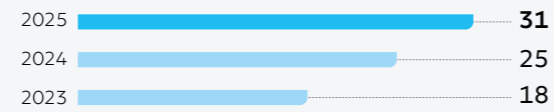




Social support for employees¹, KZT bln



Distribution of social support for KMG employees

| Indicator | % |
|--|----|
| 1. Social benefits for employees' health improvement and recreation | 20 |
| • medical insurance | |
| • employee recreation | |
| • sports and physical exercise | |
| • subsidised temporary disability certificates | |
| 2. Social benefits for employees' families: | 13 |
| • childbirth | |
| • child recreation | |
| • kindergarten | |
| • purchase of school supplies | |
| 3. Financial assistance to non-working retirees | 7 |
| 4. Other types of social support | 60 |

In 2025, a total of 3,326 employees of KMG Group received state, departmental and other awards in recognition of their outstanding contributions:

- state awards – 84 employees;
- professional awards (from Samruk-Kazyna and KMG) – 1,794 employees;
- other awards (from ministries, associations, enterprises, etc.) – 1,448 employees.

Occupational safety

Occupational health and safety

As one of the industry leaders in the Republic of Kazakhstan, KMG places a strong emphasis on health and safety of its employees and local communities across its footprint. According to our employees, the Company creates safe working conditions and complies with the highest standards to ensure health and safety at the workplace.

KMG's leadership takes an active role in managing occupational safety matters.

In January 2025, Astana hosted the 9th Annual Forum of CEOs of KMG Subsidiaries, themed Leadership in Developing a Safety Culture. The event brought together Askhat Khassenov, Chairman of KMG's Management Board, heads of the Company's subsidiaries, and representatives of major oil and gas companies – North Caspian Operating Company, Tengizchevroil, and Karachaganak Petroleum Operating. Participants discussed industrial safety, occupational health, and environmental protection.

In December 2025, an HSE Forum was held for heads of health, safety, and environment departments from KMG's subsidiaries and associates, focusing on occupational health and industrial safety. The event, held under the motto "Unified HSE Team", served as a platform for in-depth analysis of systemic issues and the development of a safety roadmap. Attendees included KMG's top executives Askhat Khassenov and Kurmangazy Iskazyev, representatives from over 30 KMG subsidiaries, and industry experts. Forum participants discussed ways to reduce workplace injuries, improve safety culture, and shared experiences in implementing digital solutions.

2025 highlights

In 2025, the number of accidents showed positive dynamics compared to 2024, decreasing from 21 to 20 cases, or by 5%. However, the number of work-related injuries remained at the previous year's level, with 21 employees affected.

The number of road traffic accidents remained unchanged from 2024, with six cases recorded. No fires were registered in 2025, as was the case in 2024.

One fatal work-related accident occurred in 2025. During repair work at Ozenmunaigas, a furnace burner fell onto a maintenance fitter, causing severe injuries from which he subsequently died. Under the collective bargaining agreement, the victim's family received financial assistance from Ozenmunaigas.

The investigation revealed that the accident resulted from the victim's gross negligence, violation of occupational health and safety rules, and inadequate workplace arrangements. Corrective measures included safety briefings, awareness sessions, revision of technological regulations to incorporate safe work practices (communicated to all employees), updating safety and occupational health instructions (also communicated to all OMG employees), and implementation of an electronic permit-to-work system for high-risk operations.

¹ The calculation includes consolidated companies with a shareholding of 51% or more.

| Key highlights | Unit | 2023 | 2024 | 2025 | Change 2025/2024 | % |
|------------------------|---------------------|------|------|------|------------------|----|
| Accidents | Number of accidents | 28 | 21 | 20 | -1 | -5 |
| Number of injuries | People | 29 | 21 | 21 | - | - |
| • including fatalities | People | 2 | 1 | 1 | - | - |
| Road accidents | Number of accidents | 19 | 6 | 6 | - | - |
| Fires | Number of accidents | 0 | 0 | 0 | - | - |

Accident and fatality rates

| Indicator | 2023 | 2024 | 2025 | IOGP ¹ |
|--|------|------|------|-------------------|
| Lost Time Incident Rate (LTIR), per mln person-hours | 0.30 | 0.22 | 0.21 | 0.21 |
| Fatal Accident Rate (FAR), per 100 mln person-hours | 2.11 | 1.03 | 1.01 | 0.57 |

Process safety management

During the reporting period, KMG Group worked across all its entities to advance approaches to process safety management and enhance the resilience of production operations. The key focus is on establishing a unified management and methodological framework that ensures coordinated action between the Corporate Centre and subsidiaries and associates, while applying consistent approaches to assessing and mitigating process risks.

