



## Employee health and well-being

We are committed to supporting employees in developing a mindful approach to wellbeing and developing the skills needed to live a healthy and happy life both at work and beyond.

We actively carry out systematic work to improve employees' physical and psychological health, stimulating the development of healthy habits that contribute to an improved quality of life, overall health and increased productivity. **GRI 3-3**

Management of issues in the field of health protection and occupational hygiene in the Fund Group is carried out by the requirements of Kazakhstani legislation: Labor Code, Health Code, Sanitary Rules and Instructions of the Republic of Kazakhstan, International requirements in the field of occupational health and hygiene. At least once every five years, production facilities are certified for working conditions with the involvement of an independent specialized organization, based on the results of which a set of organizational and technical measures is carried out to improve working conditions and safety. **GRI 3-3** **GRI 403-3**

The number of deaths among the Fund Group's employees not related to labor activity due to health deterioration increased to 42, compared to 2022, an increase of 55% (27 in 2022). Circulatory diseases, including cardiovascular diseases cause 90% of these cases. These are influenced by bad habits, improper nutrition, ecology, the level of medicine, and many other things.

Trade union organizations support the preservation of the life and health of employees in the workplace.

### TRADE UNIONS, TOGETHER WITH THE FUND, CARRY OUT SEVERAL ACTIVITIES TO IMPROVE WORKING CONDITIONS, PREVENT OCCUPATIONAL INJURIES, AND ORGANIZE INTERNAL AND PUBLIC CONTROL.

**GRI 403-7**

We have set the Health Protection KPI (NWRF) for CEOs at the CEO-1 level in 2023. To improve the overall health and quality of life of employees, the following work is being carried out in portfolio companies:

1. An annual medical examination, pre-shift and post-shift monitoring of the health status of employees is carried out. Based on the results of the medical examination, recommendations are issued for the prevention of socially significant diseases, as well as for further observation, treatment, and rehabilitation;
2. An annual action plan is developed to improve the health of employees and improve working conditions, agreed with the territorial division of the department of the state body in the field of sanitary and epidemiological welfare of the population;
3. Sporting events are held at enterprises and central offices of portfolio companies, aimed at improving the health of employees;
4. Medical employees conduct sanitary and educational work in the form of lectures and conversations on the prevention of diseases of the circulatory system, tobacco smoking, alcoholism, and poor nutrition at production facilities;
5. Employees are sent to sanatorium-resort treatment, and financial assistance is provided for vacation for health improvement. **GRI 403-6** **GRI 403-7**

Due to existing shortcomings in the field of industrial safety:

- low level of culture and leadership in the field of industrial safety;
- failure of managers and employees to accept personal responsibility for ensuring safety;
- lack of employee involvement in safety issues through the use of proactive tools;
- low level of awareness and communication between employees,

An occupational safety action plan for 2024 was developed and approved by Order of the Chairman of the Management Board, which, in addition to the development of three main areas of work, includes a large-scale campaign to conduct awareness-raising work among employees.

This is done to ensure that every local employee is aware of the work being done, is involved, understands the consequences and seriousness of violating safety requirements, and takes care not only of themselves but also of preserving the lives and health of their colleagues. The long-term Strategy for developing industrial safety of Samruk-Kazyna JSC for 2024–2028 is in the process of development, within the framework of which it is planned to establish key performance indicators for each industrial safety area. Preventing injuries in the workplace is not just a formal requirement, it is the moral and professional responsibility of every employee, regardless of the level of their position.

### Development plan for industrial safety for 2024 and the medium term:

- support training and improve the qualifications of company managers and employees using VR technologies and introducing international course programs in portfolio companies;
- organize thematic meetings on industrial safety issues to explain the programs and initiatives being implemented;
- consider the possibility of including one indicator on industrial safety for production site managers in the list of KPIs;
- implement measures to reduce the number of deaths not related to work: conduct seminars and develop internal standards on health protection and occupational hygiene, as well as review and tighten the requirements for medical organizations providing services to employees;
- implement the process of using the LOTO (Lockout-tagout) security system at production facilities;
- monitor the use of proactive tools for preventing accidents and injuries (conducting behavioral audits, recording and investigating hazardous conditions, the right to suspend work);
- ensure the availability of material and financial resources to carry out work to eliminate a major accident or emergency in accordance with the emergency response plan;
- The new fourth area of industrial safety outreach includes plans:
- ensure the release of a video message from the Chairman of the Board of the Fund on the importance and need to comply with industrial safety requirements for World Occupational Safety and Health Day
- develop and display screensavers on employees' personal computers to remind them of the need to ensure safety;
- finalize the information section on industrial safety of the Fund and portfolio companies Internet portals to post up-to-date information;
- hold competitions in portfolio companies among children and young employees to promote the importance of industrial safety and propose innovative ideas;
- develop videos on industrial safety involving injured employees.