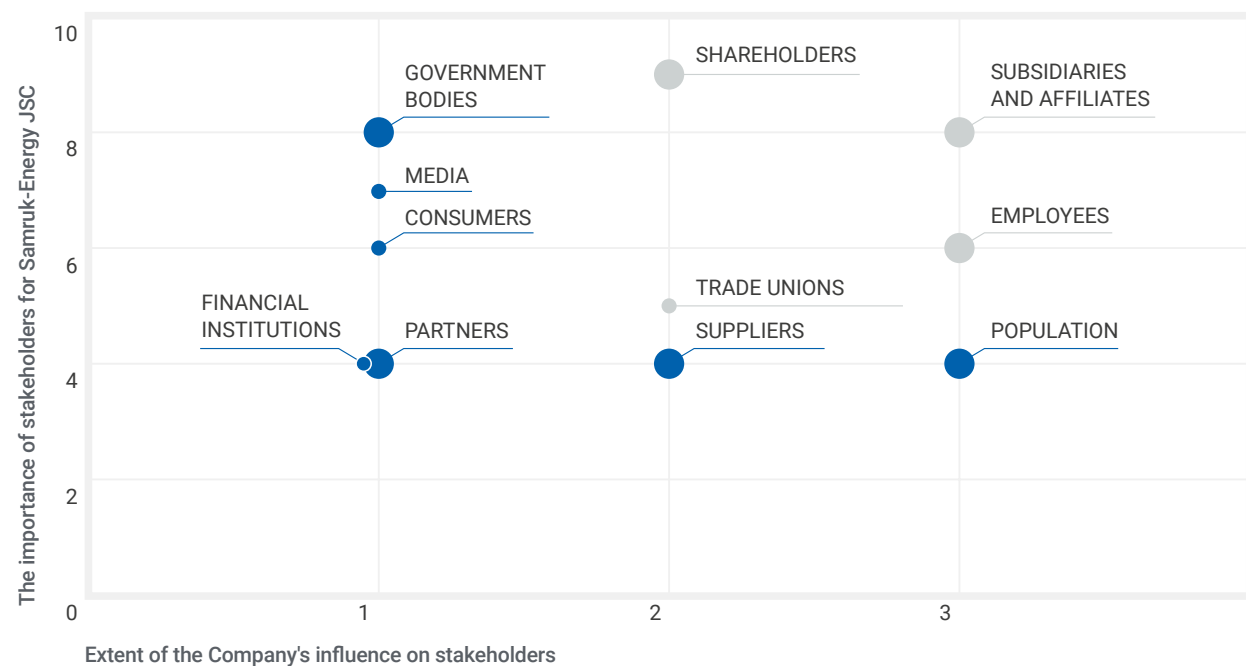
We emphasise open communication and encourage feedback, responding promptly to issues as they arise. Our employees receive in-depth training on data protection, non-discrimination and privacy, which fosters a culture of trust.

External audits confirm our commitment to high ethical standards, providing stakeholder confidence in our operations. In a changing business landscape, we remain flexible, building trust through transparent and responsible practices.

All such activities are included in the Stakeholder Engagement Plan, which is based on the Stakeholder Map of Samruk-Energy JSC and the practice of stakeholder engagement. The Plan also describes the principles of the Company's stakeholder engagement, approach to identification and analysis of stakeholders, requirements to stakeholder engagement, mechanisms for filing and reviewing complaints, and stakeholder engagement activities. The Company monitors the implementation of the Plan, and the results are reported to the Board of Directors.

The Strategy of Samruk-Energy JSC for 2024–2034 is based on the principles of sustainable development enshrined in the UN Global Compact and, in particular, includes building a map of stakeholders and methods/channels of interaction. In 2024, the activities of the Stakeholder Engagement Plan of Samruk-Energy JSC were fulfilled in full. In accordance with the Plan, subsidiaries and affiliated organisations of Samruk-Energy JSC in 2024 monitored the approved Stakeholder Engagement Plans (SEP) for existing investment projects.

### Map of Samruk-Energy JSC stakeholders



● – internal stakeholders that have direct and significant influence on the decisions made and/or are influenced by those decisions.

● – external stakeholders with indirect influence on the decisions made

The size of the circle demonstrates the extent of the Company's interaction with stakeholders. The smallest size indicates a limited level of interaction. As the size increases, the degree of interaction increases.

