

## Programs for youth

We are actively developing corporate culture and employer branding to attract and retain specialists, especially young talent. **GRI 3-3**

Young professionals  
under the age of 35 over

**80**  
thousand  
people

The Fund has over 80 thousand young specialists under the age of 35 out of the total number of employees.

A systematic approach to working with youth is ensured by emphasizing young specialists' intellectual and professional development. The Fund complies with the Action Plan for the development of youth policy. In portfolio companies,

responsible persons have been identified for working with youth, and the institution of Youth Councils also operates.

In August 2023, we summarized the results of the "Zheti Kadam" modular program for developing young leaders. The program was created as part of implementing a program to support youth policy to turn young and effective employees of the Fund and portfolio companies into future leaders. Teach them techniques for introducing management competencies, developing communication skills, working in a team, and understanding the principles of budget planning.

At the youth forum of the "Zheti Kadam" program, 49 were chosen from 200 participants based on a special challenge. They were then divided into seven teams, each assigned two experienced mentors from the presidential youth personnel reserve. Seven training modules were conducted in seven cities of Kazakhstan.

Teams consisting of specialists from the Fund Group companies prepared for the defense of projects for seven months. The jury of the final stage included members of the Board of Directors and heads of the Fund's portfolio companies.

The jury recognized the work "Reducing the hydrocarbon footprint in enterprises" as the best project of the "Zheti Kadam" program, the second place went to the project "Implementation of youth policy", the third place was taken by the team with work on the topic "Safety culture in enterprises". The winners must implement their project in one of the Fund Group companies over the next two years.

Further development plans mainly include extensive interaction with universities/secondary educational institutions to attract graduates.

