

CHARITABLE ACTIVITIES



The charity has reached more than

524

thousand Kazakhstan citizens

SAMRUK-KAZYNA TRUST SOCIAL PROJECTS DEVELOPMENT FUND IS THE UNIFIED OPERATOR OF CHARITABLE ACTIVITIES OF THE SAMRUK-KAZYNA GROUP OF COMPANIES, WHICH IMPLEMENTS CHARITABLE PROJECTS AND PROGRAMS AIMED AT SOLVING SOCIALLY SIGNIFICANT ISSUES ON BEHALF OF THE ENTIRE SAMRUK-KAZYNA GROUP OF COMPANIES.

Samruk-Kazyna Trust in 2023 implemented 46 social projects totaling KZT 7.2 billion in the areas of health care, education, support for the most socially vulnerable segments of the population and regional development. The projects were implemented in partnership with non-profit organizations in the regions where the Fund's companies operate, taking into account the needs of the population, as well as in those areas where the state resources are insufficient.

Within the framework of these projects, charitable assistance covered more than 524 thousand Kazakhstani people, including 97 thousand mothers and children, 87 thousand rural population, and 700 people were employed.

In the healthcare sector, attention was paid to ensuring accessibility of medical and rehabilitation care, introducing innovative treatment methods and improving the quality of life of Kazakhstanis. 19 rehabilitation centers were launched. Rural hospitals in 7 regions were provided with 18 ambulances and 9 invataxis (transportation for people with special physical needs). Perinatal centers in Shymkent, Karaganda, Taldykorgan, Aktau, Ust-Kamenogorsk and Uralsk cities were supplied with devices for therapeutic hypothermia and retinopathy of newborns. More than 500 children with oncological diseases were treated with modern equipment at the Scientific Center of Pediatrics and Children's Surgery. Treatment was paid for 61 children whose

diagnoses are incurable in the Republic of Kazakhstan. 100,000 citizens of remote stations received free medical and legal assistance under the Medical Trains project. The Center for children with Down syndrome in Almaty started its work in a new format.

In the sphere of education, conditions and opportunities have been created for receiving quality education and realizing human capital. 227 representatives of rural youth have received educational grants and are studying free of charge in 45 best secondary educational institutions of the country. Of these, 2 graduates are employed. Free extracurricular activities have been organized for 500 students from socially vulnerable categories. Summer educational and inclusive camps have been organized for more than 1,000 children and their parents.

In the field of sports, a contribution was made to the development of infrastructure and the creation of an accessible sports environment. Nine large sports complexes were built and 26 new sports and playgrounds were installed. Free adaptive sports sections were opened in 23 settlements. Within the framework of creative industry development, the building of the regional youth library of Aktobe region was completely renovated and revitalized into a creative center of science and modern creativity.

In addition to implementing charitable projects, Samruk-Kazyna Trust works to increase

the confidence of the people of Kazakhstan by strengthening interaction with the public, government institutions, representatives of the media and expert community, as well as portfolio companies. A good tradition has become a report to the public held in the format of the Corporate Philanthropy Forum with the participation of more than 300 representatives of civil society, government agencies, business and employees of the group of companies.

The activities of Samruk-Kazyna Trust are actively quoted by the media, NPOs and experts. In 2023, more than 5 thousand publications in Kazakhstani media were devoted to the charitable initiatives of the Fund.

A partnership has been established with Kazakhstan Khalkyna Public Fund, within the framework of which a project is being implemented to open 13 early intervention centers and 8 rehabilitation centers for children with autism in the regions of the Republic of Kazakhstan. The total coverage of children in the two areas is more than 2,500 children with special developmental needs.

At the same time, within the framework of corporate partnership, joint social projects were implemented jointly with the Bulat Utemuratov Foundation, and a partnership was established with Shell Kazakhstan to jointly implement a project on training and employment of persons with disabilities.

HUMAN CAPITAL DEVELOPMENT



Private institution "Samruk Business Academy" (hereinafter – SBA) is a service company providing services on organization and administration of training, personnel outstaffing and HR-consulting. SBA was renamed in 2022 from the private institution "Samruk-Kazyna Corporate University", established in 2004 on the basis of the "Unified Personnel Development Center". Today SBA is a successful center for accumulation of best practices and generation of new knowledge.

Since 2004, SBA has been providing services in the field of personnel training, assessment and development. Currently, SBA is engaged in retraining and professional development of specialists of Samruk-Kazyna JSC group, support of processes in the field of human resources management, change management, formation of corporate culture in accordance with the strategic development goals of Samruk-Kazyna JSC.

ACTIVITIES IN THE FIELD OF TRAINING ORGANIZATION

In 2023, the following modular training programs were implemented by the corporate and industrial training block of SBA: "Middle Management", "Gender Equality", "Zheti Kadam", "PR School", "HR School", "Recruitment School", "Procurement and Logistics Management", IR, "Ondiris tiregi", "First Line", "Academy of Instructor Machinists", "Kauipsizdik Sakshylary", "Production Manager".

312 CEOs, CEO-1, CEO-2, CEO-3 and 480 internal trainers of portfolio companies and subsidiaries and affiliates were trained under the Occupational Safety Culture project for 2023. 29,099 production employees of NC KazMunayGas JSC were also trained. Training on labor safety culture will continue in 2024 according to the schedule.

