

APPROVED by
Decision of the Management Board of JSC NMC Tau-Ken Samruk
(Minutes No. 55-24 of December 26, 2024)

**Regulations on the Young Employees Center for Occupational Health and
Safety of JSC NMC Tau-Ken Samruk**

Astana, 2024

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1. General Provisions

The Young Employees Center for Occupational Health and Safety (hereinafter referred to as the YE Center) is being created as part of the company's youth policy to implement measures aimed at improving the level of occupational safety culture and preventing occupational injuries among young employees of the Samruk-Kazyna JSC group of companies.

These Regulations on the Young Employees Center for Occupational Safety (hereinafter referred to as the Regulations) were developed in accordance with the Regulations on the Young Employees Center for Occupational Safety of Samruk-Kazyna JSC, as approved by the Order of the General Director of Center for Social Cooperation and Communications PE.

These Regulations define the requirements for processes aimed at enhancing the culture of occupational safety and preventing industrial injuries among young employees of the JSC "National Mining Company "Tau-Ken Samruk" group of companies (hereinafter referred to as the Company) and legal entities, 50% or more of the voting shares (equity interests) of which are directly or indirectly owned by JSC NMC Tau-Ken Samruk on the right of property or trust management (hereinafter referred to as the Subsidiaries and Affiliates).

The YE Center is a voluntary association of young specialists aimed at developing competencies in the field of occupational health and safety, implementing innovative practices, and fostering an active position among young specialists regarding production safety.

The activities of the Center are focused on:

- Forming a culture of occupational safety among young employees;
- Developing competencies of young employees in the field of occupational safety;
- Providing training and professional development for young specialists on occupational safety issues;
- Preventing industrial injuries and occupational diseases;
- Participating in the development and implementation of projects aimed at improving production safety.

2. Terms & Definitions

The following terms and definitions are used in these Regulations:

- 1) The Fund - JSC "Sovereign Wealth Fund "Samruk-Kazyna";
- 2) The Fund group - the Fund, portfolio companies, and their subsidiaries, more than fifty percent of voting shares (equity interests) of which are owned by the companies, as well as legal entities, more than fifty percent of voting shares (equity interests) of which are owned by the aforementioned subsidiaries of portfolio companies;

3) Portfolio Company (PC) - JSC NMC Tau-Ken Samruk and other national companies or legal entities, more than fifty percent of voting shares (equity interests) of which are owned by the Fund on the right of property or trust management;

4) Subsidiaries - organizations, more than fifty percent of voting shares (equity interests) of which are owned by JSC NMC Tau-Ken Samruk and other Portfolio Companies of the Fund, as well as legal entities, more than fifty percent of voting shares (equity interests) of which are owned by the aforementioned subsidiaries of the companies;

5) Young Employees - Employees of the Fund group aged 18 to 35, inclusive;

6) Young Employees Center for Occupational Safety of the Fund group of Companies - the advisory body under the Fund (hereinafter referred to as the Center) responsible for the development and implementation of youth policy in the field of occupational safety;

7) The YE Center Chairmain of the Fund group - a young employee of the Fund group who oversees the activities of the YE Center, representatives of the YE Center at the PC central office, and representatives of the YE Center at Fund PC branches/Subsidiaries;

8) The Deputy YE Center Chairman - a young employee of the Fund Group who performs the duties of the YE Center Chairman of the Fund group in their absence and oversees the activities of the YE Center of the Fund group, representatives of the YE Center at the PC central office, and representatives of the YE Center at Fund PC branches/Subsidiaries;

9) Representatives of the YE Center at the PC Central Office - responsible employees of the Company who coordinate the activities of young employees regarding occupational safety and are responsible for the activities of young employees participating in the YE Centers of the Company's branches/Subsidiaries;

10) Representatives of the YE Center at PC branches/Subsidiaries - young employees of Subsidiaries who provide ongoing coordination and implementation of occupational safety initiatives within their respective organizations.

3. Goals & Tasks of the Young Employees Center

3.1 The primary goal of the Young Employees Center for Occupational Safety of the Samruk-Kazyna JSC group is to foster and develop a culture of occupational safety among young specialists, enhance their competencies in this field, and prevent industrial injuries.

3.2 The main tasks include:

1) Engaging young employees in occupational safety management processes.

2) Establishing a platform for sharing experience and ideas aimed at improving working conditions.

3) Developing and implementing innovative solutions focused on enhancing occupational safety.

4) Reducing industrial injuries among employees within the Fund group.

5) Organizing internal contests and competitions among young employees to identify the best proposals for improving working conditions or innovative solutions in the field of occupational safety.

