

*Your choice today is
the life of your children
tomorrow*



SOCIAL IMPACT

- 53** Safety practices
- 61** Occupational safety and health
- 69** Care for people
- 85** Security
- 87** Industrial relations
- 91** Local communities



/ GRI 2-23 /

BUSINESS PRINCIPLE: Health, safety and the environment

BUSINESS PRINCIPLE: People

BUSINESS PRINCIPLE: Communities

Note: details of the principles are described in the relevant chapters.

2024

SAFETY PERFORMANCE:

Lost Time Injuries
Frequency

0.18

RTI frequency

0

EMPLOYEES:

4,080
people

9.8%
general salary
increase

INDUSTRIAL RELATIONS MONITORING:

20 thous. employees from

169 contractor companies

LOCAL COMMUNITIES:

KPO provided

US\$ **64** mln

for purchase of housing
for flood-affected households
in WKO

Why is it important to us? / GRI 3-3 /

Health, Safety and Asset Integrity are the key elements for successful development and operation of any oil and gas condensate field. Safety of personnel in operations related to risks of H₂S, potential leaks and road traffic incidents is of paramount importance for our Company. Our goals are that every Company's and Business Partner's (Contractor) employee is to come back home safe and sound and production leaks are entirely excluded.

KPO utterly commits to support effective HSE culture both internally and externally.



Vitalii Li
Safety Controller



/ GRI 2-23 /

BUSINESS PRINCIPLE: Health, safety

We have a systematic approach to health, safety, security management in order to achieve continuous performance improvement.

To this end, we manage these matters as critical business activities, set standards and targets for improvement, and measure, appraise and report performance externally.

2024

Road Safety activities
completed by

95%

HSE Culture activities
completed by

90%

31,627

HSE Cards

HSE LEADERSHIP TOURS:

242%

by senior management

295%

middle managers

The **ISO 39001**
supervisory audit has been
successfully completed

SAFETY PRACTICES

In order to minimize safety risks and impact of the Company, we have set a number of targets. The results of their implementation are presented further in the table.

Tab. 6. Our targets in safety / GRI 3-3 /

Our targets in 2024	Status	Actions taken to implement targets in 2024	Targets for 2025
<ul style="list-style-type: none"> Continue conducting Safety Leadership & Culture (SLC) Orientation sessions and cover 10,000 Company and contractors' employees. Train the SLC Coaches to deliver sessions for supervisors & workforce. Build a team of Lead SLC Coaches to develop internal resources for long-term impact. 	Completed	<p>Safety Leadership & Culture Orientation sessions were continued in 2024, 12,609 Company and contractors' employees were covered vs targeted 10,000;</p> <p>Phase II of SLC program was launched on July 2024 and provided "Train the Trainer in Action" for certified coaches and also recruited new coaches. 102 coaches trained in total.</p>	
Implement HSE Communication plan for 2024	90% Completed	Initiatives and campaigns included in the 2024 HSE Communications plan were implemented by 90%.	Implement HSE Communications plan for 2025 by 90%.
Successfully pass 2 nd surveillance audit on the Standard ISO 39001	Completed	KPO successfully passed 2 nd surveillance audit on the Standard in 2024.	Successfully pass recertification audit on the Road Traffic Safety Management System Standard ISO 39001
Successfully pass 2 nd surveillance audit on the Standard ISO 45001	Completed	KPO successfully passed 1 st surveillance audit on the Standard in 2024.	Successfully pass surveillance audit on the Occupational Health and Safety Management System Standard ISO 45001

HEALTH AND SAFETY PERFORMANCE / GRI 3-3, 403-2, 403-9, SDG 3.9, 8.8 /

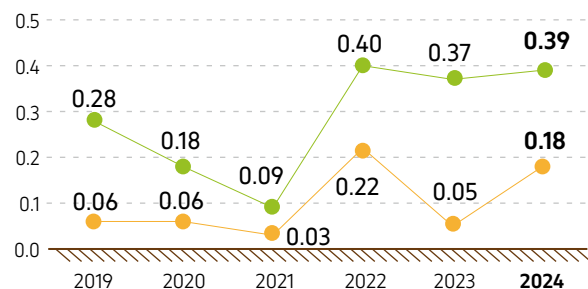
We plan our health and safety activities by tracking our progress and monitoring the world events. We calculate frequency of incidents over a set amount of work in man-hours. Our health and safety records are presented for the period 2019–2024 with a focus on 2024.

Graph 3 demonstrates Lost Time Injuries Frequency (LTIF)² and Total Recordable Injury Frequency (TRIF)³.

In 2024, the total number of recordable injuries in KPO slightly increased from 14 in 2023 to 15 in 2024. The number of Lost Time Injuries also increased from two in 2023 to seven injuries in 2024. In 2024, LTIF was 0.18 (vs 0.05 in 2023) and TRIF – 0.39 (vs 0.37 in 2023).

At KPO, every incident is investigated to avoid recurrence. Additionally, we share learnings from incidents with our contractors and other interested parties and adopt safety improvement practices from other companies.

Graph 3. LTI and TRI frequencies: KPO and contractors, 2019 – 2024 / GRI 403-9 /



● Lost Time Injury Frequency
● Total Recordable Injury Frequency

Note: KPO uses the following method to calculate LTI and TRI frequencies:

² Frequency of Lost Time Injuries (LTIF) = number of Lost Time Injuries (lost work day cases + fatalities) x 1,000,000 / man-hours.

³ Frequency of Total Recordable Injuries (TRIF) = number of recordable incidents (lost work day cases + medical treatment cases + restricted work day cases) x 1,000,000 / man-hours).

Table 7 represents KPO LTIF versus contractors LTIF for the past four years. KPO and contractors' data are presented separately. To obtain a consolidated indicator, a calculation formula should be applied, and not just a summarized data used.

Tab. 7. Lost Time Injuries frequency: KPO vs contractors, 2021–2024 / GRI 403-9 /

Performance Indicators	2024	2023	2022	2021
Lost Time Injury Frequency (KPO)	0.00	0.00	0.00	0.14
Lost Time Injury Frequency (contractors)	0.22	0.06	0.27	0.00

Table 8 represents KPO TRIF versus contractors' TRIF.

Tab. 8. Total Recordable Injury Frequency: KPO vs contractors, 2021–2024 / GRI 403-9 /

Indicators	2024	2023	2022	2021
Total Recordable Injury Frequency (KPO)	0.44	0.45	0.00	0.14
Total Recordable Injury Frequency (contractors)	0.38	0.35	0.50	0.08

Note: First Aid Cases are not included into calculations of occupational injuries.

KPO strives to make work places safe. Despite this, during 2024 there were 15 incidents, resulting in various injuries of KPO and contractors' employees.

Tab. 9. Incidents (total recordable injuries) in 2024 / GRI 403-9 /

Injury Type	Description	Number
Lost Work Day Cases	Leg injury as a result of falling	2
	Hand injury as a result of dry gas seal displacement (struck by DGS)	1
	Ribs injury (fracture) as a result of falling from height	1
	Leg injury by the jet of pressure water	1
	Head injury as a result of losing balance and falling	1
	Leg injury as a result of soil collapse	1
Total Recordable Injuries, where employee returned to work after medical treatment or was transferred to restricted work	Leg injury as a result of striking by the fire hose	1
	Feet injury (fracture) as a result of ankle twisting	1
	Toe injury as result of slipping	1
	Hand injury (puncture wound) as a result of tripping	1
	Eyebrow and cheekbone injury as a result of striking against the pipe	1
	Head injury as a result of falling and hitting against the handrail	1
	Head and hand injury as a result of tripping and falling against the glass door	1
	Finger injury as a result of mouse bite	1
TOTAL		15

No severe Road Traffic Incidents (RTI) were registered in 2024.

The RTI frequency⁴ per 1 million km driven in KPO and contractors decreased from 0.02 in 2023 to zero in 2024. In 2024, the kilometers driven by KPO vehicles amounted to 56.7 million km, compared to 41.8 million km in 2023. / GRI 403-9 /

The increase was mostly due to the review of the KPO reporting boundaries to align them with the IOGP guidelines. Effective from May 2024, KPO road traffic

statistics includes the overall kms driven within and outside the field by KPO and all contractors (primary and secondary logistics) if the journey is on Company business.

Fatality Frequency⁵ in KPO and our contractors in 2020 – 2024 remains zero. / GRI 403-9 /

In 2024, KPO and contractors' employees worked 38,129,473 man-hours: 18% of them (6,827,029 man-hours) worked by KPO employees and 82% (31,302,444 man-hours) by contractors' employees.

Tab. 10. Man-hours worked: KPO vs contractors, 2021–2024 / GRI 403-9 /

Indicators	2024	2023	2022	2021
Man-hours worked (KPO)	6,827,029	6,652,986	6,629,709	6,924,081
Man-hours worked (Contractors)	31,302,444	31,170,717	25,885,889	25,340,974
Total	38,129,473	37,823,703	32,515,598	32,265,055

In 2024, nine high potential incidents (HPI) were recorded in KPO vs zero HPI in 2023.

Tab. 11. High Potential Incidents: KPO vs contractors, 2021–2024 / GRI 403-9 /

Indicators	2024	2023	2022	2021
High Potential Incidents (KPO)	2	0	0	0
High Potential Incidents (Contractors)	7	0	7	1
Total	9	0	7	1

In 2024, 77 near misses (NM)⁶ were registered in the Company: of which 58 (75%) were reported through the Incident Notification Procedure, and 19 (25%) – through HSE cards. For each near miss same as for

each incident, KPO performs a thorough investigation, identifies the causes and develops recommendations to correct the shortcomings and prevent their recurrence.

Tab. 12. Near misses: KPO vs contractors, 2021–2024 / GRI 403-9 /

Indicators	2024	2023	2022	2021
Near misses (KPO)	24	41	24	22
Near misses (Contractors)	53	84	58	43
Total	77	125	82	65

⁴ KPO RTIF calculation method: $RTIF = \text{number of RTI (severe)} \times 1,000,000 / \text{km driven}$

⁵ Fatality frequency calculation method used by KPO: $\text{fatality frequency (per million man-hours worked)} = \text{number of fatalities} \times 1,000,000 / \text{man-hours worked}$.

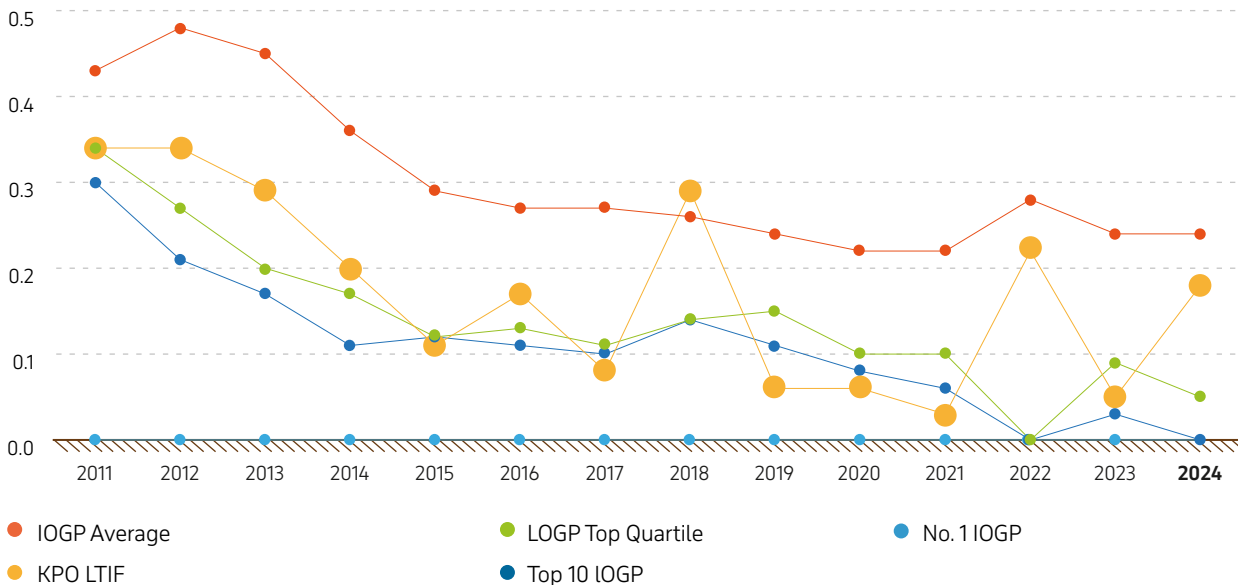
⁶ Near-miss – any unplanned or uncontrolled event or chain of events that could have resulted in injuries to be accounted for, asset damage, the environment, or an incident related to process safety, but such consequences, by coincidence, were avoided.

Peer comparison / GRI 3-3 /

Every year we review our key safety performance indicators against the other O&G producers' indicators reported by International Organisation of Oil and Gas Producers (IOGP). IOGP annually publishes HSE performance indicators on the website www.iogp.org.

In 2024, the number of Lost Time Injuries in KPO increased – 7 LTIs in 2024 versus 2 LTIs in 2023. If compared with other peer companies in 2024, KPO LTIF is ahead of IOGP average, but behind the performance of IOGP Top 10 (see graph 4).