An important area of work is refining and further developing the target model for process safety management (PSM). Plans include the systematic strengthening of the management of change (MOC) system and the development of the process safety information (PSI) base as foundational elements ensuring the controllability of operational changes, the relevance of technical data, and the transparency of management decisions.

In 2026, the focus will be on developing organisational mechanisms to implement process safety initiatives, including:

- enhancing project management;
- aligning roles and responsibilities of process participants;
- establishing sustainable communication channels between the Corporate Centre level and production sites.

This approach will improve the predictability of task completion, the quality of control, and the timeliness of management decisions when implementing changes and measures that affect the level of process risks.

Strengthening personnel competencies will remain a distinct priority. During the year, training practices will be expanded to cover key process safety principles and tools, including change management and hazard identification and analysis.

In terms of information support, further work is planned to enhance the management of technical and organisational information used in process safety decisions. Priority will be given to improving the orderliness, accessibility, and relevance of data needed for accurate risk assessment and decision-making during changes, as well as to strengthening how this information is used in production processes. This will involve developing key databases and registers to ensure systematic recording and analysis of information:

- a process risk register – a database for risk assessment and classification;
- an incident register – a system for recording and analysing incidents to prevent their recurrence.

Overall, these measures are designed to strengthen a unified approach to process safety, improve process controllability, increase the maturity of key practices, and build sustainable competencies. This will consistently reduce the likelihood of serious process incidents and enhance the reliability of production operations across KMG Group.

Health and safety training

In 2025, as part of the 2025–2027 HSE Improvement Roadmap for KMG Group, 56,046 employees from KMG Group and contractor organisations underwent training. Beyond the mandatory programmes required by Kazakhstan's legislation, this included international health and safety courses such as NEBOSH, IOSH Managing Safely, ISO 45001, HACCP, Defensive Driving, and others.

To strengthen safety culture and build professional competencies, 2,985 line managers from subsidiaries and associates completed the Effective Workplace Briefing course in 2025. Developed jointly with KMG Engineering, the programme covers delivering effective briefings, applying the permit-to-work system, assessing occupational risks, and intervening in unsafe acts and conditions under the Qorgau programme.

During the reporting year, 7,016 employees completed an online course, Danger Zone: Principles of Safe Interaction with Equipment, also developed with KMG Engineering. The training helps reduce occupational risks and embed sustainable safe behaviour at hazardous production facilities.

Transport safety

In 2025, the Travel Management project achieved full digitalisation of key transport management processes at oilfield service subsidiaries and associates (Oil Services Company, Oil Transport Corporation, and Oil Construction Company). During the reporting period, the transport and special machinery request module was launched, with automated demand planning, dispatch scheduling and implementation, and real-time monitoring of vehicle and driver availability. Integration with GPS systems enabled real-time vehicle tracking with incident alerts related to traffic safety, speeding, harsh braking, and acceleration. Basic analytical tools were introduced, giving employees real-time visibility into request volumes, fulfilment rates, fleet utilisation, and machinery usage. Functional prototypes for Trip Tickets and Repairs modules were developed and approved, enabling end-to-end tracking of trips, mileage, and vehicle condition, with subsequent integration into accounting systems.

In 2026, the Travel Management project will be rolled out to the production assets of Karazhanbasmunai, Mangistaumunaigas, and Ozenmunaigas, including core modules such as electronic transport requests, dispatch schedules, and an analytical dashboard.

To promote seatbelt use, two Convincer crash simulators¹ were purchased in 2024 for Kazakhoil Aktobe and Embamunaigas. In the reporting period, KMG Group had a total of five Convincers across KazTransOil, Ozenmunaigas, Oil Transport Corporation, Kazakhoil Aktobe, and Embamunaigas. As part of the 2025 campaign to stop road accidents, practical Convincer demonstrations engaged 22,394 employees from subsidiaries, associates, and contractor organisations.

¹ Available IOGP figures for 2024 (<https://www.iogp.org>).

¹ A Convincer is a crash simulator that enables participants to safely experience the force of a frontal crash at speeds up to 10 km/h.

Fire safety

No fires occurred at KMG’s facilities in 2025.

To strengthen fire safety at its subsidiaries and associates, KMG developed and approved the 2025–2027 HSE Improvement Roadmap. Fire prevention activities were carried out throughout the year under the Roadmap, along with scheduled fire drills at all subsidiaries and associates.

Pursuant to a quadripartite Memorandum of Cooperation on Emergency Prevention and Response signed by the State Oil Company of Azerbaijan, KMG, Tatneft, and Uzbekneftegaz, drills were held on 29 August 2025 to practise responding to a well fire with casualties at Embamunaigas. The drills involved personnel and resources from the State Fire Service of the Atyrau Region Emergency Situations Department under Kazakhstan’s Ministry of Emergency Situations as well as delegations from foreign countries.

