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KPO ESG REPORT 2025

'What really matters'

CONTENTS

INTRODUCTION

3 Letter from General Director
4 About this Report
8 Mission and Business Strategy
14 Material topics and stakeholder engagement

GOVERNANCE

22 Governance structure and management approach
30 Business Conduct
33 Compliance
38 Digitalization and continuous improvement

OPERATIONS

44 KPO facilities
47 Products and export routes
49 Wells technologies
50 Turnaround
51 Capital projects
54 Asset Integrity
57 Critical incident management

SOCIAL IMPACT

63 Safety practices
73 Occupational health
81 Care for people
99 Industrial relations
102 Security
105 Local communities

ENVIRONMENTAL IMPACT

110 Climate change and energy transition
111 Environmental management approaches
125 Air pollutant emissions
130 Energy consumption and efficiency
134 Water consumption and disposal
140 Waste management
145 Biodiversity

ECONOMIC IMPACT

152 Payments to the Republic
154 Supply chain
156 Local Content development
160 Supporting social infrastructure
162 Power supply



APPENDICES

165 Managing material topics
168 KPO contribution to UN SDG
172 GRI Content Index
188 Verification Report
192 Glossary
195 Feedback

KPO ESG-REPORT is available in e-format on the KPO website in the state language, as well as in Russian and English

'Achieving gender equality and empowering all women and girls will make a crucial contribution to progress across all goals and objectives.' – UN Agenda 2030 for Sustainability Development

'Promoting decent work for all is the basis for sustainable and inclusive economic growth.' – UN SDG 8



'Feminine energy is often associated with a source of life, renewal, and resilience. In our concept, it is expressed through the ability to create and give rise to new ideas, meanings and relationships. Care for and connection with, nature might be more vividly manifested in female imagery that ornate the pages of this Report.

Attention to detail, empathy and the ability to see the bigger picture become part of the visual and conceptual language through which we speak about more humane, conscious and sustainable development.

Our ESG Report takes sustainability not only as a set of metrics but as a living system, at the centre of which are people, communities, and future generations.'



We evolve on the values of honesty, care, and responsibility toward future generations.

INTRODUCTION

3 Letter from General Director
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LETTER FROM GENERAL DIRECTOR / GRI 2-22 /

Dear Readers,

I am happy to present the 2025 ESG-Report of Karachaganak Petroleum Operating B.V. Kazakhstan Branch. This is our eighteenth non-financial report since the Company began publishing reports. For KPO, this is not just an annual document reflecting our performance. It is an endorsement of our strategic commitment to the principles of environmental responsibility, social responsibility and effective corporate governance.

For KPO, 2025 was a period of systemic transformation and strengthening of sustainability. The Company demonstrated stable production results, having completed all planned work on time and safely. During 2025, KPO produced 136.5 mln barrels of oil equivalent in the form of stable and unstable liquid hydrocarbons, raw gas for export and dry gas for domestic use. Oil production, that bring most of the Company revenues, reached a daily record of 34.3 kt. Some new wells were completed, and we progressed with the maturation of the slim well design project.

The environmental agenda remains a priority. In 2025, gas utilisation at KPO achieved 99.95%, which is a world-class indicator. We are consistently implementing initiatives to decarbonise, improve energy efficiency, reduce methane emissions and introduce low-carbon solutions. Our goal is not only to comply with international standards, but also to set industry benchmarks for responsible development. Though, behind the numbers lies consistent work to identify sources of pollutant emissions and reduce those emissions. Throughout the year, the Company worked to reduce methane emissions, with preliminary results presented at the OGMP 2.0 implementation conference in Abu Dhabi in February 2026 and received the Gold Standard Pathway Certificate as part of this initiative.

Social responsibility is an integral part of our strategy. In 2025, we continued to invest in occupational safety, staff training, and support for local communities. During the year, KPO implemented 19 social infrastructure projects in the West Kazakhstan region, amongst which the construction and capital repairs of schools, cultural centres and a hospital, as well as cultural, sports and recreation complexes across the region. The local content indicator in the procurement of goods, works and services for 2025 amounted to 60.8% or US$ 704.2 mln in monetary terms. We are convinced that sustainable development is impossible without trust, partnership and a real contribution to people's quality of life.

Corporate governance remains the foundation of our activities. Transparency, ethics, risk management and dialogue with stakeholders are the key principles that guide us. In 2025, we continued improving our reporting and internal control processes, strengthening a culture of accountability at all levels.

[A]Amid global climate challenges, technological changes and growing stakeholder expectations, we continue to integrate the ESG principles into all aspects of our operations, from production processes to management decisions. Also, I am pleased to note KPO has become a prize winner of the contest run by the Kazakhstani Stock Exchange KASE in the nomination 'Best Sustainability Report for 2024 in non-financial sector' [A].



MARCO MARSILI
KPO General Director

As for the theme in this edition's design, we have decided to draw attention to the contribution of women to sustainable development. This topic is directly related to the achievement of Sustainable Development Goal No. 5, 'Gender Equality,' and Goal No. 8, 'Decent Work

and Economic Growth,' enshrined in the UN Agenda for Sustainable Development until 2030. Today, the engagement of women in management, engineering professions, social and expert activities is becoming an important factor in the long-term sustainability of business and the economy as a whole. We see that diversity of views, leadership styles and professional experience strengthens management decisions, promotes innovation and shapes a more inclusive corporate culture. Supporting equal opportunities, developing female leadership and creating a safe and fair working environment is our conscious contribution to achieving the UN Sustainable Development Goals.

I thank KPO team for their professionalism, commitment and contribution to our common cause. I am confident that, based on the principles of responsibility and mutual respect, we can achieve ambitious goals and create long-term value for society.

I hope that this Report will help you expand your understanding of the KPO's activities in the area of sustainable development. We believe that sustainability is a path that requires responsibility, discipline and cooperation. I urge our employees, shareholders, business partners and all stakeholders to embrace ESG values and work together to build a sustainable future for our region, industry and country as a whole.

Yours sincerely,

Marco Marsili
KPO General Director

ABOUT THIS REPORT / SDG 12.8, 16.10 /

[A1]Karachaganak Petroleum Operating B.V. Kazakhstan branch (KPO) is an international oil and gas company, incorporated in the Netherlands in 1998, engaged in oil and gas exploration and production in the West Kazakhstan region of the Republic of Kazakhstan. On behalf of its Parent Companies Shell, Eni, Chevron, Lukoil and KazMunayGas, KPO is the Operator of the Karachaganak Field, one of the world's largest oil and gas condensate fields, under the Final Production Sharing Agreement ('FPSA') signed between them and the Government of Kazakhstan[A]. **/ GRI 2-1, 3-3 /**

KPO has been reporting on its efforts and achievements in sustainable development since 2008. In 2009, the Company adopted a Sustainability Development Charter, under which it commits to 'report to our external stakeholders a full and honest review of performance' in the area of sustainability. The provisions of this Charter meet the widely acknowledged definition of Sustainable Development as *'development that meets the needs of the present without compromising the ability of future generations to meet their needs'.*

The Report is a tool of transparency and communication with all stakeholders about the impact of KPO activities on the region of its presence as part of the presented material topics. In this document, we disclose our performance over the reporting period through the prism of three pillars of sustainable development: social (S), environmental and economic (E), and also management approach (G) in conducting business.

The report also presents production indicators and development plans, our energy transition approaches, as well as social and environmental projects, economic partnerships, implemented through engagement with stakeholder groups.

It is today when we feel the results of what we laid down over 25 years ago. Compliance with the principles of sustainable development has been and remains our 'license' for the further development of Karachaganak, because we acknowledge the scale of our impact in terms of the region, the country and the world.

Impact of women on sustainable development

In this issue of the ESG Report, we decided to focus on the theme of women's contributions to sustainable development and the ESG agenda. We are convinced that sustainable economic growth is impossible without fully unlocking the potential of women. We view women's contributions as one of the key factors in inclusive economic growth, strengthening human capital, and long-term business sustainability. Supporting equal opportunities is part of our responsibility to society and future generations.

Historically, women create and maintain systems: family, communities, the care economy, sustainable business processes. Women have been and continue to be stewards of resources – water, food, family health, social connections. In the modern world, women not only participate in creating new systems, they directly build and form the foundation for the drive movement and growth

[1] *The symbol 'A' is used to identify information covered by the independent assurance engagement. For qualitative disclosures, the assured text is put between the symbols 'A' and 'A'. For quantitative disclosures, the symbol 'A' is placed next to the assured data.*

in sustainability. Sustainable life is something women have always strived for. Today, this experience becomes a strategic advantage at the level of business, politics, and global initiatives.

Sustainable development is about maturity of thinking, long-term decision-making, and the ability to see the system as a whole. Sustainability is not just a strategy. It is a culture. And women play a key role in shaping it. Women are not only participants in sustainable practices, but also drivers of measurable and strategically significant changes.

In the environmental agenda, women more often demonstrate conscious consumption patterns, support local initiatives, responsible production, and the circular economy. In many countries, it is women who lead environmental movements and local projects aimed at preserving natural resources.

In the social agenda, the contribution is even more evident. Women traditionally create and maintain social capital: education, healthcare, a culture of care, the development of an inclusive environment, and support for vulnerable groups. Companies with gender-balanced leadership show higher employee engagement, better reputation, and more sustainable business models.

In governance, women's participation on boards of directors and management teams correlates with more balanced strategic decisions, attention to risks, and long-term sustainability. Diversity in management reduces the likelihood of one-sided decisions and enhances transparency.

At the same time, women's contribution to ESG is not just about numbers and research. It's about a type of leadership. Leadership in a feminine way is about integrative thinking instead of a competitive race, about valuing collaboration over domination. It's about the ability to combine efficiency and empathy. Where women have a voice, decisions become more complex, future-oriented, and focused on the real well-being of society.

KPO Female Network / SDG 5.1, 5.5 /

Creating and maintaining a safe and friendly work environment helps employees realize their potential and achieve stronger results across any organization. For us, Female Network is, above all, a community where our Company's women share experiences and knowledge while supporting one another.

By supporting ESG principles, KPO is committed to building a gender-balanced workforce. Moreover, the empowerment of women, including within the oil and gas industry, is becoming increasingly important worldwide. As a member of the KAZENERGY Association, KPO actively supports ongoing programs and initiatives and collaborates with the EBRD on the preparation of the information-analytical review 'The Role of Women in Kazakhstan's Energy Sector'. This review is being developed to assess the contribution and role of women in advancing the country's oil, gas and energy industries.

Since 2019 the Female Network has arranged a variety of events to discuss multiple hot topics. In 2025, the KPO Female Network held five sessions within the Company, and our female employees actively participated in five external events. Events are held both in person and with the option to join on-line. Up to 300 people participate in on-line sessions.

The topics discussed at the club meetings throughout the year covered preventive health diagnostics, motivation and discipline, goal setting, public speaking and confident communication, stress resilience and psycho-emotional well-being, as well as maintaining inner balance. Guest speakers from other organizations were invited to the club meetings, which enriched both the topics and the atmosphere of the sessions.

In 2025, the off-site meetings included participation in the 'Enbegi Zhangan Arular' forum organized by the West Kazakhstan Business Women's Association, involvement in the Women Career Lab mentoring workshop held as part of the II International Congress of Women in Industry, participation in the gender equality forum hosted by NAC Kazatomprom JSC, as well as New Year greetings for children from the Family-Type Children's Village in Uralsk and charitable initiatives by the KPO Female Network in support of two social institutions: 'Ana Üyi' and Regional Children's Village.

We believe that such meetings are very useful and help our female employees be more resourceful and effective both at work and in life.

The atmosphere created in the Women's Club helps women maintain a balance between career and family, get a boost of inspiration, strengthen motivation for personal growth, and increase social activity.



Report scope and boundaries / GRI 2-3, 3-3 /

The boundaries of the KPO Sustainability Report relate to all Company operations in the allotment area of the Karachaganak Oil & Gas Condensate Field and export pipeline systems: Karachaganak-Orenburg Transportation System (KOTS) and Karachaganak-Atyrau Transportation System (KATS).

This publication is for the KPO performance in 2025. This document presents both our performance for 2025 and our plans for 2026. In order to demonstrate our sustainability commitments, our performance on material topics is presented in comparison with previous years.

Following the established practice and as per the GRI Standards principles, we try to tell the readers about both our achievements and issues. In the Contents we have outlined the most material topics from our point of view, which are then disclosed in detail in the chapters of the same name.

The 2024 ESG-Report was issued in July 2025. The archive of all our issued sustainability reports is available on our website at 'Sustainability'.

Applicable global reporting initiative standards

This Report has been prepared in accordance with the requirements of the GRI Standards 2021. In addition, we concur with the ESG agenda, which is largely consistent with the requirements of GRI standards. We conduct a regular comparative analysis of our contribution to the United Nations' SGD implementation in Kazakhstan. Also, we monitor the updates on new standards and guidelines, such as ESRS, IFRS and their applicability to our Company.

Our goal is to ensure the appropriate level of transparency and reliability in our sustainability report, as required by the GRI Standards, which we consider as most applicable for us in sustainability reporting.

In terms of internal content concurrence and definition of material topics, the KPO Sustainability Report is approved by the Company's Directors Committee and at the preparation stage, coordinated with the members of the Sub-committee on Sustainable Development under the Operators Committee. / GRI 2-14 /



In March 2026, KPO has become a winner in the contest of annual reports organized by the Kazakhstani Stock Exchange KASE in the nomination 'Best Sustainability Report for 2024 in Non-Financial Sector'.

KPO non-financial reporting history

KPO has been reporting on its sustainable development since 2008.

- **From 2008 through 2012**, our early publications were prepared in accordance with the GRI Guidelines 3.
- **From 2013 through 2016**, KPO reports were issued in accordance with the Fourth Guideline of the Global Reporting Initiative (GRI G4). In 2014, KPO was one the first company in Kazakhstan to have applied the requirements of the GRI G4.
- **From 2017 to 2025**, KPO sustainability reports were issued in accordance with the requirements of the GRI Standards and UN SDGs.

In December 2025, KPO has taken the third place amongst O&G companies and got in TOP-10 in the rating for best disclosures of ESG information in annual reports in Kazakhstan by the PWC Kazakhstan's review. The total sample included 98 companies operating in Kazakhstan. Since 2019, KPO has been ranked among the top ten companies in terms of ESG information disclosure by PwC Kazakhstan.

In February 2025, KPO has received an award at the KASE annual report competition in the category 'Best Sustainability Report for 2023'. The annual reports were assessed by KASE employees, as well as Kazakhstani experts in the field of annual reports' assessment and preparation.

In December 2024, KPO was awarded a diploma as a winner in the nomination «Best Practice in ESG disclosures» and was included in the top ten of leaders in the 5th edition of the Rating of the 50 Best Companies in terms of ESG information disclosure, conducted by PwC Kazakhstan based on the results of annual reports 2023.

In December 2023, KPO has been named among the leaders of the latest 'Top-50 Companies in Kazakhstan' for disclosure of ESG information by PWC Kazakhstan as part of their annual rating based on 2022 performance reports.

As part of the PwC Kazakhstan contest for best 2022 annual reports, KPO has become a winner in the nominations 'Best Practice in ESG disclosures' and 'Best Practice in Environmental disclosures'.

In 2018, KPO made it to the finals of the Asia Sustainability Reporting Awards 2018 in the categories 'Best Environmental Reporting' and 'Best Workplace Reporting'.