Graph 4. KPO Performance versus IOGP, 2011-2024



HSE IMPROVEMENT PLAN FOR 2024 / GRI 2-23, 3-3, 403-7, SDG 8.8 /

The overall objective of KPO HSE Improvement Plan is to improve Health, Safety and Environment management, to further control risks and to prevent harm to people and the environment. This is done by implementing Key Focus Elements that are over and

above KPO's day to day business activities to deliver tangible benefits and improvements.

In 2024, KPO applied a structured approach in preparation of the HSE Improvement Plan to ensure the Plan and the KPIs support each other and HSE objectives are achieved.

Tab. 13. 2024 KPO HSE Improvement Plan consisted of level I-II-III interlinked objectives

LEVEL I (main goal):	No harm, no leaks
LEVEL II (supporting goals):	<ul style="list-style-type: none"> • Occupational Health • Occupational Safety • Asset Integrity and Process Safety • Road Safety • Environment
LEVEL III (how this will be achieved):	Key Focus Areas

To achieve the common goal of zero incidents, KPO works together with its stakeholders to implement the Plan and strengthen safety barriers. The subordinate plans with more details are implemented to address the Improvement Plan's objectives.

In the following paragraphs, we present the activities implemented in 2024 on HSE Leadership, HSE Culture and Road Safety. Environment protection, Asset Integrity, Risk Management and Health activities are covered in relevant chapters.

SAFETY LEADERSHIP AND CULTURE / GRI 3-3, 2-23, 2-29, 403-5, SDG 8.8 /

In 2024, KPO continued conducting Safety Leadership & Culture (SLC) orientation sessions. 12,609 people were covered with safety orientation sessions in 2024 vs targeted 10,000.

In July 2024, Phase II of SLC program was launched and provided "Train the Trainer in Action" for certified coaches and also recruited new coaches. 102 coaches were trained in total.

"SLC in Action" sessions started for KPO and Contractors supervisory level staff and frontline workforce where they are given certain skills to be applied during day-to-day operations on site.

- SLC Phase II Supervisory level – 135 sessions held for KPO and Contractors' supervisors and 1,479 employees were covered;
- SLC Phase III for Frontline Workforce – 75 sessions held for KPO and Contractors workers and 950 were employees covered.

Project Management Office meetings were held on a monthly basis to coordinate the implementation of the program.

SLC coaches' regular meetings and 2 refreshment forums for coaches were held to review the progress, share insights, address challenges, align on safety goals, and ensure continuous improvement in fostering a proactive safety culture across the organization.

Lead SLC coaches were selected and trained. Lead SLC coaches provide strategic direction, mentorship, and oversight to ensure consistency and effectiveness in safety leadership practices.

In January and August 2024 Commitment workshops were held for Directors and Managers of KPO and Contractors who perform medium and high-risk activities for KPO.

HSE Promotion and Awareness-Raising Tools / GRI 2-29, 3-3 /

The Company's key commitment is to ensure health, safety and environment. / GRI 2-23 /

Thanks to the concerted efforts of all HSE functions all the scheduled activities and campaigns related to the HSE communication enhancement were 100% completed in 2024.

Continuous focus was made on prompt communication and raising awareness of employees through daily pop-up messages and regular Safety Moments on relevant topics and preventive recommendations. Throughout the year 18 Safety Moments were issued covering different topics such as use handrail, why near miss reporting is important, do not tolerate reckless driving, and other. On 30 April 2024, KPO held its annual HSE Awards Ceremony for the best HSE performance among KPO departments, individuals and Contractors.

The General Projects team and KPC team received the main award in the nominated category "Best KPO Department HSE Performance Operations & Projects of the year", "Best KPO Department HSE Performance non-operations of the year" received – Asset Accounting. "Akbarys" company became the winner for the best performance Operations & Projects among the Contractors' companies, for the best of non-operations departments – "Ligabue". The winners of individual awards for intervention and reporting of potential hazards and unsafe behaviour received the monetary award. Besides, the incentive monetary awards were also given to those who made the particular contribution to the safety improvement and supporting various health and safety initiatives and campaigns additionally to their main job.

On 4th September, Safety Day meetings commenced at KPO offices and facilities to discuss and prevent the recurrence of recent incidents, which resulted in serious injuries. Open dialogue sessions focused on the theme "Before I Start Work," emphasizing the importance of taking a moment to check, cross-check and really ensure all safety measures are in place before commencement of any task. The discussions involved more than 9,000 KPO employees and Contractors.

The Annual HSE Forum has been an integral part of communication tool over the years. In 2024 the Forum was combined with the Safety Leadership and Culture program and the HSE Summit was held on the 3rd of December. The Summit involved the KPO and Contractors' Senior Management, Unit Managers, Project Managers, Superintendents and SLC coaches. The subject of the Summit was 'Safer Together' to highlight that joint efforts are key to make a step change in improving safety culture. During the event the following important topics were discussed:

- Areas of concern raised during SLC sessions and surveys;
- Sharing experience of SLC implementation from our Contractors;
- Health risk factors and health promotion in KPO and Contractors;
- Road safety – from Reactive to Proactive.

Lead SLC coaches from SLS OIL and KPO shared 5 areas of concern raised during SLC sessions and via anonymous surveys by KPO and Contractors' employees, and openly voiced the problems coming from the ground.

In June 2024, the meeting between KPO and Contractors' Senior Management (73 companies with high and medium HSE risk participated) was held to emphasise the HSE Leadership & Culture, reinforce the contractual obligations and HSE requirements, and share the concerns raised during work execution. The main messages were addressed:

- Senior Managers have the power and duty to change the Safety Culture, that is why Safety Leadership is the priority.

- Nowadays, we face challenges in the whole world (e.g., inflation) and it impacts the financial situation of many companies. However, any decision related to cost reductions shall not influence on safety issues (PPE, welfare, etc).
- Schedule D describes the minimum HSE requirements to the contract and it shall be strictly followed.

With the aim of Safety Culture improvement, the following leading safety indicators/targets were set as mandatory for employees to receive the 2024 Annual HSE Bonus:

- New indicator was introduced – Proactive Safety Behavioral Index (PSBI). PSBI shall not be less than the yearly target of 490 (PSBI criteria = Unsafe Acts + Unsafe Conditions + Stop Work Authority + Near Misses / million man-hours ≥ 490);
- By the end of the year, employees were to undergo LSR e-learning "Safe mechanical lifting" and "Line of Fire" and to attend "Safety Leadership & Culture Program" training.

KPO managed to reach the PSBI target (566 vs target 490) and HSE bonus was paid to those KPO and manpower employees who timely underwent the e-learning and attend the SLCP training.

Management presence on work sites

For tracking the overall HSE performance and management interaction with employees at work sites, KPO practices HSE site tours: HSE Leadership tours engaging KPO Directors/Controllers, Level 2-3 Managers and Contractors' senior management. The main principle of this program is interaction with the workforce.

In 2024, the total number of HSE Leadership Level 0-1 tours amounted to 203 compared to the planned 84 having resulted in 242% plan completion and HSE Management tours amounted to 1,758 compared to the planned 595 having resulted in 295% plan completion.

ROAD SAFETY / GRI 3-3, 403-2 /

To ensure more sustainable road safety performance, KPO continues implementing its annual Road Safety Improvement Plan. In 2024, KPO has completed 95% activities of the Plan.

The key road safety achievements/implemented activities in 2024 are:

- ISO 39001: Road Traffic Safety Management System – successful pass of the 2nd surveillance audit (zero non-conformities);
- Road traffic safety assurance review of 12 low-performance Contractors;
- Seasonal road safety awareness campaigns for KPO and Contractors' personnel;
- Mini-forums with drivers to share experience and receive proposals on road safety improvement;
- Road Safety Stand-Down for drivers on risks of driving in winter, including risk of hitting animals on the roads;
- Catastrophic RTI drill with involvement of KPO Emergency Response and Health teams;
- Implementation of stickers with QR code for passengers, with information on road safety on all vehicles of primary logistics;
- Implementation of stickers "Am I driving vehicle safely?" on all secondary logistics vehicles;

- Revision of IVMS points within Green, Amber, Red driver categories;
- KPO Defensive driving training improvement with involvement of external experts from ROSPA certified DDT centre;
- Operator Cold Eye Review of KPO Road Traffic Safety MS;
- Holding events with involvement of Contractors dedicated to the Transport Worker's Day, where drivers demonstrated their skills in providing pre-medical care and extinguishing fires using fire extinguishers.

In 2024, a memorandum of cooperation on prevention of road traffic injuries in Aksai was signed between KPO & the local authorities.

Within the framework of cooperation on road safety improvement with the local authorities and the community the following activities implemented in 2024:

- Organization of events dedicated to International Children's Day & World Day for remembrance for road traffic victims, with contests and memorable gifts for children;
- Renewal of road safety billboards in Aksai.



At the "Young Pedestrian School» campaign event, 1 June 2024

Why is it important to us? / GRI 3-3 /

Fitness for work is a broad concept as it deals with the relationship between a worker and his or her ability to perform their job duties safely and competently. The objective of fitness for work examinations is to identify physical and psychological limitations which may be incompatible, or cause particular problems, with performing a specific task or employment in a particular location.

For employees who have been assessed as 'unfit' or 'fit with restrictions', the Company provides job modification or transfers the worker to alternative work. This ensures that the employee is removed from a potentially harmful environment, but continues to be employed.

Equally important is the legal compliance with the Republic of Kazakhstan fitness for work requirements. This includes the Employer's duties such as an arrangement of and payment for the medical examinations, categorisation of the workers in relation to their working conditions, suspending workers who have not timely attended a periodic medical check-up, taking action to improve employees' health, reporting suspected occupational illness, etc.



Dina Mambeshova
Emergency care and ambulance feldsher



/ GRI 2-23 /

BUSINESS PRINCIPLE: HSE

We have a systematic approach to health, safety, security management in order to achieve continuous performance improvement.

2024

FIRST AID COURSE COMPLETION:

Mandatory – **1,040**
employees

Voluntary – **152**
employees

587 employees sought assistance under Employees Assistance Programme

CONDUCTED:

176 thous.
pre-shift medical
examinations

More than **30** thous.
measurements of physical factors
and air at KOGCF

2 audits of contractors'
sick bays

28 inspections of contractors'
catering facilities

OCCUPATIONAL SAFETY AND HEALTH

Pic. 9. Basic principles of KPO Health Department activities



PROTECT EMPLOYEES FROM OCCUPATIONAL HAZARDS:

- Health Assessments
 - Pre-Shift Medical Examinations
 - Fitness to Work
 - Medical Surveillance
- Drugs & Alcohol
- Fatigue Risk Management
- Workstation Ergonomics
- Health Hazard Management
 - Health Risk Assessments
 - Food & Water Safety
 - Exposure Monitoring
- Workplace Attestation

PROVIDE ACCESS TO MEDICAL CARE:

- First Aid Training
- AED Procurement & Installation
- 24/7 Medical Emergency Care
- Medical Insurance
- Aksai Hospital Upgrade Project



PROMOTE HEALTHY LIFESTYLES:

- Health Promotion Programme
 - Cardiovascular Programme
 - Smoking Cessation Course
- Employee Assistance Programme
- Resilience Programme

The results of the implemented targets that were set to minimize certain risks and the impact of workplace factors on the occupational health of employees are given below.



Tab. 14. Out targets in health protection / GRI 3-3, 414-2, SDG 3.4, 3.5, 3.8, 3.9, 8.8 /

Our 2024 targets	Progress status	Actions taken in 2024	Targets for 2025
ACCESS			
In connection with the expansion of the KEP 1, to conduct an audit of the contractor's medical sickbays on this project	Completed	Audit was conducted, related recommendations and actions were provided and closed	Conduct the follow-up audit of BP's medical sick bays
Conduct AED Refresher Training for First Aiders	Completed	85% of the total number of First Aiders at KPO have completed the refresh AED using training.	
Organise transition to a new medical insurance program, facilitating smooth communication and minimal disruption	Completed	The transition was implemented successfully.	Collect and use feedback to ensure continuous quality of the medical insurance services.
Improve First Aid level by training enough First Aiders amongst employees and by ensuring enough First Aid boxes and AED (Tier 1)	In a progress	Based on the Order of the Minister of Health of the RoK dated December 15, 2020, No. КР ДСМ-269/2020 "On the approval of the Rules for providing first aid by individuals without medical education, including those who have undergone appropriate training, and the Standard for providing first aid," all Company employees working at hazardous production facilities have started undergoing first aid training.	Train all Company employees working in hazardous conditions in first aid skills.
Conduct assessment and prepare a plan to digitalize Doctors' Medical Aid (Tier 2)	In a progress	Request were sent to KPO IT department	To obtain Budget approval for digitalize Doctors' Medical Aid (Tier 2)
PROTECT			
Continue participation in contractors' welfare and HSE audits	In progress	The Sanitary Laboratory personnel participated in 11 audits.	Continue participation in contractors' welfare and HSE audits
Further implement the Fatigue Risk Management Procedure to ensure it is applied both by the Company and contractors for managing fatigue risks	In progress	Roll-out of the Fatigue Risk Management Procedure continued.	Run more seminars and "train-the-trainer" sessions for Business Partners to increase awareness of risks and controls among their personnel.
<ul style="list-style-type: none"> Conduct a review of the legionellosis risk reduction plan implementation; Run more Legionella awareness training sessions for the Facilities Management personnel. 	Completed	Training sessions were delivered.	Continue implementation of the Legionella Management Procedure