## Engagement with key stakeholder groups

Stakeholder's interest in the Company	Engagement mechanisms	Engagement results
Internal		
Shareholder		
<ul style="list-style-type: none"><li>Economic Profit/Consolidated Net Income/Economic Performance;</li><li>Free funds for development and dividends;</li><li>Market Share/Market Presence;</li><li>Social and environmental responsibility, minimisation of emissions into the environment, compliance with the principles of sustainable development, absence of complaints and fines for violation of environmental legislation.</li></ul>	<ul style="list-style-type: none"><li>Participation in meetings/periodic reporting of Samruk-Kazyna JSC, on the results of the Company's activity for the reporting period;</li><li>Provision of reporting (financial, non-financial) in accordance with the requirements of the RK legislation, internal regulations of the Sole Shareholder, relevant requests;</li><li>Organisation of joint working groups, meetings, negotiations, meetings with stakeholders;</li><li>Formation of a media plan/publication of information on the Company's activities;</li><li>Discussion of the implementation of the Development Strategy, business plan, implementation of investment projects and sustainable development processes, etc;</li><li>Meetings and correspondence on the activities of the Group of companies of Samruk-Energy JSC;</li><li>Conducting surveys, questionnaires, testing;</li><li>Channels of intra-corporate communication;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the Corporate Governance section
Management and personnel		
<ul style="list-style-type: none"><li>Employment, employee-management relations, non-discrimination, diversity and equal opportunities, level of staff satisfaction with their jobs, as well as with the work of the Company's services under their control;</li><li>Training and Education;</li><li>Increasing the level of safety culture in production.</li></ul>	<ul style="list-style-type: none"><li>Fair and transparent conditions of personnel remuneration, ensuring professional growth of employees, safe working conditions;</li><li>Development of human resource capacity;</li><li>Occupational safety briefings and implementation of programmes to improve working conditions;</li><li>Implementation of social support measures for personnel and their family members;</li><li>Professional development, training and staff development programmes;</li><li>Regular meetings with management, negotiations/ meetings with the team, representatives of subsidiaries and affiliates, trade union, including year-end meetings;</li><li>Informing employees about the Company's activities and opportunities for professional growth via corporate websites and social networks;</li><li>Conducting surveys, questionnaires, testing, annual monitoring of employee engagement indicators Hotline, internal corporate communication channels, the Company's Internet resource.</li></ul>	Detailed information is provided in the ESG Aspects Management section



Stakeholder's interest in the Company	Engagement mechanisms	Engagement results
Subsidiaries and associates		
<ul style="list-style-type: none"><li>Employment and pay levels, staff-management relations, non-discrimination, diversity and equal opportunities;</li><li>Improving industrial safety culture, training and education;</li><li>Market Share/Presence in the markets for products and services;</li><li>Assistance in dealing with state authorities, commercial interests.</li></ul>	<ul style="list-style-type: none"><li>Decisions of the Company as a participant/shareholder of subsidiaries and affiliates;</li><li>Verification of compliance with the legislation of the Republic of Kazakhstan and internal documents of the Group of companies of Samruk-Energy JSC;</li><li>Inspections of fulfilment of licence and contractual obligations of Samruk-Energy JSC subsidiaries and affiliates;</li><li>Management visits to subsidiaries and affiliates' production sites;</li><li>Elaboration of proposals on amendments and additions to the legislation of the RK;</li><li>Providing information at the request of public authorities on various business lines of the Company;</li><li>Signing of contracts, memorandums, agreements on strategic co-operation;</li><li>Orders and instructions, hearing of SDC management by the Company;</li><li>Information/reports on the fulfilment of the business plan, production, investment and social plans/commitments, achievement of key performance indicators and other relevant issues sent to the Company;</li><li>Communicating performance targets, requirements for the development of internal regulatory documentation, etc. on an ongoing basis;</li><li>Hardware, production operational and other meetings, holding public hearings within the framework of investment projects implementation;</li><li>Occupational safety briefings, training and education;</li><li>Providing feedback on appeals and complaints/hotline, social media, internal corporate communication channels, the Annual Report and the Company's online resource.</li></ul>	Detailed information is provided in the sections Performance Indicators, ESG Aspects Management, Corporate Governance
Trade unions		
<ul style="list-style-type: none"><li>Job creation and retention;</li><li>Increasing the level of safety culture in production.</li></ul>	<ul style="list-style-type: none"><li>Holding public hearings;</li><li>Signing of contracts, memorandums, agreements on strategic co-operation;</li><li>Regular meetings with management, negotiations/team meetings, representatives of subsidiaries and affiliates, year-end report;</li><li>Regulation of labour relations with the Company's employees;</li><li>Staff remuneration in accordance with the labour legislation of the Republic of Kazakhstan, training and education, safe working conditions;</li><li>Informing about current activities of subsidiaries and affiliates;</li><li>Receiving letters (appeals) from the Company;</li><li>Hotline, social media, intra-corporate communication channels;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the ESG Aspects Management section