Owing to the environmental disclosure in the report, KPO was in the top three in the World Wildlife Fund (WWF) Environmental Information Transparency Rating for Oil and Gas Companies in Kazakhstan from 2017 till 2020.

The soundness and high quality of KPO's Sustainability Reports for the years of 2011, 2015, 2016, 2017 and 2018 have been repeatedly acknowledged in annual competitions and national ratings by «Expert RA Kazakhstan». In 2019, the Company has received an award in the renewed rating after the transformation of the 'Expert RA Kazakhstan' into 'QRA'.

Independent verification of the fifteen KPO sustainability reports for compliance of disclosed information was conducted by external verificators.

Independent assurance / GRI 2-5, 2-17 /

We believe that the practice of independent assurance enables us to maintain a good level of transparency and accuracy in our non-financial reports. KPO started assuring its Sustainability Report in 2009. Since 2019, KPO has been applying a verification process in relation of certain data disclosed in its Sustainability Report. In the reporting periods from 2019 to 2020 and from 2023 to 2025, auditing companies have verified specific indicators in five KPO sustainability reports.

In order to verify certain data disclosed in this Report, KPO has applied to the experts of PwC Kazakhstan. Report of Independent Limited Assurance by PwC Kazakhstan is presented on pages 188-191 of this Report.

OUR MISSION / GRI 2-22 /

[A]Mission of Karachaganak Petroleum Operating B.V. is to develop the Karachaganak Field in an environmentally and economically sustainable manner while simultaneously creating a long-term value for the Republic of Kazakhstan and socio-economic development opportunities for local communities.

To support the achievement of our mission, we continue embedding sustainable development into the way we do business. This means that in all our activities we shall:

- look to minimise impacts and maximise opportunities linked with our presence;
- consider the consequences of our decisions in the long-term;
- engage our stakeholders in a constructive dialogue;
- incorporate best practices and transparency.

Guided by 10 principles of sustainable development established in the ESG Charter as well as KPO Business Principles, the Company conducts its activities while contributing to the achievement of the UN sustainable development goals and objectives[A]. Its contribution is reviewed on an annual basis in line with the current realities and is disclosed in the Table in the Appendices to this Report. The Company related sustainability goals are discussed on pages 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17. / SDG 16.b /

KPO BUSINESS STRATEGY

/ GRI 201-2, SDG 7.2, 8.4, 9.4, 12.1, 12.2, 13.1, 13.2, 13.3, 16.b, 17.14 /

[A]The KPO mission reflects our commitment to ensuring long term social, environmental and economic sustainability, which we plan to achieve through executing our 'KPO 365 Strategy', consisting of 3 objectives, 6 focus areas and 5 roads[A] (see Fig. 1). / GRI 2-22 /

The objective of the KPO Business Strategy is to ensure there is an alignment across the organisation on the Mission and an understanding of the framework designed to keep KPO on track to deliver on our promises.

Translating the Vision and Mission into tactical, tangible activities is critical in helping the organisation deliver on the strategic objectives. This is achieved through the embedding of the KPO Corporate Strategy 'KPO 365'. This strategy sets out the 'Building Blocks' that will position KPO for success and is shown on Fig. 1.

Fig. 1. KPO 365 Strategy

OUR VALUES

CARE FOR PEOPLE

Motivated and capable people drive the company

- Nationalization
- Development & Performance
- Engagement
- Diversity & Inclusion
- Ethics & Compliance

GOAL ZERO

No harm to people and the environment

- Safety Culture
- Business Partners
- Assets Protection
- Environmental Excellence
- Health

ENSURE STABILITY

STAKEHOLDERS

Social responsibility and engaged shareholders

- RoK
- PSA
- Shareholders
- WKO & Community
- Internal

MANAGE OUR COST

Spend wisely and help build local capability

- Contracts
- Digitalize & Simplify
- Cost Optimization
- Local Content
- Inventory

BUILD THE FUTURE

DELIVER VALUE

Maximize production and deliver growth projects

- Operating Efficiency
- Facilities Optimisation
- Project Delivery
- Gas Project
- Export Routes

ENERGY TRANSITION

Reduce our carbon footprint

- Net Zero Ambition
- Power Strategy
- Offsetting Strategy
- Water Strategy
- Waste Strategy

Ensuring KPO's long term social, environmental & economical sustainability

CLIMATE-RELATED RISKS AND OPPORTUNITIES / GRI 201-2, SDG 13.1 /

We continuously develop our strategic management system concerning climate-related risks and opportunities by focusing not only on the current condition but also on the long-term trends that may impact the Company's business. This approach involves evaluating several time horizons and how future climatic, technological and regulatory changes may transform the industry and business models.

Key focus is to monitor legislation changes with respect to greenhouse gas emissions management, allowance (quota) trading systems development, carbon pricing as well as new ways to support renewable energy. These elements will be consolidated in a scenario analysis to provide understanding of potential paths for the energy transition in the mid to long term. These projections drive the Company's strategic vision and key focus areas for investment.

Holistic approach to managing climate-related risks will not only minimize potential adverse implications but also unlock new opportunities for growth. Improving on energy efficiency, technological innovations, expanding low carbon solutions, participating in climate initiatives and evaluating/developing offsetting projects provide opportunities for strengthening competitiveness and boosting operational resilience.

In 2025, KPO updated the Green Strategy to align its environmental policy with new requirements of the national regulations and the latest sustainability principles. The updated goals, priorities and key focus areas of the Strategy are aimed at consistently reducing the impact from operations on the environment and local community. Major focus is on managing emissions, using resources more efficiently and maintaining biodiversity. These efforts will strengthen the Company's position in relation to sustainability making it more attractive from investment perspective.

As part of the updated Strategy and based on the energy audit, new studies have been carried out and recommendations proposed to further improve energy efficiency, enhance energy saving and reduce greenhouse gas (GHG) emissions. A deep dive was also conducted to assess environmentally friendly solutions that can be potentially implemented to address pasture management in West Kazakhstan Oblast.

In view of the recent changes to the Water Code of the Republic of Kazakhstan an in-depth assessment was performed to ensure the Company is compliant with the water regulations. This resulted in an Action Plan being developed to promote compliance and improve water consumption. In addition, studies were conducted to assess the potential for drilling waste to be re-used and treated. The estimated cost for implementation of the Action Plan totals USD 2.1 MM.

KPO continues to cooperate with the RoK Government by actively participating in dedicated working groups designated to develop the national environmental and sustainability regulatory framework. This partnership contributes to achieving national climate goals and delivering on the country's commitments under the Paris Agreement.

Based on the UN Environmental Program (UNEP) OGMP 2.0 initiative, KPO has developed and introduced a five-year strategic plan to improve the accuracy of methane emissions monitoring with gradual transition to L4 and L5 measurements consistent with best international standards. In 2024, first direct L4 measurements were conducted by one of our contractors including monitoring of flares, stationary incomplete combustion sources, compressors and tank vents. The measurement of fugitive sources (LDAR) was managed by the Company itself. Based on the resultant reports, UNEP experts confirmed that these were fully in line with the OGMP 2.0 L4 requirements; and KPO has been subsequently awarded an intermediate status: «Gold Standard Pathway».

In 2025, the program was expanded: L5 measurements were performed using UAV's and high precision gas analysing equipment. Subsequent verification of L4 and L5 measurements was conducted to ensure the highest accuracy and reconciliation of data. This had significantly improved the Company's climate reporting quality and lead to KPO being recognized internationally on such occasions as the 29th UNFCCC Conference of the Parties (COP) in Baku.

The ongoing efforts reflect KPO's structured and long-term vision for de-carbonization, efficiency improvements, compliance with international standards and maintaining environmental leadership.

Commercial Risks

Global transition to low carbon economy and strengthened border controls in carbon footprint management have a growing effect on the Company's strategic outlook. EU Commission proposal to expand the Carbon Border Adjustment Mechanism (CBAM) to a broader list of energy-intensive goods poses a risk that oil and gas products may also become potentially subject to these developments in the mid-term. In such case, exporting to EU would imply additional carbon charges based on EU pricing which may reduce profitability and impact competitiveness of products supplied by KPO.

In parallel, there is a mounting pressure from financial agencies gradually shifting investment priorities to low carbon projects. Given these trends KPO continues to enhance governance processes in pursuit of de-carbonization, carbon reporting transparency and emissions reduction across the value chain in order to minimise potential risks and maintain sustainable export.



Regulatory Risks

Kazakhstan's regulatory framework for GHG emissions management has been developing fast while putting forward new requirements and challenges for carbon intensive companies. The national carbon market is progressing towards low carbon economy by reducing free allowances (quotas) and tightening emissions monitoring and reporting requirements. This will increase compliance-related costs in the short-term and may affect the cost structure, investment decisions and project economics in the mid to long-term.

There is an additional uncertainty over the pace of reduction of free allowances, future carbon price and regulatory impact. This variability complicates strategic planning while increasing risks of non-compliance with future requirements.

According to KPO estimates direct cost for purchasing allowances to cover deficit (shortage) may total USD 17 MM in 2027–2030 depending on carbon prices (mid-range: USD 3-17 per 1 ton of CO_2). The Company is securing funds to meet these obligations.

Among international drivers, EU Regulation 2024/1787 is a key driver behind methane emissions abatement in the oil and gas industry. It sets stringent monitoring, reporting and verification requirements for OGMP 2.0 L4 and L5 which will be critical to maintaining access to EU market. Failure to comply with the standards may result in contracts being revised, increased costs and risks of partial or full inability to access market and, starting from 2030, may also lead to potential restrictions on importing products with high methane intensity.

Tab. 1. EU Methane Regulation 2024/1787 – milestones

Date	Requirement
August 04, 2024	Effective Date. For new contracts: ensure that MRV is consistent with OGMP 2.0 L5.
January 01, 2027	MRV reporting for new and extended contracts.
August 05, 2028	Annual reporting on methane intensity of import.
August 05, 2030	Maximum threshold of methane intensity. Importing in excess of the threshold may result in a risk of having no access to EU market.

Since a significant portion of Kazakh oil is supplied to Europe it is crucial for KPO to ensure compliance with the Regulation. In this regard, the Company has been implementing a five-year campaign to improve methane monitoring based on direct L4 measurements with transition to L5. This will enable achieving Gold Standard while ensuring full data transparency and minimising regulatory, financial and reputational risks related to EU exports.

Annual routine monitoring is essential for establishing a robust methane emissions management system to ensure compliance with international requirements while protecting long-term KPO export interests. Estimated cost for implementation of the five-year campaign will total circa USD 3.5-5 MM.

Physical Risks

Physical risks that result from climate change are growing and may have a direct impact on the Company's business. The major threats include the mounting frequency and scale of extreme weather events such as floods, droughts and spells of very high summer ambient temperatures. The growing trends may take their toll on KPO production assets, operational sustainability and supply chain.

In the short-run, high temperatures and local extreme events may cause disruptions to infrastructure and reduce equipment performance. In the mid to long term, there is a risk of gradual degradation of assets, higher costs for operation, cooling and protection of facilities; and potential disruption in supplies of feedstock and materials.

Whether or not extreme weather events are directly related to global climate trends, they may cause significant uncertainty which may have an adverse impact on the Company's financial performance, increase Capex and Opex and require additional measures to be taken to adapt.

Reputational risks

In the long-term, reputational risks will be an overriding consideration since the Company's ability to position itself as an active participant of global efforts to mitigate consequences spawned by climate change will become a key element of intangible resilience. Lack of commitment to climate agenda on the part of KPO may potentially cause a reputational damage, impair the stakeholders' trust and weaken the Company's competitive ability. This highlights the need for joint responsibility in the oil and gas industry where every company is expected to demonstrate a clear and measurable input towards de-carbonization.

In this regard, KPO is expected to demonstrate its continuous commitment to introducing advanced technologies and best practices with respect to emissions reduction, energy saving and operational upgrades. It is essential to deploy both in-house innovations and best practices borrowed from the Parent Companies who have already successfully integrated energy transition framework into their operational model.

Tightened national regulations in GHG emission management, energy efficiency improvements and carbon footprint reduction necessitate early adaptation. At the same time, energy transition provides new opportunities for KPO from deployment of energy efficient technologies to renewable energy sources to implementation of offsetting projects and methane emissions management programs. These efforts will help reduce GHG emissions, ensure compliance with regulatory requirements, avoid additional costs associated with exceeded allowances while maintaining company competitive ability.

Although major technological projects require substantial time and investment, offsetting mechanisms will quickly deliver value by being a flexible tool which aligns current emission reduction efforts with long-term de-carbonization vision. At the same time, offsetting units have a considerable advantage because they have unlimited duration, do not expire and do not lose value over the entire implementation of the climate strategy. This longevity makes them very attractive for KPO as reliable and sustainable element for climate solutions.

KPO has been implementing a holistic and long-term approach to managing climate-related risks which has been integrated into strategic planning, investment analysis and operational management. The highest level of maturity is achieved with respect to regulatory compliance: OGMP L4/L5 program, Gold Standard Pathway status and participation in the national working groups provide a secure ground for protecting export positions.

Please see the 'Climate Change and Energy Transition' chapter hereunder for more details about KPO vision about climate policy and energy transition.





/ GRI 2-23 /

Business principle:

COMMUNICATION AND ENGAGEMENT

Continuous dialogue and regular engagement with our stakeholders are essential for the Company. We do not operate in a vacuum; we are surrounded by a multitude of stakeholders, whom we impact by our own operations, and who, in their turn, impact on us.

KPO is committed to inform our stakeholders about our performance by providing them full relevant information, subject to any overriding considerations of business confidentiality.

In our engagement with employees, business partners and local communities, we seek to listen and respond to them honestly and responsibly.

MATERIAL TOPICS AND STAKEHOLDERS ENGAGEMENT / GRI 2-29, 3-1, 3-2, SDG 12.8,16.10, 17.16, 17.17 /

The success of sustainable development and the ESG agenda depends on effective dialogue between business and its stakeholders. We are bound to our stakeholders by multiple ties and are interested in hearing their opinions.

The ESG report is the main tool for regularly informing stakeholders about our activities in sustainable development, including addressing key issues and related changes that impact the Company and its stakeholders, during the reporting period. In addition, the report presents the large number of indicators that allow us to analyze KPO's impact on the development of the region. / SDG 12.8, 16.10 /

In working on this Report, we draw on the extensive experience of our Parent Companies and follow the requirements of internationally recognized non-financial reporting practices.

It is important for us to maintain a constructive dialogue with our stakeholders and implement mutually beneficial solutions. Decisions are usually made through the engagement process of the two. Our interaction with stakeholders is an integral part of the Company's activities. It is planned, documented, and carried out in accordance with the legislation and internal policies.

[A]KPO departments determine their stakeholders based on the analysis of risks and material topics and share their experience of engagement in this Report. Given the scale of the KPO's activities, our stakeholders are many diverse groups and organizations[A].

The process of compiling our sustainability report involves exchanging information and collecting data through interaction between various departments within the Company, as well as with stakeholders outside the Company. Over the years of reporting, we have identified several topics that are material for us, which are reviewed annually to highlight those that are most relevant and critical to our operations. In this issue, we continue to highlight their dynamics.

Considered in the Report material topics tend to address issues related to the economic, environmental, and social impacts of the KPO's activities in general, as well as separately in the process of implementation of particular production operations.

The most significant groups of stakeholders and ways of interaction in 2025 are presented in figure 3.

