

NAC Kazatomprom JSC	Strategic and Sustainable Development Department	Sustainable development
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**Sustainable Development Policy of
NAC Kazatomprom JSC**

Developed by	Reviewed	Approved by
Strategic and Sustainable Development Department Director Bekenov A.M. «__»_____ 2025	Decision of the Management Board of NAC Kazatomprom JSC №_____ от «__»_____ 2025	Decision of the Board of Directors of NAC Kazatomprom JSC №_____ от «__»_____ 2025

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1. Aim

This Corporate Policy of NAC Kazatomprom JSC for sustainable development (hereinafter - the Policy) is designed to formalize the approach to the development of the corporate management system and determine the main goals, objectives, principles and priority areas of activity of NAC Kazatomprom JSC (hereinafter - the Company) in the field of sustainable development.

2. Scope

2.1 This Policy is applicable to all structural subdivisions of the Company and is mandatory for execution by all employees of the Company.

2.2 Subsidiaries, affiliates, and jointly controlled organizations in accordance with the charters and in the manner established by these organizations, ensure the development and approval of similar internal corporate documents in the field of sustainable development, taking into account the specifics of their activities and the provisions of this Policy.

3. Terms, definitions and abbreviations

3.1 In this Policy the terms defined by the Company's internal documents and regulatory legal acts of the Republic of Kazakhstan, as well as the following terms with corresponding definitions shall be used.

3.1.1 **Stakeholder engagement** - procedures and processes implemented in the Company to take into account the interests and needs of the Company's stakeholders in its activities.

3.1.2 **Stakeholders** – shareholders, personnel, partners, creditors, and suppliers of goods, works and services, consumers and other persons indicated on the Company's stakeholder map.

3.1.3 **Sustainability Reporting** (non-financial reporting) - is an informational reflection of the Company's activities for sustainable development issued by the systematic reporting on a range of issues on sustainable development and other issues that attract the attention of parties concerned.

3.1.4 **Regions of presence** – geographical administrative divisions where the Company and its subsidiaries and affiliates and jointly controlled enterprises carry out or plan to carry out their activities.

3.1.5 **GRI Standards** – sustainability reporting standards developed by the Global Reporting Initiative international organization.

3.1.6 **TCFD Standards** - Task Force on Climate-related Financial Disclosures standards.

3.1.7 **Sustainable development** – development that meets nowadays needs, without threatening the ability of future generations to meet their needs.

3.2 The following abbreviations shall apply in this Policy.

3.2.1 **Samruk-Kazyna JSC** – Sovereign Wealth Fund Samruk-Kazyna Joint-Stock Company.

3.2.2 **The UN Global Compact** – UN initiative aimed at promoting social responsibility of business and reporting on the implementation of such policies. The UN Global Compact declares ten principles in the areas of human rights, labor relations, environmental protection and anti-corruption.

3.2.3 **S&A** - Subsidiaries, affiliates and jointly controlled organizations of the Company.

3.2.4 **UN** – United Nations.

3.2.5 **ESG** – Environmental, social and governance.

3.2.6 **GRI** – Global Reporting Initiative.

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- 3.2.7 **ICMM** – International Council on Mining and Metals.
- 3.2.8 **SASB** – Sustainability Accounting Standards Board.
- 3.2.9 **TNFD** – Taskforce on Nature-related Financial Disclosures.
- 3.2.10 **WNA** – World Nuclear Association.
- 3.2.11 **WEP** – Women’s Empowerment Principles.

4. General provisions

4.1 This Policy is a fundamental corporate document reflecting the vision of the Company for further development and improvement of activities in the field of sustainable development.

4.2 This Policy is based on ideas about the social role and obligations arising from the mission and development strategy of the Company, its ethical principles and corporate values.

4.3 This Policy is developed in accordance with the legislation of the Republic of Kazakhstan, the Sustainability Reference Model for portfolio companies of Samruk-Kazyna JSC, the Development Strategy of the Company and other internal documents of the Company, as well as taking into account international standards, such as GRI, SASB, TCFD and ICMM Principles, and best industry practices in the field of sustainable development.

