

Approved
by the Resolution of the Board of Directors
of JSC NC "KazMunayGas"
dated 15 June 2022
Minutes No. 11 / 2022

JSC NC "KazMunayGas" Sustainable Development Policy

JSC NC "KazMunayGas" and its subsidiaries and dependent entities (the Company) express their commitment to the principles of sustainable development and to ensuring the consistency of their economic, environmental and social goals for the growth of the Company's long-term value, while respecting stakeholder interests.

The Company is committed to be a sustainable development leader with due regard to the UN Global Compact principles and achievement of UN sustainable development goals.

In its Development Strategy 2031, the Company defined **Sustainable Development and Gradual Reduction in the Carbon Intensity of Operations** as one of the strategic objectives aimed at integrating the sustainability principles in the key business processes, operations and decision-making practices.

To implement this Policy, the Company's management assumes the following obligations at all management levels:

Ensuring sustainable economic activities:

Achievement of the Company's financial and operating performance indicators is in agreement with sustainable development principles;

The Company makes its strategic and business plans with due regard to sustainable development principles;

Ensuring the improvement of productivity and business process effectiveness through increased investments in creation and development of improved technologies;

Ensuring the efficient use of the existing asset portfolio and further increase in the Company's value through its investments;

Ensuring the development of the regions where the Company operates and improvement of the well-being of local people through direct and indirect economic impact;

Ensuring sustainable procurement in line with the ESG principles;

Ensuring the prevention of corruption and fraud at the Company;

Ensuring that sustainable development risks are identified and mitigated;

Ensuring the transparency of the Company's financial and non-financial reports and making reports publicly available to stakeholders.

Ensuring sustainable environmental responsibility:

Ensuring compliance with the precautionary principle when carrying out industrial activities and land rehabilitation in order to minimize negative impacts and maximize benefits;

Ensuring that the environmental management system is improved;

Ensuring that the Company's activities comply with all requirements and rules established by the environmental law of the Republic of Kazakhstan;

Regular assessment of environmental risks, mitigation and prevention of risks of adverse environmental impact from operations;

Ensuring that the Company's carbon footprint reduction goals are met;

Ensuring an increase in the energy efficiency of core and auxiliary processes of the enterprises and improving the energy management system;

Ensuring the use of environmentally friendly, energy- and resource-saving technologies, and minimizing production waste;

Ensuring a zero level of routine gas flaring and reducing atmospheric emissions;

Ensuring a reasonable use of water resources;

Ensuring that the impact of enterprises on the overall indicator of the intensity of water consumption in the creation of new joint ventures is taken into account.

Ensuring sustainable social responsibility:

Ensuring strict respect for human rights and compliance with high international ethics standards;

Ensuring strict compliance with the labour law, inter alia, preventing discrimination in any form, use of child or forced labour, corporate conflicts and a conflict of interest;

Ensuring social stability and building trust-based intra-corporate relationships in teams;

Ensuring new jobs, fair and decent remuneration for employees regardless of gender differences and social support for employees;

Ensuring a high level of safe working conditions and preserving the health of employees;

Ensuring effective procedures for submitting complaints and suggestions;

Ensuring that a targeted training and developing employees to carry out current and future business processes.

The Company's obligations set out in this Policy apply to the Company, contractors and are included in the system of business relationships between the Company and its partners.

The Company's management is responsible for providing all necessary resources to implement this Policy.

The subsidiaries and dependent entities of JSC NC “KazMunayGas” shall apply this Policy in the prescribed manner by developing and approving similar policies or bringing their internal documents in compliance with this Policy.