

# Taking care of the health and safety of employees

The Fund's structure includes organisations from all major industries of the Republic of Kazakhstan, which are traditionally regarded worldwide as the most hazardous types of production, where, due to the specific nature of their activities, there is an increased risk of accidents and incidents.

We consider the life and health of our employees to be our top priority.

**SASB** In 2024, the Fund approved the corporate Strategy for the Development of the Occupational Safety Management System for 2024–2028. According to the Strategy, by 2028, the LTIF lost time injury rate across the Group is planned to be reduced to 0.12, a 14% reduction compared to the 2023 figure. At the same time, our strategic goal is to achieve zero injuries (Vision Zero).

## Occupational safety objectives of the Foundation Group:

- reduction of occupational injuries among employees of the Fund Group and contractors based on the zero tolerance principle;
- increasing the level of safe labour culture;
- striving for zero number of occupational diseases among the employees of the Fund Group;
- striving for zero fires, accidents, and incidents;
- striving for zero road accidents;
- implementation of the best industry global practices;
- ensuring transparency of occupational safety processes.

To achieve the set goals, we are implementing tasks in the following four key areas:



### 1. People and improving safety culture:

- reducing the level of risks to the life and health of employees and damage to property;
- development of leadership in occupational safety issues of managers and employees of the Fund's Group organisations;
- improvement of labour conditions for employees and the safety level of equipment;
- improving employees' qualifications and monitoring the level of employees' knowledge in the field of safety.



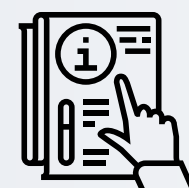
### 2. Ensuring safety in the operation of process equipment:

- improvement of internal regulatory documents in the field of safety;
- improvement of the efficiency of the occupational safety management system;
- introduction of proactive tools for injury prevention;
- improvement of the occupational safety monitoring and control system;
- ensuring interaction with contractors in the field of occupational safety, operating at the production facilities of the Fund Group.



### 3. Emergency Prevention:

- preventive measures to prevent accidents;
- control over the preparation and operability of Emergency Response Plans;
- provision of material reserves for emergency response preparedness;
- increasing preparedness to respond to emergency response.



### 4. Outreach:

- development of personal responsibility and involvement of employees in occupational safety matters;
- exchange of experience between portfolio companies and with international large production companies;
- development of an expert environment and a platform of best practices in the field of occupational safety;
- development of co-operation with international companies on occupational safety matters.

**GRI 3-3** Our occupational safety activities are governed by the Occupational Safety Policy and the Corporate Standard on Occupational Safety Management. These documents apply to all portfolio companies, their subsidiaries, affiliates and service providers and are incorporated into the Fund's business relations with its partners, ensuring uniform principles and approaches to occupational health and safety.

**GRI 403-1**  
**GRI 403-8**

**GRI 403-9** The plan of occupational safety measures is formed and implemented annually.

**GRI 403-4** Since 2019, the Fund's Management Board has had a Health, Safety and Environment Committee comprising responsible representatives of the CEO-1 level from 11 major portfolio companies. Its main task is to ensure coordination and control over the implementation of measures of portfolio companies aimed at improving the efficiency of the corporate management system in the field of occupational safety. In addition, the Committee discusses issues of concern and exchanges experience, as well as proposes important initiatives in the field of occupational safety.

To minimise the risks of incidents and accidents with severe and fatal outcomes, the Fund's portfolio companies have long-term plans for technical refurbishment of obsolete and worn-out equipment and facilities. Our Occupational Health and Safety Management System complies with ISO 45001-2018 'Occupational Health and Safety Management System' standards, which applies to the employees of the Fund Group. Subsidiaries and affiliated organisations and their parent Companies have a certificate of compliance.

**GRI 403-3** Management of health and safety issues in the Fund Group is carried out in accordance with the requirements of the legislation of the Republic of Kazakhstan: Labour Code, Health Code, Sanitary Regulations and Instructions of the Republic of Kazakhstan, and international requirements in the field of health and safety. At least once every five years, production facilities are certified for their working conditions with the involvement of an independent specialised organisation, which results in a set of organisational and technical measures to improve working conditions and occupational health and safety.