Our 2024 targets	Progress status	Actions taken in 2024	Targets for 2025
Implement the Workplace Attestation corrective action plans	In progress	Some actions are closed; others are in progress due to longer-term target dates.	Follow up on the pending actions on the Workplace Attestation corrective action plans
<ul style="list-style-type: none"> Finalize KPO alcohol procedures covering employees and contractors. Assess and resolve and remaining HR and legal aspects. Establish referral process for contractors and worker consultation. 	Completed	The Policy on Prohibition of the Use of Alcohol in KPO has developed and implemented	Continue implementation of the The Policy on Prohibition of the Use of Alcohol in KPO
Provide "by request" radiation survey services	In progress	Radiological surveys of well tubing were conducted at requests from Well Operations Department	
Sanitary Compliance & Risk Based Monitoring Plan: to prioritize areas with higher sanitation risks and mitigate potential health hazards	In progress	Health Hazard Register has been updated.	
Conduct six Health Risk Assessments as per the updated HRA Improvement Plan	Completed	Five HRAs were done. One HRA was rescheduled to 2025 due to the assessment unit (KEP1) not yet being commissioned.	Conduct HRAs according to the plan
Implement 'Fitness To Work' assurance measures for business partners (contractors) engaged KPO projects or activities.	Completed	The Plan was implemented; 99.5% BP workers had up-to-date FTW certificates.	Random checks of continuous compliance
PROMOTE			
Continue supporting facilitators who run sessions, provide training to new volunteers	In progress	Although the overall activity went down, facilitators continued sessions.	Continue providing training to volunteers and support for facilitators.
Consider alternative ways to provide mental health support to employees	In progress	Request for EAP program for KPO employees at the stage of raising	Follow up with the raised request on the EAP program
Implement 2024 Health Promotion Plan, including: <ul style="list-style-type: none"> Cardiac Risk Intervention Campaign – Biometric, Nutrition Program – Eat Better. 	Completed	Both Biometric Assessment and Nutrition Program were a great success.	Continue Biometric Program

IMPROVING THE QUALITY OF EMERGENCY CARE / GRI 3-3, 403-3 /

Medical Support Section provide round-the-clock medical emergency response in the Karachaganak field and in Aksai offices. Apart from emergency calls, doctors and feldshers of the five sick bays provide outpatient care to patients, carry out pre-shift, pre-trip

and post-trip medical examination, undertake health communication activities at industrial facilities, conduct regular sessions and exercises with personnel involved in the general emergency response process.

Tab. 15. Healthcare deliverables in 2022–2024

Medical support indicators	2024	2023	2022
Number patients who admitted to clinics	1,666	1,814	2,092
Number of emergency calls	101	102	121
Number of patients delivered to medical facilities	53	83	105
Number of sessions and exercises	372	311	276
Number of first-aid trained employees	394	364	330
Pre-shift medical examination (drivers / operators / electricians)	2024	2023	2022
Examinations	176,471	178,923	148,594
Number of "unfitness to work" cases	160	162	191
Random alcohol tests SDG 3.5	4,163	1,105	1,688
Positive random alcohol test results	0	1	0

Emergency Capability Upgrade Project in Aksai Hospital

/ GRI 3-3, 203-1, SDG 3.8, 9.1, 9.4 /

The 5-year Aksai Hospital Upgrade Project, initiated in January 2020, has significantly bolstered the hospital's capabilities in medical emergency and intensive care. This progress is evident through improvements in key performance indicators within the hospital.

Acknowledging the substantial advancements made in emergency and intensive care capabilities from 2020 to present, and in response to requests from the WKO Akimat, regional health authority, and the Aksai district hospital, in 2023 the project was temporarily halted to refocus efforts on enhancing obstetrics, gynaecology, and paediatric neonatology services—a critical priority for stakeholders.

Preparatory activities for resuming the project in 2024 are underway, with the aim of delivering the Aksai Hospital Upgrade Project in time and within the approved budget.

In June 2024, the project resumed its activities, but with an emphasis and strengthening of the field of obstetrics, pediatrics and neonatology. For 6 months, the professional medical personnel of the contractor – University Medical Centre (UMC) worked at the Aksai Central District Hospital, conducted practical trainings at the workplace for the medical personnel of the Central District Hospital, provided seminars and lectures. During the project's activities, the key, practicing personnel/ doctors of the Aksai Central District Hospital underwent training at the Medical Holding in Astana. In December 2024, according to the set deadlines and plans, the project was successfully completed.

DISEASE CONTROL AMONGST EMPLOYEES / GRI 403-3, GRI 403-6, SDG 3.5, 3.8 /

Medical insurance

KPO employees and their families are provided with medical insurance that covers medical services in addition to those available through guaranteed free health care and mandatory RoK social medical insurance.

In 2024, a new medical insurance program was launched. It was designed to improve the service quality by having two providers compete for customers. Despite the initial difficulties, the transition went on well.

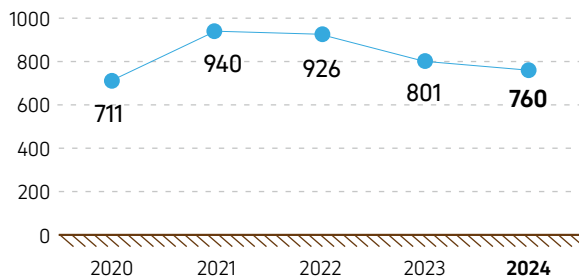
At the time of the start of the new program, there were 9,382 insured employees and their family members.

Sick leave absence monitoring

/ GRI 403-3, 403-10 /

The sickness absence rate in 2024 continued a downward trend since the COVID-19 pandemic peak.

Graph 5. KPO personnel sick leave absence rate, 2020-2024



Note.: KPO uses the following method to calculate the sick leave absence rate:

- Sick leave absence rate = actual number of days lost due to absence from work (due to illness) x 100 / total number of employees. There is no information about the days of absence from the workplace for other reasons.
- KPO has adopted a methodology for calculating employees' absence from workplace by the number of employees (not man-hours), since this methodology is a regulatory requirement.

Occupational diseases

/ GRI 403-2, 403-3, 403-10 /

According to the Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155), the term "occupational disease" covers any disease contracted as a result of an exposure to risk factors arising from work activity.

Occupational disease is a key indicator of the state of the Health Risk Management System of an organisation.

Good practice includes promoting a culture of risk prevention and well-being in the workplace, assessment and management of risks and proactive monitoring of ill-health.

Another way to reduce the occurrence of work-related diseases is by implementing workplace health promotion activities.

In 2024, no occupational diseases were registered among KPO employees.

Fitness for work / GRI 403-2, 403-3, 403-6 /

Fitness to work examinations are intended to determine if covered employees are physically and medically capable of performing the duties of the position efficiently and without posing a hazard to themselves or others.

In KPO, we ensure compliance with the relevant Republic of Kazakhstan regulations and also adapt the industry guidelines (IOGP/PIECA).



In 2023 the Business Partners' Fitness to Work Compliance Verification Plan was developed for the contract owners with the aim to improve control over BPs' compliance with the regulatory FTW requirements. In 2024, the implementation of the Plan was completed.

Total Number of Active Contracts	Total Number of Workers on these Contracts in KPO Field	Number of up-to-date FTW certificates	Total number of FTW Certificates requested for verification	Total number of FTW Certificates received for verification
175	15,986	15,909 (99.5%)	1,330	1,326 (99.6%)

OPERATIONAL CONTROL OF INDUSTRIAL FACILITIES

/ GRI 403-3, SDG 3.9, 8.8 /

KPO regularly monitors the Occupational Health and Hygiene at units and facilities. The below table shows the monitoring data for the last three years.

Tab. 16. Monitoring of workplace factors, 2020–2023

Workplace factors	2024		2023		2022	
	No. of measurements	No. of non-conformances	No. of measurements	No. of non-conformances	No. of measurements	No. of non-conformances
Noise	486	124	492	122	420	91
Vibration	84	29	84	29	75	16
Electromagnetic fields	3,988	6	3,964	63	3,968	27
Electrostatic fields	2,505	0	2,419	0	2,342	0
Lighting	3,726	513	3,581	589	3,045	27
Microclimate	7,044	668	6,474	790	6,258	575
Workplace air	13,035	0	12,612	0	13,965	0
Total	30,868	1,340	29,626	1,593	30,073	736

Non-compliance is reported to a respective unit management and corrective actions are developed, which are then tracked for closure by Synergi.

PROMOTION OF HEALTHY LIFESTYLE / GRI 3-3, 403-6, SDG 3.4, 3.8 /

Besides the usual World Health Organisation's calendar-based activities and Employee Assistance Program, the Health Promotion Program in 2024 included a Biometrics Assessment Program and the Nutrition Program.

Tab. 17. Outcomes of 2024 Health Promotion Programs

Programme Name	Description	Outcome
Healthy Heart (Biometric Assessment)	<p>Building upon the successful Cardiovascular Risk Management Program the year before, a Biometrics Assessment Program was implemented in 2024.</p> <p>Medical Teams (doctor and feldshers) travelled to various KPO locations offering employees to assess their cardiovascular risk based on biometric measurements (height, weight, blood pressure and lipid profile test) followed by a consultation.</p>	<p>775 employees participated (>20% of the workforce). According to the consensus opinion of the participants, the Program was an overwhelming success.</p>
Eat Better (Healthy Nutrition)	<p>Healthy eating habits are the cornerstone of a healthy lifestyle. One of the country's leading nutrition experts from the Kazakh National Academy of Nutrition was invited to deliver online training courses.</p> <p>The training was followed by a Cookbook Competition among KPO employees. The Academy expert jury judged the recipes.</p>	<p>More than 100 employees joined the training.</p> <p>More than 30 recipes were submitted and a Cookbook published with the best recipes selected by the jury.</p>
Employee Assistance Programme	<p>The Employee Assistance Programme (EAP) was implemented at KPO in 2020 with the primary aim of supporting mental health and preventing harm to KPO employees. This includes addressing associated somatic diseases, self-harm, and mitigating the risk of suicides resulting from mental health challenges such as anxiety, depression, and panic attacks. The programme offers confidential consultations conducted by qualified third-party psychologists using multimedia, video, or face-to-face sessions, available 24/7 through a dedicated hotline. Additionally, group sessions and webinars are available as part of the programme.</p>	<p>In 2024, a total of 587 employees sought assistance through various communication channels.</p>



Swimming tournament

Why is it important to us? / GRI 3-3 /

Developing and operating the Karachaganak Field requires thousands of dedicated and talented employees in a wide range of disciplines, from petroleum engineers and technicians to accountants and logistics specialists.

Our people are the key to our success. Company actively invests in the development of national workforce using the international expertise of our Parent companies, organizing targeted training programs and collaborating with educational institutions.

KPO HR policy and employee relations are regulated by The Labor Code of the Republic of Kazakhstan, the provisions of the Final Production Sharing Agreement,, the Resolutions of the Contractors Committee, the Joint Operating Committee, and Collective Agreements, ensuring fair and transparent working conditions.



Slushash Izbassarova
KPO Human Resources
and Services Director



/ GRI 3-3, 2-23 /

BUSINESS PRINCIPLE: People

We treat each other with respect, fairness and decency.
We respect and support the different cultures of our colleagues and the communities in which we work.
We value the diversity of people, beliefs, skills, and experience.

2024

NATIONALIZATION PROGRAMME:

5
positions
nationalized

2
positions abolished

95%
employees are RoK citizens

EMPLOYEE RELATIONS:

54
grievances received
and resolved

TRAINING COMPLETED BY:

3,986
KPO employees

18,165
contractors' employees

179
employees completed certified
international programmes

CARE FOR PEOPLE

HR POLICY / GRI 3-3 /

Attracting and retaining qualified and talented professionals is one of the priorities required for successful business.

KPO strives to ensure competitive labour market conditions among oil companies in Kazakhstan, to attract high-potential candidates and to reduce the risk of staff turnover. Another important factor for the KPO attractiveness as an employer is due performance of undertaken commitments and respect for the employees' labour rights.

At KPO, we offer equal opportunities to everyone and treat everyone equally and do not discriminate in any way based on race, colour, religion, age, gender, sexual orientation, gender identity, marital status, disability, ethnic origin or nationality. This approach allows the Company to form a strong team consisting of highly qualified specialists.

The company bases its personnel decisions on objective factors, including qualifications, professional merits, work results and business qualities of employees. This concerns all aspects of work activity, such as hiring, certification, career growth, training and development, disciplinary measures, wages and employment termination. The approach of KPO to increase of local content in staff involves both replacing expatriate personnel with national staff and implementation of the local staff professional training and development. This helps ensuring that all operations are carried out competently, with high quality and in compliance with international standards. Such approach contributes to the replacement of foreign personnel with minimum risks for production activities, and the achievement of the set goals with the highest quality. To this end, KPO develops the Annual Training Plan, which is implemented taking into account the individual needs of each employee. Provision of training programmes allows the Company:

- to fulfil the requirements of the FPSA Annex 7 related to the training, re-training and professional development for Kazakhstani employees consistent with International Good Oil Field Practices, as well as HSE and industrial hygiene requirements;
- to deliver programmes that contribute to the increase of local content in staff and to supply the organization with skilled, qualified and competent workforce;

- to undertake training activities in order to achieve operational targets;
- to deliver specific and mandatory HSE certified training programmes for the Company's personnel, required by RoK legislation, the Company's internal procedures and best international practices.