In 2023, SBA received international institutional accreditation from Independent Agency for Accreditation and Rating (IAAR).

All educational programs and organizations that have passed international accreditation in the IAAR agency are included in the European database – The Database of External Quality Assurance Results (DEQAR), which confirms the compliance of educational programs and organizations with international quality standards and is the basis for recognition of accredited educational programs in the European Higher Education Area.

Within the framework of the instruction of the President of the Republic of Kazakhstan to gradually increase the share of women up to 30% in the management bodies of companies with state participation, on September 30, 2022, Samruk-Kazyna JSC launched the project "Gender Equality", which ended on May 5, 2023.

The number of women leaders who completed the program was 71.

HR CONSULTING SERVICES

The key areas of HR consulting are:

- ◆ Evaluating hiring, and personnel for suitability for positions;
- ◆ Assessment of potential in the formation of the personnel reserve;
- ◆ Grading.

179

assessments

were carried out using the competency interview method with personnel

441

positions

were evaluated in 2023

LLP, SILLENO LLP, KPI JSC, KMG ENGINEERING LLP, NC KAZAKHSTAN TEMIR ZHOLY JSC, BOLASHAK INVESTMENT LLP BECAME CUSTOMERS OF RECRUITING SERVICES IN 2023.

PERSONNEL AND COMPETENCE ASSESSMENT

Personnel evaluation is one of the main activities of SBA. It includes assessment procedures within the framework of:

- ◆ hiring evaluations,
- ◆ to evaluate the talent pool,
- ◆ staff appraisals,
- ◆ job matching (matching data from different sources into a single job candidate profile),
- ◆ 360 degree assessments, etc.

This assessment tool allows companies and employees to evaluate the quality of interactions (hierarchical, cross-functional) and with other stakeholders (customers, suppliers, management bodies, etc.).

As of the end of 12 months of 2023, the number of assessments using third-party online tools amounted to 460, and 3,098 using our own online systems. In addition, 179 personnel assessments were conducted using competency-based interviews and questionnaires, as well as 55 assessments using in-depth interviews.

RECRUITMENT SERVICES

The key areas of recruiting are:

- ◆ Administration of the recruiting process;
- ◆ Full cycle sourcing and recruitment.

The Fund and such companies as NAC Kazatomprom JSC, NC KazMunayGas JSC, KMG Petrochem. LLP, Silлено LLP, KPI JSC, KMG Engineering LLP, NC Kazakhstan Temir Zholy JSC, Bolashak Investment LLP became customers of recruiting services in 2023. As part of the implementation of contracts 96 vacancies were closed.

In order to develop recruiting services, SBA signed a memorandum of cooperation with FIRCaspian and participated in career events at Nazarbayev University, M.S. Narikbayev University, Esil University and Astana IT University.

GRADING

Implementation of grading projects allows applying a fair system of remuneration based on the value of each position for the company and in comparison with the market. Since 2016, the Fund's portfolio companies have been implementing a graded remuneration system based on the Hay Group international methodology.

In 2023, 441 positions were assessed and projects were implemented to introduce a graded remuneration system in the following companies: Qazaq Air JSC, Samruk-Kazyna Construction JSC, NC QazaqGaz JSC, Samruk-Kazyna Invest LLP, Samruk-Kazyna Business Service LLP.

PLANS FOR 2024:

- ◆ Launch of modular training programs: "C&B School", "HR School", "PR School", "Recruitment School", "Industrial Safety Leadership Academy", "Chief Geologist", "Production Manager" for workshop managers, "Power Engineer", "IR School", "School of Ecology and ESG", "Chief Development Engineer", "Master of Oil and Gas Production"
- ◆ Building up the SBA LMS (learning management system) — an automated employee training platform offering online training, testing and certificates.
- ◆ Improving the quality of services provided through implementation of 1C ERP (integrated management information system) and automation of HR processes.
- ◆ Expanding our geographic footprint and reaching new customers.

CENTER FOR SOCIAL COOPERATION AND COMMUNICATIONS



Center for social cooperation and communications

The goal of the CSCC is to prevent social and labor conflicts, maintain social, sanitary-epidemiological and psychological well-being, strengthen the corporate identity of production personnel and identify protest moods by developing and implementing best practices for effective management of social and labor relations and communications.

CSCC activity is developing in 4 main directions:

1. Research and analytics (SRS: engagement, working conditions and loyalty, level of communication, material well-being, protest potential; in-depth diagnosis and prevention of social and labor conflicts);
2. Social Stability Monitoring Center (collection, processing, primary verification, registration and prompt distribution of information on preconditions or facts of social tension, crisis situations in the Fund's labor collectives);
3. IR — industrial relations (improving the sanitary, social and psychological well-being of production personnel through the study of social and living conditions, workplace pressures and the development of a feedback culture);
4. Social and communication projects (development of corporate culture among employees, conducting projects aimed at increasing the involvement of young people of the Fund's group, organization of communication projects, corporate edition and SK NEWS website).

THE PRIVATE INSTITUTION "CENTER FOR SOCIAL COOPERATION AND COMMUNICATIONS" (HEREINAFTER — CSCC) WAS ESTABLISHED ON MAY 4, 2017 BY SAMRUK-KAZYNA JSC ON THE BASIS OF CENTER FOR SOCIAL PARTNERSHIP CF.