

Employment

We value skilled professionals and recognise their important role in achieving the Fund's strategic objectives. To attract qualified employees and increase engagement, we create a value proposition based on corporate values and key elements:

1. Unique experience: Opportunity to develop, contribute to the development of the Fund's Group and increase employee's professional market value.
2. Social significance: Personal contribution of each employee to the development of the company and the well-being of the population.
3. Competitive terms and conditions: Transparent remuneration, training, development and social benefits.
4. Values: Honesty, transparency and modesty as the basis for a favourable working environment.

GRI 3-3 The search for candidates is focused on appointing the best specialists with the right qualifications and personal qualities through competitive selection, based on the principles of meritocracy and transparency. We favour internal candidates, creating opportunities for career development.

The search for candidates for vacant positions in the Fund's Group of companies is carried out through a single digital platform Qsamruk.kz, which ensures transparent and equal competitive selection. As a result of the high efficiency of the platform, its services are also used by external companies such as Kazakhmys, Petroretail, Kazakhstan Investment Corporation and others. To date, 548 companies and over 189,000 users have registered on the platform, with about 1,000 vacancies available in the database.

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GRI 401-1 The Fund's Group employed 47,413 people in 2024, which was 15.4% more than in 2023. Most of the employees were hired in Astana. The employee turnover rate at the end of 2024 was approximately 17%.

Candidates are subject to a voluntary polygraph test to work in procurement.

We also analyse the employment of foreign specialists in the Fund. As of 31 December 2024, the number of foreign specialists working in the Fund's Group of companies was 306 people, including 40 people as administrative and managerial staff, 266 people as production personnel.

GRI 402-1 The minimum period of notification of employees as to essential changes in the organisation's activities is not later than 15 calendar days, unless a longer period of notification is stipulated in labour or collective agreements.

GRI 401-1

New employees hired, 2021-2024

