



Workplace Safety

An essential part of our strategy is to ensure industrial safety and adherence to the Vision Zero principle. **GRI 3-3 SASB**



solutions, development of the necessary qualification competencies, as well as increasing awareness and safety culture among employees. Close interaction and exchange of practices with contracting companies are being built to improve and ensure workplace safety when performing work and providing services for the Fund Group. **GRI 403-1 GRI 3-3**

Each company understands its responsibility and actively implements certification of health and safety management systems through developing or updating individual procedures in the relevant areas of industrial safety. The industrial safety management system covers all our employees. **GRI 403-1**

To strengthen the industrial safety function in the most critical large portfolio companies from its point of view, corresponding separate services have been created with direct administrative accountability of the function to the first managers.

We use a risk-based approach that allows us to ensure safety in the workplace. We conduct workplace audits at various levels of management regularly throughout the year.

THE NUMBER OF INTERNAL AUDITS CONDUCTED FOR COMPLIANCE WITH INDUSTRIAL SAFETY REQUIREMENTS IN 2023 REACHED 86,581 AUDITS (61,916 AUDITS IN 2022).

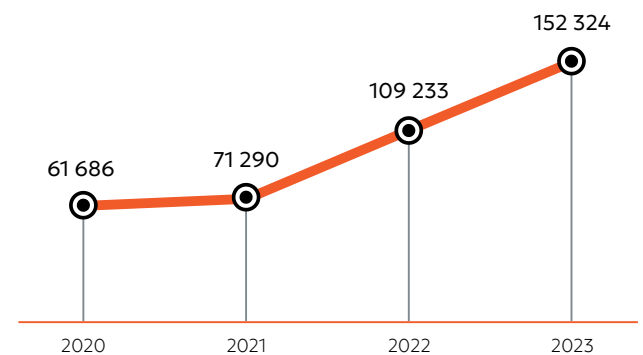
GRI 403-2

Ensuring safety today is not just compliance with legal requirements, but also a moral duty to employees and their families, representatives of contractors and society. In addition, we understand that implementing best practices in ensuring labor safety and health has a highly positive effect, while failure to comply with safety rules can lead to significant losses. Due to the specific nature of the activity, work at production facilities included in the Fund Group can be potentially dangerous for people and cause loss of ability to work.

Our activities comply with international standards ISO 45001-2018 "Management system in the field of occupational health

and safety", which applies to all employees of the Fund Group. Subsidiary-dependent organizations and their parent companies (78 organizations) have a certificate of conformity. We are constantly improving our work to ensure personal safety and accident-free production. Key areas of development are focused on both legislative and global practices in the field of industrial safety, including the use of innovative and digital

Number of employees in subsidiaries with ISO 45001-2018 certificate of compliance



As it joined the world concept of «zero injuries Vision Zero», the Fund revised its business models as part of the implementation of the «seven golden rules»: **GRI 3-3**.

1

Become a leader – show commitment to principles.

Every year, we conduct specialized events on industrial safety, such as forums, seminars, and master classes for managers, aimed at increasing leadership, commitment, and experience exchange. In addition, managers at the CEO-1 level of portfolio companies inspect production sites, visiting the enterprises at least once every two months.

Since 2019, the Fund has had a Committee on Labor Protection, Industrial Safety, and Environmental Protection under the Management Board, which includes responsible representatives of the CEO-1 level of 13 large portfolio companies. The main goal of the Committee is to ensure coordination and control over the progress of the activities of portfolio companies to improve the efficiency of the corporate management system in the field of industrial safety and other measures aimed at improving safety culture, developing leadership to bring the area of "industrial safety" in portfolio companies to the level of the world standards.

2

Identify threats – control risks.

To prevent accidents and early diagnosis, on-site cross-audits of industrial facilities are conducted with the participation of experts in various areas of industrial safety of portfolio companies.