4.4 The Company, being the world's largest producer of uranium, recognizes the significant impact of its activities on the environment, population and life-sustaining activity in the area of nuclear facilities and takes concrete measures to manage risks in the field of sustainable development by developing practices and integrating the principles of sustainable development in its activities in order to:

- 4.4.1 consistently reduce industrial environmental impact;
- 4.4.2 protect the environment, including the effective management of water and land resources, the conservation of ecosystems and biodiversity;
- 4.4.3 ensure rational subsoil use;
- 4.4.4 increase productivity, energy and resource efficiency;
- 4.4.5 assist in improving the socio-economic well-being of the regions of presence;
- 4.4.6 assist in providing access to affordable, reliable, sustainable and modern energy sources and increasing energy security.

4.5 The Company strives to introduce the principles and values of sustainable development into all key aspects of its activities and comply with international standards and best industry practices in the field of sustainable development.

4.6 The Company is aware that the development and improvement of sustainable development practices is a key factor in ensuring long-term stability, competitiveness and the ability to create additional value for all parties concerned.

- 4.7 To have balanced sustainable development, the Company intends to:
- ensure the implementation of the Policy in harmony with the adopted strategic, programmatic and other corporate documents;
 - improve corporate practice in the field of sustainable development;
 - improve the practice of interaction with key parties concerned for their active involvement in the implementation of activities and the achievement of sustainable development goals;
 - ensure the maximum possible transparency and openness of non-financial activities;
 - promote the dissemination and implementation of responsible business practices among their business partners, including major contractors and suppliers.

5. Goals, objectives and principles of activities in the field of sustainable development

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5.1 Goals and objectives in the field of sustainable development

5.1.1 The Company's goal in the field of sustainable development is the implementation of the Development Strategy of the Company in order to ensure sustainable growth in shareholder value and create added value in the long term for the benefit of all parties concerned by the active management of economic, social and environmental impact.

5.1.2 The key objectives of the Policy implementation are:

- implementation of the strategic objective of improving corporate governance by introducing and adhering to the principles of sustainable development and ESG;
- formalization of the intentions and capabilities of the Company on the development of sustainable development practices and informing key parties concerned;
- introduction and improvement of the corporate sustainable development management system.

5.1.3 Main objectives of the Policy implementation are:

- determination of the main corporate principles for the implementation of the Policy on which the Company's activities in the field of sustainable development will be built;
- determination of priority areas of activity in the field of sustainable development, taking into account the current state of development of sustainable development practices and the specifics of the Company;
- determination of approaches to the integration of the principles of sustainable development into key aspects of the Company's activities and further improvement of corporate practice of sustainable development management.

5.2 Principles of sustainable development

5.2.1 As part of its activities, the Company seeks to comply with and demonstrate the principles of responsible and sustainable development and takes steps to implement the following principles of sustainable development in key aspects of its activities:

- **openness:** The Company is open to meetings, discussions and dialogue and strives to build long-term cooperation with parties concerned, based on the consideration of mutual interests, respect for rights and balance between the interests of the Company and parties concerned;
- **accountability:** The Company is aware of its accountability for the economic impact, the environment and society and seeks to minimize the negative impact of its activities on the environment and society by taking care of resources, consistent reduction of emissions, waste, and the introduction of high-performance, energy and resource-saving technologies;
- **transparency:** The Company strives to ensure that the activities and decisions of the Company are clear and transparent to parties concerned. The Company timely discloses information provided for by law and internal documents, taking into account standards for the protection of confidential information;
- **ethical behaviour:** the decisions and actions of the Company are based on such values as respect, honesty, openness, team spirit and trust, honesty and justice;
- **respect:** The Company respects the rights and interests of parties concerned that result from legislation, agreements, or arising in the framework of business relationships;
- **legality:** decisions, actions and behaviour of the Company comply with the legislation of the Republic of Kazakhstan and decisions of the bodies of the Company;
- **respect for human rights:** The Company respects and promotes the respect for human rights provided for by the Constitution of the Republic of Kazakhstan and international documents, such as the Universal Declaration of Human Rights;
- **intolerance to corruption:** The Company declares its absolute intolerance to corruption in all its manifestations in cooperation with all parties concerned;