Stakeholder's interest in the Company	Engagement mechanisms	Engagement results
External		
State authorities		
<ul style="list-style-type: none"><li>Compliance, business stability and sustainability, tax revenues, economic growth;</li><li>Job creation and retention;</li><li>Representation of the country's economic interests in the international arena (economic, political and image benefits for the country);</li><li>Increasing the level of energy and resource efficiency of production, preserving the natural environment to ensure public health and biodiversity conservation, and minimising emissions into the environment.</li></ul>	<ul style="list-style-type: none"><li>Inspections of fulfilment of licence and contractual obligations of the Company's subsidiaries and affiliates;</li><li>Verification of compliance with the legislation of the Republic of Kazakhstan, development of proposals for amendments to the legislation of the Republic of Kazakhstan;</li><li>Approval of subsoil use contracts, act of state registration for subsoil use rights;</li><li>Information/reporting (financial, non-financial) in accordance with the requirements of the RK legislation on fulfilment of production, investment and social plans and obligations as requested;</li><li>Negotiations, business correspondence, staff, production, operational and other meetings, questionnaires;</li><li>Formation of a media plan/publication of information on the Company's activities;</li><li>The Hotline;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the sections ESG Aspects Management, Corporate Governance
Consumers		
<ul style="list-style-type: none"><li>Market Share/Market Presence;</li><li>Quality of products and services;</li><li>Marketing Communications.</li></ul>	<ul style="list-style-type: none"><li>Customer feedback system</li><li>Conducting meetings, negotiations, questionnaires;</li><li>Formation of a media plan/publication of information on the Company's activities;</li><li>Signing of contracts, memorandums, agreements on strategic co-operation;</li><li>Hotline; Annual Report and the Company's online resource.</li></ul>	Detailed information is provided in the Strategic Report section
Suppliers of goods, works and services		
<ul style="list-style-type: none"><li>Ensuring equal access to participation in competitions;</li><li>Investment and Procurement Practices/Benefits from Procurement Category Strategies;</li><li>Supply network and value chain efficiency;</li><li>Support of domestic commodity producers.</li></ul>	<ul style="list-style-type: none"><li>Request for Quotations;</li><li>Conducting regular analytical meetings, negotiations, business correspondence;</li><li>Signing of contracts, memoranda, strategic co-operation agreements, licensing;</li><li>Information/reporting on the fulfilment of production, investment and social plans and commitments sent to the Company;</li><li>Reporting on the results of the Company's financial and economic activities;</li><li>Consideration of letters (appeals) addressed to the Company;</li><li>Conducting surveys, questionnaires, testing;</li><li>The Hotline;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the sections Performance Indicators, ESG Aspects Management