Proactive injury prevention tools are actively being introduced into the activities of portfolio companies, which are aimed at reducing risks, such as registering dangerous conditions, dangerous actions, potentially dangerous incidents (Near Miss), and conducting Behavioral safety observations. Moreover, every employee knows that he has the right to suspend unsafe work, which is spelled out in the Labor Health and Industrial Safety Policy of Samruk-Kazyna JSC, which every employee of the Fund's group of companies is familiar with. Our employees may verbally or in writing report a potentially dangerous situation that threatens the life and health of employees or the environment and suspend work until the situation is eliminated. **GRI 403-2**



3

Define goals – develop programs.

The enterprises of the Fund's group strive to achieve "zero injuries," ensure a high level of labor protection and industrial and fire safety and protect the health of their employees from hazardous production factors. For this purpose, industrial safety management systems are constantly being improved by national requirements and international standards, and programs are being developed to achieve goals.

Occupational safety goals and objectives are established, monitored, and revised as necessary. The Fund Group has approved the "Process Safety Action Plan for 2024", consisting of 33 specific activities with established deadlines. Such plans are approved on an annual basis. The main activities of the Plan are: increasing the level of safety culture, developing managers' leadership in safety matters, ensuring equipment reliability and preparedness to deal with possible emergencies. **GRI 403-9**

4

Create a system of occupational safety and health – achieve a high level of organization.

Our activities are governed by the Occupational Safety Policy and the Corporate Occupational Safety Management Standard, which apply to our portfolio companies, their subsidiaries, affiliates and service providers. **GRI 403-1 GRI 403-8 GRI 3-3**

5

Ensure safety and hygiene in the workplace when working with machines and equipment.

To minimize the risks of accidents and accidents with severe and fatal outcomes at the level of portfolio companies, long-term Plans for the technical re-equipment of obsolete and physically worn-out equipment and structures are in place. Their updating is carried out in stages and is under employee" control at production units.

6

Improve your qualifications – develop professional skills.

To improve the competence of employees, personnel are regularly trained in courses and programs that go beyond the minimum legal requirements of the Republic of Kazakhstan.

7

Invest in people – motivate through participation.

The motivation and reward system allows us to constantly expand the circle of employees interested in the safety of production processes. The Fund's Group of Companies has introduced the practice of remunerating employees who actively identify dangerous conditions, dangerous actions, and potentially dangerous incidents and stop unsafe work, thereby preventing traumatic incidents. Since 2022, the practice of awarding an annual nomination from the Chairman of the Board of Samruk-Kazyna JSC in the form of 1st place for achieving results in the field of industrial safety has been introduced. Thus, according to the assessment results, Kazakhtelecom JSC was nominated for first place in 2022, and KEG-OC JSC in 2023. Also, 8 local employees who distinguished themselves, showed heroism, and saved colleagues' lives were awarded certificates of honor and souvenir gifts.

Large portfolio companies also hold competitions for innovative ideas in the field of industrial safety, for the best children's drawing, and an Olympiad among occupational safety and health employees.

Work in accordance with the «7 golden rules» is carried out regularly. It is a set of systemic measures.

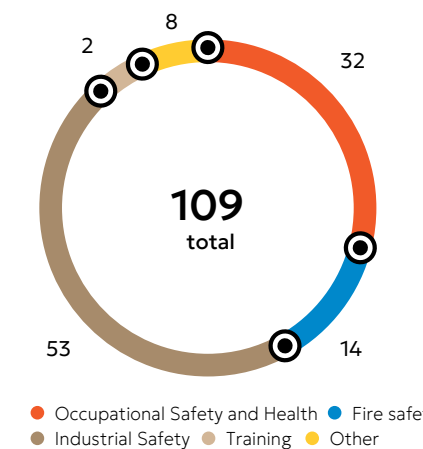
Achieving a zero level of accidents and incidents at work in the Group of Companies is not only due to the actions of its employees but also largely depends on the employees of contractors. Contracting organizations must strictly comply with corporate standards and rules for occupational safety and health, which is an integral part of the Fund's effective management system in industrial safety. Requirements for the qualifications and competence of contractors' employees are established, similar to the requirements for the Fund's personnel. These requirements are included in contracts with contractors and are regularly verified during on-site audits. The Fund conducts factual assessments of contractors' work, considering their compliance with high safety standards, ensuring safe working conditions at all stages of projects. The control process is carried out for all contractors performing work and providing services for portfolio companies.