Diversity and inclusiveness

/ GRI 3-3, 405-1 /

Developing an inclusive culture, respecting and valuing the contribution of each employee, regardless of gender, age, nationality and other factors, is important for the Company's success.

The KPO team is multinational. We have residents from all regions of Kazakhstan, although vast majority of the employees come from the West Kazakhstan region constituting 81% of the total workforce. Expatriates from different countries of the world make up about 5% of the entire team.

Women make up 26% of the total workforce. The predominance of men among the staff is due to the characteristics of oil & gas sector with primarily work on site, where gender imbalance is traditionally observed, especially in technical positions.

Management promotes equal opportunities for all employees, regardless of gender. Women constitute 18% among managerial positions (personnel categories 1-2). KPO strives for gender balance and diversity in the Company's leadership.

An analysis of the age composition shows that the largest group of employees is aged 31 to 50 (67%). It is important to consider the presence of young employees (9%) for bringing in new ideas, as well as experienced senior employees (24%), who bring wisdom and extensive experience. This diverse age composition contributes to an innovative and dynamic work process. Developing an inclusive culture, respecting and valuing the contribution of every age group, is important for the Company's success.

At KPO we also have employees with limited abilities. We provide them with individual support, including hybrid working schedule, to ensure more favourable working conditions enabling them to contribute to the overall success of the Company. Safety is paramount in the oil and gas industry, and therefore, heightened requirements for health suitability are imposed. Colleagues with disabilities mainly occupy office positions.

During the 2024, the Company held various events that allow employees to give feedback to management and to HR department. These include the KPO Townhall, the annual Employee Opinion Survey, the HR Open Day, and through the Hotline available 24/7 hours. Additionally, feedback is collected in the process of personal engagement with line managers and occasional coffee break meetings with directors. Once feedback is analysed, HR department publishes answers to the most pressing questions on the Intranet, and looks for solutions to optimize the identified problems.

Overall, KPO strives to make inclusion a core aspect of its corporate culture. We continue developing inclusive mindset across the Company, emphasizing the unique skills of each individual employee. This topic is also covered in the mandatory annual training for employees on the company's Code of Conduct.

KPO Female Network / SDG 5 /

The KPO Women's Club is a platform where women can share knowledge, provide mutual support and strengthen their connections.

The mission of the KPO Women's Club is to promote the vision **'Women Support Women'**. The goal of the Club is to create and maintain a safe and friendly working environment where every woman can unleash her potential and reach any career heights.

As an ESG-oriented company, KPO is committed to a gender-balanced human resource. In this regard, the Women's Club supports ideas aimed at empowering women in the oil and gas industry and further promoting them to leadership roles.

During the six years of the Club's operation since 2019, the Company held a number of events to involve female employees in discussions on multiple hot topics.

In 2023, the KPO Female Club held six sessions which were conducted both off- and online such as to include as many people as possible of those wishing to attend. The topics discussed at the club meetings throughout the year covered mental and physical health, caring for people and inclusion, coaching and mentoring in the Company, developing a female career in a male team, and a woman's contribution to corporate values. Additionally, speakers from other organizations were invited, including men, which allowed for maximum diversity in the topics and sessions' atmosphere. We believe that such meetings are very useful and help our female employees be more resourceful and effective both at work and in life.

The atmosphere created in the Women's Club helps women maintain a balance between career and family, get a boost of inspiration, strengthen motivation for personal growth, and increase social activity.

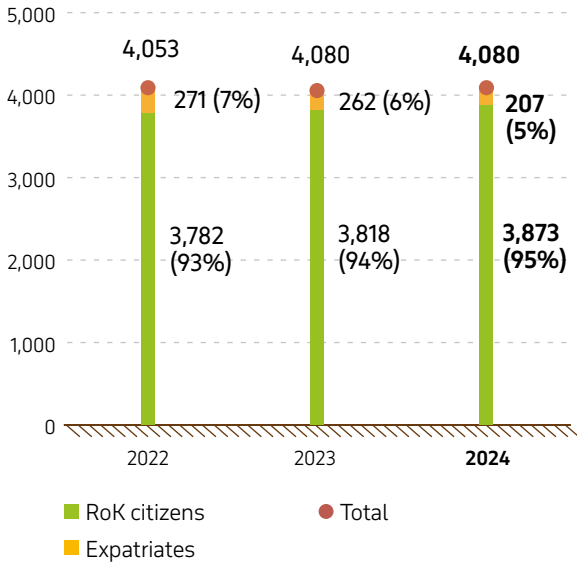


At the session of the KPO Women's Club in Uralsk

PERSONNEL STATISTICS

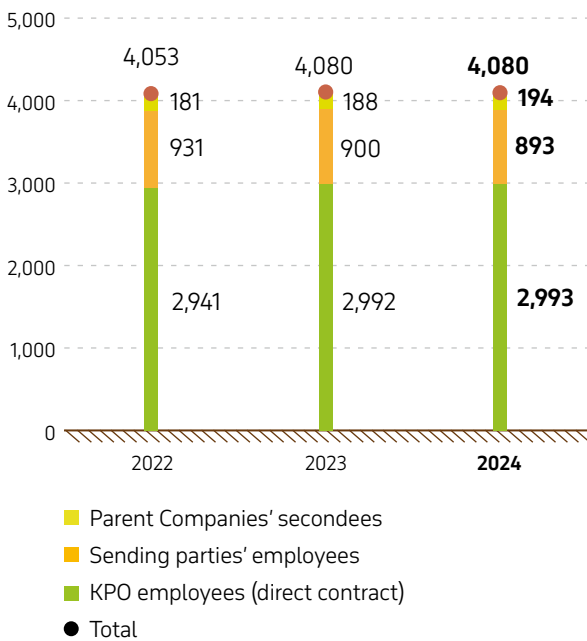
As of end 2024, the total number of KPO personnel made up 4,080 people with 3,873 of them being RoK citizens and 207 other countries' citizens.

Graph 6. KPO personnel, 2022-2024
/ GRI 2-7, 405-1(b) /



The graph 7 shows the ratio of personnel, taking into account the specifics of labour relations, to the total headcount of the Company at the end of the reporting period, broken down by years.

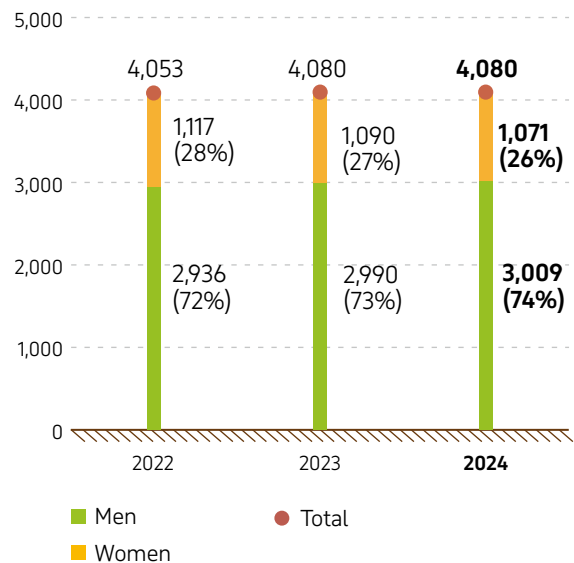
Graph 7. KPO personnel by type of employment, 2022-2024 / GRI 2-7, 2-8 /



As of end 2024, the number of permanent employees was 3,993 people, of them 1,016 women and 2,977 men. The number of temporary employees totalled 87, of them 55 women and 32 men. KPO offers only full-time job. / GRI 2-7, 405-1(b) /

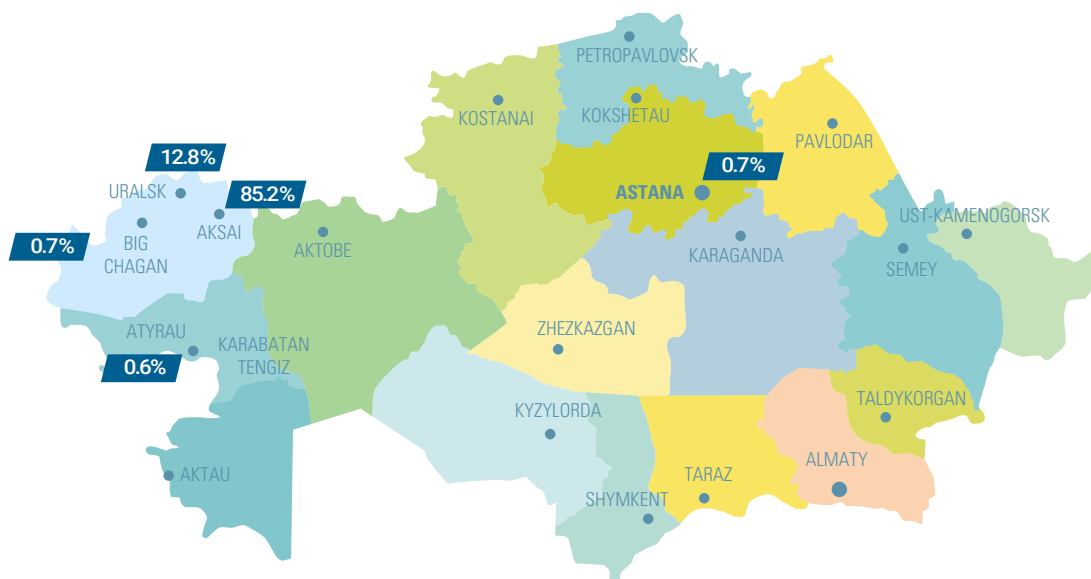
Graph 8 shows the ratio of personnel by gender. In 2024, 3,009 men and 1,071 women worked at KPO. / GRI 2-7 /

Graph 8. KPO personnel by gender, 2022-2024
/ GRI 2-7, 405-1(b) /



The map shows the distribution of the Company’s personnel in the regions of Kazakhstan. At the end of 2024, the Company had two offices in Uralsk.

Fig. 10. KPO personnel by region, 2024 / GRI 2-7, 3-3 /



Tab. 18. Percentage of employees per employee category by gender and age, 2024 / GRI 405-1(b) /

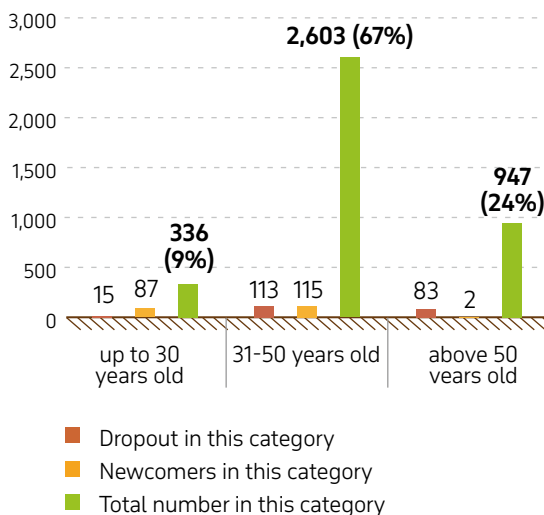
Nº	Employee category	Share of employees in each category from total employees number	Men	Women	Up to 30	31-50 years old	Above 51
1	Executive management and their deputies	0.3	0.25	0.02	0	0.15	0.12
2	Unit management	20.4	16.7	3.7	0.17	13.8	6.37
3	Professional staff	52.1	30.2	21.8	4.4	38.7	8.9
4	Qualified workers	27.3	26.5	0.7	3.7	14.3	9.2
			74	26	8	67	25

Graph 9 shows the turnover of KPO and sending parties employees in 2024 broken down by age groups regardless of the type of contract. / GRI 401-1 /

In 2024, 22 men retired upon reaching 63 years of age, and 5 women upon reaching 61 years of age in accordance with the legislative norms of the Republic of Kazakhstan.

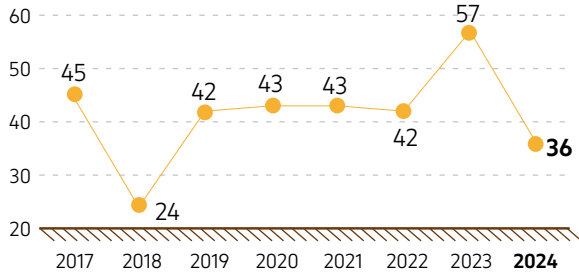
Starting 2017, the Company supports the application of the Voluntary Dissolution of Employment Relationship Programme as part of the actual Collective Agreement and pursuant to the RoK Labour Code dated 2017 (Art. 52). The terms of this Program provide for monetary compensation, which is calculated according to the program criteria. The programme applies to men aged 58-63 and women aged 56-61.