Additional drills were conducted to practise extinguishing a simulated fire in a vertical steel oil storage tank at Caspi Bitum, with participation from Samruk-Kazyna representatives and the Mangistau Region Emergency Situations Department.

KMG’s Corporate Centre held two fire drills in 2025, involving evacuation and simulated building fire suppression.

Throughout the year, subsidiaries and associates received methodological support and guidance on fire safety management via letters addressing enhanced fire protection measures during fire-hazardous, heating, and holiday periods, along with clarifications of fire safety regulations.

HSE interaction with contractors

In 2025, as part of the 2025–2027 HSE Improvement Roadmap, KMG Group implemented a series of measures to strengthen HSE performance among its

contractor and subcontractor organisations. These measures were informed by incident analysis in the Upstream and Oilfield Services business segments, which carry elevated operational risks.

Key priorities included clarifying responsibility allocation, establishing measurable KPIs, classifying work by risk level (low, medium, high), and introducing safety-specific KPIs for contractors.

To strengthen oversight over engagement with contractors, mechanisms were developed to enhance the role of contract administrators, line managers, and HSE departments in:

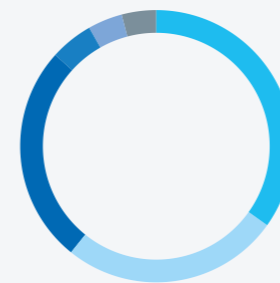
- conducting internal audits of contractor and subcontractors;
- analysing root causes of incidents and non-conformities;
- developing and monitoring corrective actions.

At the November 2025 HSE Forum – attended by contractor leadership, subsidiary and associate CEOs, and contract administrators from the Upstream and Service business segments – key management and communication priorities were defined to foster a partnership approach to industrial safety and increase contractors’ accountability for their performance.

During the year, KMG’s Corporate Centre audited 18 subsidiaries and associates to assess their HSE engagement processes with contractors, issuing 824 recommendations for improvement at both contractor organisations and the subsidiaries and associates themselves. A total of 5,883 industrial safety inspections of contractor operations at KMG subsidiaries, associates, and branches were also conducted.

An assessment of contractor HSE performance in 2025 showed that industrial incidents were most frequent in well drilling and well servicing (35%), followed by service operations (26%) and transport services (26%).

Contractor incidents by type of service provided, %



- 35 ● Well drilling and servicing
- 26 ● Transport services
- 26 ● Service operations
- 5 ● Security services
- 4 ● Production and construction
- 4 ● Laboratory services

Contractor injury, fatality, and motor vehicle crash rates

| Indicator | 2023 | 2024 | 2025 | IOGP ¹ |
|---|------|------|-------|-------------------|
| Lost Time Incident Rate (LTIR), per mln person-hours | 0.36 | 0.32 | 0.45 | 0.24 |
| Fatal Accident Rate (FAR), per 100 mln person-hours | 12.0 | 3.86 | 10.38 | 0.84 |
| Motor Vehicle Crash Rate (MVCR), per mln km travelled | 0.28 | 0.05 | 0.07 | 0.03 |

Digitisation of HSE processes

In 2025, KMG continued developing TUMAR, an automated intelligent industrial safety system for preventing incidents and reducing the negative impact on employees when carrying out hazardous operations, including underground well servicing.

A pilot launch of the TUMAR automated information system was conducted in January 2025 across ten well workover and servicing crews at the Zhetybai and Kalamkas fields (operated by Mangistaumunaigaz) within Oil Services Company. All three modules operated as intended during the pilot.

Work is now underway to deploy the system to 60 well workover and servicing crews at the same fields within Oil Services Company.

In 2026, the project is scheduled for rollout at Ozenmunaigas, OzenMunayService, Karazhanbasmunai, and Embamunaigas.

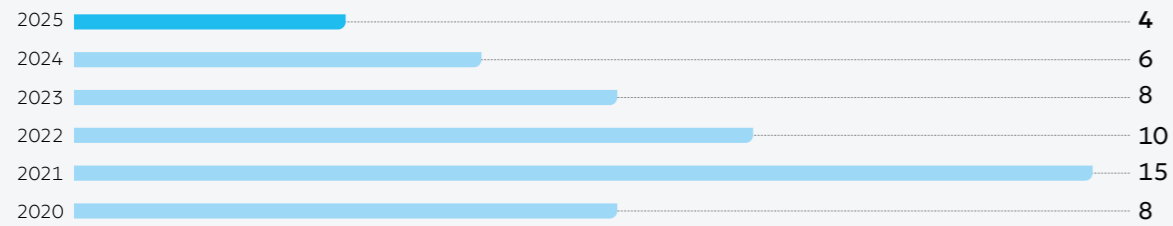
Occupational health and hygiene

KMG manages occupational health and hygiene in line with Kazakhstan’s laws and international standards governing occupational health, hygiene, and industrial sanitation. The Company pursues an active policy to protect and improve the health of its employees involved across all production processes,

In 2025, non-work related fatalities among employees of KMG’s subsidiaries and associates decreased by four incidents, or 33%, compared to 2024. Cardiovascular disease remained the primary cause.