6) Developing recommendations for the improvement of the Occupational Safety Policy and the Occupational Safety Management System of the Fund.

4. Formation of the Young Employees Center

4.1 The YE Center of the Fund group is composed of young employees from the Fund group of companies who are actively engaged in occupational safety issues.

4.2 The YE Center of the Fund group consists of the YE Center Chairman of the Fund group, representatives of the YE Center at the PC central office, and representatives of the YE Center at PC branches/Subsidiaries.

4.3 The selection of candidates for the YE Center of the Fund is carried out as follows:

1) The YE Center Chairman of the Fund group is appointed by the General Director of Center for Social Cooperation and Communications PE in coordination with the Head of the Occupational Health and Safety Sector of the Fund. Candidates must submit an action program for the development of the YE Center, including a two-year action plan. Upon the successful implementation of the action plan and occupational safety projects, the YE Center Chairman of the Fund group has the right to nominate themselves for an additional term;

2) The Deputy YE Center Chairman of the Fund group is appointed by the YE Center Chairman of the Fund group in coordination with the Head of the Occupational Health and Safety Sector of the Fund, from among the representatives of the YE Center at the PC central office.

3) Representatives of the YE Center for the Company are appointed by the YE Center Chairman of the Fund group for a two-year term, in coordination with the executive at the CEO-1 level of the Company overseeing occupational safety. The primary selection criterion is active participation in occupational safety initiatives;

4) The YE Center is formed on the principle of voluntary participation on the basis of an application for inclusion in the YE Center, which is filled out in free form addressed to the representative of the YE Center of the Company or the YE Center Chairman of the Fund group. However, Center members are expected to demonstrate a high level of engagement and accountability in the performance of their duties.

4.4 Composition and member number of the YE Center of the Fund may vary.

4.5 Young employees of the Fund group aged 35 or younger may become members of the YE Center of the Fund group.

4.6 The YE Center of the Fund group operates under the guidance of the Head of the Occupational Health and Safety Sector of the Fund.

4.7 Working meetings between the Center Chairman and representatives of the YE Center at the PC central office and PC branches/Subsidiaries shall be held at least once a quarter.

4.8 A quorum for official meetings of the Young Employees Center for Occupational Safety of the Samruk-Kazyna JSC group requires the presence of at least 50% of members of the YE Center of the Fund.

4.9 Meetings to report on performance of the YE Center of the Fund group shall be approved in a form of the Meeting Minutes, subject to the quorum requirement for further consideration (*Annex 1*).

5. Rights & Responsibilities of the Chairman, Deputy Chairman, and Representatives of the YE Center of the Fund group

5.1 The Chairman of the YE Center of the Fund group shall:

- 1) Organize the work and manage the activities of the YE Center of the Fund group, ensuring the achievement of its established goals;
- 2) Develop training plans and initiatives aimed at enhancing the level of occupational safety;
- 3) Represent the interests of the Center at internal and external events related to occupational safety issues;
- 4) Preside over the meetings of the YE Center of the Fund group;
- 5) Interact with the management of the Fund group and occupational safety specialists to implement initiatives and introduce best practices;
- 6) Report on the activities and performance of the YE Center of the Fund to the Management and the responsible structural subdivision of the Fund;

5.2 The Deputy Chairman of the YE Center of the Fund group shall:

- 1) Perform the duties of the Chairman of the YE Center of the Fund group in their absence;
- 2) Assist the Chairman of the YE Center of the Fund group in organizing and coordinating the Center's activities;
- 3) Participate in developing and implementing activity and training plans aimed at enhancing the level of occupational safety;
- 4) Monitor the execution of the Chairman's instructions and the implementation of the Center's projects;
- 5) Interact with members of the YE Center, as well as with other subdivisions of the Fund group, to resolve current tasks and implement the Center's initiatives.

5.3 Representatives of the YE Center at the PC central office and PC branches/Subsidiaries shall:

- 1) Participate in occupational safety events organized by the Center;
- 2) Develop proposals for improving working conditions at production sites;
- 3) Conduct regular monitoring and safety audits at workstations, identify potential risks, and propose mitigation measures;
- 4) Interact with the Occupational Health and Safety (OHS) department/service of the Portfolio Companies to communicate identified issues and proposed solutions;
- 5) Report on performance of the Center within their respective organization to the Chairman of the YE Center of the Fund group or to the Deputy Chairman in the Chairman's absence.