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- **Prevention of conflicts of interests:** The Company is aware that serious violations related to conflicts of interest may damage the Company's reputation and undermine the trust of shareholders and other parties concerned. When interacting with partners and parties concerned, the Company strives to act as honestly, in good faith, fairly and loyally as possible, and takes measures to prevent, identify and eliminate conflicts of interest in order to ensure the impartial performance of its obligations by the managers and employees of the Company;

- **personal example:** each of the Company's employees contributes to the implementation of the principles of sustainable development in their actions, behaviour and when making decisions; officials and employees holding managerial positions should, by their own example, motivate the implementation of the principles of sustainable development.

5.2.2 Ensuring effective sustainable development involves the implementation of a coordinated and balanced activity in accordance with the principles of sustainable development, focused on creating and enhancing long-term economic, social and environmental benefits:

- **economic area:** financial performance, increased productivity and operational efficiency, investment in intellectual capital, social investment;

- **environmental area:** environmental protection, energy and resource efficiency, waste and emissions management, biodiversity conservation;

- **social area:** occupational safety and health protection of workers, development of human capital, social and economic development of regions and local communities.

5.2.3 The Company recognizes its responsibility in laying the groundwork for a sustainable future and is making efforts to contribute to the achievement of the global goals of the UN sustainable development and to implement the principles of United Nations Global Compact by consistent integration of the principles of sustainable development into business activities.

5.2.4 In order to integrate and practically implement the principles of sustainable development, the Company strives to comply with and implement in its operations the best industry practices in the field of sustainable development, including the key principles of the International Council on Mining and Metals (ICMM), the UN Global Compact, and the World Nuclear Association (WNA), as well as to consistently build its competencies in partnership with the global community.

5.2.5 These principles of sustainable development are examples of best practices that are designed to ensure the sustainable development of the Company in the long term.

5.2.6 The Company strives to carry out its activities in accordance with the principles of corporate responsibility and sustainable development and adheres to common values and principles regardless of the region of presence.

5.2.7 The Company strives to introduce the principles of sustainable development into its activities, including the integration of principles into its strategic and program documents, policies and procedures, and the formation of an appropriate corporate culture and business ethics.

6. The main areas of the Company's activities in the field of sustainable development

6.1 The Company makes efforts to ensure sustainable development and improve the corporate practice of sustainable development management by increasing the level of cooperation between key parties concerned and the consistent integration of the principles of sustainable development throughout the Company.

6.2 The Company strives to integrate the principles of sustainable development into its activities by effectively managing risks in the field of sustainable development and identifying new opportunities for further development, increasing efficiency and competitiveness, stimulating growth and innovation, as well as through the development and implementation of measures for the following priority areas of activity in the field of sustainable development:

- economic sustainability;

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- development of human capital and culture;
- occupational health and safety, fire and industrial safety;
- environmental responsibility;
- scientific, technological and innovative development;
- effective corporate governance and risk culture;
- high ethical standards and anti-corruption;
- responsible procurement;
- responsible business conduct - interaction with parties concerned, local communities and reporting;
- human rights and gender equality.

6.3 When developing and implementing measures for priority areas of activity in the field of sustainable development, the Company seeks opportunities for the formation of rational and effective business cases for social and environmental investments, which are based on considerations of financial feasibility and rational business models.

6.4 **Economic sustainability**

6.4.1 Sustainable development of the Company depends on the ability to ensure the effectiveness of activities and conditions for sustainable long-term economic growth, subject to a balance of economic, environmental and social consequences of the activity.

6.4.2 Improving economic efficiency and ensuring long-term economic growth is a priority for sustainable development, since the economically optimal use of limited resources and the preservation of economic stability allow to ensure the availability of material resources for the implementation of measures in the field of corporate social responsibility and sustainable development.