Stakeholder's interest in the Company	Engagement mechanisms	Engagement results
<b>Business communities (Associations, National Chamber of Entrepreneurs, LLCs)</b>		
<ul style="list-style-type: none"><li>Participate in improving and adhering to industry standards;</li><li>Participate in the improvement of the business environment;</li><li>Support in government agencies through mechanisms of interaction between the business environment and government agencies, assistance in promoting the Company's legislative initiatives.</li></ul>	<ul style="list-style-type: none"><li>Elaboration of proposals on amendments and additions to the legislation of the Republic of Kazakhstan;</li><li>Signing of contracts, memorandums, agreements on strategic co-operation;</li><li>Conducting regular analytical meetings, negotiations, business correspondence;</li><li>Establishment of working groups, meetings, negotiations, questionnaires;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the sections Strategic Report, Performance Indicators
<b>Public organisations and local communities</b>		
<ul style="list-style-type: none"><li>Increasing the level of safety culture in production;</li><li>Increasing the level of energy and resource efficiency of production;</li><li>Minimising emissions into the environment;</li><li>Environmental protection issues within the framework of environmental impact assessment, including<ul style="list-style-type: none"><li>atmospheric air;</li><li>surface water and groundwater;</li><li>the surface of the bottom of water bodies;</li><li>landscapes;</li><li>land and soil cover;</li><li>plant life;</li><li>animal life;</li></ul></li><li>the state of ecological systems and ecosystem services;</li><li>biodiversity;</li><li>health status and living conditions of the population;</li><li>objects of special ecological, scientific, historical, cultural and recreational value.</li><li>Compliance with legal requirements, sponsorship and other assistance;</li><li>Employment opportunities, solution of social problems, transparency of the Company's activities, preservation of the natural environment.</li></ul>	<ul style="list-style-type: none"><li>Holding public hearings;</li><li>Elaboration of proposals on amendments and additions to the legislation of the RK;</li><li>Formation of media plan/publication of information about the Company's activities in mass media;</li><li>Surveys, questionnaires, testing;</li><li>Informing on current activities of the Company and subsidiaries and affiliates;</li><li>Consideration of letters (appeals) addressed to the Company;</li><li>Hotline, social media;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the ESG Aspects Management section

Stakeholder's interest in the Company	Engagement mechanisms	Engagement results
<b>Partners</b>		
<ul style="list-style-type: none"><li>Market Share/Market Presence;</li><li>Joint implementation of projects;</li><li>Transfer of technologies, competences and innovations.</li></ul>	<ul style="list-style-type: none"><li>Decisions of the Company as a participant/ shareholder of subsidiaries and affiliates, joint consultative and advisory bodies;</li><li>Organising joint working groups, carrying out inspections;</li><li>Meetings, negotiations, business correspondence, questionnaires;</li><li>Current Activity Reports;</li><li>Maintaining correspondence on the activities of subsidiaries and affiliates;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the sections Strategic Report, Performance Indicators
<b>Financial institutions</b>		
<ul style="list-style-type: none"><li>Economic Profit/Consolidated Net Income/Economic Performance;</li><li>Free funds for development and dividends.</li></ul>	<ul style="list-style-type: none"><li>Providing reports/information on the Company as required by the applicable loan agreements;</li><li>Provision of reporting (financial, non-financial) in accordance with the requirements of the RK legislation, internal regulations of the Sole Shareholder, relevant requests;</li><li>Formation of media plan/publication of information about the Company's activities in mass media;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the sections Strategic Report, Performance Indicators
<b>International organisations</b>		
<ul style="list-style-type: none"><li>The Company's participation in international agreements and initiatives.</li></ul>	<ul style="list-style-type: none"><li>Conferences, forums, annual meetings;</li><li>Signing of contracts, memorandums, agreements on strategic co-operation;</li><li>Establishment of working groups, meetings, negotiations, questionnaires;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the sections Strategic Report, Performance Indicators
<b>Creditors</b>		
<ul style="list-style-type: none"><li>Economic Profit/Consolidated Net Income/Economic Performance;</li><li>Free funds for development and dividends;</li><li>Net Asset Value (NAV);</li><li>Practices Investment and Procurement/Benefits from the implementation of procurement category strategies.</li></ul>	<ul style="list-style-type: none"><li>Conducting regular analytical meetings and negotiations, business correspondence, questionnaires;</li><li>Formation of media plan/publication of information about the Company's activities in mass media;</li><li>The Hotline;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the sections Strategic Report, Performance Indicators
<b>Local executive bodies</b>		
<ul style="list-style-type: none"><li>Compliance, job creation and retention, sponsorship and other assistance;</li><li>Occupational health and safety of personnel;</li><li>Increasing the level of energy and resource efficiency of production, minimising emissions into the environment.</li></ul>	<ul style="list-style-type: none"><li>Co-operation with local executive bodies to support and develop the social sphere in the regions;</li><li>Organising and running volunteer and charity events;</li><li>Hotline, social media;</li><li>The Company's annual report and online resource.</li></ul>	Detailed information is provided in the sections Strategic Report, Performance Indicators