Graph 9. Employees turnover by age, 2024 (KPO and sending parties) / GRI 401-1, 405-1(b) /



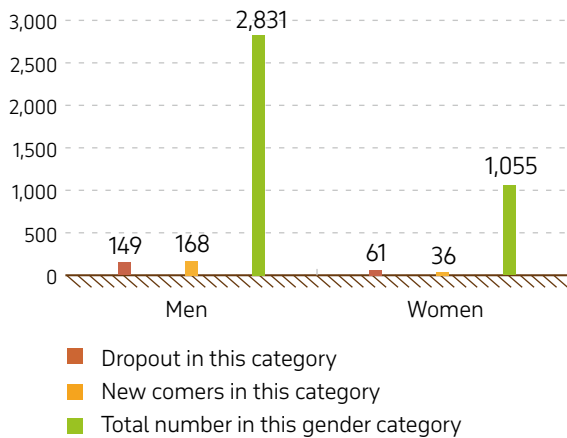
As part of this Program, a system for determining priorities among workers who wish to participate in this program was introduced at the end of 2024. Higher priority is given to low-grade workers who have worked at the field for the longest period of time. Special conditions, such as workers having serious illnesses or caring for sick close relatives, may also be taken into account.

Graph 10. Number of employees who left under the Voluntary Dissolution of Employment Relations program, 2017–2024 / GRI 404-2-b /



Graph 10 shows the turnover of KPO and sending parties employees in 2024 broken down by gender. In 2024, the new employees hired in KPO made up 5.2% of the average number of employees, in comparison to 2023 – 5.9%. The dropout made up 5.4%.

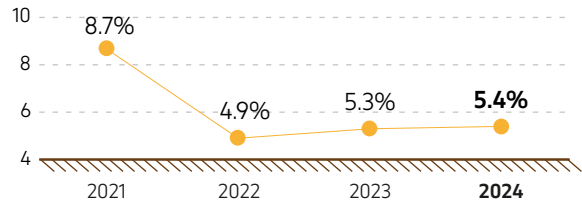
Graph 11. Employees turnover by gender, 2024 (KPO and sending parties) / GRI 401-1 /



The turnover made 5.4% in 2024 versus 5.3% in 2023 (see Graph 12). / GRI 401-1 /

Formula of calculation of a turnover rate has been changed compared to 2022 data and includes a number of employees resigned on a voluntary basis, those who retired and those who were dismissed under disciplinary penalties in the reporting period.

Graph 12. Dynamics of employees' turnover, 2021–2024 / GRI 401-1, 3-3 /

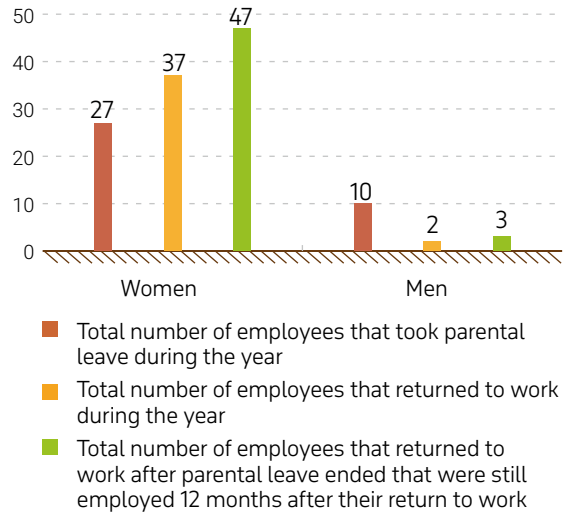


Note: Calculation formula: employees' turnover = the number of dropout employees / the average number of employees for the same period × 100.

KPO respects the right of its employees to retain their positions. Following the RoK Labour Code, an employee has the right for an unpaid leave to attend to a child up to the age of three years. In the 2024 reporting year, 105% of employees, who took parental leave, returned to work in the reporting period, with a 71% retention rate. The return to work rate is high, as in 2024, female employees who took parental leave for more than one year returned to work. / SDG 5.4 /

Graph 12 shows the number of employees, who took a parental leave and a leave to attend to a child up to the three years age, and of those, who returned to work after parental leave ended, by gender, in 2024. Also, pregnant women working at the field are usually transferred to work in the city.

Graph 13. Child care leaves at KPO for 2024 / GRI 401-3 /



EMPLOYEE RELATIONS / SDG 8.8 /

Grievance mechanisms / GRI 2-16, 2-26, 3-3 /

The Company has a few grievance mechanisms: applications to HR & Services Directorate either directly or through Trade Union, and via the anonymous Hotline.

In addition, in 2024, the work of the Labour Relations and Disciplinary Investigations department was aimed at preventing labour discipline violations. In particular, during the reporting period, about 31 training sessions were held with the Company's employees, including personnel at the field, offices in Uralsk and Aksai, as well as at the terminals in Bolshoi Chagan and Atyrau. In addition, a pop-up message communication channel was launched on strict compliance with the Labour Regulations and other acts of the employer.

In 2024, 54 requests were registered directly to the Employee Relations and Labour Investigations Department (67 requests in 2023), as well as 13 requests registered through the Hotline and transferred to the HR Department. The received grievances addressed such issues as labour misconduct, conflict resolution, insults, inappropriate behaviour, and abuse of power. All received grievances were reviewed and resolved, including in the pre-trial procedure and at the stage before the cases' consideration in the Conciliation Commission.

Non-material motivation of employees for their work achievements is a regular practice. In 2024, 207 employees of the company received awards and certificates of honor from the Ministry of Energy of the RoK, the KAZENERGY Association, as well as on behalf of the Akim of the West Kazakhstan Region and the Burlin District.

A program to support a healthy lifestyle and sports activities implementation continues, under which eight major sporting events were held jointly with trade unions: football competitions, a volleyball tournament, a basketball tournament, a wrestling tournament "Kazaksha Kures", a table tennis tournament, and a swimming tournament.

Also, with the active participation of the HR department in Aksai, two clean-up days were organized.

Engagement with Trade Unions

Collective bargaining is essential in the Company. Trade unions play a key role in supporting and protecting employees' rights. The main priority of the Employee Relations Department's activities in 2024 was the preparation and negotiations on the conclusion of a New Collective Agreement for 2025–2027. This year, four Trade Unions took part in the negotiations:

- Public Association "Local Trade Union of Karachaganak Petroleum Operating B.V. employees",
- Public Association "Karachaganak Local Professional Union of KPO employees and contractors",
- Public Association "TRUST" Local Trade Union of Karachaganak Petroleum Operating B.V. employees and contractor companies",
- Public Association "Burlin Local Trade Union of Oil and Gas Workers".

On 02 December 2024 the signing procedure of the New Collective Agreement for 2025–2027 took place. The event was attended by KPO General Director Marco Marsili, as well as members of the negotiating committees from the employees' and employer's side. The new agreement was the result of an equal dialogue and the parties' desire to resolve important issues in the interests of all participants of the labour process. Provisions of the Collective Agreement are applied to all KPO employees regardless of their membership in the Trade Unions. / GRI 2-30 /

Trade unions play a key role in supporting and protecting employees' rights.



The signing procedure of the New KPO Collective Agreement for 2025-2027

COMPENSATION AND BENEFITS / GRI 2-19, 2-20, 2-21, SDG 8.1, 8.5 /

Success of any business largely depends on qualification, skills and motivation of employees, therefore KPO's HR policy is aimed at strengthening the leading position in the market and achieving strategic goals through creation and development of a professional team, as well as encouragement of efficient performance of work.

In order to ensure the employee right of remuneration as per qualification, complexity of work, quantity and quality of work performed, as well as working conditions, KPO applies the following tools:

- The remuneration system based on a consistent approach in setting wages;
- The job evaluation process system for effective organizational structure management, as well as to ensure the validity of remuneration;
- Annual Performance and Development Review Procedure;
- Wide range of additional benefits ensuring fair work conditions.

To arrange and apply all the listed tools KPO Reward and Organization department has the KPO Remuneration, Allowances and Benefits Policy for Kazakhstani Employees. The provisions of the Collective Agreement are taken into account in the Policy. This Policy is annually approved by Joint Operating Committee (JOC)⁷. There is no voting during the Policy approval. Shall one of the parties does not agree with any provision of the Policy, the document is vetoed and being returned for further revision.

According to Art. 5 of Appendix 7 of the FPSA, the Policy is focused on commensurability and competitiveness of remuneration, allowances and benefits for national staff in comparison with appropriate remuneration, allowances and benefits of Kazakhstan oil and gas sector and used as a tool for attraction, retention and encouragement of national staff.

The assurance of the remuneration process is ascertained by KPO internal audit and Parent Companies' audit⁸ evaluated as satisfactory in 2022.

⁷JOC members and functions are described in the chapter "Governance structure and management approach".

⁸Details about audit processes can be found in chapter "Corporate Governance / Assurance".

According to the Remuneration Policy for Kazakhstani Employees, a base salary for national staff is established on the basis of the assigned personal grade, which in turn has special range. Grade is used to identify relative importance of a certain job position and its levels at the Company's positions hierarchy. Grades are assigned to all employees including top management.

Tab. 19. Ratio of average basic salary of women to men by employee categories / GRI 405-2 /

Category	2024	2023
1. Executive Management	-	-
2. Department/Unit Management	1.2	1.2
3. Professional staff	0.9	0.9
4. Qualified workers	1.3*	1.2

Category 1 is represented only by men.

KPO top management except Deputy General Director and Digitalization and Continuous Improvement Manager are secondees from the KPO Parent companies. Their remuneration is set and paid by the Parent Companies. The Company applies a unified approach to establishing the fixed and variable parts of remuneration for all employees who have an employment contract with KPO, including directors, and uses a unified grade structure of remuneration for all its employees, which is the basis for determining wages.

/ GRI 2-19, 2-21b /

During 2024, the company hired new employees from among graduates of the special technical training program without experience in the oil and gas industry. Given that work at the field involves working in difficult conditions, where the use of physical force is required, the participants in such training are mainly men. Given the lack of experience, the salary offered to them is lower than that of existing more experienced workers. Also during the year, due to reaching retirement age and participating in the voluntary termination of employment program, experienced male workers who had high salaries left the company. This led to a decrease in the overall average salary of men in this category.

Tab. 20. The annual total compensation ratio for the organization's highest-paid individual to the median annual total compensation for all direct employees, 2020-2024 / GRI 2-21 /

2024	2023	2022	2021	2020
6.7	6.7	6.8	6.8	6.7

Note: Type of remuneration included into the calculation is the base salary. The data has been prepared based on the full-time equivalent rates.

KPO also takes into account the remuneration rate at the RoK oil and gas market and performs annual review, as a result the necessity to correct the remuneration rate for the certain positions can be applied.

Annually KPO participates in the Oil and Gas Sector Salary Survey conducted by Willis Towers Watson. The review conducted in 2023 has shown that the average salary at KPO was higher than an average salary in the West Kazakhstan Oblast. In 2024, actions were taken to retain highly skilled technical personnel critical to ensuring efficient production. The minimum salary of specialists recruited by KPO is provided in the Collective Agreement and set regardless of an employee's gender.

Salary for KPO employees as well as for sending parties' employees (from recruitment agencies) is set based on the single labour remuneration system applied in KPO that highlights no difference in the level of minimum salary for both categories of employees.

/ GRI 202-1 /

Pursuant to the existing procedures, every year KPO offers an upgrade on the employees' remuneration, including indexation of the monthly basic salary not lower than official inflation rate in the RoK at the beginning of the year, annual performance bonus for those, who received positive ratings, and also individual pay rises and additional lump sum payments. In January 2024, a general wage increase of 9.8% was implemented, reflecting the inflation rate of the previous year.

All KPO direct employees are provided with a package of benefits, which includes monetary and non-monetary benefits. The most of the benefits are provided for by the Collective Agreement. In December 2024, a new collective agreement was signed, which will be valid from 2025 to 2027. Under the terms of the Collective Agreement for 2022–2024, KPO pays bonuses on Oil & Gas Worker's Day, end of year bonus, FPSA anniversary as well as financial allowance for health resumption. Benefit amount also depends on individual employee grade. For the sending parties' employees (from recruitment agencies), the relevant employers' collective agreements are applied. / GRI 2-30, 401-2 /

In accordance with the Collective agreement KPO grants to employees the right for paid educational leave (14 days per year) to pass examinations at the external study mode. In 2024, 25 employees exercised this right. / GRI 404-1 /

Performance and Development Review and quarterly bonus / GRI 2-19, 3-3, 404-3 /

Performance and Development Review (PDR) is one of the tools of feedback aimed at monitoring and enhancing work efficiency.

Currently the PDR process covers only those Kazakhstani employees, who occupy positions of line managers and specialists. The unchanged condition is that an employee has to have been employed at KPO for no less than half-year. Everyone who was due for assessment in 2024 was assessed.

Early in the year, line managers inform subordinates about their expectations to work performance, behaviour and HSE compliance along with annual targets. The targets are recorded in a specially designed form, communicated to employees, and their implementation is monitored throughout the year. Targets are focused on fulfilment of the Company commitments and gradual development and performance improvement.

For employees holding managerial positions, whose goals are identified as Key Performance Indicators, assessment is taken in two stages: assessment of achievements in line with KPIs for this position and assessment of individual work performance.

The unified rating scale applied for PDR process includes "Strong", "Fully Effective" and "Needs Improvement".

Since 2023, Kazakhstani personnel who are auxiliary and support technical personnel, whose work does not imply the achievement of annual goals, subject to their compliance with the Company's requirements for health, safety and environmental protection and relevant acts of the employer based on the results of the annual assessment of work performance, receive quarterly bonuses instead of an annual bonus.