6.4.3 The Company's activities to increase economic stability and efficiency are aimed at implementing strategic objectives to increase production and operational efficiency and implement the process of continuous improvement of the Company's activities (business transformation), including through the implementation of the following measures:

- development and implementation of measures to control and optimize operating and capital expenses;
- development of work methods that create greater operational flexibility;
- introduction of resource-saving technologies and innovations;
- digitalisation of operations, complex automatisation, robotisation of processes and other SMART-technologies;
- application of principles of continuous improvement and lean production, as well as other best production practices;
- identification and focus on business activities with high potential for value creation;
- reengineering of business, automation and optimization of its processes, and implementation of new target processes focused on improving business effectiveness;
- increasing transparency and governance of assets and facilitation of managerial decision-making methods;
- fulfilment in good faith of obligations to pay legally established taxes, fees and other obligatory payments.

6.5 **Development of human capital and culture**

6.5.1 The Company recognizes that the continuous development of human capital is the basis for sustainable development and one of the strategic competitive advantages. The long-term success of the Company's activities depends on the efforts, knowledge and professional competencies of key highly qualified personnel, as well as on the Company's ability to attract, develop, accumulate and retain such human capital.

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6.5.2 The Company's activities on the development of human capital and corporate culture are aimed at effective personnel management and the formation of an appropriate corporate culture to achieve strategic goals and objectives, including through the implementation of measures in the following areas:

- ensuring equal opportunities and working conditions for attracting, developing and retaining the most highly qualified specialists in key areas of activity;
- assistance in fulfilment of the professional, career and personal potential of employees, including through investments in training, development and advanced training of staff;
- improvement of the remuneration system and the implementation of an effective motivation system that contributes to an increase in the efficiency of labour organization and personnel productivity;
- employee pool formation and ensuring the succession;
- attracting young professionals and the development of labour mentoring practices;
- support for young professionals and the formation of pro-active attitude in them by creating conditions for the full spiritual, cultural, educational, professional and physical development of youth;
- implementation of measures for social support of workers aimed at health care, improving housing conditions and the quality of life of workers and their families;
- ensuring stability in labour collectives;
- improving corporate culture aimed at promoting the introduction and compliance with the principles of sustainable development.

6.5.3 The Company is making efforts to integrate sustainable development goals into the assessment of work efficiency and the remuneration system, and is also implementing measures to introduce additional motivational incentives that reflect the specific role and contribution of the structural subdivisions and employees of the Company in achieving the relevant sustainable development goals.

6.5.4 All obligations undertaken by the Company to implement measures to develop human capital and culture are specified in the provisions of the Collective Agreement, HR Policy, Corporate Social Responsibility Policy and the Code of Ethics and Compliance of the Company.

6.6 Occupational health and safety, fire and industrial safety

6.6.1 When carrying out production activities, the Company realizes full responsibility for creating and maintaining safe working conditions and ensuring fire and industrial safety, makes every effort to achieve “zero level” of injuries and prevent accidents, fires and emergencies at work.

6.6.2 Improvement of safety culture up to the level of the best world practices is a strategic objective of the Company and for the purpose of its implementation the Company implements all available and practicable complex of measures to prevent fires, accidents and incidents, injuries and health deterioration of employees, as well as introduces the latest technologies, develops and implements target programs and activities in the field of occupational, fire and industrial safety aimed at:

- increasing the level of conscious compliance of employees and managers of all levels with the requirements of occupational safety, fire and industrial safety, and environmental protection;
- increasing the interest, awareness and competence of management, executives and employees in the issues of safety, labour protection, fire and industrial safety, and environmental protection;
- ensuring openness and transparency of activities in the field of labour protection, environmental protection, fire, industrial and radiation safety;

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- compliance with the Labour Safety Code, Fire Safety and Safety Rules of the Company;
- prevention of industrial accidents and incidents, fires and ignitions, ensuring elimination of their consequences;
- implementation of the program of notification of violations and promotion of the culture of freedom of personal opinion (“speak-up culture”), especially with regard to occupational health and safety, fire and industrial safety, and environmental protection.