## SEVEN GOLDEN RULES

**GRI 3-3** We adhere to the Seven Golden Rules developed by the International Social Security Association (ISSA), an important step in creating a safety culture where risk prevention is not just a requirement but an integral part of the work environment.

### Seven Golden Rules issa



#### Become a leader

show commitment to principles.



#### Identify threats

control risks.



#### Define objectives

develop programmes.



#### Establish an occupational health and safety system

achieve a high level of organisation.



#### Ensure safety and hygiene at workplaces

when working with machines and equipment.



#### Professional development

develop professional skills.



#### Invest in the workforce

motivate through participation.



## PREVENTION OF OCCUPATIONAL INJURIES

The portfolio companies implement proactive tools to prevent injuries, which contribute to risk reduction. These include documenting hazardous conditions, dangerous actions and potentially dangerous incidents (Near Miss), as well as conducting behavioural safety audits.

For early diagnosis and accident prevention, the portfolio companies apply the practice of on-site cross-audits of industrial facilities with the participation of experts in various occupational safety areas.

**GRI 403-2** Following our commitment to respect and protect human rights, we recognise and grant the right to each employee to refuse or stop work in the event of a potentially dangerous situation that reasonably poses a threat to the life and health of employees. This is enshrined in the Samruk-Kazyna JSC Occupational health and Safety with which the employees of the Fund's Group get familiar.

**GRI 403-2** We take care of the safety of our employees by providing them with modern personal protective equipment.

To ensure the safety of employees when working on equipment at the portfolio company level, plans have been developed for the refurbishment of obsolete and worn-out equipment and facilities with increased risks of incidents and severe and fatal accidents.

We continued the practice of cross audits. The audit perimeter included 17 industrial enterprises; we identified more than 1,000 non-compliances. The largest number of violations is in the areas of labour protection – 33%, fire safety – 24% and industrial safety – 18%.

**GRI 403-9** We work to prevent road accidents and reduce injuries among employees, among other things, we conduct training activities in accordance with in-depth programmes that exceed the mandatory requirements established by the legislation of the Republic of Kazakhstan. More than 4,400 employees have completed the defensive driving course.

**GRI 403-5**

In 2024, more than



**120,000**

employees of portfolio companies and their contractors have been trained by Samruk Business Academy and in-house trainers at the special course, Work Safety Culture.



At the same time, an analysis of the effectiveness of the course showed that more than

**81%**

of the trained production personnel rated the course Very Good and Good.

**GRI 403-5** The UK Institute of Occupational Safety and Health (IOSH) has developed and accredited the Occupational Safety Leader modular programme at the end of 2024.

Much attention is paid to the issue of readiness to eliminate accidents and emergencies. We took part in exercises at the Aktau Commercial Seaport, Beineu-Shymkent and Asian gas pipelines, as well as at the Karamurun uranium deposit. In addition to production facilities, we pay attention to training in offices and shift camps. We also organise inspections of emergency rescue services and non-state firefighting services.

Statistics on occupational injury rates are monitored on a daily basis in the portfolio companies. Internal investigations of accidents are conducted to identify root causes and develop corrective actions, as well as behavioural safety audits.

The motivation and remuneration system in the Fund's Group of companies is aimed at continuous expansion of the number of employees interested in the safety of production processes. The practice of rewarding employees who actively document hazardous conditions, dangerous actions, potentially dangerous incidents, stop unsafe work, thereby preventing occupational injuries has been introduced. Since 2022, the practice of awarding an annual nomination by the Chairman of the Fund's Management Board for achieving the best results in the field of occupational safety has been introduced. According to the results of 2024, the first place was taken by Kazatomprom (Kazakhtelecom in 2022, KEGOC in 2023).

