

OCCUPATIONAL SAFETY POLICY of JSC NMC Tau-Ken Samruk

1. General Provisions

1. This Policy defines the strategic principles, goals and tasks of JSC NMC Tau-Ken Samruk in the field of occupational safety and is a guiding document for all employees, subsidiaries and dependent organizations, as well as contractors performing work at the production facilities of JSC NMC Tau-Ken Samruk.

2. This Policy has been developed taking into account:

1) legislation of the Republic of Kazakhstan;

2) the Occupational Safety Management System Development Strategy of JSC SWF Samruk-Kazyna for 2024-2028;

3) the ESG Improving Action Plan in TKS for 2026-2028, approved by the Board of Directors of JSC NMC Tau-Ken Samruk (Minutes No. 13/25 of November 21, 2025).

3. Occupational safety is considered as a strategic priority, an integral part of corporate governance, sustainable development and operational activities of JSC NMC Tau-Ken Samruk.

2. Goal of the Policy

4. Creation of an effective occupational safety management system aimed at:

1) prevention of emergencies, accidents and incidents;

2) reduction of production risks;

3) ensuring the safe operation of hazardous production facilities;

4) formation of a culture of zero tolerance for violations of occupational safety requirements.

3. Main tasks

5. To achieve the goal hereof, JSC NMC Tau-Ken Samruk is implementing the following tasks:

1) Systemic risk management:

- identification of hazards at all stages of production activities;

- assessment and ranking of production risks;

- Implementation of risk reduction and control measures.

2) Accident and emergencies prevention:

- analysis of the root causes of incidents;

- implementation of preventive measures and behavioral safety tools;

- prevention of accidents recurrence.

3) Ensuring technological and technical safety:

- safe operation of hazardous production facilities;
 - introduction of modern safe technologies and automation;
 - maintaining the proper condition of the equipment and infrastructure.
- 4) Development of an occupational safety culture:
- leadership of executives in security issues;
 - involving all employees in safety processes;
 - formation of personal responsibility for compliance with occupational safety requirements.
- 5) Improving staff competence:
- systematic training in occupational safety requirements;
 - testing the knowledge and skills of employees;
 - development of professional qualifications in the field of occupational safety.
- 6) contractors management:
- uniform safety requirements for contractors;
 - evaluation of contractors before admission to work;
 - monitoring compliance with occupational safety standards.
- 7) Compliance with legislation and corporate standards:
- compliance with the legislation of the Republic of Kazakhstan;
 - meeting the requirements of the corporate standard of JSC SWF Samruk-Kazyna;
 - implementation of international HSE practices.
- 8) Monitoring, analysis and improvement of the system:
- regular assessment of occupational safety indicators;
 - internal and external audits;
 - continuous improvement of the security management system.

4. Principles of Policy implementation

6. JSC NMC Tau-Ken Samruk is guided by the following principles:

- 1) the priority of protecting the life and health of employees;
- 2) preventive approach to risk management;
- 3) leadership and personal responsibility of executives;
- 4) zero tolerance for violations of occupational safety requirements;
- 5) openness and transparency of information about risks and incidents;
- 6) decision-making based on data analysis;
- 7) continuous improvement of the security management system.

5. Management's obligations

7. The management of JSC NMC Tau-Ken Samruk ensures:

- 1) allocation of resources for implementing this Policy;
- 2) integration of occupational safety requirements into all business processes;
- 3) monitoring the implementation of this Policy and performance analysis;
- 4) accident investigations and implementing corrective measures;
- 5) development of a corporate culture of occupational safety.

6. Employee responsibility

8. Every employee of JSC NMC Tau-Ken Samruk is obliged to:

- 1) comply with the requirements of occupational safety;
- 2) use means of individual and collective protection;
- 3) suspend work in case of threat to life and health;
- 4) immediately report identified risks and incidents.

7. Monitoring and Policy review

9. This Policy is subject to regular review:

- 1) at least once every three years;
- 2) when legislation changes;
- 3) when updating the requirements of JSC SWF Samruk-Kazyna;
- 4) based on results of the analysis of the effectiveness of the security management system.

10. Results of monitoring and indicators of occupational safety are submitted to the Management Board and the Board of Directors of JSC NMC Tau-Ken Samruk.

8. Final provision

11. This Policy shall come into force from the date of approval by the Board of Directors of JSC NMC Tau-Ken Samruk and is binding on all employees, subsidiaries and contractors.

12. Subsidiaries of JSC NMC Tau-Ken Samruk may apply this Policy in accordance with the established procedure by developing and approving similar policies or by bringing internal documents of subsidiaries of JSC NMC Tau-Ken Samruk in accordance with the specifics of their activities in compliance with this Policy. At the same time, the requirements stipulated by this Policy in similar policies and internal documents of subsidiaries of JSC NMC Tau-Ken Samruk should not be lowered.