6.6.3 The general goals in the field of fire and industrial safety, occupational health and safety, as well as the obligations that the Company undertakes to achieve these goals are reflected in the provisions of the Policy on ensuring occupational health and safety of employees, industrial safety, environmental protection, fire, nuclear and radiation safety, the Labour Code, the Fire Safety Rules and the Company's Corporate Social Responsibility Policy.

6.7 Environmental responsibility

6.7.1 The Company, as part of production activities, recognizes responsibility for the impact on the environment, the quality of life and health of the population and accepts obligations to fully maintain environmental safety and preserve the natural environment in the areas of the production activities of the Company and its S&A and seeks to achieve a “zero” impact on environment.

6.7.2 The Company strives to ensure effective and constructive interaction with key parties concerned, with government bodies and labour collectives, business partners and the public, expert organizations, to develop solutions for the problems in the field of environmental protection and rational use of resources.

6.7.3 The Company is making efforts to comply with the principles of environmental responsibility, the careful and rational use of natural resources and minimize environmental risks, including the implementation of targeted programs and measures in the field of environmental protection, aimed at:

- strict compliance with the requirements of the current legislation of the Republic of Kazakhstan and the national legislation of the countries in which the Company operates in the field of environmental protection and environmental safety;
- minimization of the impact of production activities on the quality of life of the population and the environment, maintenance of a favourable state of the natural environment and human environment in the regions where the Company and its S&A operate;
- prevention of industrial accidents and accidental environmental pollution, ensuring the elimination of their consequences;
- rational use, restoration and protection of natural resources, conservation of biological diversity;
- development and improvement of tools and solutions to increase the efficiency of industrial waste management, including waste collection, processing and disposal processes in order to minimize or prevent the generation of industrial waste, introduce low-waste technologies and use environmentally friendly methods of industrial waste disposal;
- prevention of environmental damage from industrial and economic activities;
- improvement of the management system for environmental and resource-saving activities, environmental training of employees and introduction of world best practices in the field of environmental safety.

6.7.4 The Company seeks to introduce and integrate environmental responsibility tools into corporate governance activities and practices in order to not only comply with regulatory and legislative requirements and minimize environmental risks, but also to develop and implement practical approaches to improve business management efficiency that contribute to productivity growth and economic efficiency.

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6.7.5 The main goals and obligations of the Company in the implementation of environmental responsibility are contained in the provisions of the HSE Policy and the Corporate Social Responsibility Policy of the Company.

6.8 Scientific, technical and innovative development

6.8.1 In order to ensure long-term competitiveness in the global market, diversification of activities, as well as to increase production efficiency, the Company implements measures for consistent development of research and development, technological and innovation capabilities.

6.8.2 The main directions in this area are as follows:

- building and developing a modern scientific and technical base;
- carrying out research and development work in priority areas of the Company's development;
- implementation, transfer and replication of promising technological solutions;
- commercialization of the results of intellectual activity and ensuring their legal protection;
- development of intellectual capital, including building up and retaining highly qualified scientific and engineering personnel.

6.8.3 The Company contributes to the development of mutually beneficial scientific and technical cooperation by forming stable partnerships and strategic alliances with leading domestic and foreign industrial, research and educational organizations.

6.9 Effective corporate governance and risk culture

6.9.1 The Company is aware that the effective functioning of the corporate governance system and the improvement of the risk management system play an important role in ensuring sustainability, increasing competitiveness and investment attractiveness, and creating value for shareholders.

6.9.2 In order to further develop the corporate governance system and increase the risk culture, the Company is making efforts to consistently integrate the principles of sustainable development into the corporate governance system, decision-making processes and the risk management system.

6.10 Corporate governance structure and effectiveness

When developing the corporate governance system, the Company is guided by the best international practices and is making efforts to further improve corporate governance practices by integrating sustainable development principles into the corporate governance system in order to:

- improve the efficiency of the bodies of the Company and its S&A;
- increasing the involvement of senior management;
- effectively engage with key parties concerned;
- introduce sustainable development principles into key internal corporate documents governing the functioning of the corporate governance system;
- improve the system and management processes of S&A.