Stakeholder's interest in the Company	Engagement mechanisms	Engagement results
<b>MEDIA</b>		
<ul style="list-style-type: none"> <li>Compliance, job creation and retention, and a culture of production safety;</li> <li>Economic Profit and Performance;</li> <li>Market Share/Market Presence;</li> <li>Increasing the level of energy and resource efficiency of production;</li> <li>Minimising emissions into the environment</li> </ul>	<ul style="list-style-type: none"> <li>Holding press conferences, providing press releases;</li> <li>Formation of a media plan/publication of information about the Company's activities;</li> <li>Hotline, social media;</li> <li>The Company's annual report and online resource.</li> </ul>	<p>Detailed information is provided in the ESG Aspects Management sections</p>



## Cases 2024

### Subsidiaries and associates

In 2024, the management of Samruk-Energy JSC conducted a number of working visits to production facilities of subsidiaries and affiliates. In addition, all subsidiaries and affiliates held reporting meetings with participation of the Company's management, the Ombudsman, representatives of trade unions and labour collectives, where issues of social and labour relations were discussed.

As part of the 2024 engagement, a general meeting was held to review the performance of S&As for 2023. In addition to this, 18 meetings of the CP&ED were held to review the performance of subsidiaries and affiliates.

The Company's management visited the enterprises of Alatau Zharyk Company JSC, EGRES-1 LLP, SEGRES-2 JSC, Bogatyr Coal LLP, Moynak HPP JSC, AIES JSC and other key assets.

### Management and Personnel

In 2024, the Samruk-Energy JSC Group of companies held many events aimed at strengthening corporate culture and employee involvement. Employees took part in celebrations dedicated to state and professional holidays, sports competitions (spartakiade among employees of the Samruk-Kazyna JSC Group of companies) and a forum to promote gender diversity. The III Youth Forum of the Group of companies was also held.

To improve transparency and accessibility of information on vacancies for administrative positions in 2024, information was posted on the internal corporate portal with notification of employees by email. The portal is integrated with the unified online recruitment platform [QSamruk.kz](https://QSamruk.kz), providing access to current vacancies.

The Centre for Social Cooperation and Communications conducted quarterly surveys of social stability in the Group of companies. At the end of 2024, positive dynamics was noted:

- SRS index for Samruk-Energy JSC increased by 17%
- The engagement index increased by 16%
- Social well-being index increased by 35%
- Social tranquillity index increased by 15%

The research results confirm the growth of employee confidence and improvement of social conditions in the company.

As part of feedback with the staff, a reporting meeting of the Chairman of the Management Board of Samruk-Energy JSC with the employees of the corporate centre was held on 31 January 2024, where the results of work for 2023 and plans for 2024 were presented.

### Public organisations and local communities

In 2024, the enterprises of the Samruk-Energy JSC Group of companies held public hearings on key environmental and social issues.

AIES JSC organised discussions on projects for modernisation of Almaty CHPP-2 and CHPP-3, emission standards and waste management. SEGRES-2 JSC presented the project of expansion and reconstruction of the plant. Ekibastuz SDPP-1 LLP held hearings on reconstruction of the cooling pond and modernisation of equipment to reduce emissions. AlmatyEnergoSbyt LLP discussed the upcoming change in electricity tariffs.

The hearings were held with the participation of local residents, government agencies and experts, ensuring that decisions were transparent and public opinion was taken into account.

### Media

In 2024, interaction with mass media covered several key areas. Among them, the results of Samruk-Energy JSC's activities for the past year were covered, as well as information support of investment projects implementation and signing of agreements and contracts. Also, much attention was paid to the coverage of the Company's ESG initiatives.

Work with mass media included preparation and distribution of press releases on the activities of Samruk-Energy JSC and subsidiaries, as well as publications in the corporate edition "SK news". An important part was placement of information materials on the official website of the Company and in social networks such as Telegram, Instagram and Facebook.

The Company also actively covered various corporate, sports and cultural events, including the final round of KVN, Spartakiade, Women's and Youth Forums. One of the directions was information support of the company's employees' participation in sports and cultural events organised by Samruk-Kazyna JSC, such as the charity race and the IX Spartakiade.

In addition, the company provided information support for management's working trips to energy facilities,





as well as employees' participation in national and international forums and conferences. As part of the "Taza Kazakstan" environmental campaign, events were organised and several thematic videos were produced.