Starting from 2023, the size of the PDR bonus has been fixed in the "Rules for assessing personnel's work performance and development."



DEVELOPMENT OF NATIONAL PERSONNEL / GRI 405-1, 3-3 /

Development of national personnel is a continuous process in KPO. Professional competency is maintained and developed through the training and skill improvement system.

KPO conducts its activities in line with the Programme for Increasing of Local Content in Staff for 2020–2025 authorised by the Authority.

In 2024, five positions previously held by expatriate personnel were nationalised, and two positions were abolished. As of December 2024, local employees made up 95% of the total Company’s staff. In total, in the period of 1999–2024 274 expatriate specialists were replaced with national employees, and 305 positions held by expatriate employees were abolished. The breakdown by categories is presented in table 21.

/ GRI 3-3 /

Tab. 21. Increase of Local Content in KPO staff by categories of employees / GRI 202-2, 3-3 /

Category	Description	RoK legal requirement	Local content in staff			
			2024	2023	2022	2021
1+2	Executive management and their deputies, Department / Unit management	Minimum 70%	86%	86%	86%	85%
3+4	Professional staff / qualified workers	Minimum 90%	98%	98%	98%	98%

Additionally, in accordance with the goals set in this Programme, KPO keeps tracking the local content in contractor personnel registered in the West Kazakhstan Oblast. In 2024, over 30 companies provided their quarterly, bi-annual and annual 'Local Content in

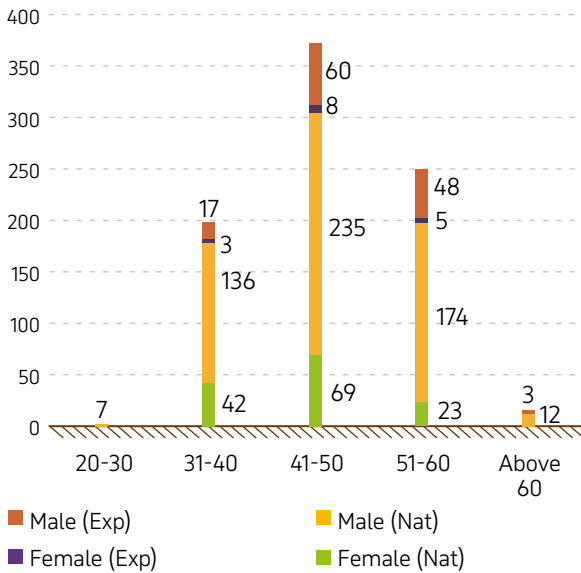
Staff' reports. The local content in staff within these organizations has made up to 82% in the category 'Department / Unit Management' and 98% in the category 'Professional staff / Qualified workers'.



Professional development programme for production operators and maintenance technicians as per OPITO standards

Graph 14 presents the total number of expatriate and local senior and mid-level management at KPO split by age and gender. This includes KPO core structure and temporary projects.

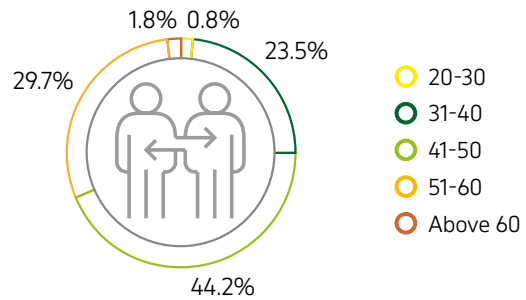
Graph 14. Number of senior and mid-level managers (RoK citizens and expatriates) by age and gender, 2024
/ GRI 405-1(a), SDG 5.5.2 (C050502) /



Percentage of senior and mid-level managers by gender, 2024



Percentage of senior and mid-level managers by age, 2024



Enhanced Development Programme

/ GRI 404-2 /

In order to ensure the continuity of workforce planning and increase local content in staff, KPO implements the Enhanced Development Programme.

The programme is an integral part of the process of creating a talent pool, which guarantees consistent manpower planning and the implementation of the Nationalization and Succession Planning Programs.

The process is focused on succession planning, selection of talented employees, assessment to reveal their strengths and weaknesses, development and implementation of individual development plans, and as a result appointing them to targeted positions.

The first, second and third intakes of the Program were held in the period from 2009 to 2020. In the second half of 2021, KPO launched the fourth intake of the Enhanced Development Program for the period of 2021–2024. Based on the plan to increase local content in staff, departments' management nominated high-potential employees for further participation in the selection process.

Of the 79 candidates, 52 employees successfully passed the fourth intake of the Enhanced Development Program.

In the period of 2022 – 2024 the training and development of the program participants was implemented in accordance with their Enhanced Development Plans.

During the IV Intake, as part of the Enhanced Development Program a number of leadership events and forums were conducted in order to deploy new tools and successfully apply the obtained knowledge at work. As well as, during the defined period the program participants worked closely with a team of internal coaches in the role of a coachee (client) in the format of individual coaching sessions and developed their managerial competencies.

By the end of fourth intake, 51% of the participants have occupied the planned positions.

In December, 2024 Talent Development and Secondment Administration department announced the launch of V Intake of Enhanced Development Program for 2025–2027 for National Staff. EDP V Intake will be linked directly to Succession Planning program.

Competence Management System

/ GRI 3-3 /

Competence management system is applied at KPO as one of the most efficient methods for assessing the competency level of personnel.

The system is aimed at achieving and maintaining the required level of competency among technical staff, who work at hazardous industrial facilities, and at reducing and preventing potential incidents and accidents caused by lack of competency. Given the results of conducted competency assessments, the system enables developing tools for further training of personnel and ensuring funds are spent as intended, meanwhile contributing to raising HSE cultural awareness.

As per the Competency Management System (CMS) Policy, any contractor with a high or middle risk level of the contract that work on Company sites or equipment shall develop and operate its own Competency Management System. The contractors' personnel, responsible for the control and execution of high-risk works, shall have the ability to demonstrate knowledge and practical skills to work safely, technically sound and within the defined boundaries of responsibility. From 2019, the key requirements and rollout stages of such a system are identified during the HSE contractors' audits.

KPO CMS was certified by Offshore Petroleum Industry Training Organization (OPITO) in 2013. Every three years, the Company undergoes accreditation of the system requiring that compliance audits be conducted annually engaging the OPITO experts. In November 2023, KPO confirmed the competency management system accreditation till November 2024.

The scope of OPITO's accreditation includes:

- Five profession-oriented specialties: production operators, electrical technicians, instrument technicians, mechanical technicians, lead technicians and supervisors in production sector.
- Six production units and departments, including KPC, Unit 3, Unit 2, Eco Centre, Maintenance and Gathering departments.

In 2024, 921 employees with technical qualification completed initial assessment and received CMS certificates. KPO has reached 77% of the competency compliance required for technical personnel.

In line with the Competency Management System Expansion Plan 2022–2024, in the fourth quarter of 2022, the program for guaranteeing the competence of Group Leaders in industry (KPC, Unit-3, Unit-2, Maintenance and Gathering Departments, Eco center, Chemical Laboratory and the Department for Modification of Field Facilities), which began in 2018, was completed. Also in 2023, the initial assessment for all Engineers and Leading Engineers of the Maintenance Department was completed.

Competency Assessment under 36 approved standards is carried out for over 220 supervisors and engineers. In order to obtain unbiased assessment results, superintendents take on the role of technical experts. Detailed information on the Competency Assessment for industrial supervisors, engineers and workers is provided monthly to the management of the Field and Production Directorate.

According to the KPO 365 strategy, in 2024, work began on the implementation of the project: "Digitalization of competency assessments" – the process of using the corporate LMS system to assess the knowledge of newly hired technical personnel was initiated. Also in the process of implementation – assessment of the competence of KPO personnel using a mobile device (Ex-Tablet). The uniqueness of the mobile application "MOBILE ASSESSMENT" is that it will be fully synchronized with our existing system (CMS). Assessment of personnel competence using the Ex-Tablet (MOBILE ASSESSMENT) will significantly reduce the time of assessment, optimize costs, reporting, etc.

Within the framework of the competence management system, the Talent Development and Secondment Administration department has a system of the technical and behavioural assessment of personnel. In 2024, over 268 technical and behavioral competency assessments were conducted, based on the results of which 104 individual feedback sessions were provided for employees and their line managers. Technical competencies describe the specific knowledge and skills that are required for certain positions. 360-degree assessment describes personal and managerial competencies that help identify strengths and areas for development.

Based on the assessment results, feedback sessions are conducted and individual development plans are developed. In 2024, 291 individual development plans were created for employees through the SAP system.

PERSONNEL TRAINING AND DEVELOPMENT / SDG 4 /

Personnel training / GRI 404-2 /

Annually, KPO offers a variety of training programs designed to achieve key objectives:

- **To enhance the individual job-related competencies** of employees, and address operational and career development needs.
- **To teach mandatory skills** required to perform the job at hazardous production facilities, in accordance with RoK legislation and company procedures.

In 2024, 98% of the Company's local employees participated in professional development programs, encompassing professional training, retraining, and engagement in online seminars and conferences.

Besides, in 2024, KPO continued to provide training for company employees on the specialized international programmes (see table 22), language skills, and professional and mandatory HSE courses.

Tab. 22. KPO personnel trained on the International Qualification certified programmes in 2021 – 2024
/ GRI 404-2 /

Programme name	2021	2022	2023	2024
Well control/well pressure control during gas, oil and water shows (IWCF)	61	46	59	22
Non-destructive testing certification (NDT)	13	20	50	30
CIPS International diploma (certified programme of Chartered Institute of Procurement and Supply)	13	19	19	43
Emergency response training course MEMIR by OPITO standard	17	17	11	8
International certificate in Health, Environment and Safety (NEBOSH)	9		12	17
Certified internal auditor (CIA)			4	2
ACCA Diploma in International Financial Reporting (DiplIFR)	2		3	1
Master of Business Administration (MBA)	1	1	6	4
American Petroleum Institute certification (API)	10	9	8	12
Project Management Professional (PMP) [®] Certification	1		13	
IEMA International certificate in Environmental Management (IEMA)	1	1		2
ASME Plant Inspector		23	17	17
Coaching in organization and business (ICF)			12	8
IOSH Managing Safely				10
Certified International Purchasing Professional (CIPP)				3
Total number of employees, completed certified training programmes	128	136	214	179

Training statistics / GRI 404-1, 403-5 /

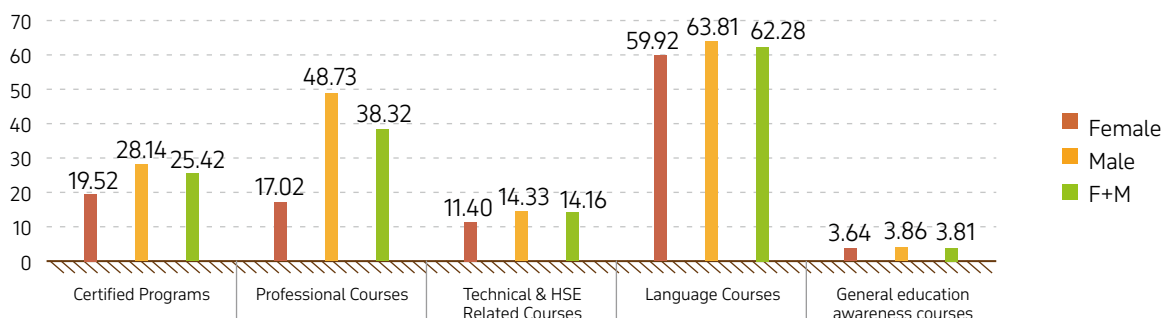
As responsible organization, KPO ensures annual mandatory HSE training for both its own staff and personnel of its contractor organizations.

In 2024, 631,691 hours of training (649,922 hours in 2023) were held, of which 457,549 were provided to KPO employees (388,487 in 2022), including general

education awareness courses on cybersecurity and civil defence topics. The remaining 174,142 hours (261,436 hours in 2023) were dedicated to HSE mandatory courses for the contractor organizations' employees.

In total, in 2024 22,151 people were trained, 3,986 of them – KPO employees and 18,165– contractor personnel. The average training hours are given in graph 15.

Graph 15. Average number of training hours per one training course passed by nominated KPO employees in 2024, by type, by gender / GRI 404-1, SDG 5.1 /



Training arranged for KPO employees in 2024 by categories is shown in Table 23.

