

KAZAKHSTAN STOCK EXCHANGE JSC

A p p r o v e d

by a decision of the Management Board
of Kazakhstan Stock Exchange JSC

(minutes No. 152 of the meeting
on December 25, 2024)

HUMAN RIGHTS STATEMENT

This Statement by Kazakhstan Stock Exchange JSC (hereinafter – the Exchange) expresses the Exchange's dedication to respecting human rights and promoting their observance with regard to people affected by its activities.

1. In its operations, the Exchange adheres to the requirements of the relevant human rights laws of the Republic of Kazakhstan.
2. The Exchange aims to uphold the principles of protection and observance of human rights as outlined in the [UN Guiding Principles on Business and Human Rights](#).
3. Our obligations regarding human rights are founded on the [Universal Declaration of Human Rights](#) and the rights principles defined in the [ILO Declaration on Fundamental Principles and Rights at Work](#). We strive to comply with all internationally recognized human rights that are relevant to our operations.
4. The Exchange respects and encourages the upholding of human rights for all employees and individuals providing services to the Exchange. The Exchange advocates for the right to assemble and acknowledges the importance of collective agreements, while rejecting any forms of forced labor, child labor, and discrimination in employment and professional environments. The Exchange respects the culture, views, and lifestyle of all employees, avoiding actions that could lead to the creation of an atmosphere of hostility, insults or humiliation of human dignity in the workplace.
5. The Exchange's procurement procedures include clear complaint mechanisms, support for disability-focused organizations and supplier integrity checks. In addition, the Exchange plans to implement processes to promote human rights in its supply chain.
6. The Exchange informs stakeholders about its activities in the field of human rights protection through disclosure of data in its annual sustainability report.
7. The Exchange strives to continuously improve its approach to respecting human rights, including labor rights, by regularly reviewing the content of this Statement and related monitoring and management systems. We regularly assess our progress in this area and publish relevant reports reflecting current human rights requirements and expectations.

Chairman of the Management Board

A. Aldambergen