An important area was the creation of presentation videos about the company's activities, as well as information support for various contests, such as the children's drawing contest and the Best Production Specialist contest among employees. The press service also promptly responded to media enquiries and appeals, monitored materials and references about the company in the media and social networks, and updated information on the official website.

The press service of the Company prepared 85 materials published in the leading national and regional media, such as TV channels 24 KZ, Qazaqstan, KTK, newspapers Egemen Qazaqstan, Kazakhstanskaya Pravda and internet portals tengrinews.kz, zakon.kz, nur.kz and others. Also 21 interviews, 5 briefings and 6 press tours for journalists were organised.

The Company's official website posted 126 materials about key events, and 705 posts, infographics and videos were published on social media. Over the year, the number of followers on the Company's Telegram channel increased from 500 to 7,000, and on Instagram from 7,100 to 8,700, which contributed to increased audience engagement.

Key partnerships

GRI 2-28

<b>Commitments and calls to action</b> What we want to achieve	<ul style="list-style-type: none"><li>UN Global Compact</li><li>UN Sustainable Development Goals</li><li>UN Women</li></ul>
<b>Reporting</b> How we communicate our achievements	<ul style="list-style-type: none"><li>GRI</li><li>TCFD</li><li>&lt;IR&gt;</li><li>Kazakhstan Stock Exchange (KASE)</li><li>Astana International Exchange (AIX)</li></ul>
<b>Membership and co-operation</b> Who we work with to achieve our commitments	<ul style="list-style-type: none"><li>KAZENERGY Association</li><li>Kazakhstan Electricity Association (KEA)</li><li>CIS Electric Power Council (CIS EPC)</li><li>World Energy Council</li><li>National Chamber of Entrepreneurs of the Republic of Kazakhstan (NCE RK)</li><li>Union of Machine-Builders of Kazakhstan LLC</li><li>ECOJER Association</li><li>National Confederation of Employers of RK PARYZ</li><li>UN Global Compact</li><li>Carbon Disclosure Project (CDP)</li></ul>
<b>Assessments and ratings</b> External assessment of our performance	<ul style="list-style-type: none"><li>Fitch Ratings</li><li>Sustainable Fitch</li><li>PwC Kazakhstan</li><li>RAEX</li></ul>



Compliance with human rights

GRI 2-24, 3-3, 408-1, 409-1, GRI 12: Coal Sector: 12.16.1, 12.6.2, 12.17.1, 12.17.2

Samruk-Energy JSC strives to actively implement human rights principles in all its activities. Our comprehensive approach is based on the current legislation of the Republic of Kazakhstan, as well as internationally recognised standards and commitments that we uphold and implement, including:

- UN Guiding Principles on Business and Human Rights (UNGPs);
- UN Sustainable Development Goals;
- Ten Principles of the UN Global Compact;
- Universal Declaration of Human Rights;
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work;
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- United Nations Guiding Principles on Business and Human Rights.

The Company takes a holistic approach to respecting human rights throughout the value chain and endeavours to ensure compliance with relevant laws and regulations through a robust risk management framework. We continuously assess actual and potential adverse impacts on people and the environment and integrate our findings into the Company's due diligence policies, procedures and processes.

Our policies

Samruk-Energy JSC expresses its commitment to human rights and approach to their protection, and sets expectations in this area through relevant policies and regulations:

- The Code of Conduct of Samruk-Energy JSC describes expectations with regard to employees and sets standards of corporate behaviour that apply to the entire Group. All employees and persons acting on behalf of Samruk-Energy JSC are obliged to comply with the Code, regardless of location and nature of their work.
- The Human Rights Policy of Samruk-Energy JSC describes the Company's approach to human rights protection.
- The Samruk-Energy JSC Non-Discrimination Policy affirms the Company's commitment to the principles of equality, inclusivity, and respect for human rights, establishing a prohibition on all forms of discrimination and outlining mechanisms for employee protection.
- The Samruk-Energy JSC Sustainability Guidance outlines the Company's commitments to respecting and protecting human rights across all areas of activity, including the prohibition of discrimination, the provision of safe and decent working conditions, freedom of association, and a responsible approach to engagement with communities and other stakeholders.
- The Personnel Policy of Samruk-Energy JSC regulates labour practices within the Company, defining obligations to employees and expectations from them.