Tab. 23. Training of employees by categories, 2022–2024 / GRI 404-1, 2-4 /

Category	2024		2023		2022*	
	Number of people	Hours per employee	Number of people	Hours per employee	Number of people	Hours per employee
1. Executive Management and their Deputies	11	17.51	11	13.89	0	0
2. Department/Unit Management	844	74.02	834	57.81	631	50.68
3. Professional staff	2,075	71.38	2,104	56.32	1,542	59.02
4. Qualified workers	1,166	211.64	1,236	179.31	1,113	154.48



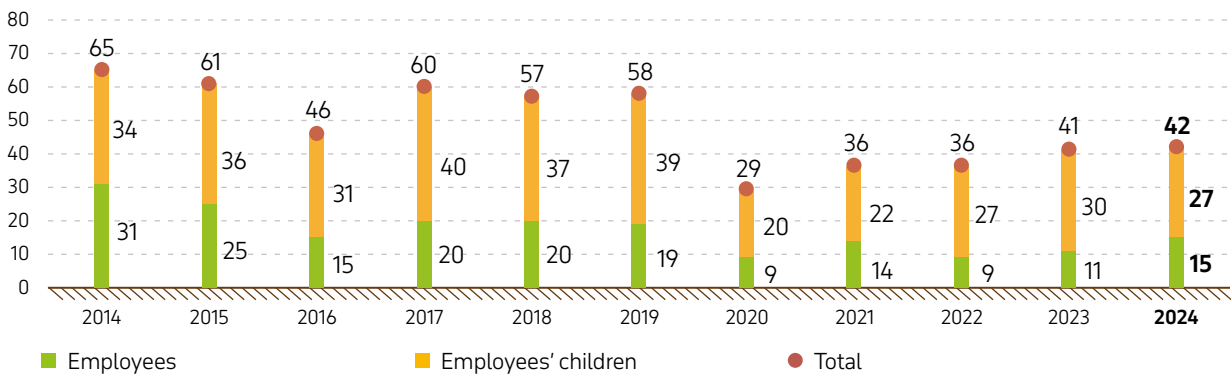
KPO SCHOLARSHIP PROGRAMMES AND PARTNERSHIP WITH UNIVERSITIES / SDG 4.3, GRI 404-2 /

KPO aims to elevate its employees' qualifications and attract emerging talent by fostering collaboration with universities.

In 2024, within this programme KPO allocated 42 KZT mln (equivalent to US\$ 87,500) to sponsor scholarships for 15 KPO employees and 27 children of employees.

KPO Scholarship Programme is one of the constituent incentives for professional development and further education of employees and their children.

Graph 16. Dynamics of engagement in the KPO Scholarship Programme, 2014–2024



Note: Decrease in number of participants in a Scholarship Programme in 2020–2021 was related to COVID-19 limitations.

KPO partnership with Kazakhstani universities

KPO cooperates with 34 educational institutions in Kazakhstan, playing a vital role in developing professional personnel for the oil and gas industry of the Republic of Kazakhstan.

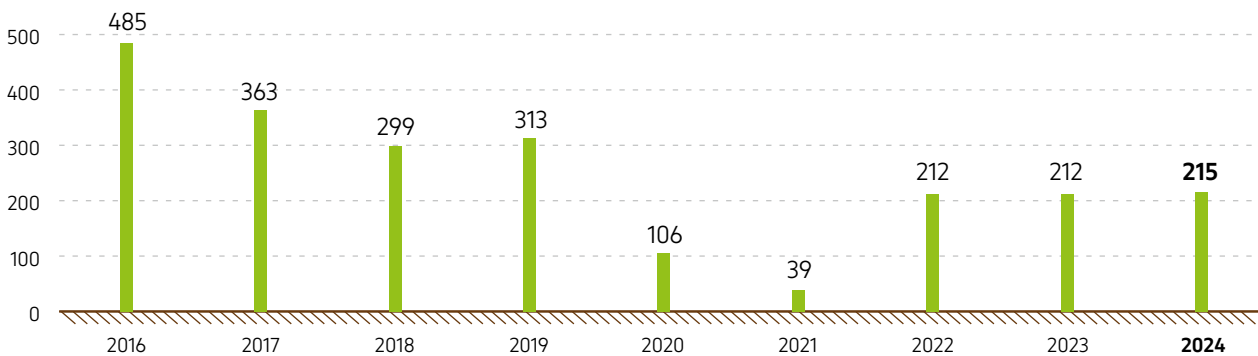
Internship in the international company offer students a real-world work environment and introduce them to international business practices. By combining theoretical training with practical experience at the company, students gain the necessary competencies for professional activities and are

better prepared for their careers. In addition, student placement allows students to make informed decisions about their future career paths.

KPO's partnership with universities is facilitated through the Student Placement Programme on the basis of bilateral agreements.

In 2024, 215 students from 22 educational institutions had practical and pre-graduate internship for 44 specialities in various departments of the Company. From 2014 to 2024, the Company has employed 242 people out of those, who successfully completed the student placement programme.

Graph 17. Number of students completed internship at KPO, 2016–2024 / GRI 2-8 /





Scholarship via KAZENERGY Association

According to the FPSA, KPO annually allocates USD 500 thousand for scholarship for young people under the Memorandum of Cooperation signed on September 29, 2015 between the Ministry of Energy of the Republic of Kazakhstan, PSA LLP, KPO B.V., NCO C.N.V. and the KAZENERGY Association.

Each academic year as per the Protocol of the Committee for selection of candidates for the payment of education from the allocated funds, KPO concludes agreements with the educational institutions and arrange payments for education of students who had passed competitive selection.

In 2024, KPO signed agreements for scholarship of 137 students from different universities of Kazakhstan.

Graduates Development Programme

/ GRI 404-2, SDG 4.3, 4.4 /

The key objective of the Graduates Development Programs is a fulfillment of basic manpower needs with adequately qualified young people in order to ensure the safe operation of core departments / critical job functions.

Professional Development Programme for production operators and maintenance technicians, introduced in KPO since 2008 and based on the international standard of the Offshore Petroleum Industry Training Organization (OPITO). The program is a crucial component of the KPO talent pipeline, essential for sustaining the success of Production Operations.

The successful candidates undertake internationally recognised training with both academic and practical development. If successful on the programme, the trainees take positions as technicians in the production units and start their careers with a very solid technical and vocational background.

The value of this training programme lies in the methodology provided in a module format. This approach allows developing a set of competencies, which focus on the ability to address production issues in workplace.

At the time of issuing this report, the Graduates Development Programme had been successfully implemented at KPO for 17 years. Over 584 production operators and maintenance technicians have been trained under this programme and currently productively work at the Company's production facilities.

38 trainees from Intake 2022–2023 were hired into the Field department during 2024.

In August 2024, 47 students of the 2023 Intake have completed the theoretical part of their training in the specialties of Mechanical Technicians and Production Operator and were assigned to on-the-job training at the production facilities.

On 30th of September 2024, KPO has completed the selection process of the next intake of students for participation in this programme in the specialties of Production Operator and Electrical and Instrument Technicians. Based on the selection results, 47 recent graduates of higher and secondary specialized educational institutions of the Republic of Kazakhstan, had started the theoretical part of training from 10 months up to 12 months. Following this, the trainees will be assigned to on-the-job training at the production facilities.

SECURITY

Minimizing risks for the Company assets is achieved through separate goals and short-term and long-term plans as described below.

Table 24. Our Security Targets / GRI 3-3 /

Our 2024 targets	Status	Actions taken to complete targets in 2024	2025 targets
Continue gradual upgrade of Distributed Optic Sensor (DOS) system equipment on the export pipelines to ensure zero illegal taps.	Completed	Purchase of equipment.	Continue gradual upgrade of Distributed Optic Sensor (DOS) system equipment on the export pipelines to ensure zero illegal taps.
Continue knowledge refreshment on the Voluntary Principles on Security and Human Rights (VPSHR) for security personnel as well as training for new personnel	Completed	As of the end of 2024, the training covered 100% of security company staff. / GRI 410-1 / 100% of security contracts include the provision on VPSHR training.	Continue increasing knowledge of security personnel on the Voluntary Principles on Security and Human Rights (VPSHR) as well as training for new personnel.
Continue the SMS project in cooperation with relevant KPO directorates/ departments through monitoring.	In progress	The SMS pre-FEED package issued with assistance from PED.	Run an EPC tender for the SMS project based on the pre-FEED.
<ul style="list-style-type: none"> Run a tender for procurement of materials and the SMS construction at Bolshoi Chagan Pumping Station (BCPS). Complete the SMS design for Pilot Camp. Obtain a positive expert opinion for the design. 	In progress	<p>Launch a tender for the SMS construction at BCPS.</p> <p>Design activities relating to the Pilot Camp SMS.</p>	<p>Completion of the tender for the SMS construction at BCPS.</p> <p>Completion of design activities for the Pilot Camp SMS.</p>
Continue digitalization of the business processes of Access Control and Reporting Section, digitalization of materials inventory removal (movement) tracking.	In progress	<p>Automating the approval process for personal badges requests for KPO employees and visitors using EDS (in PAS).</p> <p>Introducing an electronic visitor registration system with automatic visit notification circulated.</p>	<p>Automating the approval process for personal badges requests for BP staff using EDS.</p> <p>Executing a pilot inventory movement tracking digitalization project in IT&T Department.</p>

In 2024, Security and Industrial Relations Department revealed 1,671 security violations, 86% of which were related to the Strategy for protection of people in the event of H₂S incidents while the rest involved the material movement procedures, Policy on Prohibition of the Use of Alcohol, Drugs, Psychotropic and Toxic Substances (their analogues) in KPO, Company Facilities Access Control and Presence Procedure and violation of the borders of the field perimeter. A significant number of registered violations is due to the measures undertaken to prevent the entry to the field of those individuals who do not follow the Strategy for protection from H₂S.

32 internal investigations were conducted including 15 complaints which were provided to law enforcement bodies.

Throughout 2024, Company revealed and prevented unauthorized removal/movement of KPO and contractors' assets worth over KZT 220 mln.

Using new Sintela software as the platform for the Distributed Optic Sensors system significantly improved the quality of observations in general and contributed to better threat identification and patrol quality improvement.

Why is it important to us? / GRI 3-3 /

In conducting its field operations and delivering its expansion projects KPO mainly relies on contractors as our key business partners. On average, there are 20,000+ contractor and subcontractor workforce engaged in the Karachaganak Project. Therefore, building a robust industrial relations management system by both KPO and its contractors and/or subcontractors is pivotal for achieving business objectives and production targets.

KPO strives to create and maintain adequate working conditions for its employees while monitoring the level of contractors' working conditions in line with human rights provisions under the Constitution and the UN Convention on Human Rights.



Saltanat Kuzhagulova
Industrial Relations Advisor



/ GRI 3-3, 2-23 /

BUSINESS PRINCIPLE:

Communication and engagement

In our interactions with business partners, we seek to listen and respond to them honestly and responsibly.

BUSINESS PRINCIPLE:

Communities

We build productive, collaborative and trusting relationships with government, our shareholders, our business partners, the local communities where we work and with each other.

2024

CONDUCTED:

1,788
inspections of contractor organizations facilities

7
audits

14
sessions of the tripartite district commission

58
Collective Agreements of contractor organisations

184
applications received and resolved

Improvement of living and labour conditions at

58
contractor organizations

INDUSTRIAL RELATIONS

/ GRI 2-8, 2-24, 2-25, 2-26, 407-1, 409-1, 414-2, SDG 8.5, 8.7, 8.8 /

To prevent contractor and/or subcontractor workers' rights violations, workforce conditions are continuously monitored and analysed to detect and address potential situations, causes and/or conditions that caused deterioration of social conditions or infringement of the workers' legitimate rights. Failure to provide adequate social conditions or comply with legal requirements by contractors and subcontractors may give rise to the above risks. In 2024, on average there were 20 k workers from 169 companies who provided services at the Karachaganak field; 54 companies were subject to monitoring of the Industrial Relations Section according to the criteria of clause 7.3 of the Industrial Relations Policy. Throughout the year the number of contractors' workforce varied from 17 to 23 k as some projects commenced and completed at the KOGCF. / GRI 2-8, 414-2 a /

When checking on violations of the contractor and subcontractor workers' rights KPO strives to ensure that all concerns raised are given careful and timely consideration to ensure prompt resolution of the issues. Positions of all parties will be presented and reviewed with reasonable steps taken to protect and redress labour rights of the workers in line with the RoK laws, KPO Industrial Relations Policy, contractual obligations and the Declaration on Social Security Contribution Compliance, including:

- Continuously monitoring of social conditions provided by contractors and checking for full and timely payment of wages, provision of PPE, catering etc.;
- Organising forums and conferences on relevant topics (social welfare, discussions on challenges in the realm of industrial relations, sharing experience etc.);
- Interacting with and involving relevant labour authorities for grievance settlement and conducting awareness raising activities;

- Continuing introducing minimum salary into the contracts for provision of services at the rate of KZT 830 per hour after making of all compulsory payments. This is implemented as new contracts for provision/rendering of services are awarded;
- Monitoring and evaluating contractors' wage level;
- Succession/transfer of skilled personnel from the existing contractor (whose contract expires) to a new one. This implicit practice helps maintain employment level in the region and maintain stable social environment during dissolution of the contract for provision of services.

In 2024, on average there were 20 k workers from 169 companies who provided services at the Karachaganak field; 54 companies were subject to monitoring of the Industrial Relations Section according to the criteria of clause 7.3 of the Industrial Relations Policy.

In maintaining stable social environment among contractors' workforce, KPO continues to implement a general wage monthly allowance of KZT 60 k, after tax deductions. As of the end of 2024, the implementation of this programme has improved financial conditions of more than 15 thousand of contractor and subcontractor personnel. The goal of this approach is an equal attitude to all beneficiaries while focusing on the lower-paid workers.

In 2024, 43 contractors showed positive trend in adjusting salaries in 2024 to account for the 2023 inflation rate (indexation).