To define the boundaries of our material topics, we are guided by the Standards of the Global Reporting Initiative (GRI) of 2021 and their Standards for the Oil and Gas sector. The most critical Key Performance Indicators are disclosed compared to those of the International Association of Oil and Gas Producers (IOGP). We report on the applicable GRI standards considering management approaches and Key Performance Indicators of the Company. At the same time, risks and opportunities are assessed, as well as set goals quantified in comparison with achievements of previous periods.

Regardless of various standards` requirements, we do our best to provide more detailed information about the Company`s activities and material topics in sustainable development. Therefore, the information presented in the Report goes far beyond the GRI indicators.

The topics disclosed for the reporting period are tracked regularly in the process of multilateral interaction with our Parent Companies, the PSA LLP Authority, various regulatory bodies, contractors, industry partners, employees, trade unions, local communities, and the media. [A]The stakeholders raise their issues at various sessions, from meetings of the Village Councils to forums, conferences, public hearings, social surveys, audits, and by addressing them directly to the Company. (See Fig. 3) [A] **/ GRI 2-29 /**

The most significant material topics in 2025 are identified through interactions between key KPO departments and their main stakeholders. Also, we conducted a survey among the Company's employees, who represent one of the priority stakeholder groups and some of the key stakeholders. The top eight topics selected over the past three years are presented in Table 2.

Table 2. Comparison of the most material topics according to the Key stakeholders' opinion surveys for 2023–2025

2025	2024	2023
1. Personnel development and training	1. Personnel development and training	1. Technologies and innovations
2. Technologies and innovations	2. Employment and compensations	2. Environmental compliance
3. Employment and compensations	3. Technologies and innovations	3. Occupational health and safety
4. Occupational Safety and Health	4. Protection of employees' health	4. Personnel development and training
5. Protection of employees' health	5. Asset Integrity	5. Energy efficiency
6. Energy efficiency	6. Management of waste and effluents	6. Process safety
7. Environmental Compliance	7. Energy efficiency	7. Reduction of GHG and pollutants' emissions
8. Environmental investments	8. Environmental investments	8. Water conservation

As seen from the survey, in 2025 employees considered as most important the topics of their development and training, technologies and innovations, employment and compensations, occupational health and safety, health of employees, as well as energy efficiency, environmental compliance and environmental investments.

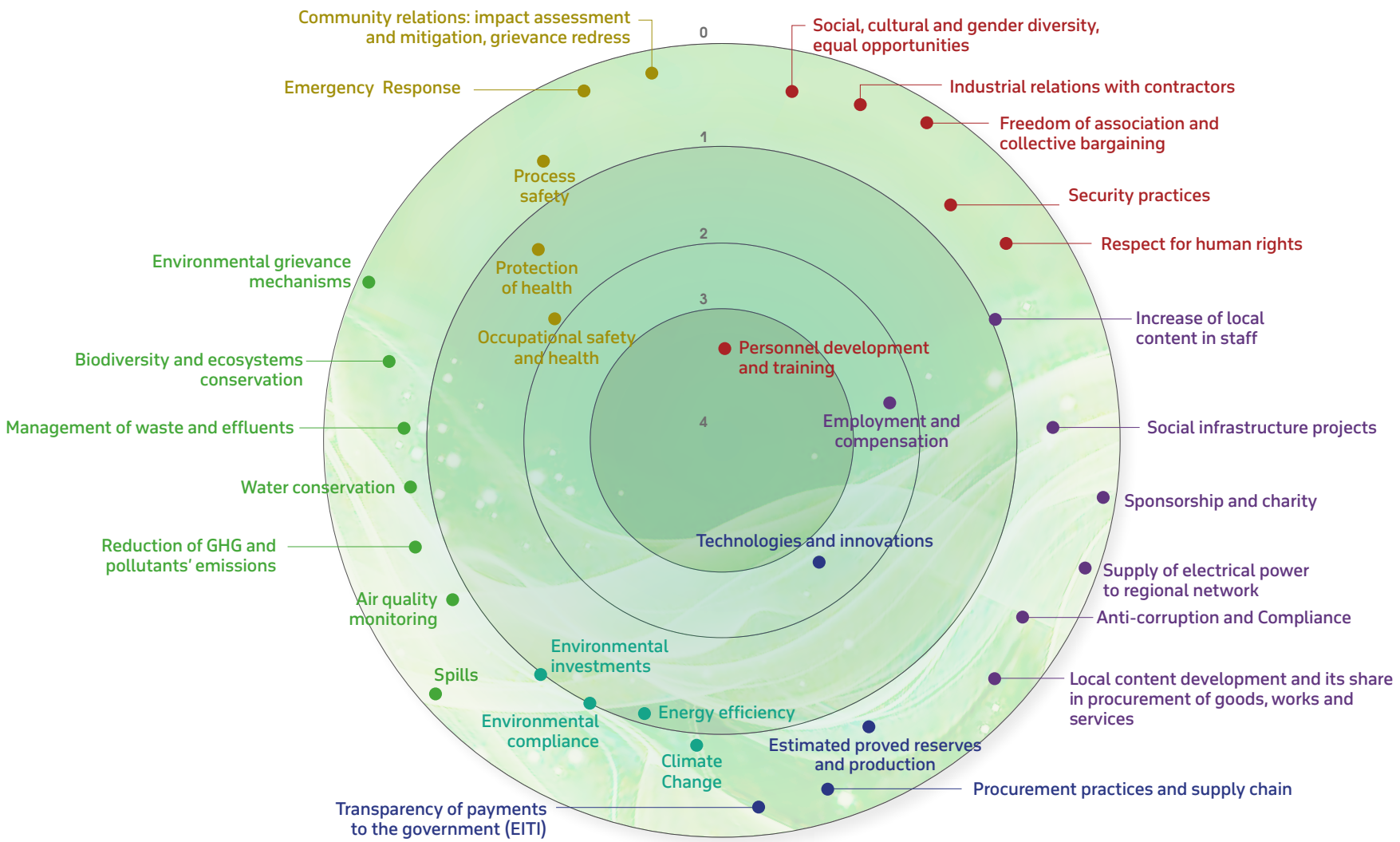
The degree of relevance of certain issues disclosed in this Report can be traced in figure 2. The importance of topics is shown through ranking from 0 to 3, from the outer edge to the centre of the chart, with the most significant topics with a threshold value above one found in the inner layers of the chart.

As part of the Report's preparation, we aim to continuously raise public awareness of the material topics disclosed in the Report, both internal and external. Given that the KPO Parent Companies report in accordance with the European Sustainability Reporting Standards (ESRS), at the end of 2025, at the request of its Parent Companies, Eni and Shell, KPO launched a project to conduct a Double Materiality Assessment of sustainability-related topics. The aim of the project was to analyse and assess each of the material topics in terms of the Company's impact on the environment, people and governance (ESG) and financial materiality (risks and opportunities that affect financial performance). The results of the project were summarised in May 2026.

An online feedback form is placed on our website and we are always open for feedback on the Report via Sustainability@kpo.kz.

Inside the printed copies of our ESG Report there are loose-leaf feedback forms for readers to fill in. The comments and suggestions received are considered in the preparation of the next Report.

Fig. 2. [A]Material topics of KPO Sustainable development based on survey results in 2025 / GRI 2-23, 3-1, 3-2 /



**Note: The importance of topics is shown in a ranking from 0 to 3, from the outer edge to the centre of the chart. The most significant topics are located within the inner circles of the chart.*

BUSINESS PARTNERSHIPS AND ASSOCIATIONS / GRI 2-28, SDG 17.16, 17.17 /

We consider our partnership in Kazakhstani associations, such as the Kazakhstan Association of Oil Gas and Energy Section 'KAZENERGY', the International Centre for Development of Oil and Gas Machine Building (IMBC), and the Kazakhstan Business Council for Sustainable Development 'KAPUR', as strategically important. This gives us an opportunity to network with the industry peers and provides access to the collective lobbying tools such as working groups and committees.

In cooperation with the KAZENERGY Association we manage resolve many issues raised by KPO, so from the side of RoK state stakeholders. Engagement is conducted in several aspects in the format of Coordination Councils, committees and working groups.

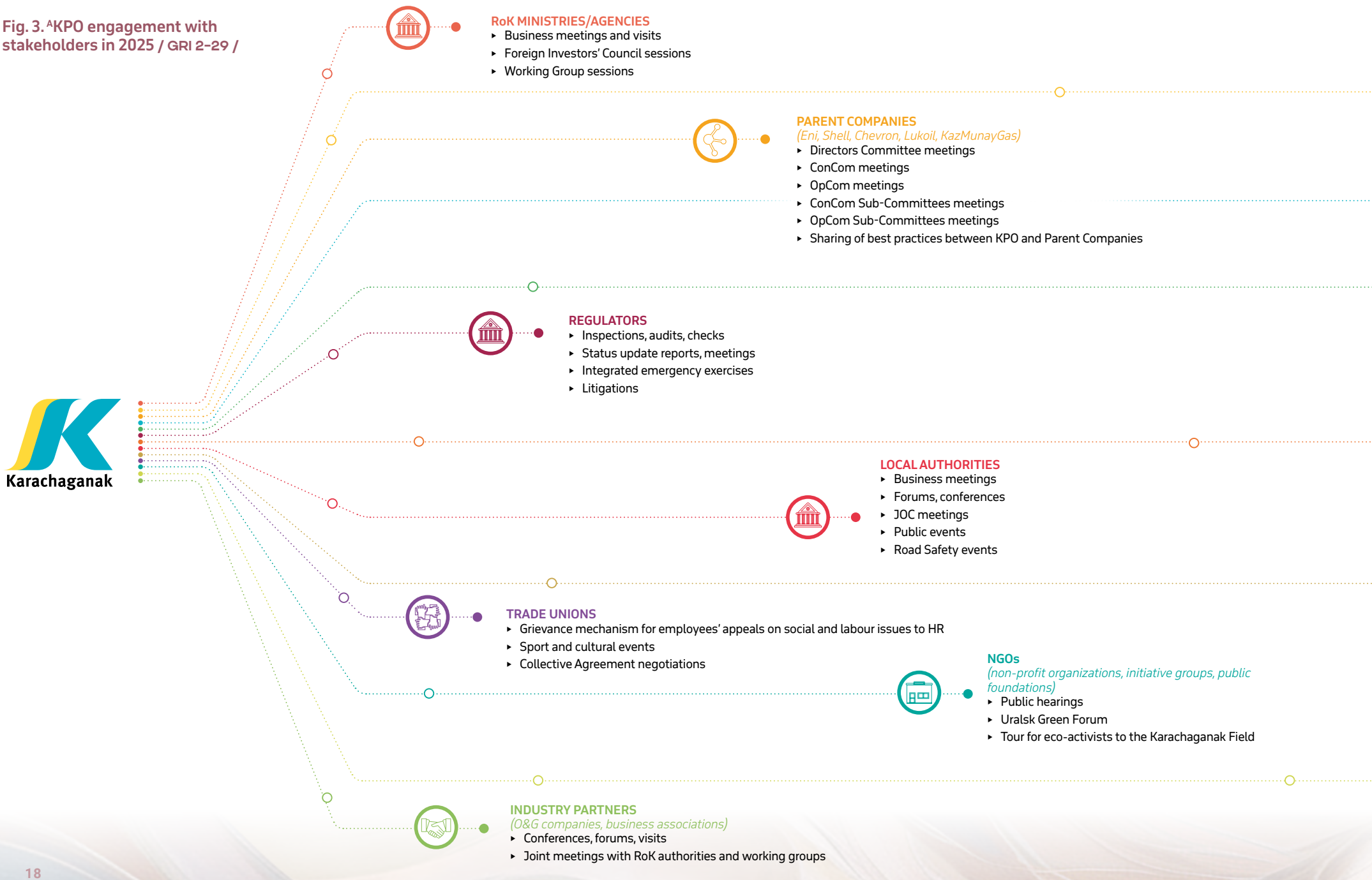
The issues discussed as part of the KAZENERGY framework include: labor relations, social welfare services at the Projects, development of a new Industry Agreement on social partnership in petroleum, oil refinery and petroleum chemical industries as a basic document for draft collective agreements, the development of professional standards designed to replace the unified Wage Rate Book of works and professions, and other. Topics related to the environmental protection are implemented through the development and application of Best Available Technologies in the oil and gas industry, improvement of environmental legislation including the new RoK Water Code, timely participation of subsoil users in comments to regulations, amendments to regulations on regulation of GHG emissions and decarbonization, establishing environmental quality standards for the environmental components, working on the new Tax Code of the Republic of Kazakhstan and other.

Active engagement in the project and initiatives of the International Centre for Development of Oil and Gas Machine Building (IMBC) that implements activities as part of the Action Plan for the Republican Oil and Gas Machine Building development, contribute to the increase of Local Content share in the procurement of goods, works and services of the Karachaganak Project.

For more details on KPO's interaction with IMBC, see the Local Content Development chapter.



Fig. 3. AKPO engagement with stakeholders in 2025 / GRI 2-29 /



PSA LLP AUTHORITY

- Technical budget and operations meetings
- Joint Operating Committee (JOC) meetings
- Joint Procurement Committee (JPC) meetings
- Joint Marketing Committee (JMC) meetings
- Local Content Sub-Committee meetings

[A]KPO gives special attention to the most vulnarable stakeholders as local communities and contractors' employees[A]. Disclosures on social initiatives and activities related to these vulnerable groups are provided in chapters 'Local Communities', 'Industrial Relations', 'Occupational Health' and 'Supporting Social Infrastructure'. **/ GRI 2-23 /**

MEDIA

(national, regional, local)

- Regular interaction by correspondence, press releases, articles, meetings, public events and VIP visits
- Communication via social networks (LinkedIn, Facebook, YouTube, Instagram, Vkontakte), Sustainability Report, website, publications, interview, videos in different media, corporate videos

LOCAL COMMUNITIES

(residents of Aksai town and nearby rural districts)

- Village Councils, meetings, requests, grievance mechanism
- Training seminars for local farmers
- English training courses for rural scholars
- Public hearings

EMPLOYEES

- Meetings, written applications
- Corporate events, Townhall, HR Open Day, Business Ethics Day, Trade sanctions compliance meetings, contests, award ceremonies
- Communication and training on Business Principles and Code of Conduct, as well as cybersecurity
- Application by employees about operational and social & labour matters to HR and via the Hotline
- Quarterly and annual HSE Awards ceremony for KPO employees and contractors
- Safety Stand Down meetings, Safety Leadership & Culture orientation sessions, HSE awareness events
- Online training on safety, security, civil defence topics
- Electronic surveys from HR, IT&T support service, security
- Professional holiday celebrations
- Communication via corporate intranet portal, electronic displays in KPO offices, distribution of brochures
- Public work

FUTURE GENERATION

(students, schoolchildren, young specialists)

- Practical internship
- Youth placement
- University Graduates Development Programme
- KPO Scholarship Programme for school graduates from nearby rural districts
- KPO Scholarship Programme for full-time employees and their children
- Meetings with students, educational sessions, HR Open Day
- Annual road safety event for children and parents in Aksai

COUNTERPARTIES

(suppliers/contractors, customers, banks)

- Summits, forums, conferences on HSE, Local Content, Eco-Partnership Forum
- Business meetings, familiarization visits
- Tender negotiations, online training for suppliers
- Monitoring of contractors by the industrial relations sector, round tables
- Contractor employees' appeals to the industrial relations sector and the Hotline
- Online training for suppliers
- Pre-qualification assessments of suppliers



Ethical management, transparency, and accountability to stakeholders are the benchmarks that define our path.

