

# Respect for human rights

GRI 2-23, 3-3

**BASED ON OUR ROLE IN THE ENERGY SECTOR OF THE REPUBLIC OF KAZAKHSTAN, WE RECOGNIZE OUR ROLE IN SHAPING THE COUNTRY'S ECONOMIC AND SOCIAL ENVIRONMENT. WE ARE COMMITTED TO SOCIALLY RESPONSIBLE BUSINESS PRACTICES, RESPECT FOR HUMAN RIGHTS, ENGAGEMENT WITH EMPLOYEES AND LOCAL COMMUNITIES, AND STRIVE TO INTEGRATE THE PRINCIPLES OF SUSTAINABLE DEVELOPMENT INTO OUR STRATEGY AND CORPORATE CULTURE, ENSURING A BALANCE BETWEEN STAKEHOLDER INTERESTS AND THE COMPANY'S STRATEGIC GOALS.**

The Company's activities comply with the current legislation of the Republic of Kazakhstan and universally recognized principles and norms of international law, such as the Universal Declaration of Human Rights, International Labor Organization Conventions, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights, and United Nations Guiding Principles on Business and Human Rights.

The Human Rights Policy of Samruk-Energy JSC, approved by the decision of the Board of Directors of Samruk-Energy JSC dated July 27, 2023 (Minutes No. 24), was created to ensure observance of human rights in all spheres and places of activity of Samruk-Energy JSC, to create equal working conditions for employees to exercise their rights and freedoms in the workplace, to prevent all forms of discrimination, to ensure diversity and inclusiveness. Within the framework of this Policy, we undertake to ensure labor conditions under which the rights of our employees are respected.

The Company's position in supporting internationally accepted human rights on the part of all stakeholders with whom Samruk-Energy JSC interacts is reflected in the Sustainable Development Guidelines. We guarantee observance of human rights and freedoms and do not accept actions that violate human rights or indirectly lead to such violations. Professional and ethical standards for employees, taking into account the principles and norms in the field of human rights observance, are reflected in the Code of Conduct of Samruk-Energy JSC. Compliance with the Code is mandatory for all employees, members of the Board of Directors, managers and third parties working with the Company.



We do not allow restrictions on the rights and freedoms of employees, as well as preferential treatment of employees based on gender, race, nationality, language, origin, social status, age, place of residence, religion, membership or non-membership in public associations or social groups, as well as other circumstances not related to professional qualifications.

We require compliance with the law and internal corporate standards by both Company employees as well as suppliers and contractors. We adhere to high ethical standards and have a responsibility to ensure respect for human rights. To strengthen relationships with suppliers, we have developed guidelines for suppliers based on corporate and social responsibility.

One of the key aspects of Samruk-Energy JSC's activities is interaction with stakeholders. We follow the best practices in this area and use principles that take into account the interests of all parties at all stages of our activities. All stakeholder engagement activities are included in the "Stakeholder Engagement Plan" (for more details see "Stakeholder Engagement", on the "Stakeholder Engagement Plan of Samruk-Energy JSC" on the website).

The Ombudsman Service assists in resolving and settling labor disputes, conflicts, problematic issues of social and labor nature, observing the principles of business ethics, ensuring informal communications between officials and our employees, as well as improving the image of the Samruk-Energy JSC Group of Companies. For all appeals during the reporting period, consultations were held and recommendations were provided to the Company's managers. Also, in 2023, work was carried out with labor collectives to explain the norms of the Codes of Ethics and Conduct and Compliance Policy.

For availability of feedback on complaints and appeals in the field of human rights, the Company operates a hotline of Samruk-Energy JSC. All appeals about possible violations of human rights and freedoms are thoroughly analyzed, after which the assessment results are sent to the Board of Directors.

Compliance and trade union organizations monitor compliance with human (employee) rights and international human rights standards. In case of rights violations, employees can contact the Company's feedback channels.

**In 2023, there were no human rights violations against employees, contractors or local communities.**

GRI 408-1, 409-1, GRI 12: Coal Sector: 12.16.2, 12.17.2

Samruk-Energy JSC is strictly against the use of child and forced labor and actively fights against such practices. These principles are applied to all subsidiaries and are included in the requirements for suppliers and contractors. During 2023, there were no cases of violation of these principles and the current legislation in this area.

GRI 415-1

### Political activities and contributions

The Company interacts with government-related persons in accordance with the requirements of applicable law. The Company does not finance or otherwise support political parties and non-profit organizations engaged in political activities. It also does not allow sponsorship/charity/lobbying activities with the direct or indirect purpose of obtaining illegal benefits for providing such assistance.

The Company's principles in this regard are:

- Company accounts may not be used for contributions for political purposes;
- You may not use Company resources (including email) to engage in political activity;
- You may not make charitable donations in lieu of contributions for political purposes;
- You may not use Company funds or assets through industry organizations or otherwise to make contributions to political parties.

According to the results of 2023, the Company did not record any facts of sponsorship of events or holidays held solely for the purpose of political propaganda, and there are no facts of direct or indirect pressure on political parties.