In 2024, Industrial Relations Section visited over 1,788 work sites and accommodation sites on a regular basis, including 7 joint audits with contract holders and 6 internal investigations in the industrial relations area. The internal audit findings were also shared with relevant authorities and law enforcement bodies for taking further actions.

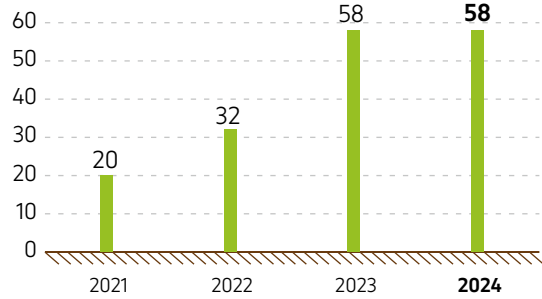
In 2024, 43 contractors showed positive trend in adjusting salaries in 2024 to account for the 2023 inflation rate (indexation).

Throughout 2024, 14 tripartite district and oblast commission sessions were held to address risks that were identified in relation to contractors and subcontractors. As part of the monitoring, KPO keeps record of contractors' collective agreements as this is a good sign that employees' rights for freedom of association and collective bargaining are respected.

As of 2024, KPO contractors had 58 valid collective agreements. / GRI 407-1 /

In total 184 complaints/concerns regarding different matters from contractors' employees were received and addressed in 2024, of which 88% dealt with compensation and benefits (the increase in claims is due to the introduction of KZT 60 k general allowance), 7% dealt with HSE matters and 5% were related to the provision of social conditions. / GRI 2-25, 2-26 /

Graph 18. Growing trend of KPO contractors' collective agreements, 2021-2024

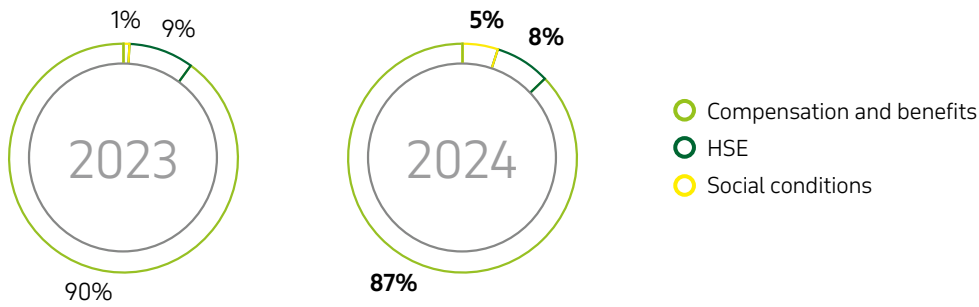


Apart from written complaints, Industrial Relations Section also handles up to 10 phone calls on average daily and holds meetings with contractors and subcontractors. 90% of contractors' complaints and concerns are directly communicated to KPO S&IRD.

41 contractors took steps to improve living and labour conditions as a result of the monitoring, audits and processing of the received complaints. It contributed positively to maintaining comfortable working environment. There were no cases of suppliers being terminated as a result of assessment of actual and potential negative social consequences. / GRI 414-2 /



Graph 19. Contractors' applications to KPO, 2023–2024.



Compliance with the declared working and social conditions is monitored in an effort to prevent infringement/violation of the workers' rights. Holistic approach is taken during this work: each complaint/concern is carefully evaluated with all detailed information provided to thoroughly check the facts relating to the complaints and/or concerns received.

Starting from 2023 KPO has been hosting an annual Industrial Relations Forum. The Forum objective is to change approach to collaboration, develop and implement actions to maintain comfortable regional social environment and contractor / subcontractor workforce morale. Also, in 2024 Industrial Relations Section conducted sessions with Industrial Relations staff from business partners to identify potential industrial relations risks while searching for mutually

beneficial risk reduction measures and sharing experience.

The negative conflict escalation trend decreased dramatically: during the reporting period there was one case (v. seven cases in 2023) of a pre-strike conflict which was promptly contained thereby avoiding escalation and heightening of tensions. Fast response helped prevent the conditions that could cause mass discontent.

Regular assessments of social environment carried out by KPO Industrial Relations Section helped identify key causes of mass discontent e.g. salary which does not meet workers' expectations, lack of feedback from the company management.



2024 IR Forum, organized by KPO

Why is it important to us? / GRI 3-3 /

Engagement with local communities to understand their needs and the local context is reflected in the principles of the KPO Sustainable Development Charter.

Building good relationships and maintaining a constructive dialogue with local government bodies and communities is essential for sustaining our 'social license to operate' in the West Kazakhstan Oblast.

By engaging with the local communities of the Burlin district during the implementation of construction projects, KPO aims to minimizing social and environmental risks associated with the Company's activities at the Karachaganak field.



Zulfya Muzafarova
Community and Local Authorities
Relations Manager



/ GRI 2-23 /

BUSINESS PRINCIPLE: Communities

We aim to be good neighbours by continuously improving the ways in which we contribute directly or indirectly to the general wellbeing of the communities within which we work.

We build productive, collaborative and trusting relationships with government, the local communities where we work and with each other.

We strive to be open, straightforward, and transparent within the constraints of business confidentiality.

2024

12
meetings of the Village Councils

29
grievances were received and closed

177
vouchers for pensioners to
the sanatorium provided

In November, 2024 a
Memorandum of Understanding
was signed between Shell
Kazakhstan, Eni, KPO and Eurasia
Foundation of Central Asia which
gave start to the
Project – Batys AgroHub

LOCAL COMMUNITIES / GRI 3-3, 413-1, OG12 /

In its operations, KPO strives to prevent or minimize negative impacts and maximize the benefits from its presence through continuous engagement with local communities and creating conditions for their well-being and economic growth.

The targets in table 25 are aimed at supporting the local communities living in three rural districts of Burlin district – Priuralnyi, Zharsuat and Uspenovskiy villages located adjacent to the Karachaganak Field and Aksai town.



Tab. 25. Targets in community engagement / GRI 3-3, SDG 4, 8, 10, 16 /

2024 targets	Target achievement	Actions taken in 2024	Targets for 2025
Implement the 2024 Community Development Programme as per approved budget	Completed	The Akzhaiyk sanatorium recreation for the elderly community members was implemented. The Scholarship Programme for rural school graduates successfully continued.	Implement the 2025 Community Development Programme as per approved budget
Conduct 10 Village Council meetings in three rural districts on social and environmental issues	Completed	12 Village Council meetings were held in three rural districts. Along with this, additional meetings outside of Village Councils were held to answer the residents' questions.	Conduct 10 Village Council meetings in three rural districts on social and environmental issues
Review and timely close all incoming grievances and suggestions from the communities	Completed	All received grievances were reviewed and effectively closed out	Review and timely close all incoming grievances and suggestions from the communities

Aiming to implement initiatives in the area of corporate social responsibility, KPO applies policies, standards and procedures based on the Performance Standards of International Finance Corporation. / GRI 2-23-a-i /

In order to maintain effective dialogue with local communities on social, environmental and infrastructural support, KPO conducts meetings and consultations in the form of Village Council meetings with participation of Company employees and representatives from rural districts.

In 2024, 12 Village Councils meetings were held in the Priuralnyi, Zharsuat and Uspenovskiy rural districts. During the meetings, the local residents were informed of the KPO Community Development Programmes for 2024, on the progress of students from these rural districts who study in colleges and universities of Uralsk under the KPO Scholarship Programme, as well as KPO Environmental Monitoring Programme.

In 2024 seven residents of Priuralnoye, Uspenovka and Karachaganak Villages graduated from West Kazakhstan Oblast Universities and Colleges obtaining Diplomas of Schoolteachers and medical nurses. Most of the graduates return to work at local Schools and Clinics in rural communities of Burlin District and Aksai City. The graduates provided positive feedback to KPO about its Scholarship programme which allows the local youth from families with low income to get a tertiary education.

In 2024 a new group of eight students were enrolled in West Kazakhstan Oblast Universities and Colleges from Priuralnoye and Zharsuat Villages. They will study at Medical Colleges to become dentists and at West Kazakhstan Universities studying history, geography, maths. Upon graduation they plan to return to Burlin District to work as Schoolteachers and medical staff.

As part of the Community Development Programme, KPO provided 177 vouchers for the elderly of Burlin district for health recreation in the Akzhaiyk Sanatorium.

SUPPORT PROVIDED DURING THE SPRING FLOOD

On 1 April, 2024 the local authorities of West Kazakhstan Oblast declared Emergency Situation due to spring flood which affected Terekty, Akzhayik and Burlin Districts and the City of Uralsk in West Kazakhstan Oblast.

As a socially responsible corporate citizen KPO worked closely with WKO authorities and other stakeholders in the region to provide maximum assistance to all those in need.

Within March – April, 2024 KPO and its Business Partners in close collaboration with local authorities mobilized over 125 specialized vehicles to conduct various protection activities, ensuring the safety of communities in need, dispatching a fleet of loaders, excavators, and bulldozers to bolster flood prevention activities in Uralsk, and above mentioned Districts.

KPO's contribution to construction of temporary dams in Aksai, Kentubek, Zharsuat, Burlin, Oblavka, Bumakol, and Kanay Villages in Burlin District was crucial in preventing flooding and safeguarding the mentioned villages.

Thanks to engagement of KPO Community Relations team with local residents and the support provided by the Company in repair of the road connecting the Karachaganak Field with the Karachaganak Village with installation of 2 culverts completed in 2023 the Village of Karachaganak was not affected by the 2024 Spring Flood. KPO received a thanking letter from local authority for this assistance.

KPO provided financial support in the amount of US\$ 64 mln transferring it to Akzhayik Private Fund for purchase of housing for flood-affected households in West Kazakhstan Oblast.

COMMUNITY FEEDBACK MECHANISM / GRI 2-16, 2-25, 2-26, 413-1, SDG 16.10 /

In 2024, in accordance with KPO Community Grievance Procedure, we received 29 complaints and requests from the local community near the Karachaganak Field. These included 3 gas odor complaints and 26 requests and suggestions of various nature from the local communities living in close proximity to the Karachaganak Field. Residents expressed their interest in the Company's social initiatives aimed at supporting socially vulnerable groups of the population.

Check-ups carried out by the KPO Operations Environment Monitoring Team did not reveal any malfunctioning of the process equipment, leaks/ emissions or MPC exceedances in each case reported. Upon completing the review, some feedback was communicated to the residents who had filed the complaints.



DEMOLITION PROJECT OF RESETTLED VILLAGES OF BEREZOVKA AND BESTAU

In 2024 KPO started the implementation of the Demolition Project of Berezovka and Bestau Villages resettled at the end of 2017 to Aksai and Araltal in Burlin District. According to Detailed Engineering Design (DED) of the Project prepared within 2022 – 2023 all the rubble from the territory of resettled Villages has to be transported to Aksai-based waste dump. However, the Ecological Conclusion

for the mentioned DED for Demolition Project was withdrawn to make some new amendments to waste disposal part. The new Ecological Conclusion issued in October, 2024 included additional scope of activities on disposal and processing of domestic solid waste and construction waste. It is planned to complete the Demolition Project in the summer season of 2025.

NEW SOCIAL INVESTMENT PROJECT – BATYS AGROHUB.

In 2024 the Shell Kazakhstan and Eni Consortium which are the partner companies of KPO provided financial support for a 3-year social investment project on development of agrobusiness in Burlin District in West Kazakhstan Oblast where they jointly operate the Karachaganak Oil & Gas Condensate Field.

The Project's name is Batys AgroHub and it is aimed at supporting local farmers in Burlin District to help develop agriculture and support economic growth in the region. The Batys AgroHub Project is implemented by the Eurasia Foundation of Central Asiain partnership with the Local Community Foundation. KPO provides administrative and logistical support to the Project.

In November, 2024 a Memorandum of Understanding (MoU) was signed between Shell Kazakhstan, Eni, KPO and Eurasia Foundation of Central Asia which gave start to the Project.

On 24 – 25 December, 2024 Batys AgroHub training was held in Aksai, involving 36 participants from various communities of Burlin District. During the training the participants learned about the vegetables farming techniques and were provided with guidance for preparing grant applications. A total of 34 participants successfully completed the training and received Certificates. These certificates grant them eligibility to participate in the grant competition.

PUBLIC HEARINGS / GRI 2-29, SDG 16.10 /

In 2024, the Burlin District Akimat, in collaboration with KPO, held public hearings on the draft report on potential impacts from the project "WMC Solid Industrial Waste Burial Landfill, the second stage of construction. KOGCF, WKO". The hearing was attended by representatives of concerned state authorities, interested community, KPO, NIPIneftegas JSC design contractor.

At the public hearings, KPO and NIPIneftegas JSC representatives informed the participants of the public hearings about the planned work activities, possible environmental impacts during the construction and operation of the Landfill, and measures aimed at reducing such environmental impacts.

At the public hearings, questions were raised by participants regarding the project's completion timeline and the potential environmental and public health impacts of the Landfill. Representatives from both KPO and NIPIneftegas JSC provided comprehensive answers to all questions raised.

The public hearing was considered to have taken place. Subsequently, the Environmental Authority issued a conclusion to KPO that the draft report on potential impacts from the project "WMC Solid Industrial Waste Burial Landfill, the second stage of construction. KOGCF, WKO" is in compliance with environmental legislation.