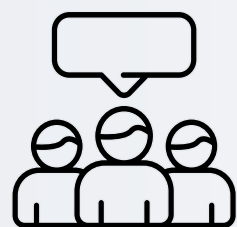
We understand that achieving a zero level of injuries and accidents at work in the Group of companies depends not only on the actions of our employees, but also on the employees of contractors. The Fund's contractors are obliged to strictly comply with the corporate standards and rules on occupational health and safety, which is one of the key elements of the effective management system in the field of occupational safety of the Fund. The contracts with contractors set requirements for the qualification and competence of employees similar to the ones for the Fund's employees. Compliance with these requirements is regularly checked during on-site audits. The Fund assesses the contractors' performance against high safety standards to ensure safe working conditions at all stages of projects. Control is exercised in relation to all contractors that perform work at our production facilities and provide services to portfolio companies.

Thus, to ensure the safety of contractors' employees, the standard contracts concluded through the zakup.sk.kz portal include requirements for the availability of occupational health and safety (OHS), fire and occupational safety specialists in contractors, as well as the availability of trained personnel who have passed a knowledge test on OHS, occupational safety and fire safety.

In addition, we invest in measures to prevent accidents, improve sanitary and living conditions for employees, improve employee health and wellness, provide employees with personal protective equipment, provide training on occupational health and safety issues and develop a safety culture. In 2024, KZT 119 billion was allocated for these purposes (KZT 109 billion in 2023).



GRI 403-1



All of our full-time employees are covered by the occupational safety management system.

#### Investments to ensure occupational safety, KZT billion

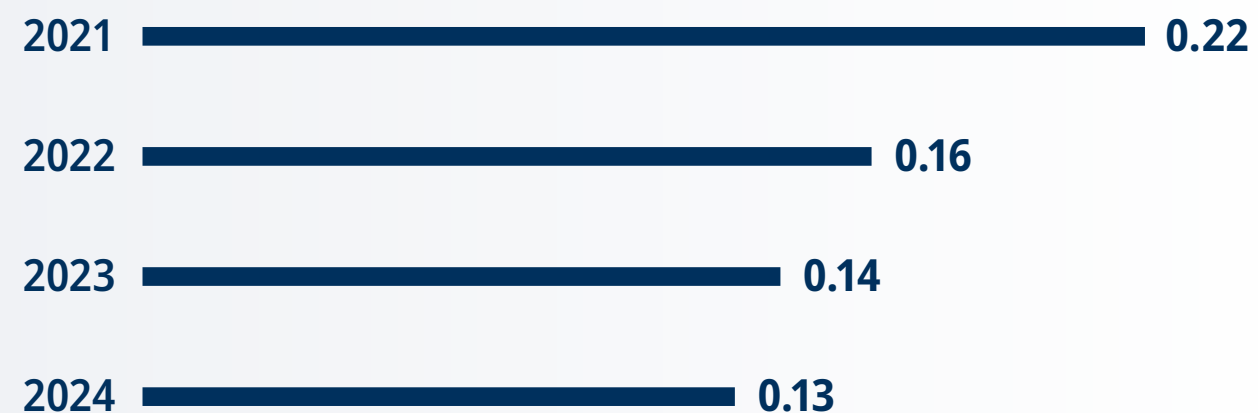
	2021	2022	2023	2024
<b>Total</b>	<b>100</b>	<b>125</b>	<b>109</b>	<b>119</b>
Occupational health and safety	23	25	32	28
Fire safety	10	15	14	12
Occupational safety	61	81	53	69
Training	2	2	2	3
Other	4	3	8	7

GRI 403-9

There is a continued decrease in injury rates. Thus, compared to 2021, the lost time injury frequency rate (LTIFR) decreased by 41% (from 0.22 in 2021 to 0.13 in 2024). The number of people injured in industrial accidents in 2024 is 94 (120 in 2023). LTIF ratio<sup>31</sup> in 2024 was 0.13 (0.14 in 2023). Occupational injury statistics in graphs and tables in this Report cover employees of portfolio companies engaged in production activities.

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#### Lost Time Injury Frequency Rate (LTIFR), %



<sup>31</sup> LTIF (Lost Time Injury Frequency Rate) – the number of the company's employees who suffered lost time accidents related to a serious work injury according to the work injury severity report (including fatalities) multiplied by 1 million man-hours and divided by the total number of man-hours worked during the 12 reporting months.