GOVERNANCE

22 Governance structure and management approach
30 Business Conduct
33 Compliance
38 Digitalization and continuous improvement



/ GRI 2-23 /

Business principle:

BUSINESS INTEGRITY

We insist on honesty, integrity and fairness in all aspects of our business and expect the same in our relationships with all those with whom we do business.

The direct or indirect offer, payment, soliciting or acceptance of bribes in any form is unacceptable, and we strongly reject any kind of associated behaviour.

KPO staff must avoid conflicts of interest between their private activities and their part in the conduct of KPO's business, and any actual or potential conflict of interest must be declared to KPO.

Business principle:

COMPLIANCE

We comply with all applicable laws and regulations of the countries in which we operate.

2025

Business conduct:

148 reports

to Hotline

86 %

of employees signed the Annual Ethics and Compliance Declaration

817 employees

who work at high risk of committing compliance violations attended the Anti-Corruption and Bribery course

Certified in accordance with:

ISO 14001:2015

Environmental Management System

ISO 45001:2018

Occupational Health and Industrial Safety

ISO 50001:2018

Energy Management

ISO 39001:2012

Road Safety Management System

WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

A well-built management system is the key to the sustained organizational success. KPO has established a well-balanced and integrated system of governance, risk management, business planning, internal control and compliance. The integrated management system approach enables appropriate decision-making and provides adequate control mechanisms to ensure strategies, directions and guidance from senior management are carried out systematically and effectively

GOVERNANCE STRUCTURE AND MANAGEMENT APPROACH / GRI 3-3, SDG 16.16 /

[A] Karachaganak Petroleum Operating B.V. was established in 1998 as a Joint Venture to operate the Karachaganak Oil and Gas Condensate Field (further as Karachaganak Field or the KOGCF) in accordance with the Final Production Sharing Agreement (FPSA) [A]. In the Republic of Kazakhstan, KPO has been registered as Karachaganak Petroleum Operating B.V. Kazakhstan Branch. / GRI 2-1 /

KPO brings expertise from its five Contracting Companies: Eni S.p.A., Shell plc, Chevron Corporation, PJSC Lukoil and JSC NC KazMunayGas. / GRI 2-6 c /

eni	Shell	Chevron	LUKOIL	КазМұнайГаз
29.25%	29.25%	18%	13.5%	10%

In Kazakhstan the KPO's Contracting Companies are represented by Agip Karachaganak B.V., Shell Kazakhstan, Chevron International Petroleum Company, Lukoil Overseas Karachaganak B.V. and KMG Karachaganak LLP.

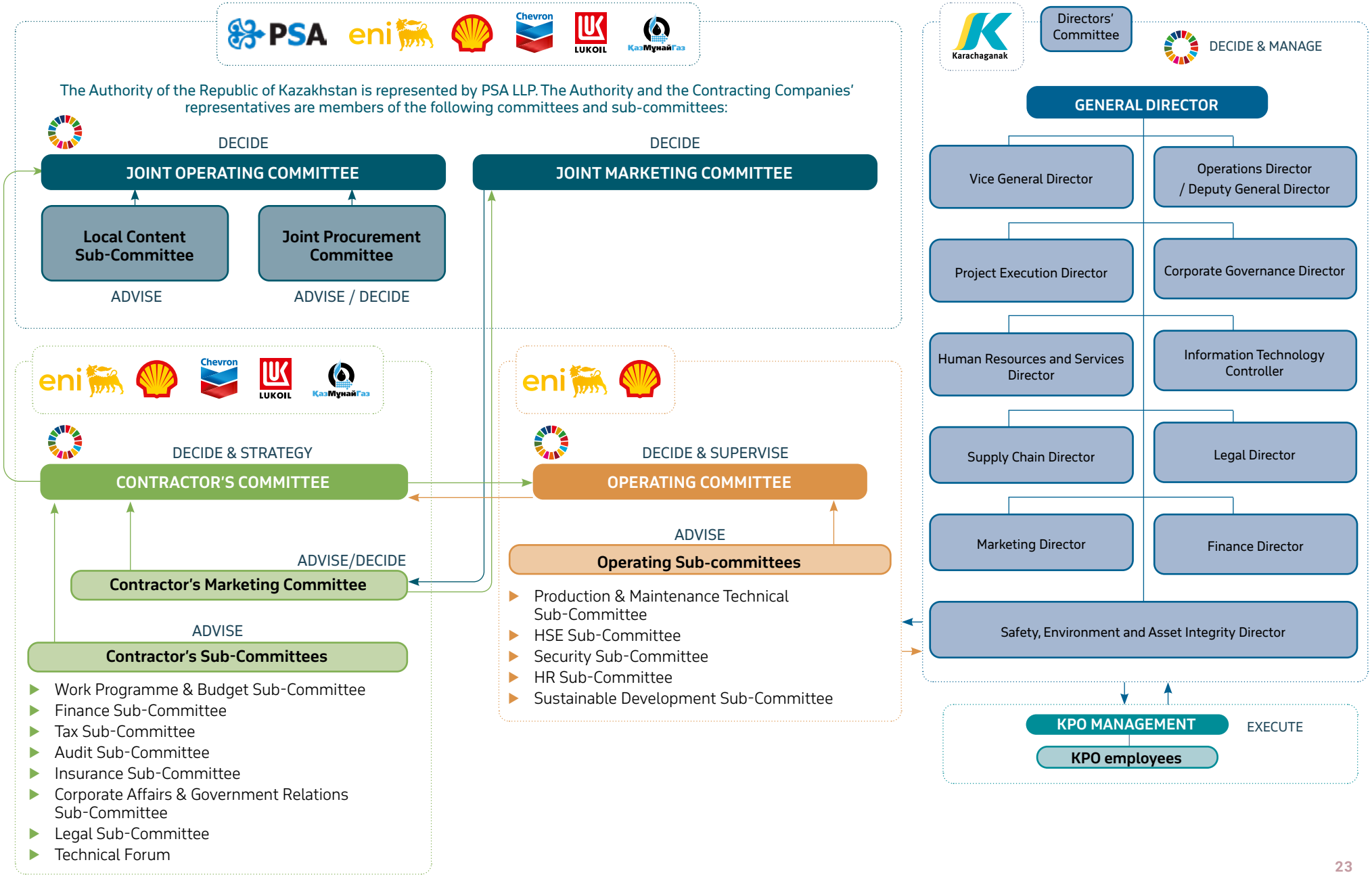
ORGANISATIONAL STRUCTURE / GRI 2-9, 2-10 /

KPO organisational structure was designed to enable KPO to meet its business objectives and to satisfy the requirements from the Republic of Kazakhstan (the Authority represented by the PSA LLP) and the Contracting Companies by continuously assessing its external environment. For purposes of carrying out the petroleum operations stipulated in the FPSA, there is a Co-operatorship model of Karachaganak field represented by Agip Karachaganak B.V. and BG Karachaganak Limited (respectively Eni Spa and Shell; Shell has officially acquired 100% of BG Group).

KPO has two high governing bodies: the Joint Operating Committee (JOC) and the Joint Marketing Committee (JMC), which are formed by representatives of each of the five Contracting Companies and representation of the Authority under the FPSA. As per the FPSA requirements, the Chair of the JOC is always a representative from the Authority, and the JOC Secretary is a senior executive from the Operating Contracting Companies. / GRI 2-11 /

In addition, in order to satisfy the requirements of the Joint Operating Agreement (between the Parent Companies) and the Operator Participants Agreement (between

Fig. 4. Karachaganak venture senior management structure (as of 31.12.2025) / GRI 2-9, 2-12, 2-13 /



the Operators Eni and Shell). The certain sub-committees have been established, at Contractor and Operator level, dealing with specific matters. Graphical view of the full governance structure is given on figure 4. **/ GRI 2-13 a /**

Nomination, selection, and performance evaluation of Parent Company representatives as members of any part of governance structure are carried out in accordance with the internal regulations of the Parent companies themselves and the authorized body on the part of the RoK. KPO, as a reporting entity, does not have access to this information. Parent companies report on these matters individually in their sustainability reports. **/ GRI 2-10, 2-18 /**

KPO submits various types of reports to committees, sub-committees, and to representatives of Operator, Parent Companies, the Authority of the Republic of Kazakhstan, the PSA LLP Authority, and other authorized bodies of the Republic of Kazakhstan. The highest governing body for addressing sustainable development issues is the Joint Operating Committee. With the aim to support KPO sustainable development, the JOC members control and manage engagements with stakeholders based on the exchange from the above listed formal committees. **/ GRI 2-13 b /**

The highest governing body for addressing sustainable development issues is the Joint Operating Committee.

Joint Operating Committee

The JOC is responsible for the overall supervision of petroleum operations and social and infrastructure projects to ensure that activities are carried out in accordance with the FPSA and Settlement Agreement. Matters pertaining to the JOC include the review and approval of the annual Work Programme and Budget, social and infrastructure projects, and any changes to the Field Development Plan. JOC meetings normally take place no less than twice per year. In 2025, the JOC meetings were held in July and December.

The JOC is chaired by a representative from the Authority. The Authority and the Contractors (Parent Companies) each appoint five representatives to attend the JOC. The JOC representatives shall have deputies, who shall also be appointed by the Authority and the Parent Companies, respectively. The Akim of the West Kazakhstan Oblast attends the JOC meetings as the community representative but without voting rights. KPO is invited as a guest and is not a member of this committee.

JOC members are remunerated by their respective companies and selected by the senior management of each participating entity, based on each candidate's individual experience and the respective companies' policies. **/ GRI 2-10, 2-19 /**

JOC Sub-Committees

The JOC has established several sub-committees, such as the Joint Procurement Committee (JPC) and the Local Content Sub-committee (LCS).

The JPC is responsible for the approval or endorsement of the main contracts to be awarded by KPO and acts in accordance with the JOC Tender Procedures as approved by the JOC. Membership and voting rights for the JPC are similar as for the JOC, and its decisions also need to be unanimous.

The Local Content Sub-committee consists of KPO representatives and the PSA Authority. The LCS is responsible for aiding the JOC on issues related to local commodities, works and services, increasing local staff employment; and training and developing Kazakhstani employees. The LCS is also involved in discussions and reviews of plans and programmes related to local content as proposed by the Republic, the Authority, or Parent Companies.

Joint Marketing Committee

The JMC is responsible for all activities relating to the marketing of hydrocarbon and non-hydrocarbon products under the FPSA. This Committee approves proposals concerning transport, processing, swaps and the sale of petroleum products. Decisions are made with the objective of maximising net revenues. The JMC is chaired by a representative from one of the Parent Companies. The KPO Marketing Director has the right to participate in JMC meetings without voting rights.

Contractor's Committee (ConCom) and Operating Committee (OpCom)

As defined by the Joint Operating Agreement (JOA), the Karachaganak Joint Venture operates utilising two bodies for management and decision-making. One body is the Contractor's Committee (ConCom), which is responsible for determining all the Parent (Contracting) Companies' positions on matters subject to the decisions of the JOC. The other body is the Operating Committee (OpCom), which oversees the management of the Venture and ensures compliance with the FPSA requirements.

The highest governing body for developing sustainable development strategies is the Contractor's Committee. Activities to deliver strategic objectives are initiated and submitted for discussion at the meetings of the Operating Committee by KPO representatives and are then discussed at the Operating Committee level. The Contractor's Committee monitors the design and implementation effectiveness of the organisation's processes as part of the annual internal audit by all Parent companies. **/ GRI 2-12 /**

> The highest governing body for developing sustainable development strategies is the Contractor's Committee.

ConCom and OpCom Sub-Committees

The different subcommittees, at Contractor and Operator level, provide professional advice and assurance in specific areas of expertise at operational and corporate levels. Each sub-committee has its own purpose and objectives, stipulated in their respective 'Terms of Reference'.

> Sustainability topics, such as social, economic, and environmental issues, are covered by the Sustainability Sub-committee at the Operator level, represented by both Operators and KPO.

Its main purpose is to advise on identified issues, concerns, and impacts of KPO's business on communities living in KPO's direct impact area. **/ GRI 2-12 /**

The Sustainable Development Sub-Committee reviews issues such as engagement with Burlin District and Karachaganak field adjacent communities and NGOs, the post-resettlement monitoring of the ormer Berezovka and Bestau villages, industrial relations with KPO contractors, and sustainability reporting. **/ GRI 2-12 /**

Director's Committee **/ GRI 2-9 /**

The KPO Directors Committee is the executive body and serves as an advisory group for making operational decisions for managing the Company, including collective decisions. Directors Committee meetings are held on a weekly basis.

The Directors Committee includes heads of all key divisions within the Company. The directors are represented both by secondees from the Operating companies and KPO employees who are citizens of the Republic of Kazakhstan. All Directors Committee members are nominated by the OpCom. The appointment of directors is subject to the terms of the Joint Operating Agreement. The term of appointment for directors is three years. Each nominee for a relevant director position undergoes a rigorous selection by the Operators based on his/her professional qualifications and background. Gender ratio in the Directors Committee in 2025 made up to 83% men and 17% women. The Committee does not include underrepresented social groups. **/ GRI 2-9 /**

Representatives of the Operator companies – Shell and Eni – are alternately appointed to the positions of General Director, Operations Director, and Deputy General Director. The KPO organisational structure does not provide for a position of an independent director. The latest information about the KPO Directors Committee is available on our website under the section 'KPO Management'.

The General Director is the most senior manager of KPO, reporting directly to the Contractor's Committee. Several Directors and Controllers report directly to him.
The General Director is accountable for achieving the overall performance targets set for KPO by the Contracting Companies and as defined in the approved plans and budgets. The Directors Committee, chaired by General Director, monitors the progress of key issues identified by reporting Committees, and proactively identifies and tracks 'hot issues,' and agrees on solutions and allocation of resources with the relevant business leaders. **/ GRI 2-24-a-i /**

> The General Director is accountable for achieving the overall performance targets set for KPO by the Contracting Companies and as defined in the approved plans and budgets.

Members of the Directors Committee participate in all major forums related to sustainability topics, thereby increasing their awareness of ESG issues. In 2025, KPO Directors and Controllers participated in the following internal and external events: 'Safety Forum – 2025'; HSE Townhall; Safety Townhalls Ahead of Pitstops; an Annual HSE Forum with Business Partners; an HSE Forum of the four joint ventures between TCO, NCOC, CPC and KPO; quarterly KPO and Business Partners, Sub Business Partners Senior Management Engagement Meetings; HSE Awards; Security Forum 2025; an Integrated Emergency Response Exercises; Townhall meetings of KPO staff; a Round Table on Industrial Relations; the National 'Taza Kazakhstan' Festival; Seminar on Methane Emissions Management in the Oil and Gas Industry; the VIII International Environmental Forum 'Uralsk Green Forum'; the 'Eco-Partnership' forum; the Regional Business Social Responsibility Competition 'Pariz-2025'; the Regional Investment Forum 'Implementation of KPO's Strategic Goals'; the Annual Local Content Workshop; the Annual Forum of the International Machine Building Centre (IMBC); the annual SIP Forum on the implementation of social and infrastructure projects, and other. **/ GRI 2-17 /**



MANAGING RISKS / GRI 2-12, 2-13, 2-16 /

Petroleum operations must be carefully managed with respect to people, the environment, and assets. As a responsible oil and gas operator, KPO places particular emphasis on managing business risks encompassing all dimensions.

The risk management process includes activities required to identify, assess, monitor, manage, and report risks that may impact the achievement of strategic and operational objectives. This is a dynamic and continuous process.