¹ Available IOGP figures for 2024 (<https://www.iogp.org>).

Fatalities not related to labour activities



KMG’s 2025–2027 Corporate Wellness Programme Action Plan focuses on raising the quality of medical and emergency care at production facilities and implementing wellness initiatives for employees across the Group.

The Action Plan addresses four key areas:

- prevention of occupational diseases, management of risk factors, and employee health monitoring;
- comprehensive health improvement measures;
- measures to improve working conditions;
- sanitary education and awareness activities.

A working group of specialists from KMG’s Corporate Centre and its subsidiaries and associates and associates conducts comprehensive audits to monitor compliance with corporate standards.

In 2025, a total of 21,546 employees from subsidiaries and associates have been trained in first aid skills to reduce the risk of fatalities at production sites.

Under the Regulations on Emergency Medical Care, 1,633 medical drills (Levels 1, 2, and 3 of the Emergency Medical Response Action Plan) were held at production facilities, including drills involving on-site contractor employees.

The Company continued deploying automated medical examination hardware, introducing 69 units at its subsidiaries and associates in 2025.

At Embamunaigas, a project introducing wearable medical devices is underway to enable early detection of chronic disease risk factors, improve patient monitoring, and reduce unplanned hospitalisations. With both social and economic benefits, the technology encourages healthier lifestyles, lowers healthcare costs, and supports evaluation of broader deployment feasibility.

At the Alibekmola field, Kazakhoil Aktobe is piloting an intelligent medical system featuring an automated examination unit with pupillometry and equipment for preparing oxygen cocktails. The system performs automatic hourly measurements, alerts on deviations, enables remote monitoring, and integrates with HealthLink and Trust Me platforms.

At Atyrau Refinery, a pilot project is underway to introduce an HACCP-compliant food safety system. A working group has been established, and an action plan developed, to implement a food safety management system meeting the requirements of ST RK ISO 22000-2019 in the refinery’s canteens.

Supplier relations

The key principles of KMG Group’s procurement activities include compliance with laws and internal requirements, transparency of procurement procedures, promotion of fair competition, and provision of equal opportunities for counterparties. At

the same time, KMG implements a number of initiatives in procurement to support domestic manufacturers as part of the Programme to Promote the Modernisation of Existing and Creation of New Production Facilities.

Procurement management at KMG companies is governed by two documents:

1

the Law of the Republic of Kazakhstan On Procurement by Certain Quasi-Public Sector Entities. The law sets out the key principles and conditions of procuring goods, works, and services required for the business and statutory operations of companies from the quasi-public sector, including those owned by Samruk-Kazyna.

2

the Procedure for Carrying out Procurements by Joint-Stock Company Sovereign Wealth Fund Samruk-Kazyna and Companies Where JSC Samruk-Kazyna Directly or Indirectly Holds Fifty or More Percent of Voting Stock (Equity Stake) on the Right of Ownership or Trust Management. The procedure sets out key procurement principles and approaches, the general procurement management procedure, procurement management competence of the Fund and the Fund’s operator for procurement, main requirements for procurement processes, the definition of applicable procurement methods, and grounds for the application of single-source procurement, while also specifying the procurement processes related to procurement category management, procurement planning, supplier selection and management, and management of supply contracts.

To maintain and enhance transparency and efficiency in line with the most advanced international procurement standards and technologies, KMG Group uses the E-Procurement IT System portal (the “E-Procurement IT System”) providing unhindered access (with certain exceptions, primarily related to state secrets) to procurement information to all stakeholders and ensuring equal opportunities for all participants in the procurement process.

The E-Procurement IT System enables automation and standardisation of all procedures within the procurement cycle (from planning to contract management) to cut the time needed to perform relevant tasks and reduce human factor. E-procurement facilitates market access and thus contributes to improved efficiency, increased competition and reduced administrative burden and operating expenses.

Apart from the E-Procurement IT System, procurement entities can purchase goods (with a threshold of up to 20 thous. MCI (Monthly Calculation Index)) of specific brands and models from certain manufacturers online at www.skstore.kz using the list of goods categories approved by the Fund’s Management Board.

In addition to the public dissemination of information on procurement procedures and procurement contracts, including details of invitations to bid and the terms and conditions of contracts, the E-Procurement IT System envisages the advance establishment of requirements for participation in a competitive procurement, including selection criteria, bidding rules and publication thereof, while ensuring an efficient internal control system, including challenging the results of procurement in case of non-compliance with the rules or procedures established by regulations.