Thus, to monitor compliance with industrial safety requirements by employees of contractor organizations, requirements for the presence of specialists in occupational safety and health (OHS), fire, and industrial safety, as well as the availability of trained personnel and tested knowledge of health and safety, industrial safety, and fire safety standards, must be met.

In addition to management, it is important for us to contribute to industrial safety by financing activities to prevent accidents, improve sanitary and living conditions for employees, improve

employee health, purchase personal protective equipment, dry clean and wash work clothes, conduct training, and promote occupational safety issues. In 2023, KZT 108.7 billion was spent for these purposes (KZT 125 billion in 2022).

Investments to ensure industrial safety, billion KZT





Key results for 2023

Together with portfolio companies, we carried out systematic work to improve industrial safety management systems and reduce the level of injuries. Every year, work in the field of industrial safety is built based on three main areas:



1 People and improving the level of safety culture

The Fund conducts training sessions and seminars to ensure employees and managers take a responsible approach to safety issues and demonstrate leadership and involvement by example.

IN 2023, WE TRAINED 232,081 OR 87% OF EMPLOYEES WITHIN THE FRAMEWORK OF THE REQUIREMENTS OF THE LEGISLATION OF THE REPUBLIC OF KAZAKHSTAN IN THE FIELD OF LABOR PROTECTION, INDUSTRIAL AND FIRE SAFETY, 59,176 OR 22% OF EMPLOYEES WERE TRAINED IN COURSES THAT GO BEYOND THE LEGISLATION OF THE REPUBLIC OF KAZAKHSTAN.

GRI 403-5

The Fund's employees also undergo first aid training at international courses organized by Samruk Business Academy:

1. Heartsaver (first aid for cardiopulmonary resuscitation).
2. Prehospital Trauma Life Support (prehospital life support system for injuries).
3. American Heart Association (use of an automatic external defibrillator according to the American Heart Association method)

We implement training projects on occupational safety. Samruk Business Academy was among the winners at the sixth International Employer Brand Summit and HR project competition EMBRAS 2023 in Tashkent. The company presented the training project "Occupational Safety Culture", based on the 7 Vision Zero Rules and designed to increase the level of competence of the Fund Group's employees in creating and maintaining safe working conditions at each workplace. This course will be offered from January 2023, subject

to the UK Institute for Occupational Safety and Health approval. The course includes training from leading experts in the HSE field, subsequent access to an online course and training with a pool of internal trainers. At the end of 2023, 428 internal trainers of portfolio companies were trained on the "Safe Work Culture" course, which in turn trained 121,282 production employees in the regions.

The exchange experience between the Fund's portfolio companies and leading companies in industrial sectors is carried out on an ongoing basis. At the same time, the portfolio companies themselves also exchange experience with foreign partners in the field of labor protection ([see Annex2](#)).

Portfolio companies also provide training to increase employees' awareness of industrial safety. Thus, Kazakhtelecom JSC, with our support, held a training seminar on industrial safety for top managers on the topic "Leadership in the field of occupational health and safety." Seminar participants learned about the principles of creating a leadership culture of safety, discussed authoritarian and participative management styles and their impact, and also learned about how employee health and safety affects the business as a whole.

Also, Kazakhtelecom JSC conducted a master class, "Virtual reality in training," for employees responsible for ensuring industrial safety and implementing information technologies. Participants had the opportunity to try out virtual reality kits and became familiar not only with technical training but also with the principles of safe work on overhead communication lines through their own virtual experience. Since the beginning of the reporting year, four similar master classes have been held by Air Astana JSC, Samruk-Energy JSC, NAC Kazatomprom JSC, and KEGOC JSC.



2 Ensuring safety during the operation of technological equipment

To ensure safety when working on equipment at the level of portfolio companies, "Plans for the technical re-equipment of morally and physically worn-out equipment and structures for 2023, for 2024-2027" have been developed for the operation of which there is an increased risk of accidents and accidents with severe and fatal outcomes.