In 2025, the Risk Committee discussed and reviewed a broad range of corporate business risks, including but not limited to:

1. Major Asset Integrity and Process Safety accident,
2. Technical water supply,
3. Power Generation capacity,
4. Occupational safety injuries,
5. Exposure to major cybersecurity incidents,
6. Decrease in gas supply to Orenburg Gas Plant,
7. Social tension,
8. Bribery / corruption,
9. Energy transition challenges.

A number of risks associated with operations in the oil and gas sector are mitigated through the application of preventive measures, appropriate management systems, and other necessary risk mitigation actions. Such risks will always be classified as medium-level risks, which do not feature in the list of the 10 corporate business risks mentioned above.

The risks that KPO faces are directly related to the material topics presented in this Report (please see the chapter 'Material Topics and Stakeholder Engagement').

KPO works on mitigating these risks through its management systems and continuous assessment processes, which support proactive decisionmaking, business strategy development, and effective change management.

To ensure the effectiveness of the risk management process, KPO implements the following reporting steps:

- Quarterly: regular Risk Committee meetings.
- Continuously: regular assessment and update on risks evolution at the Risk Owner level to ensure timely and effective implementation of preventive actions to mitigate identified risks, and timely informing the Integrated Risk Management focal point.

Detailed disclosure on measures to reduce key specific risks related to social, environmental, and economic material topics is provided in the relevant chapters of this Report.

Business and safety risks: The Integrated Risk Management Procedure and HSE Integrated Management System Framework define and describe this process, as well as roles and responsibilities across the Company. It is also aimed at synchronising business goals and targets with business risks on each level of the organisation. Corporate Governance Controllership is responsible for adoption, maintenance, monitoring and continuous improvement of the integrated risk management system, covering both business and HSE risks.

For business risks, this process is regulated by the Integrated Risk Management Procedure, and risks are reported through the Corporate Risks Register, which is a risk model listing main business risks as well as relevant preventive and remedial actions.

HSE risks are regulated by the HSE Risk Management Framework and reported through Corporate HSE Risks Register, which is a risk model listing major safety risks as well as relevant preventive and remedial actions. The HSE risk model outcomes feature into the business risk model.

The final risk model is reviewed and summarised in preparation for the KPO Risk Committee meetings, which are attended by KPO senior management.
/ GRI 2-12, 2-13 /

Process Safety risks: Key Process Safety risks are recorded in the Barrier Model, which contains all detailed process safety risks managed by Safety & Asset Integrity Controllership and regulated under the HSE Risk Management Framework. More details are provided in the Asset Integrity chapter.



ASSURANCE / GRI 2-12, 3-3 /

At KPO, the commitment to fostering a culture of internal assurance is paramount for promoting the sustainability and responsible growth of the Company. KPO demonstrates its commitment by delivering two key processes to support its business objectives:

- a value assurance process for capital expenditure projects,
- an audit process for internal, external and contractor audits.

In 2025, KPO continued to prioritise value assurance by rigorously evaluating development projects to support sound, transparent and timely decision-making. The value assurance process covers key stages of project maturation, from opportunity identification through to execution readiness and the operational phase, and is governed by the Projects Value Assurance Policies, Project Management System and the Projects Value Assurance Events Guideline. The objective remains to maximise investment value while supporting safe, reliable and responsible project delivery.

During the year, value assurance activities supported the maturation of a number of production enhancement projects and opportunities. These reviews provided independent challenge to project teams, helped assess key risks, technical readiness, execution plans and decision quality, and supported alignment before progressing to the next stage of project development.

Given the material nature of capital investments, the Company continued to apply a combination of internal and external value assurance events, including participation from Parent Companies where appropriate. These assurance activities help strengthening transparency, accountability and governance across the project maturation process, contributing to KPO's long-term business resilience and responsible growth.

KPO also continued to consider sustainability aspects within value assurance activities where relevant. For new capital projects, attention remained focused on practical project choices that support safe, efficient and responsible operations.

Regarding audit assurance, which is captured in the Internal Corporate Audit Procedure, the internal audit function provides risk based independent assurance on the design and operating effectiveness of governance, internal controls and processes as set out in KPO Control Framework, and systems. The internal audit function identifies any gaps which may impact the capability of KPO to deliver its business objectives.

KPO implements its annual audit plan covering risk areas across the business activities such as governance, contracting & procurement, internal and contractor HSE management, financial, accounting, production operations, logistic processes and many others. Besides of that, the internal audit function follows-up of identified audit actions. The results of these audits are reported to KPO management and Parent Companies at the Audit Sub-Committee.

Further, KPO Parent Companies conduct audit on annual basis based on their own internal risks assessments. This provides an additional independent assurance level on the design and operating effectiveness of the KPO Control Framework. The results of these audits are reported to KPO management and Parent Companies at the Audit Sub-Committee.

Finally, external certified auditors provide assurance on effectiveness of the KPO Control Framework and compliance with the international standards and RoK laws is provided through ISO certification including surveillance audits.

Moreover, KPO through Internal Corporate Audit Department carries out its own HSE internal audit plan on annually basis. For example, in 2025 KPO conducted 13 HSE audits.

The results of these audits are reported to KPO management and Parent Companies at the Audit Sub-Committee.



Integrated HSE Management System / GRI 3-3, 403-1, 403-7, 403-8 /

Continuous improvement and commitment are KPO's priority in ensuring the health and safety of the workforce and reduction of impact to the environment.

KPO manages HSE issues through its Integrated HSE Management System, which is certified in accordance with ISO 14001:2015 (Environmental Management System), ISO 39001:2012 (Road Traffic Safety Management System), ISO 45001:2018 (Occupational Health and Safety), and ISO 50001:2018 (Energy Management).

To maintain its credentials in relation to the ISO requirements, in 2023, KPO had passed through the re-certification process of ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018. KPO also came out successful in the recertification auditing process of ISO 39001:2012 which was held in 2025. Both KPO employees and contractor staff work intensively towards maintaining these processes.

The KPO HSE requirements are extensively communicated at internal and external levels, such as to all KPO staff but also with all contractors and subcontractors (i.e. inclusion of HSE requirements in each awarded contract).

Each year KPO undertakes a range of HSE programmes, trainings, initiatives and campaigns. These include but are not limited to HSE inductions, job specific HSE training, and various other HSE programmes, such as Safety Leadership and Culture Programme, HSE Card Programme, HSE Award Incentive Scheme, Health Risk Assessments, Resilience Programme, Environmental Culture and Awareness Enhancement Programme, and other.

WHY IS IT IMPORTANT TO US?
/ GRI 3-3 /

At KPO, we uphold a set of core values – honesty, integrity, and fairness – as foundation for our respect for people. By committing to these values in our working lives, each of us contributes to protecting and strengthening KPO's reputation. These shared core values underpin everything we do and are the foundation of both our Code of Conduct and the KPO Business Principles.

The KPO Business Principles govern how we conduct our operations and outline our responsibilities to shareholders, customers, employees, business partners, and society. The Code of Conduct sets out the standards of behaviour expected from employees, as well as what employees can expect from KPO.

We are judged by how we act. Our reputation will be upheld if we act in accordance with the law, the KPO Business Principles and our Code. We encourage our business partners to live by the KPO Business Principles or by equivalent principles.

BUSINESS CONDUCT / GRI 2-23, 2-24, 3-3, SDG 10.3, 16.5 /

KPO BUSINESS PRINCIPLES / GRI 2-23, SDG 16.b /

[A]KPO conducts its business in accordance with the KPO Business Principles, which were introduced in 2019, reviewed in 2025, and signed by all members of the KPO Board of Directors[A]. Prior to that, Business Principles were part of the Code of Conduct.

Our Business Principles govern how we conduct our business and set high standards of performance and ethical behaviour. We also expect all of our stakeholders, including contractors and suppliers, to respect and adhere to these Business Principles.

Fig. 5. KPO Business Principles cover eight main categories:



[A]The full text of the KPO Business Principles and a short video are available on our website in Business Ethics section[A].

CODE OF CONDUCT / SDG 16.b /

[A]The KPO Code of Conduct is a fundamental compliance document designed to safeguard the activities and reputation of the Company and its employees. The Code of Conduct establishes the general rules of business ethics and corporate culture at KPO and is mandatory for all KPO employees, contractors' employees, and any other individuals working on behalf of KPO, without distinction or exception[A]. **/ GRI 2-23 /**

The Code of Conduct includes provisions on respecting the principles of free enterprise and fair competition, protecting human rights and Company assets, ensuring equal opportunities and maintaining zero-tolerance for corruption and the legitimization of proceeds of crime (money laundering). It also prohibits any form of workplace harassment and regulates aspects of national and international trade, labour protection, safety and environmental protection, as well as the protection and exchange of information, including personal data. **/ GRI 2-24 /**

[A]The full text of the KPO Code of Conduct is available on our website in Business Ethics section[A]. **/ GRI 2-23 /**

HUMAN RIGHTS / GRI 2-23, 2-24, 408-1, 409-1, SDG 8.7 /

[A]Grounded in the principles set forth in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labor Organization, KPO is committed to respecting human rights and complying with applicable laws and regulations in the course of its duty. These commitments are further reinforced by the Constitution of the Republic of Kazakhstan (RoK), the Labor Code of the RoK, the Code of the RoK 'On the Health of the People and the Healthcare System', the Law of the RoK 'On Civil Protection', the Environmental Code of the RoK, and in relevant regulations[A].

The observance of human rights is a prerequisite for our 'license to operate'. [A]Our activities are grounded in respect for the human rights of our stakeholders, including employees, contractors, local communities, and local authorities[A]. In pursuit of these goals, KPO regularly engages with external stakeholders and strives to contribute – both directly and indirectly – to the overall wellbeing of the communities in which we operate.

Human rights issues are an integral part of the Company's internal regulations, which address compliance requirements related to social contribution, safety, and human resources. For this reason, [A]human rights requirements are embedded in the Code of Conduct and within KPO 's existing framework, manuals, and policies[A]. These include:

- Social performance – We develop social performance plans and address the social impacts of our operations on local communities.
- Security – Company-wide security requirements ensure the safety of staff, contractors, and facilities, while upholding human rights and respecting the security of local communities.
- Human resources – Our policies and standards promote fair labour practices, ethical labour relations, and a positive work environment with equitable conditions.
- Contracting and procurement – We collaborate with contractors and suppliers who contribute to sustainable development and demonstrate economic, environmental and social responsibility.

[A]As part of the overall KPO Compliance Framework, KPO has adopted and successfully implemented the new Ethics and Compliance Training Programme[A], which addresses the key principles and commitments outlined above.

[A]KPO has a zero-tolerance approach to modern slavery and child labour. The Company is committed to identifying and minimizing, as far as possible, the risk of child labour, slavery, and human trafficking within its supply chains and across all areas of its business[A].

In 2025, no cases of child labor and human trafficking were identified within KPO or among its contractors.

COMMUNICATION OF CRITICAL CONCERNS TO MANAGEMENT / GRI 2-16, 2-25-d /

KPO has several processes in place for reporting critical concerns to management. As part of the procedures for handling complaints and suggestions from various stakeholder groups, the communication takes place as follows:

- Reports to the Hotline are brought to the attention of the Ethics Board, which meets several times a year.
- Complaints and reports from employees to the Human Resources Department are communicated during the investigation following the report. The Human Resources Department holds discussions and implements preventive measures with staff regarding breaches of workplace regulations.
- Complaints and enquiries from the local communities are brought to the attention of management through regular meetings with line management and representatives of KPO Parent Companies as part of the Sustainability Sub-Committee agenda.
- Enquiries and complaints received from business partners (or contractors) are communicated to management and Director's Committee in the form of regular Power BI reports and reported at the meetings of the Sustainability Sub-Committee with KPO Parent Companies' representatives.
- All matters related to the KPIs including risks and critical concerns are discussed at the weekly meetings of the Directors' Committee.

[A]KPO strives to take stakeholders' views into account when establishing and improving its complaints mechanisms. Information received through engagement with employees, contractors, suppliers, local communities and other users of these mechanisms is used to assess the accessibility, clarity and effectiveness of existing channels for raising concerns. Based on the results of such engagement, the Company, where necessary, adjusts the procedures for receiving, registering, reviewing and closing complaints, and improves communication regarding the available mechanisms and the principles governing their use[A].



COMPLIANCE / GRI 2-24 /

ANTI-BRIBERY AND CORRUPTION / GRI 2-15, 205-1, 205-3 /

KPO pays special attention to anti-bribery and corruption. [A]The KPO Anti-Bribery and Corruption, and Anti-Money Laundering Manual (hereinafter referred to as the Manual) is based on the Code of Conduct and Business Principles and sets out KPO's requirements for compliance with national and international laws prohibiting bribery and corruption. The Manual is approved by top management and mandatory for all KPO Staff, including seconded employees of Parent Companies, full-time employees, and employees of sending parties (recruitment agencies). Management defines work processes related to gifts and hospitality and supports staff in assessing potential corruption risks[A]. / GRI 2-23 / Particular attention is given to:

- Contracting,
- Gifts and Hospitality,
- Funding Social Investment, Donations, and Sponsorships,
- Interaction with Government Agencies,
- Conflict of Interest.

[A]The KPO General Director, along with directors and managers, identifies key legal and ethical compliance risks within the relevant directorates and departments, and is responsible for assessing and monitoring risks[A]. / GRI 2-24 a-i /

The Risk Assessment 'Exposure to Major Breach of the Code of Conduct and of the Ethics and Compliance Policies and Procedures' includes a comprehensive evaluation of all KPO activities for risks related to corruption.

To mitigate corruption risks, KPO has established the following rules and processes:

- Due Diligence – Applied before entering into any contract or binding agreement with a counterparty (see Suppliers' Ethical Due-Diligence).
- Bribery and Facilitation Payments – Strictly prohibited, including accepting or offering a bribe, commercial bribery, mediation in bribery, and related practices.
- Charity and Sponsorship – Subject to strict rules and restrictions, with mandatory expense recording and preliminary review of all participants in the process.
- Political Contributions – Any payments (direct or indirect) from Company funds to political parties, political organizations, or their representatives are prohibited. / GRI 415-1 /
- Gifts and Hospitality – Clear principles, thresholds, approval levels, and processes have been established. An appropriate register is maintained to ensure transparency.
- Conflict of Interest – Principles and rules have been established for reporting actual, potential, and perceived conflicts of interest. All cases are recorded in the respective register, and the responsible business unit takes measures to resolve them (see Conflict of Interest).
- [A]Training and Awareness – Regular training sessions are conducted, and employees' awareness of anti-corruption and other ethical requirements is monitored[A] (see Compliance Awareness Training). / GRI 2-24-a-iv /
- Reporting Violations – Processes have been established for reporting violations of the Company's internal documents and applicable laws. Procedures are in place to investigate such violations, and disciplinary actions are applied in cases of breaches of the Company's internal rules.

Conflict of Interest / GRI 2-15 /

[A]Conflicts of Interest at KPO are regulated by the Code of Conduct as well as the Anti-Bribery and Corruption, and Anti-Money Laundering Manual. The latter provides guidance to KPO's hiring managers and the Legal Directorate to assist in managing perceived, potential, or actual conflicts of interest[A].

[A]The management of all types of registered conflicts of interest is a shared and ongoing responsibility involving the employee, the Line Manager, the Legal Compliance function, and any other relevant stakeholders who need to be informed or engaged[A]. Each case is subject to a collaborative review process, with mitigation measures developed and agreed upon in consultation with the Legal Compliance Department. Agreed actions are transparently disclosed to the relevant parties to ensure effective oversight, accountability, and timely resolution. Oversight of the conflict of interest management is carried out by the Committee of Operators, which conducts compliance audits.

