



APPROVED

by the resolution of the Board of Directors of «Samruk-Energy» JSC
«08» November 2021y. Minutes №12/21

APPROVED

by the resolution of the Management Board of «Samruk-Energy» JSC
«18» October 2021y. Minutes №29

POLICY

of “Samruk-Energy” JSC group of companies corporate governance system

(in quality management, occupational safety, environmental protection, energy efficiency, information security, anti-corruption and anti-fraud)

“Samruk-Energy” JSC and its subsidiaries and affiliates – are largest diversified energy Group of companies, which includes enterprises of energy and coal industries.

Electricity and heat production, transmission and distribution of electricity, reliable power supply, mining, and sale of coal, as well as the expansion and construction of new generating facilities, including renewable energy source are core businesses of the Group.

We believe that quality management, occupational health and safety, environmental protection, energy efficiency, information security, anti-corruption and fraud as overarching priorities in our activities, for this reason we support and develop a corporate governance system.

To achieve strategic goals, being aware of the complexity and importance of our operations, as well as ongoing projects, we commit ourselves:

- improve performance by regularly maintaining and advancing the corporate management system and its processes ;
- observe in our operations all applicable norms and requirements established by the legislation of the Republic of Kazakhstan, international standards and best world practice in quality management, health and safety, environmental protection, energy efficiency, information security, anti-corruption and fraud;
- provide safe and favorable working conditions, eliminating hazards and reducing the risks of exposure to hazardous and harmful production factors on the health of employees and stakeholders, making every possible effort to eliminate their causes, as well as use advanced equipment, new techniques and technologies, means of collective and individual protection;
 - hold consultations with employees and ensure their involvement in health and safety activities;
 - ensure environmentally friendly activities by preventing pollution and reducing adverse environmental impact, effective use of natural resources, reduction of environmental risks through introduction of environmentally friendly and best available techniques and technologies;
 - enhance energy efficiency of production activities through development and introducing mechanisms for energy conservation and increasing energy efficiency, as well as purchasing equipment, products and services that use energy efficiently and improve energy performance;
 - strive for leadership in quality management, health and safety, environmental protection, energy efficiency, information security, anti-corruption and fraud, and support the pursuit of leadership and initiatives to implement best practices at all levels to ensure performance improvement;
 - increase employee engagement and participation in quality management, health and safety, environmental protection, energy efficiency, information security, anti-corruption and anti-fraud activities;
 - take actions aimed at reducing accidents rate;
 - develop renewable energy sources;
 - liaise and ensure effective communication with stakeholders with due consideration of their views and interests;
 - ensure continuous protection of information regardless of its form and method of its dissemination, transfer and storage;
 - ensure the integrity, availability of information and sufficient resources to perform the required activities needed to accomplish the goals set;
 - improve the culture and knowledge in quality management, health and safety at work, environmental protection, energy efficiency, information security, anti-corruption and fraud;

- ensure the transparency of the Group of Companies' operations and take actions on preventing corruption in any of its forms in the course of daily activities, including during stakeholder engagement;
- ensure control over compliance with anti-corruption objectives and measures through independent anti-corruption services;
- maintain proactive reporting of suspected or actual incidents of corruption without fear of retaliation;
- manage the risks associated with our operations including the influence on health and safety of local populations, gender inequality, biodiversity and cultural heritage;
- upgrade employees skills, develop a motivation system, provide social support and create a favorable social and psychological climate at the Group of Companies;
- promote partnerships, contribute to socio-economic development of the regions where the Company operates;
- conduct regular analysis for finding ways to improve the corporate governance system.

This Policy serves as the basis for establishing and analyzing goals and actions in corporate governance system and its improvement at all management levels.

This Policy is consistent with Development Strategy of the Company and sustainable development principles.

Failure to comply with requirements of this Policy may negatively affect the Company's performance.

Each employee of the Group of Companies recognizes and accepts responsibility for his own safety and the safety of others, having the right to stop and / or refuse to perform an operation that threatens the life and health of himself and others.

The management of the Group of Companies assumes responsibility for implementation of this Policy, creating conditions for involvement of all employees in process of maintaining and improving the corporate governance system.

All employees of the Group of Companies must know these obligations and be committed to them in performance of their jobs!