We actively continue to work to prevent road accidents and reduce injuries among employees of the Fund's Group of Companies.

THUS, TO DEVELOP THE HABIT AMONG EMPLOYEES OF WEARING SEAT BELTS IN CARS, PRACTICAL TESTING OF THE "CONVINCER" (A SIMULATOR OF A FRONTAL COLLISION DURING AN ACCIDENT) WAS CARRIED OUT IN 10 CITIES OF THE REPUBLIC OF KAZAKHSTAN

GRI 403-9

Employees apply international best practices, including proactive accident prevention tools (registration of hazardous actions, conditions, potentially dangerous Near Miss incidents, conducting behavioral observations/safety audits, suspension of unsafe types of work using "stop cards").

AIR ASTANA JSC OPENED A FLIGHT TRAINING CENTER IN ASTANA, THE FIRST IN CENTRAL ASIA CERTIFIED BY THE EUROPEAN AVIATION SAFETY AGENCY (EASA).

The facility is located on the territory of Astana International Airport and is equipped with advanced flight simulators that meet international standards. L3 Harris's Reality Seven full flight simulator allows you to simulate various aspects of flight with increased realism. Thanks to the training center, more than 500 pilots of the Air Astana JSC group of companies will be able to undergo training in Kazakhstan without interrupting the airline's operational activities. The company has also invested in cabin emergency evacuation simulators (CEET) and RFFT simulators, simulating various aircraft evacuation and firefighting situations as part of flight attendant and pilot training. The launch of the training center also highlights Air Astana JSC's commitment to ESG principles, which includes flight safety, environmental and social sustainability in the aviation industry.



3

Prevention of emergency situations.

A permanent Headquarters has been created in the Samruk-Kazyna JSC group of companies to regulate actions in case of accidents and emergencies.

To improve the labor protection and industrial safety system, the Fund's Group of Companies conducts tactical exercises in hazardous industries:

1. The Fund and NAC Kazatomprom JSC conducted emergency exercises at the Ulba Metallurgical Plant during an emergency depressurization and spill of liquid ammonia from a wagon in the warehouse area with deployed crisis management teams.
2. The Fund and JSC NC Kazakhstan Temir Zholy conducted emergency exercises in the port of Aktau, through which dry cargo, oil and petroleum products are transported. Interdepartmental interaction of port employees was developed during the conditional localization and elimination of one of the possible accidents – an oil spill from a tanker during loading at the berth.
3. JSC NC KazMunayGas and the Fund conducted emergency response exercises on the topic “Elimination of an open fountain at a well with a fire and rescue of a victim from a vertical steel tank” at the Zhetybai field of JSC “Mangistaumunaigas” at a specially equipped training ground PU “Zhetybaymunaigaz.

To ensure the required level of reporting transparency and development of communications in the field of industrial safety, several initiatives were implemented in the current reporting year regarding the digitalization of processes:

- dashboards on incidents were created to inform management about the current statistics of industrial injuries promptly;
- the «Log of information on events and incidents in contracting organizations of portfolio companies» and «Operational information on contractors in portfolio companies» were launched in the reporting management system;

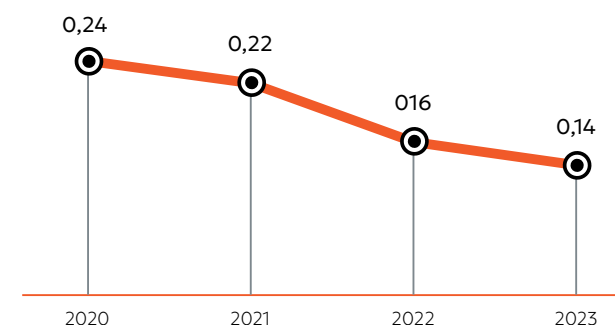
We continue intensive work in responding to possible industrial emergencies so that the Fund's Groups are always fully prepared.

WE ALSO REGULARLY CONDUCT CROSS-AUDITS ON INDUSTRIAL SAFETY IN PORTFOLIO COMPANIES AND THEIR BRANCHES.