Conflicts of interest may arise when KPO employees have immediate family members who are employees of KPO, government officials, contractors, suppliers, competitors, or business partners. Such cases are handled and managed internally by the Company.

[A]Legal Compliance Department regularly reminds employees of the need to declare conflicts of interest. Every eligible candidate is required to sign a Conflict of Interest Declaration prior to employment[A].

The General Director and the Legal Compliance Department ensure overall employee awareness of the significance of conflicts of interest and the importance of adhering to compliance standards and requirements, including through corporate communications.

Compliance Awareness Training

/ GRI 2-23, 205-2 /

All KPO employees receive regular training on various compliance topics. In 2025, the Compliance Department conducted 37 virtual training sessions of the Anti-Bribery and Corruption course for employees working in areas more exposed to bribery and corruption risks. A total of 817 employees attended this course, including members of the KPO Directors Committee.

In addition, in 2025 the Compliance Department conducted 16 virtual training sessions of the Trade Compliance training for the relevant personnel. A total of 489 employees attended this course, including members of the KPO Directors Committee. Ethical Leadership sessions were also delivered across six Directorates by designated ethical focal points.

The new Ethics and Compliance E-learning program was launched on 24 November 2025 with the deadline of completion in March 2026. This training consists of 6 modules:

- Trade Barriers and Sanctions Compliance;
- KPO Code of Conduct;
- Countering Corruption and Money Laundering;
- Antimonopoly Compliance;
- Data Protection;
- Confidentiality and Trade Secret Compliance.

Furthermore, [A]each KPO employee is required to certify annually that they have read and understood the Business Principles, the Code of Conduct, the Anti-Bribery and Corruption, and Anti-Money Laundering Manual, and to sign the Annual Ethics and Compliance Declaration[A]. As of 2025 year-end results, 86% of employees, including seconded employees of Parent Companies and full-time employees, signed the Annual Ethics and Compliance Declaration.

Externally, in August 2025, KPO organized its annual Contractors Workshop on Anti-Bribery and Corruption with the participation of business partners. The aim of this session was to remind counterparties working on behalf of KPO of their obligation to comply with both local and international laws, in addition to adhering to KPO's internal policies.

[A]All compliance policies and procedures are accessible to employees via the KPO Intranet. The KPO Business Principles and the Code of Conduct are also available to all stakeholders through the KPO website[A].

Suppliers' Ethical Due-Diligence

/ GRI 2-23, 2-24, 205-1, 205-2, 414-1 /

KPO is committed to achieving and maintaining the highest standards of corporate governance, particularly with respect to compliance with ethical and legal requirements. KPO's success depends on its business partners, who play an important and valued role in sustaining our continued growth, and who are expected to share this commitment.

To ensure alignment, [A]KPO conducts Ethical Due Diligence assessments of business partners to evaluate the risks associated with each potential partnership and to identify appropriate mitigation measures for any aspects that may pose a risk[A]. **/ GRI 2-24 /**

Each potential business partner is required to complete a questionnaire providing information about its ownership, management, and code of conduct, including its ethical business practices.

[A]As part of its due diligence, KPO also uses open-source information to corroborate the data received from partners and to verify feedback on business practices and marketplace reputation. KPO relies on international compliance database, the Kazakhstani database of legal entities, and open national databases – including tax and court records – as well as independent international experts[A]. Following this process, a risk assessment is performed to determine the acceptability of the business partner and, where relevant, to identify mitigation measures for any residual risks. **/ GRI 2-23, 2-24, 2-25 /**

[A]Moreover, KPO requires its business partners to comply with applicable Kazakh and international laws combatting corruption and bribery. These obligations are incorporated into KPO's standard contracts. All business partners must complete an Annual Compliance Certificate, confirming their compliance during the preceding calendar year with the representations, warranties, and commitments set forth in the Article 'Ethics and Business Practices' of each KPO contract[A]. **/ GRI 2-24 /**

KPO is confident that these activities have reinforced its business partners' awareness of KPO's high standards of ethical conduct. KPO cooperates closely with its business partners, and together they are obliged to comply with all applicable laws to prevent corruption and bribery.



Hotline and Other Compliance Measures

/ GRI 2-25, 2-26, 3-3, SDG 16.10 /

To support the Company's Ethics and Compliance Programme, KPO has a toll-free, anonymous, and confidential Hotline.

The Hotline is an important tool for KPO employees, contractors, and stakeholders, helping to promote a fair and safe working environment. [A]It provides a channel for employees and third parties (including contractors, suppliers, and other interested parties) to report possible illegal, unethical, or improper conduct, such as discrimination, sexual harassment, conflicts of interest, improper financial practices, or bribery. Reports can be submitted either by telephone or through an online report form. All incoming reports are handled by an independent third-party provider, ensuring confidentiality and anonymity. Reports are then sent to designated KPO personnel, who ensure they are professionally managed. In addition, KPO employees may report concerns directly to the Legal Compliance Department, HR, or their respective line managers[A].

In 2025, the Legal Compliance Department received 148[A] new reports through the Hotline and direct submissions, representing an increase of 35 compared to 2024. **/ GRI 2-16 /** During the same year, 146 investigations were completed, including 23 related to reports received in 2024. Of these, 35% were found to be partially or fully substantiated. Most complaints concerned conflicts of interest, contract pre- and post-award processes, workplace relationships, and labour matters. All investigations were conducted in accordance with KPO's Compliance Investigation Procedure and/or Discipline Handling Procedure, depending on the nature of the report.

[A]The Compliance Investigation Team thoroughly reviews all reports, and when allegations are substantiated, appropriate consequence management actions are identified and implemented[A]. In 2025, 83 consequence management actions were recommended and 88 were fully completed and closed (this also includes actions recommended in 2024). [A]The quality of investigations is ensured through the continuous maintenance and updating of the 'Logbook of Complaints', which supports performance measurement, trend analysis, and root cause analysis in case of unsatisfactory performance[A].

All consequence management activities are monitored and controlled in accordance with applicable KPO policies. The KPO Ethics Board oversees and decides on the most significant investigations and consequence management processes. Once discussed, agreed upon, and approved by the Ethics Board, consequence management activities become mandatory within the respective directorates or departments. All such activities are recorded, tracked, and monitored using a dedicated logbook ('Register of Activities').

In October 2025, the Company held its 'KPO Ethics Day,' dedicated to corporate ethical values and strengthening the level of ethical leadership. This event, first launched in 2023, serves as a communication platform for discussing current issues related to ethics and compliance. It was attended by KPO management of the first and second levels, representatives of the Operators Shell and ENI, and external stakeholders.

TRADE COMPLIANCE

/ GRI 2-23, 2-24, 2-27, 205-2, 308-1, 414-1 /

KPO ensures compliance with applicable trade control laws, including export control requirements and sanctions regimes. Trade compliance risk management is integrated into the corporate internal control system and follows a risk-based approach. In 2025, KPO developed and implemented the Sanctioned Goods Screening Guidance procedures and updated existing controls to better identify and mitigate risks related to trade control compliance.

KPO's procedures provide for comprehensive due diligence of counterparties and third parties involved in transactions. This includes the use of specialized information databases, open-source information, and screening against sanctions lists and restricted-party databases. The procedures also cover the review of goods, components, materials, and equipment. Transactions classified as high risk are subject to enhanced due diligence and may be rejected if discrepancies are identified.

Provisions on compliance with trade control laws are incorporated into the Company's standard contractual terms. KPO also conducts mandatory annual training for employees on trade control laws, as well as targeted training on sanctions screening of goods for procurement and user departments. In addition, KPO ensures continuous monitoring of regulatory changes and updates internal policies, procedures, and guidance as necessary.

ANTITRUST / GRI 206-1, 3-3 /

We believe that antitrust laws protect free enterprise and fair competition. Supporting these principles is important to us not only because it is the law but because it reflects our values.

The KPO Code of Conduct establishes rules for all employees to prevent illegal practices, including price fixing, market sharing, output limitation, bid-rigging, or another anticompetitive or monopolistic behaviour. KPO employees are strictly prohibited from discussing with competitors – whether formally or privately – any issues that may be perceived as a violation of antitrust laws, and even more so from entering into agreements on such matters.

In 2025, KPO had no pending or completed legal actions related to unfair competitive behaviour and violation of antitrust laws.

COMPLIANCE WITH LAWS AND REGULATIONS / GRI 2-27 /

KPO complies with all applicable laws and regulations of the countries in which it operates.

The members of the KPO Board of Directors and the Legal Directorate ensure that all compliance matters are addressed in accordance with the Final Production Sharing Agreement (FPSA) and the Joint Operating Agreement (JOA), all applicable laws of the Republic of Kazakhstan (RoK) and international laws governing oil and gas companies, as well as KPO's internal policies and procedures regulating compliance processes.

For the purposes of this disclosure significant instances of non-compliance with the law are defined as those cases that result in the initiation of criminal or administrative proceedings and/or the imposition of sanctions by regulatory authorities.

In 2025, a total of three criminal cases and nine[A] administrative offence cases were in process. The administrative cases included two cases with State Institution 'WKO Ecology Department', two cases with the State Institution 'WKO Emergency Situations Department', two cases initiated by the 'Burlin District Police Department', two cases with State Institution 'Burlin District Emergency Situation Department' and one case initiated by the Republican State Institution 'Department of Sanitary and Epidemiological Control'.

Of the nine administrative cases, eight related to the period of 2025 with one case originating from 2024.

No significant instances of non-compliance with legislation involving non-monetary sanctions, where non-monetary sanctions were imposed without the imposition of fines, were recorded during the reporting period.

The violations relate to environmental regulation issues identified during inspections (exceeding emission standards for certain substances), as well as certain shortcomings in compliance with fire safety requirements, industrial safety, public health and epidemiological legislation and traffic violations (in one case, an ambulance operated by KPO was found to have exceeded the speed limit; however, the police department subsequently overturned the fine). The largest fine was initially imposed following an environmental inspection by the authorized agency due to the exceeding of emission standards for certain substances. Based on the results of the court appeal the fine amount was reduced to KZT 713,968,368. The details are provided in the section 'Environmental compliance' of the 'Environmental Impact' chapter.

[A]During the reporting period, KPO was subjected to administrative fines totalling KZT 967,084,004 including one fine worth KZT 50 mln imposed in 2023 and reduced by the court decision to KZT 44 mln in 2025. Administrative fines amounting to KZT 175,062,613 were revoked following the court proceedings and the Company's petitions, while fines totalling KZT 792,021,591 were upheld and paid by the Company in the reporting period.[A]

WHY IS IT IMPORTANT TO US?

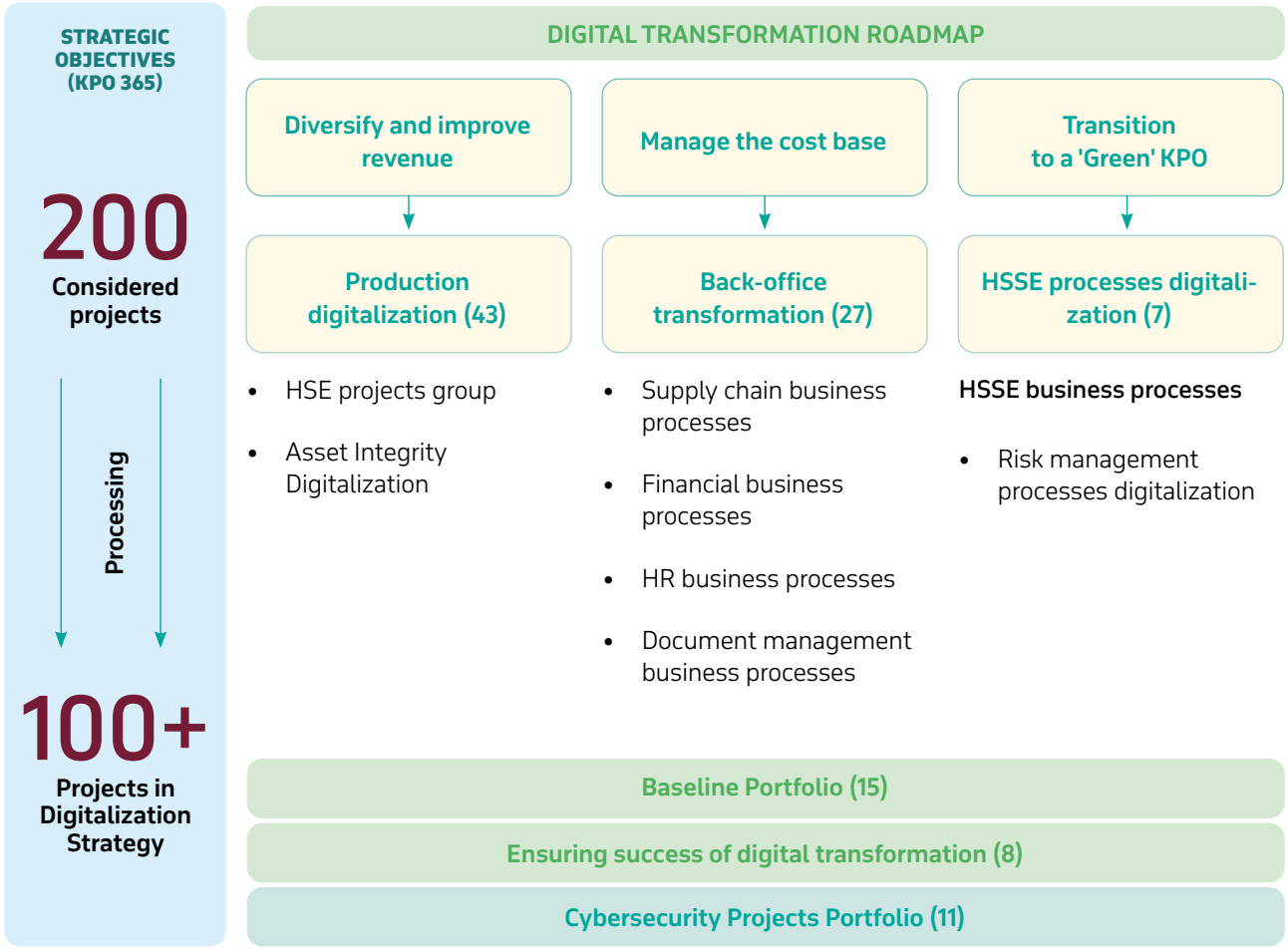
/ GRI 3-3 /

Digital technologies have become integral to modern industrial operations, driving efficiency, safety, and informed decision-making across the energy sector. KPO continues to actively pursue digital initiatives that raise production, operational efficiency, reduce routine workload, and strengthen the cyber security of our information systems.

DIGITALIZATION AND CONTINIOUS IMPROVEMENT

/ SDG 9.4, 12.6 /

Fig. 6. Digital Transformation Roadmap



KPO is pursuing digital transformation in accordance with the Digitalisation Strategy and Roadmap approved in 2023. The program encompasses over 100 projects across six key portfolios: Baseline, Production, Automation of HSSE Processes, Back-office Processes, Ensuring Success of Digital Transformation, and the Cyber Security Maturity Program. In 2025, KPO continued to advance its digitalization agenda, successfully delivering several projects.