6.11 Efficiency of decision-making system

Integration of the principles of sustainable development into decision-making processes involves the development and adoption of managerial decisions based on a thorough analysis of the relationship of the Company's internal strategic priorities with priorities in the field of sustainable development and corporate governance, taking into account:

- assessment of key risks in the field of sustainable development in terms of potential impacts on health, safety and environment, the quality of life of local communities, reputation, compliance with legislative and regulatory requirements and ensuring business continuity;
- assessment of the expected benefits and contribution to the achievement of goals, objectives and opportunities for sustainable development;
- assessment of the effectiveness of the use of financial, natural and human resources.

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6.12 Risk management system

6.12.1 Risk management in the field of sustainable development is carried out as part of the corporate risk management system of the Company, which covers key risks in the field of sustainable development, including social, environmental and economic risks.

6.12.2 In order to identify and assess risks in the field of sustainable development, the Company regularly analyses both internal and external factors affecting the achievement of goals and objectives in the field of sustainable development and ensuring the continuity of the Company business.

6.12.3 Within the system of interaction with key parties concerned, the Company promotes the active participation of parties concerned in identifying and assessing significant risks in the field of sustainable development.

6.12.4 The Company is taking steps to gradually transfer to a risk-based approach of sustainable development management, which involves:

- identification and assessment of risks that directly affect the long-term financial result and sustainable development of the Company;
- development and implementation of measures for the effective management of these risks;
- improving the practice of risk management in the field of sustainable development and developing a risk culture to identify new opportunities to improve performance efficiency and obtain significant competitive advantages.

6.12.5 The Company, contractors and suppliers strive to apply all economically feasible measures for the timely identification and effective management of economic, social and environmental risks, and when carrying out their activities they use all opportunities in the social and environmental sphere to constantly contribute to sustainable development.

6.13 High ethical standards and anti-corruption

6.13.1 Carrying out its activities, the Company adheres to high ethical standards and the principle of the absolute rejection of corruption, fraud, abuse and other illegal actions.

6.13.2 Corporate compliance system aimed primarily at ensuring that the Company's activities comply with applicable Kazakhstan and international laws regulating human rights, HSE standards, and contributing to the prevention of corruption, ensuring fair competition, reliable taxation and financial disclosure.

6.13.3 Within that system, the Company is making efforts to introduce best practices and is implementing the following measures to prevent corruption offences:

- introduction of the corporate Code of Ethics and Compliance in the activities of the Company;
- raising the level of anti-corruption culture by informing and training employees on anti-corruption issues;
- assessment of compliance risks, identification and monitoring of the implementation of measures to mitigate identified and assessed risks;
- introduction of control procedures, including due diligence of third-parties;
- introduction of a line of proactive reporting of alleged violations of regulatory requirements on anti-corruption issues and the provisions of the corporate Code of Ethics and Compliance ("hot line");
- development and strengthening of corporate practice of the Ombudsman Institute;
- investigations of cases of violation of regulatory requirements for anti-corruption and the provisions of the corporate Code of Ethics and Compliance, taking corrective measures and improving control procedures.

6.13.4 The Company expects that business partners, contractors, suppliers and other third parties who work with or represent the Company will adhere to the ethical principles and norms of behaviour reflected in the Company's Code of Ethics and Compliance and/or other similar

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documents on compliance with the requirements of the law, international standards and best practices.

6.13.5 The values and principles of the Company's activities, ethical principles of behaviour when interacting with a wide range of external and internal parties concerned, as well as business rules are set forth in the Code of Ethics and Compliance.

6.14 Responsible procurement

6.14.1 The Company recognizes that the scale, nature and potential of procurement activities necessary for carrying out production and economic activities can have a significant impact on supply chains and a wide range of parties concerned, which, in turn, can affect the degree of the Company's impact on environment, socio-economic development of the regions of presence and local communities.

6.14.2 The Company adheres to the principles of good business conduct, openness, transparency of procurements, development of fair competition, optimal and efficient spending of money in procurement, including the selection of suppliers and contractors.