Industrial safety experts from various companies of the Fund Group are involved in the audit, which allows for the exchange of experience and helps to increase knowledge in the field of industrial safety, which in turn helps to improve the level of occupational safety culture. Despite the best performance in terms of creating a safety culture in some portfolio companies, there are always horizons for development. In total, we, together with company experts, conducted audits in 17 industrial enterprises. [GRI 403-2](#)

- the practice of collecting and considering proposals from employees via QR and the practice of assessing the level of industrial safety by all employees of the Fund when on business trips to subsidiaries/branches of portfolio companies have been introduced; [GRI 403-4](#)
- forums in the field of digitalization are also held. NAC Kazatomprom JSC organized a forum dedicated to the digitalization of industrial safety in the city of Shymkent. A subsidiary of NAC Kazatomprom JSC, KAP Technology LLP (IT integrator of the nuclear holding), presented plans for the development of eKAP and eKAP HSE information systems in the field of industrial safety, namely the automation of processes for managing personnel admission to high-risk work.

Lost time injury rate (LTIF)⁴⁶, units.



Statistics on occupational injury rates are monitored daily. The number of people injured due to industrial accidents was 120 in 2023. The assessment of occupational injuries included employees of portfolio companies engaged in production activities. [GRI 403-9](#)

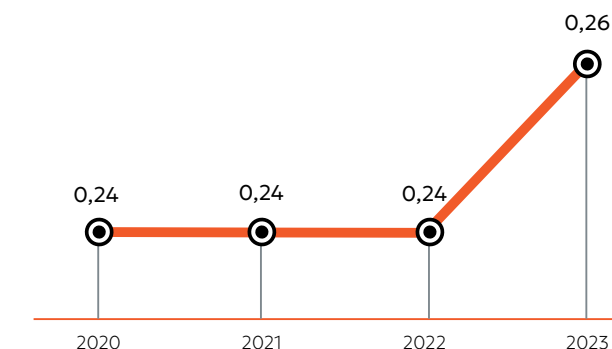
The LTIF ratio was 0.14, showing a 13% decrease compared to 2022.

The Fund's work-related serious injury rate began to be calculated in 2022 and amounted to 0.10 in 2023, which is a 12% decrease compared to the base year of calculation.

Based on the hazards that create the risk of injury with severe consequences, the Fund's portfolio companies develop their own industrial safety action plans to prevent occupational injuries and proactively reduce risks and threats in the workplace. [GRI 403-9](#)

Despite our efforts, there were 11 fatalities in 2023 (12 cases in 2022): at JSC NC Kazakhstan Temir Zholy – 6, Samruk-Energy JSC – 2, NC KazMunayGas JSC – 2, JSC NC QazaqGaz – 1. [GRI 403-9](#)

Lost Time Injury Frequency Rate (LTIFR)⁴⁷, units.



In 2023, the majority of serious injury incidents involve falls, electrical shocks, motor vehicle accidents, and exposure to moving, flying, or rotating objects. [GRI 403-9](#)

An important aspect is the analysis and investigation of incidents that occur at work and the adoption of measures to prevent their recurrence in the future. For each case, an analysis is carried out, and newsletters are sent out with a brief description of the circumstances, reasons, and corrective measures taken to prevent their recurrence in other companies ompo. [GRI 403-1](#) [GRI 403-2](#) In addition, we aim to achieve LTIF 0.12 by 2027. Additionally, the KPIs of portfolio companies include registration of behavioral safety observations, health and safety cards, audits of contractors, and others, which should positively impact minimizing injury cases.

⁴⁶ LTIF (Lost Time Injury Frequency) - the number of the company's employees injured in lost time accidents attributed to a severe work injury according to the work injury severity report (including fatalities) multiplied by 1 million man-hours and divided by the total number of man-hours worked during the 12 reporting months.

⁴⁷ LTIFR (Lost Time Injury Frequency Rate) - the number of the company's employees injured in lost time accidents attributed to a light and severe work injury according to the work injury severity report (including fatalities) multiplied by 1 million man-hours and divided by the total number of man-hours worked during the 12 reporting months.