**GRI 403-9** Despite our efforts, 12 people died in 2024 because of labour-related accidents (accidents occurred in Kazakhstan Temir Zholy – 8, Samruk-Energy – 3, KazMunayGas – 1).

**GRI 403-9** In 2024, the majority of fatal accidents are related to collision with diesel locomotives, exposure to moving objects. Serious injuries were caused by incidents involving falls from heights, exposure to moving objects and road accidents.

**GRI 403-1** Each case is analysed, and information bulletins are sent out with a brief description of the circumstances, causes and corrective measures taken to prevent their recurrence in other companies. 12 meetings were organised between the teams of subsidiaries and affiliates and employees who were injured at work to prevent similar cases of injury.

**GRI 403-4** To ensure the required level of transparency of the Report and to develop communication with employees in the field of occupational safety, in the reporting period the management was promptly informed of the latest occupational injury statistics, including through the use of incident dashboards. The Company has introduced the practices of keeping the Log of Information on Events and Incidents in Contractors of Portfolio Companies and Operational Information on Contractors of Portfolio Companies. Employees can assess the level of occupational safety and submit their suggestions for improvement within the Industrial Relations procedures and by contacting the Nysana call centre.

A large part of the work carried out is raising awareness among employees. Our goal is to involve every employee in occupational safety processes even in the most remote branches of the Fund's Group. In this regard, the Fund's Group:

- held 59 contests of children's drawings 'Safety through the eyes of a child' and 69 interactive masterclasses;
- developed 55 video clips on occupational safety, including with the participation of injured workers;
- sent 639 newsletters to family members of employees who have made a positive contribution to occupational safety.

## HEALTH AND WELL-BEING OF EMPLOYEES

**GRI 403-7** Annual medical examinations are conducted for all employees of the enterprises, based on the results of which recommendations are issued on the prevention of socially significant diseases, as well as on further monitoring, treatment and rehabilitation. Pre-shift and post-shift health checks are also carried out. Some portfolio companies, e.g. KEGOC, carry out additional health monitoring of employees engaged in heavy work, work with harmful and/or hazardous labour conditions, pre-trip and post-trip medical examination of drivers.

**GRI 403-7** Every year, production enterprises implement action plans to improve the health of employees and working conditions, which are coordinated with the territorial division of the department of the state regulator responsible for the sanitary and epidemiological well-being of the population. Employees of medical services raise the employees' awareness at enterprises in the form of lectures and

talks on the prevention of diseases of the blood-circulating system, tobacco smoking, alcoholism and irrational diet. Employees are provided with health resort treatment and material assistance for holidays for health improvement purposes.

We are introducing programmes to improve the health of employees. For example, since 2023, the 360° Health Protection Programme has been implemented at NAC Kazatomprom JSC, which includes: mandatory annual preventive examinations of employees with an extended screening programme; equipment to automate medical examinations; first aid training for personnel at hazardous production facilities; and regular review of topical issues on health protection and industrial medicine.

**GRI 403-7** In 2024, the Fund involving all portfolio companies held an extended seminar for health and occupational health specialists. The event was held for the first time to discuss topical issues in the field of health protection, as well as measures taken to reduce the incidence of sudden health deterioration, improve physical well-being, form healthy habits and improve the quality of life of employees of portfolio companies.

**GRI 403-6** We create comfortable conditions for recreation and sports activities for our employees, confidently supporting their desire for a healthy lifestyle and creative self-expression. We believe that the development of sports and cultural initiatives helps strengthen team spirit, increase motivation and improve the general climate in the team.

Sports festivals and marathons were traditionally held in the Reporting period as part of corporate programmes.



## SPORT FESTIVAL OF SAMRUK-KAZZYNA GROUP OF COMPANIES

In November 2024, the Samruk-Kazyna Group of companies hosted the annual Sport Festival, which united 834 employees of the Fund and portfolio companies. The participants competed in 11 sports disciplines, playing 210 sets of medals. The event became an important initiative of the Fund to strengthen team spirit, promote a healthy lifestyle and develop corporate culture. The Sport Festival became not only a symbol of sports unity, but also a platform for uniting labour collectives and promoting the Fund's values.