6.14.3 The Company recognizes its level of responsibility in the use HSE and social standards and makes efforts to develop mutually beneficial partnerships and increase the effectiveness of interaction with suppliers and contractors in order to continuously improve and implement best practices for sustainable development within the supply chain.

6.14.4 To this end, the Company is making efforts to increase the efficiency, control and transparency of procurement activities, including the implementation of the following measures:

- development and improvement of the practice of category-based procurement management of goods, works and services in order to optimize costs in the medium and long term;
- improving inventory management;
- assessment and development of suppliers, including assessment of the suppliers effectiveness, development of programs for their development, the formation and maintenance of databases of qualified / mala fide suppliers for pre-qualification of potential suppliers;
- increase in the share of local content;
- definition, formalization and introduction of best procurement management practices.

6.14.5 The Company seeks to stimulate the adoption by its contractors and suppliers of socially responsible and ethical business standards and compliance with the principles of sustainable development.

6.15 Responsible business conduct – interaction with parties concerned, local communities and reporting.

6.15.1 Interaction with parties concerned is based on mutual trust and responsibility, respect for the interests of the parties.

6.15.2 The productive-economic, social and environmental activities of the Company make a comprehensive contribution to the sustainable development of the regions of presence. The Company is making efforts to improve the standard of living and well-being of the population in the regions where it operates by investing in the development of regions and related industries, the construction of social facilities and infrastructure, as well as job creation, tax payments and social development.

6.15.3 In accordance with the principles of social responsibility and sustainable development, when interacting with local communities and developing uranium mining regions of presence, the Company seeks a constructive dialogue and effective interaction with parties concerned.

6.15.4 When interacting with parties concerned and local communities and developing uranium mining regions of presence, the Company implements measures in the following areas:

- development of social infrastructure of settlements;

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- support for health, physical education and sports development programs;
- support for secondary and higher vocational education;
- support for the development of small and medium enterprises.

6.15.5 The obligations of the Company to support and develop local communities are contained in the provisions of the Corporate Social Responsibility Policy of the Company.

6.15.6 Transparency and disclosure to parties concerned

6.15.7 To ensure openness, transparency and accessibility of information on activities in the field of sustainable development, the Company has implemented the process of preparing regular reports and informing a wide range of parties concerned on the results of sustainable development.

6.15.8 To disclose information on sustainable development, the Company uses internationally recognized standards for reporting on sustainable development, such as GRI, SASB, TCFD and TNFD.

6.15.9 To increase the reliability and quality of information disclosure in the field of sustainable development, the Company carries out competent and independent external certification of reports in the field of sustainable development.

6.16 Human rights and gender equality

6.16.1 The Company recognizes that respect for human rights and gender equality is an integral part of sustainable development and a guarantee of long-term efficiency, reputation and competitiveness.

6.16.2 In its activities, the Company is guided by the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Principles of Women's Empowerment in the Workplace, and the ICM and GRI international standards.

6.16.3 In order to respect and promote human rights, the Company implements the following measures:

- eliminating all forms of discrimination, coercion, violence and harassment in the workplace;
- ensuring fair working conditions, including the prevention of forced labour and child labour;
- protection of workers' rights, including freedom of association and collective bargaining.

6.16.4 To ensure gender equality, the Company shall endeavour to achieve equitable representation of women at all levels of management, to ensure equal opportunities in hiring, training, promotion and compensation, and to implement programs that promote women's leadership and professional development.

6.16.5 The Company expects contractors, suppliers and other counterparties to comply with similar human rights and gender equality standards, and promotes relevant principles in its supply chain.

6.16.6 The Company's obligations in the area of human rights and gender equality are set forth in the Human Rights Policy, provisions of the Code of Ethics and Compliance, the Corporate Social Responsibility Policy and the Company's HR policy.

7. Enforcement procedure

7.1 This Policy is put into effect in accordance with the Decision of the Board of Directors of the Company.

7.2 This Policy is being introduced to replace the corporate policy of NAC Kazatomprom JSC in the field of sustainable development, approved by the decision of the Board of Directors of NAC Kazatomprom JSC dated 20 February 2020 (Minutes No. 1/20).