6. Communication Mechanisms of the Young Employees Center

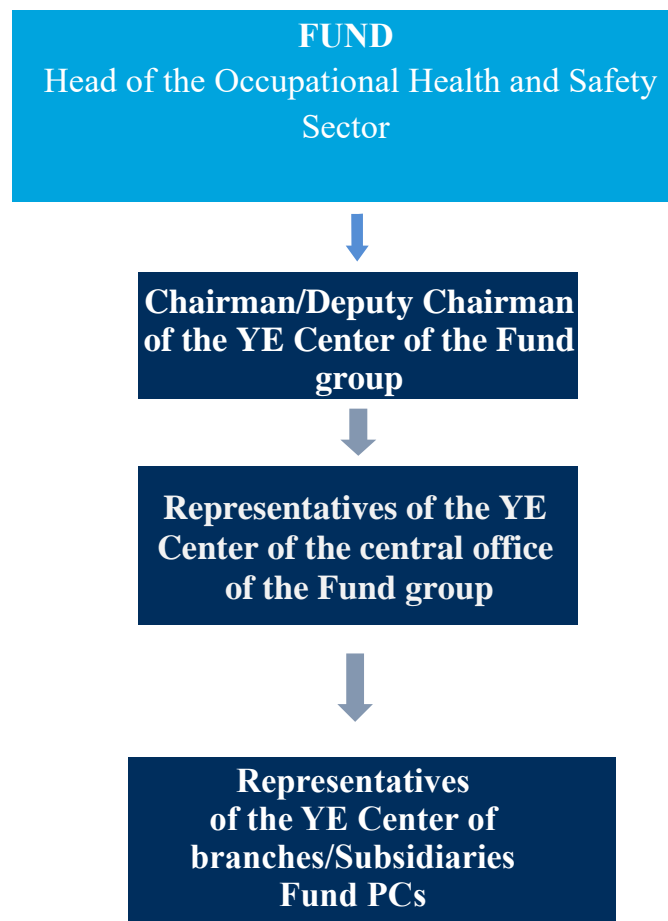
6.1 Internal communication:

- 1) Monthly working meetings between the Center Chairman and young specialists to discuss current issues and plans for improving occupational safety;
- 2) Utilization of corporate communication channels for sharing information about events and best practices;
- 3) Young Employees Center organizes internal contests and competitions on occupational safety to increase the engagement of Fund group employees.

6.2 External communication:

- 1) Interaction with external experts and occupational health and safety professionals to gain experience and acquire new knowledge in the field of occupational safety;
- 2) Participation in national and international forums, contests, and competitions dedicated to occupational safety.

YE Center's Communication Scheme:



7. Order of Events

7.1 Core activities of the YE Center of the Fund group include:

- 1) Educational initiatives, including training sessions, seminars, and master-classes aimed at enhancing knowledge and competencies in the field of occupational safety;
- 2) Conducting audits, inspections, and risk assessments at workstations with the participation of young employees to identify potential safety threats and develop recommendations for their mitigation;
- 3) Organizing experience-sharing sessions and technical visits to the production facilities of the Fund PC branches/Subsidiaries;
- 4) Organizing internal contests and competitions among young employees to identify the best proposals for improving working conditions or innovative solutions in the field of occupational safety;
- 5) Publishing materials and hosting lectures and roundtable discussions to raise awareness of occupational safety principles, and engaging young specialists in dialogue on occupational safety issues;
- 6) Encouraging active participants and top-performing young employees who propose effective measures to improve occupational safety, through awards and incentives;
- 7) Formulating proposals to improve the Occupational Safety Management System of the Fund;
- 8) Interacting with internal and external stakeholders regarding occupational safety issues;
- 9) Presenting an annual performance report to the Fund's management upon the completion of the calendar year.

8. Reporting & Performance Evaluation

8.1 Representatives of the YE Center at the Fund PC central offices shall submit monthly reports on conducted activities and their results within the Fund PC group of companies to the Chairman of the YE Center of the Fund group;

8.2 The Chairman of the YE Center of the Fund group shall report quarterly to the Fund's management and the Occupational Health and Safety Sector of the Fund on progress made and measures proposed to improve occupational safety conditions;

8.3 The performance evaluation of the YE Center shall be based on the engagement levels of its members, the number of published materials, the number of lectures and roundtable discussions conducted to raise awareness of occupational safety principles, as well as the number of internal contests and competitions organized for young employees.

9. Conclusion

9.1 These Regulations define the core activities of the YE Center and its members.

9.2 These Regulations are aimed at creating favorable conditions for the training and development of young specialists in the field of occupational safety, improving the safety culture, and reducing production-related risks.

MEETING MINUTES NO. _____

_____ , _____

Meeting Chairman –
Meeting Secretary –

Agenda:

Voting

Decision

Meeting Chairman

/ _____ /

Meeting Secretary

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