Our key digitalization achievements in 2025:

- Telemetry Phase II Completion (ongoing project): Ten wells were connected to the telemetry system in 2025 (9 wells in 2021, 15 wells in 2023, 17 wells in 2024), improving the production forecasts, enhancing prompt response capabilities, optimizing maintenance, and decreasing the risks of production shutdowns. The data have been integrated with analytical and production systems, streamlining control and operational efficiency.
- Digital Oilfield: KPO launched the Digital Oilfield development in November 2023 as a key initiative within the KPO Digitalization Roadmap, aligned with the national 'Digital Kazakhstan' programme. The platform establishes an integrated real-time environment that consolidates continuous field data with reservoir, well, network, and asset models, complemented by advanced analytics including machine learning. Over 2024–2025, approximately 80% of the planned scope has been delivered. The Digital Oilfield supports continuous



reservoir surveillance, performance forecasting, and informed decision-making aimed at optimizing gas-condensate production, gas injection management, and hydrocarbon recovery. As part of the Production Forecasting continuous improvement initiative, cycle time has been reduced from 26 to 14 days — an improvement of 70%.

- Digital Twin Implementation: In pursuit of implementing a Digital Twin capability, KPO completed foundational work in 2025, including technical and capability gap assessment, vision alignment, roadmap development, and pilot data clean-up. KPO has adopted a staged approach to Digital Twin implementation over 2026–2030, progressing through three maturity levels: Stage 1 focuses on data readiness, governance finalization, data pipeline development using Unit-3 as a reference pilot area. Stage 2 involves deploying an Engineering Data Warehouse and modernized Engineering Document Management System with asset-relationship storage. Stage 3 scales these technologies into regular operational workflows, integrating real-time data, live dashboards, and interactive asset views — enabling AI-driven predictive insights and improved decision-making across engineering and operations.
- AI-Enabled Cameras for Rig and Rigless Activities: in 2025 KPO deployed pilot applications of AI-enabled cameras capable of detecting unsafe behaviors or hazardous conditions at worksites, helping to prevent potential incidents. Three different technologies are currently being monitored over a one-year trial period at Rig and Rigless sites, after which the best-suited technology will be selected for wider deployment.
- Implementation of the Electronic Document Management System: The pilot phase was implemented in 2024, with configuration and testing of the correspondence module completed. The system is being integrated with SAP to optimize document management processes. In 2025, the system was fully deployed and covers all correspondence with government bodies, using electronic digital signatures.
- Real-Time Flowmeter Pilot for RPE Injection Wells (RP4–RP8): A pilot project to deploy real-time flowmeters on injection wells RP4 through RP8 was conducted to enable continuous monitoring of injection rates and improve reservoir management. The real-time data feeds directly into the telemetry and Digital Oilfield systems, supporting more accurate production forecasting and proactive well management.
- Access360 Badge Reader Pilot: A pilot deployment of the Access360 badge reader system was undertaken to enhance site access management and personnel tracking. The system provides real-time visibility of personnel presence across KPO facilities, supporting safety accountability and emergency mustering capabilities.
- Enterprise Architecture development: EA developed project completed, the analysis of strategic planning and management, assessment of the data architecture landscape, and audits of application, IT, and information security architectures. The results provided KPO with a solid foundation for further internal development of the enterprise architecture function. The findings will support process improvements, decision-making, and the maturation of architectural practices.

The digital projects implemented at KPO have clearly demonstrated the effectiveness of digital transformation – delivering significant improvements in operational efficiency, data handling, and automation of key functions. To support further progress, it is essential to scale proven initiatives, adopt leading technologies, and further develop analytical capabilities. Special focus will be placed on wider adoption of AI solutions, enhanced cybersecurity measures, and the continued improvement of digital platforms that enable strategic decision-making.

In 2025, KPO launched an electronic Permit-to-Work (e-PTW) project aimed at end-to-end digitalization of work permit management process. Upon completion, the system is expected to streamline permit administration by enabling electronic workflows, online review and approval of permit documentation, and enhanced visibility over permit-related activities. At the time of issuing this Report, the project remained under development.

CONTINUOUS IMPROVEMENT

The Continuous Improvement (CI) function contributes to enhancing business processes across KPO, including the training of employees in Lean Six Sigma (LSS) methodologies. In the last three years more than 90 employees have received LSS certificates supported by ENI.

In 2025, CI continued strengthening KPO's operational performance by advancing process excellence across key functional areas. Nineteen employees underwent the LSS training to build further organizational capability in structured problem-solving and process optimization through delivering hands-on CI projects aimed at improving existing business processes within their departments.

CYBER SECURITY MATURITY PROGRAM

Day by day cyber-attacks are becoming ever more sophisticated, and our goal is to keep improving our security system continuously.

In 2020, KPO has launched the Cyber Security Maturity Program to reach the required security level of Oil & Gas supermajors.

Since 2024, the Cyber Security Awareness and Training Campaign (CS A&T) has become operational. This is an annual strategic initiative launched with purpose to train and to motivate KPO employees in following best practices and avoiding sprawling threats, such as, phishing, spear phishing, ransomware, malware, social engineering schemes, and other. The campaign consists of cyber security lessons, learning videos, phishing imitations, posters, TV presentations, pop-up messages, monthly informational bulletins and the awarding part.

As part of the Cyber Security Maturity Program, tools for cyber threat detection and monitoring have been implemented for the Security Operations Centre. In 2025, works on improvement and integration with the existing system were conducted In this Centre, monitoring of IT infrastructure assets, automated threat detection and response, and more effective risk management will be carried out.





Our production processes aim to increase efficiency, reduce impact, and implement innovations. We consider transformation not as a one-time step, but as continuous development.

OPERATIONS

44 KPO facilities
47 Products and export routes
49 Wells technologies
50 Turnaround
51 Capital projects
54 Asset Integrity
57 Critical incident management



/ GRI 2-23 /

Business principle:

ECONOMIC

Long term profitability is essential to achieving our business goals and creating value for our shareholders and the Republic of Kazakhstan.

Business principle:

ENVIRONMENT

We continually look for ways to reduce the environmental impact of our operations.

2025

Production

136.5 Mboe
Total Production

10,914 kT
Total equivalent stable oil

25,249 Mscm
Total gas production

10.59 mln tonnes
Oil export

Well stock

586
Total well stock

128
Production wells in operation

24
Injection wells

0
significant spills

OVERVIEW / GRI 2-1, 3-3, OG1 /

KPO is the Operator of the Karachaganak oil and gas condensate field (KOGCF) which is located in North-West Kazakhstan and covers an area of over 280 km^2. Karachaganak is a unique field with complex operating conditions, not in the least due to extreme continental climate. The field is some 1,600 m thick and very complex and unique with its top at a depth of around 3,500 m. The extracted hydrocarbons contain up to 4.5% of highly toxic and corrosive hydrogen sulphide (H_2S), as well as carbon dioxide (CO_2) which can be highly corrosive in certain conditions. / GRI 2-1 /

According to the latest Reserves Re-Determination Report for the Karachaganak field (accepted by the RoK State Reserves Committee (GKZ) on 17.11.2017), it is estimated that the Karachaganak Field contains some 13.6 billion barrels of liquids and 59.4 trillion cubic feet of gas, of which approximately 16.8% of liquids and 15.6% of gas have been recovered as of 2025. / OG1 /

The Company invests heavily in the application of leading-edge technologies to maximize sustainable economic value and minimise environmental impact.

The total investment in the development of the Karachaganak oil & gas condensate field since the signing of the FPSA in 1997 to 31.12.2025 has totalled over **USD 34.1 bln**. As of end 2025, **4,050 people** worked in the KPO organisation.

KPO FACILITIES / GRI 2-6 /

Hydrocarbon production and processing at KPO involve three major interconnected units: Karachaganak Processing Complex (KPC), Unit 2 and Unit 3. KPC is the central facility for extracting and processing hydrocarbons; and is connected with Unit 2 and Unit 3 by the infield system, comprising approximately 2,000 km of pipelines. The infield pipeline system efficiently links these three major facilities and facilitates production flows from the wells and among the units. Unit 2 is the facility where, apart from the hydrocarbons processing, the extracted gas is reinjected back into the reservoir to maintain its inner pressure. Unit 3 is the eldest gas processing facility, which flows the gas stream to Orenburg Gas Plant (OGP). Additionally, the system includes an Early Oil Production Satellite (EOPS), the Eco Centre (or Waste Management Complex) and two transportation systems, as illustrated in the Figure 7.

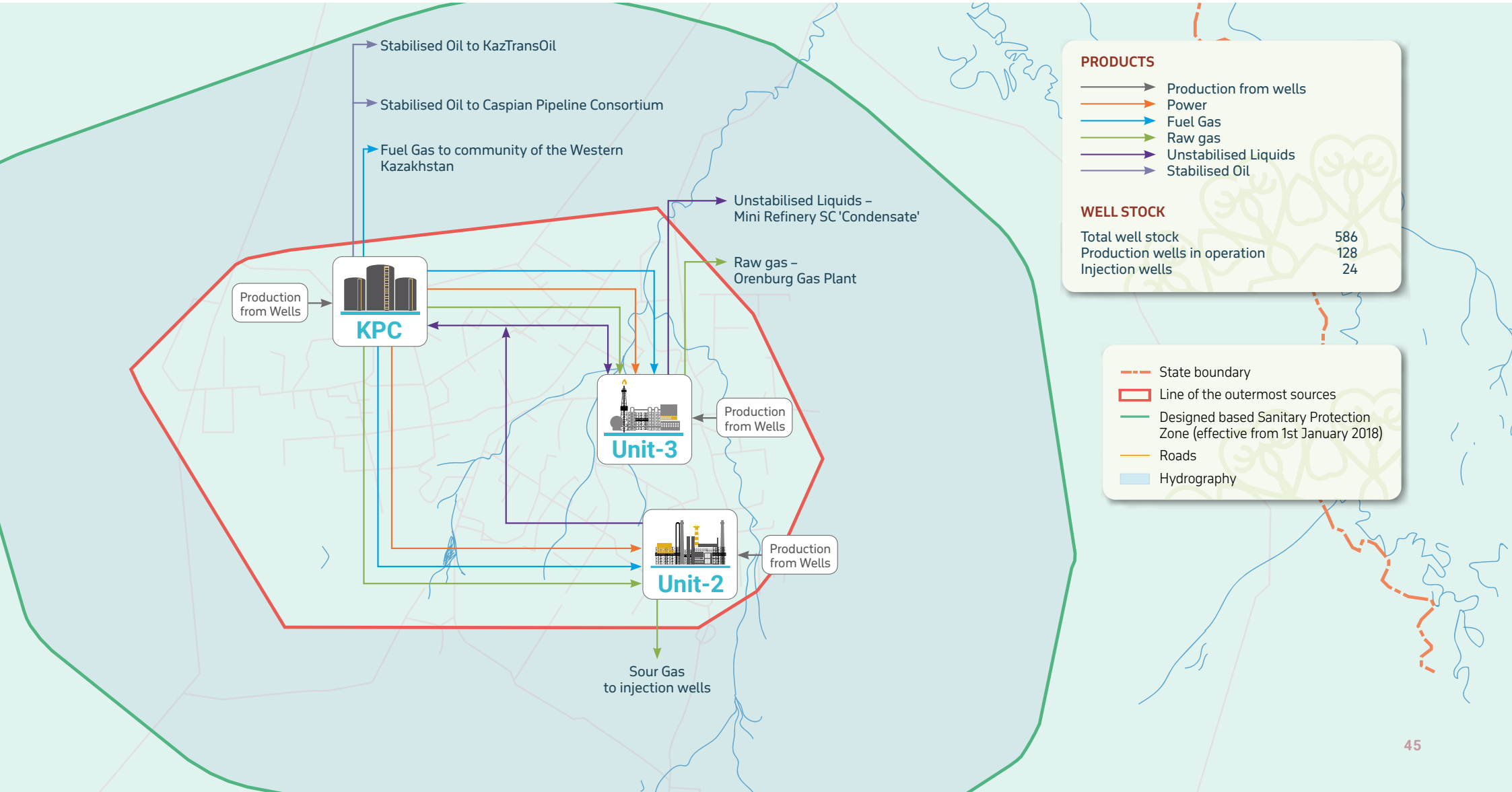
There are two transportation systems, operated by KPO:

1. Karachaganak – Atyrau Transportation System (KATS):
   - Equipped with pumping stations at KPC and Bolshoi Chagan.
   - Features a receiving and storage facility at the KPO Terminal in Atyrau.
2. Karachaganak – Orenburg Transportation System (KOTS) is used for transporting gas to Orenburg Gas Plant in the Russian Federation.

As of end 2025, 128 producing and 24 re-injection wells were in operation at the Karachaganak Field, and 281 special wells of which 94 observation wells (located in areas of surface waste and wastewater) and 187 wells relate to other categories. The total KPO's well stock in 2025 consisted of 586 wells.

In 2025, four production wells and two gas injection wells were commissioned after drilling. As of the end of 2025, drilling was in progress on three wells: one production and two re-injection wells.

Fig. 7. Karachaganak facilities and products (as of end 2025) / GRI 2-6 /





OPERATIONS AND SALES IN 2025 / GRI 2-6 /

In 2025, KPO produced 136,5 mln barrels of oil equivalent (BOE) in the form of stabilised and unstabilised liquids and gas. Gas production in 2025 reached 25,2 bln m^3. In 2025, to maintain reservoir pressure, KPO re-injected ~ 16,6 bln m^3 of gas into the reservoir, a volume equivalent to about 65,8 % of the total gas extracted.

Tab. 3. Production in 2025

		2025	2024	2023
Total Production *(gas injection exclusive)*	Mboe	136.5	143.3	142.7
Total equivalent stabilised oil	Kt	10,914	10,968	10,858
Total gas production	Mscm	25,249	23,942	22,386
Gas Injection into a reservoir	Mscm	16,625	14,231	12,650
Fuel Gas for internal needs	Mscm	958	960	919

Tab. 4. Sales in 2025

		2025	2024	2023
Total Sales	Mboe	128.3	137.5	136.7
Stabilised Liquids *to CPC and Atyrau-Samara*	kt	10,589	10,929	10,648
Unstabilised Liquids *to Condensate SC`s refinery*	kt	0	12	104
Raw Gas *to Orenburg Gas Plant*	Mscm	7,652	8,738	8,805
Fuel Gas *to the West Kazakhstan Oblast to generate electricity for community*	Mscm	57	61	65

In 2025, with regards to customer health and safety, KPO has had no significant incidents of non-compliance with regulations, resulting in a fine, penalty or a warning. / GRI 416-1 /

PRODUCTS AND EXPORT ROUTES / GRI 2-6 /

KPO produces liquid hydrocarbons, raw gas and fuel gas.

To maximize net revenue, in 2025, 100% of liquid production was exported as stabilised oil to the world markets via the following routes:

- the Caspian Pipeline Consortium (CPC) pipeline,
- the Atyrau – Samara pipeline and further through the Transneft system.

The CPC pipeline delivers KPO oil to CPC Marine Terminal in the Black Sea (Yuzhnaya Ozereyevka). The Atyrau-Samara pipeline was used in 2025 to deliver oil to Adamova Zastava with final Buyer`s destination to Germany (Schwedt Refinery) and to Novorossiysk Sheskharis port in the Black Sea (refer to Fig.8).

CPC pipeline is the main KPO crude export route.
The Atyrau-Samara route to Adamova Zastava was activated and maximized in 2023–2025 under prevailing political and economic situation and in the conditions of unpredictable restrictions that arose at the facilities of the Caspian Pipeline Consortium, its netback appeared to be higher than CPC. The Atyrau-Samara route is also normally used as a backup in case of planned or unplanned CPC disruptions.

