

Annex 1 to the Minutes of the Board
of the Export Credit Agency of
Kazakhstan JSC dated August 15,
2024 No. 74

"Approved by the decision of the
Board of Export Credit Agency of
Kazakhstan JSC dated August 15,
2024 (Minutes No. 74)"

Human Rights policy of the Export Credit Agency of Kazakhstan Joint Stock Company

Astana, 2024

SUMMARY OF IRDs

Name of the IRD	Human Rights policy of the Export Credit Agency of Kazakhstan Joint Stock Company
The owner of the IRD	Sustainability Manager
Access level	Publicly available
Measures to familiarize all employees of the Company with the IRD	E-mailing within 1 (one) business day from the date of posting the IRD on the network disk "Internal Portal"
Amendments and additions made:	
According to the resolution _____ amendments and additions have been made	dated " " 20 No.

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Chapter 1. General provisions

1. Respect for human rights is of fundamental importance for ensuring the sustainable development of the Export Credit Agency of Kazakhstan Joint Stock Company (hereinafter referred to as the Company).
2. The Human Rights Policy of the Export Credit Agency of Kazakhstan Joint Stock Company (hereinafter referred to as the Policy) confirms the Company's commitment to international documents ratified by the Republic of Kazakhstan, the Constitution and laws of the Republic of Kazakhstan in the field of human rights, labor protection, employee insurance and employee rights.
3. The Policy is designed to inform all stakeholders about the intolerance of Society towards any human rights violations. The Policy declares the commitment of the Company to the principles of respect for human rights both in relation to the Company's employees, regardless of their position, and the interests of their stakeholders.

Chapter 2. Respect for human rights and freedoms

4. The Society respects human rights and freedoms and strives to identify and prevent any adverse consequences in the field of human rights within the framework of its activities, exercising due diligence and conducting preventive measures to prevent violations of human rights and freedoms.
5. The society respects the right of every person to life, freedom and personal integrity.
6. No one may be subjected to arbitrary interference in his personal and family life, arbitrary attacks on the inviolability of his home, the secrecy of his correspondence, or on his honor and reputation.
7. The Society recognizes the right of every person to own property both individually and jointly with others. No one should be arbitrarily deprived of their property.
8. Society also respects everyone's right to freedom of thought, conscience and religion; this right includes freedom to change one's religion or beliefs and freedom to profess one's religion.
9. Everyone has the right to freedom of opinion and expression.
10. The Company confirms that everyone has the right to freely participate in the cultural life of the Company, enjoy art, participate in scientific progress and enjoy its benefits.
11. The Company also confirms its obligations to employees to provide them with equal human rights and freedoms, and to prevent any manifestations of discrimination and harassment. The Company undertakes to create jobs in such a way as to exclude the possibility of any manifestations of discrimination and harassment based on gender, age, physical disabilities, race, nationality, language, property, social and official status, place of residence, attitude to religion, political beliefs, belonging to a family or class, to public associations or any other attribute protected by the current legislation of the Republic of Kazakhstan. The basis for the selection, hiring, training, determining the level of compensation and promotion in the Company are the qualifications, performance, necessary skills and experience of a person.
12. In accordance with internal regulatory documents, the management of the Company has the right to carry out training and professional development of employees by improving the professional knowledge and skills available to employees, abilities, skills and competencies to improve labor productivity and the quality of work performed.
13. An employee of the Company has the right to join or not to join trade unions, the status, rights and obligations of which are enshrined in the current legislation of the Republic of Kazakhstan.
14. The Company complies with the norms of the legislation of the Republic of Kazakhstan on the non-use of labor of persons under the age from which the legislation of the Republic of Kazakhstan permits the hiring and attraction of employees to work.

Chapter 3. Interaction of the Company and its employees

15. The Company creates safe working conditions and ensures compliance with relevant safety standards, health standards, rules and internal labor protection requirements. The Company aims to create and maintain a workplace in which the risk of accidents, injuries and threats to the health of employees is

minimized. Together with employees, the Company strives to continuously improve workplace safety conditions, including identifying risk factors and eliminating threats to employee safety in the field of occupational safety.

16. The Company undertakes to maintain a working environment free from violence, harassment, coercion and other dangerous or destructive actions related to internal and external threats. Security measures are provided for employees, which are organized with respect for the privacy and dignity of employees.

17. Regardless of personal characteristics or status, Society does not accept disrespectful or inappropriate behavior, unfair treatment of people or harassment of any kind. Disrespectful or inappropriate behavior is unacceptable both in the workplace and in any non-work-related circumstances outside of Society. These principles apply to all stakeholders of the Company.

Stakeholders are individuals and legal entities, groups of individuals or organizations that have a significant impact on the decisions made by the Company or are influenced by these decisions (for example, employees of the Company, customers, contractors, etc.).

Chapter 4. Policy Principles

18. This Policy is an integral part of the Company's corporate processes, regulated, inter alia, by the Corporate Governance Code and the Company's Code of Business Ethics and does not contradict them.

As part of the implementation of this Policy, the Company adheres to the following principles:

- 1) to ensure that internal and external stakeholders are aware of the key principles of respect for human rights by informing about the operation of the Policy and its current versions, as well as conducting appropriate training;
- 2) compliance with the Policy towards all employees without exception, as well as recognition and maintenance of human rights in relation to colleagues and business partners by all employees of the Company;
- 3) continuous analysis of changes in the state of human rights in the Company, as well as updating guidelines to take into account such changes;
- 4) interaction with all stakeholders to assess and inform about the impact on human rights through: mail, e-mail,

telephone line, internal meetings, meetings of the Public Council of the Company, as well as meetings with external stakeholders;

5) ensuring the operation of a feedback system to obtain an objective assessment and response to statements and requests in the field of human rights from any interested party;

6) When cases of human rights violations are identified, appropriate measures are taken, as well as ensuring the effectiveness of this tool and its continuous improvement.

Chapter 5. Final provisions

19. This Policy of the Company is open to the general public and is posted on the official Internet resource of the Company.

20. This Policy comes into force from the date of approval.

21. The Company strives to constantly comply with the provisions of this Policy in its activities.

22. The Company will improve and update this Policy taking into account changes in the legislation of the Republic of Kazakhstan and the emergence of new standards in the field of human rights in international and national practice, guided, inter alia, by the interests of the Sole Shareholder, the Company and other interested parties