In 2025, KPO continued to take actions to comply with international sanctions caused by geopolitical conditions.

Fig. 8. KPO export routes in 2025 / GRI 3-3 /



Oil export activities in 2025

In 2025, KPO exported a total historical record of 10.59 mln tonnes of oil, of which:

- 9.21 mln tonnes were delivered through CPC.
- a historical record of 1.38 mln tonnes was exported via Atyrau-Samara route with a split:
  - 1.37 mln tonnes – via Druzhba pipeline to Adamova Zastava.
  - 0.008 mln tonnes were lifted at the port of Novorossiysk Sheskharis in the Black Sea.

Unstabilised gas condensate deliveries

In 2025, there were no deliveries of unstabilised gas condensate to Refinery of Condensate JSC. KUGC delivery to the Refinery may be arranged in the event of operational needs subject to the Contractor's Marketing Committee and PSA approval.

GAS PRODUCTION AND UTILIZATION

Gas produced at the Karachaganak Field is utilized for:

- Re-injection into the reservoir to maintain reservoir pressure.
- Sales as raw gas to KazRosGas LLP (KRG) under the long-term Gas Sales and Purchase Contract.
- Sweetening (removing H2S) to use in various field processes, generate electricity at the Gas Turbine Power Plant for KPO facilities, and to supply electricity to the local power supply – company to meet FPSA obligations.

In 2025, KPO delivered 7.6 bcma of raw gas to KRG. This volume was lower than initially anticipated, primarily due to temporary processing limitations linked to the geopolitical environment in the Russian Federation, including two drone-related incidents in October and December 2025, which reduced the plant's processing availability. Despite these external limitations, KPO maintained stable operations and fulfilled its supply obligations to the extent possible. The KEP-1A project has played a pivotal role in mitigation the technical constraints at OGP and reducing losses of liquid hydrocarbons by redirecting part of the volumes to reinjection into the reservoir.

Following the electricity market reforms introduced in 2024 in Kazakhstan, starting from 2025 KPO sells fuel gas sales supply for regional power generation continued under the reformed model: fuel gas is provided to 'Zapadno-Kazakhstanskaya regionalnaya elektrosetevaya kompaniya' LLP for electricity generation at the KPC Power Plant.

In August 2025, the Joint Operating Committee approved a Resolution formally prioritising KPC-processed fuel gas for electricity generation ahead of field usage to secure the required capacity to support the West Kazakhstan Oblast.

As part of our ongoing social responsibility efforts, we continue providing free power generation capacities to the regional grids helping to meet the energy needs of local population in the West Kazakhstan Oblast. These actions reflect KPO's commitment to promoting energy accessibility and sustainability within the region.



WELLS TECHNOLOGIES / SDG 9.4, 12.6 /

In 2025, KPO continued working on minimising the impact of drilling and well services operations on the environment.

As previously, we continued our journey towards zero emission and applied measures listed below to reduce greenhouse gas (GHG) emissions, and consumption of water and resources:

- High-efficient environmentally friendly burners to eliminate where possible / reduce the need for flaring and the need for disposal of contaminated fluids.
- Continued drilling campaign, delivering wells that will allow increased oil production offsetting existing high gas producing (GOR) wells.
- High Rate Well Test setup with High Pressure Separators combined with multiphase high-rate flow pumps (High Gas Volume Fraction Pumps (HGVF)) to enable 'zero' flaring well test / clean-up activity on new wells.
- Continued the use of the light rigs instead of the 3,000 HP heavy rigs to carry out intervention and carry out scope such as top-hole drilling. This ensured lower emissions and lower environmental footprint to achieve our objectives.
- Our in-field Eco Centre or waste management centre enables recovery of base oil from contaminated drilling fluids and drilled cuttings for re-use in well intervention activities.
- Continued GHG emissions reduction plan and other improvement initiatives. We apply electric drive wireline truck and other electric driven auxiliary equipment to carry out well interventions. In order to conserve energy and improve energy efficiency on the rigs we have implemented the engine monitoring systems and installed Tarpaulin winterization.

The KPO Well Operations team continuously works on developing internal procedures, workflows, technology improvements and innovations aimed at improving efficiency and well operations' performance. The following was achieved throughout 2025:

- Implementation of a 'Business Improvement Plan' to drive efficiency of well delivery with strong focus on digitalisation and performance improvement.
- Step-up in well integrity monitoring and well integrity status for preventing and reducing the possibility of well integrity related environmental emissions.
- Utilisation of new technologies like local expander able to repair a well locally, Wellgrab for intelligent wellbore equipment retrieving scope which amongst others drive efficient production.
- Carrying out Well Services production system optimization scope that delivered oil from old wells: ~7.8 Mln Bbls of oil generated in 2025 greater than plan low unit operating cost.
- Well Services' efforts contributed to fieldwide production efforts with sustained record production levels of >34 Kt achieved for the first time in Q1/Q2 2025.
- Successfully delivered post drill scope of new producing and gas injecting wells.
- First-ever CT Opti FIRE perforation of a well in KPO and Kazakhstan to re-gain GI in zone 2. Leading to increase in field injection capacity.
- Almost doubling of production from one of the wells after intervention.
- Successful mechanical Water Shut off in one of the wells.

TURNAROUND / SDG 9.4 /

The KPO Turnaround strategy is focused on optimisation of production and minimisation of cost by maximising intervals between turnarounds and through the reduction of actual turnaround durations. This must be achieved whilst ensuring safe, reliable continuous operations and regulatory compliance.

During 2023, an extensive technical review covering equipment maintenance strategies and regulatory compliance led to the approval of extending the full field turnaround interval from three to four years, effective from 2022. Thus, all KPO Units had full field turnarounds every four years. The next full field turnaround is scheduled for 2026.

Generally, a full field turnaround is a massive undertaking, creating a heavy workload for both KPO and contractor staff and equipment. KPO seizes opportunities to execute smaller shutdowns of individual production trains whenever possible to minimise peak workload during full field turnarounds and reduce HSE risks associated with concurrent activities.



In 2025, KPO had pit stops in April and September aligned with Orenburg Gas Plant. At Unit 3, Train 4 shutdown scope was performed. The scope also included several repair works and minor modifications. routine

In September, the pit stop activities were performed at KPC, Unit 2, Unit 3, KOTS and Gathering.

KPC also performed some activities on Train B in the shadow of OGP. The activities were completed ahead of schedule. Other activities included replacements, minor works at cleaning and inspections.

Unit 2 conducted annual scheduled maintenance on injection compressors, covering minor inspections and PSV re-certification on compressors 360 A/B/C/D, as well as statutory maintenance, from 18 August through 29 September 2024.

During September pit stop at U2 several works were performed, mainly on reinjection compressors 360 A, B, C, and D, as well shutdown works on Flash Gas Compressors D and E.

Also, certain repair and replacement works were conducted at KOTS, KEP1B, RMS and EOPS facilities.

All jobs were performed as per planned schedule and completed on time.

CAPITAL PROJECTS / SDG 9.4, 12.1 /

As a Contractor to the Republic of Kazakhstan, KPO has an obligation to conduct all operations necessary to ensure the Field is developed and petroleum is produced in accordance with Good Oilfield Practice.

Following the completion of the Karachaganak Phase II Initial Programme in 2003, KPO has been funding and implementing a rolling work programme that includes drilling of new development wells, undertaking workovers on existing wells, upgrading production facilities and other projects required to maintain a high production level.

PLATEAU EXTENSION PROJECTS

Since 2014, to manage the increasing gas-oil-ratio and maintain the Field's liquid production plateau, KPO has successfully delivered the following major projects:

- 2019: 5th Trunkline and Gas Reinjection Wells (5TL&W) Project to upgrade the injection network capacity downstream of Unit 2 through installation of a new trunk line, and drilling and completion of new gas injection wells.
- 2021: KPC Gas De-bottlenecking (KGDBN) Project aimed at increasing the overall KPC gas processing by expanding the gas handling capacity.
- 2022: 4th Gas Reinjection Compressor (4IC) Project aimed at increasing the daily average volume of gas re-injected into the reservoir and improving reservoir pressure support.
- 2024: 6th Trunkline and Gas Reinjection Wells (6TL&W) Project to upgrade the injection network capacity through installation of a new trunk line and drilling and completion of new gas injection wells.
- 2024: Karachaganak Expansion Project 1A (KEP1A) to install a 5th Gas Reinjection Compressor (5IC), slug catcher and inlet facilities, gathering and reinjection network expansions and associated utilities.
  The project aimed at increasing daily average volume of gas re-injected into the reservoir and improving reservoir pressure support.



TARGETED PLATEAU EXTENSION PROJECTS

Plateau Extension projects have been created and developed aiming at extending liquid production plateau and maximizing gas injection efficiency. In addition, a planned Power project (GTG5) is aimed at ensuring sufficient power supply for upcoming field expansion phases as well as operational efficiency across the Karachaganak Field.

The targeted plateau extension projects include:

- 6 Object 2 & 3 Wells and 8 Workovers Program: The objective of this drilling and WO program is to help sustain and extend the field's liquid production plateau.
- 7th Gas Injection Trunkline Project: Project provides for re-diverting of gas injection from Central part into the more depleted Northern area by a new 10' gas injection trunkline from Unit 2 and two horizontal injection wells.
- RMS Boosting Project: Project provides for incremental oil production by reducing the flowing wellhead pressure at remote manifolds W and H, allowing low pressure and shut-in wells to produce at stable regime and with higher rates.
- GTG5 Power Generation Project: Project aims to fulfill the increasing power demands at KPO by installation of new 5th Gas Turbine Generator, also helping to avoid the production losses associated with power outages.

KARACHAGANAK EXPANSION PROJECT 1 (KEP1)

KPO is continuing development of the Field via the Karachaganak Expansion Project 1 (KEP1), which is set to significantly boost gas-reinjection volumes, maintaining reservoir pressure and extending the Field's liquid production plateau. KEP1 is managed by one integrated team, but split into two projects delivered in parallel:

- KEP1A project was sanctioned in December 2020 and comprises the 5th Injection Compressor (5IC), slug catcher and inlet facilities, gathering and reinjection network expansions and associated utilities. The KEP1A Project pursues the opportunity to utilise the available dehydration capacity installed by KGDBN in the Karachaganak Processing Complex (KPC) and available capacity of 6TL&W to increase overall gas re-injection, integrated within existing systems, utilities and facilities. The integration philosophy creates synergies and reduces CAPEX. First Gas Reinjection was achieved one month ahead of schedule in July 2024, and the facilities are in operation.
- KEP1B project was sanctioned in November 2022 and comprises the 6th Injection Compressor (6IC), gas dehydration unit, gathering network expansion, reinjection network expansion and associated utilities. KEP1B maximizes synergies with KEP1A to reduce CAPEX. First Gas Reinjection was achieved three months ahead of schedule in June 2026, and the facilities are in operation.

KPO's dedication to local content is a cornerstone of its operations. KPO is highly focused on supporting local communities and building the local economy. KEP1A project achieved 54% local content overall, significantly exceeding expectations. This includes substantial local content for goods, underscoring KPO's aspiration to develop local manufacturers in Kazakhstan's oil and gas industry. The project has also created job opportunities for nearly seven thousand local people during the construction phase and will continue to provide further employment opportunities for the local community during the operation phase. KEP1B project continues to prioritize local content.



WHY IS IT IMPORTANT TO US?
/ GRI 3-3 /

Asset Integrity is achieved when facilities are structurally and mechanically sound and perform the processes for which they were designed. Barriers related to the plants, people and processes are defined to reduce the risk for a major accident to a level that is as low as reasonably practicable.

The main objective of Asset Integrity is to prevent major accidents and reduce the risks to people, the environment, assets, and the Company's reputation. It is the outcome of good design, construction, operating and timely maintenance practices.

ASSET INTEGRITY / GRI 3-3, 403-2, 403-7, OG13, SDG 3.9, 8.8 /

KPO monitors potential threats to its operations and mitigates Asset Integrity risks through its barrier management system. The Asset Integrity department, together with the Units, continuously assesses the health status of safety barriers to identify weaknesses, implement mitigating measures, and establish plans to reinstate these barriers to their original design to prevent any major accident.

To transition toward a leading-indicator-driven organization, the Asset Integrity Management Strategy emphasizes the following pillars:

- Strong leadership and committed workforce,
- Clear definition of roles and responsibilities,
- Assurance of healthy barriers and Safety Critical Elements (SCE),
- Rigorous adherence to maintenance, inspection, and testing programmes,
- Operating within the Integrity Operating Window and full procedural compliance,
- Up-to-date and accurate technical documentation,
- Robust Management of Change (MOC) governance,
- Comprehensive risk assessment and mitigation of operational anomalies,
- Regular audits to verify process effectiveness,
- Competency assessment and targeted training,
- Continuous monitoring and improvement of Asset Integrity performance. / GRI 2-25 /

In 2025, the Asset Integrity department prioritized the enhancement of the digital Management of Change (MOC) system to strengthen governance and control of engineering modifications. The modernization initiative improved system integration, streamlined workflows, and enhanced traceability and compliance across operational Units. The upgraded platform introduced a more intuitive user interface, improved documentation management, and a scalable digital architecture designed to support future sustainability and operational integrity objectives.

To minimize Asset Integrity risks, certain targets were defined for 2025. The results of their implementation are presented in the table 5.



Tab. 5. Targets in Asset Integrity / GRI 3-3, 403-2, 403-7 /

2025 targets	Target achievement	Actions taken in 2025	Targets for 2026
• Enhance and Implement Phase III of Cumulative Risk Assessment with additional Asset Integrity inputs.	Complete	• Integrated additional Asset Integrity parameters into the Phase III Cumulative Risk Assessment model to improve accuracy and risk visibility.	
• Conduct monthly review meetings with Units as per 2025 schedule to enhance ownership of BM by Unit Focal Points.	Ongoing	• Conducted monthly Barrier Model (BM) review meetings with all operational Units according to the approved schedule. Strengthened ownership by engaging Unit Focal Points in the validation of barrier health status and risk records.	Monitor the progress of open Barrier Model risks and facilitate cross-Unit sharing of lessons learned and good practices to reinforce continuous improvement.
• Upgrade the digital Management of Change (MOC) system to enhance governance, traceability, and control of engineering modifications, ensuring alignment with long-term sustainability and operational integrity goals.	Ongoing	• Modernized the digital MOC platform to streamline workflows and improve efficiency across engineering modification processes. • Enhanced traceability and compliance by integrating improved approval paths, control mechanisms, and documentation management. • Implemented scalable digital architecture designed to support future expansion and sustainability-focused initiatives.	Improve user interface and system usability to enhance adoption and reduce administrative burden for engineering and operations teams.
• Continue the Process Safety Fundamentals (PSF) awareness sessions for newcomers and Business Partner's personnel.	Ongoing	Conducted as per the Asset Integrity Plan.	Keep progressing on raising awareness of the Process Safety Fundamentals for newcomers and business partners.
• Expand the number of trainers within operations on PSF, so that they conduct PSF roll outs by themselves.	Completed	All Operations HSE staff passed the PSF 'Train the Trainee' sessions.	
• Continue promoting the Process Safety Fundamentals culture including contests and incentives.	Ongoing	Progressed as per Asset Integrity Annual Plan.	• Include PSF in the Safety Leadership Culture (SLC) programme, conduct rollout sessions for all SLC coachers for their further use, • Conduct sessions for Business Partners to familiarize them with Process Safety Fundamentals to apply those at work.

Loss of Primary Containment

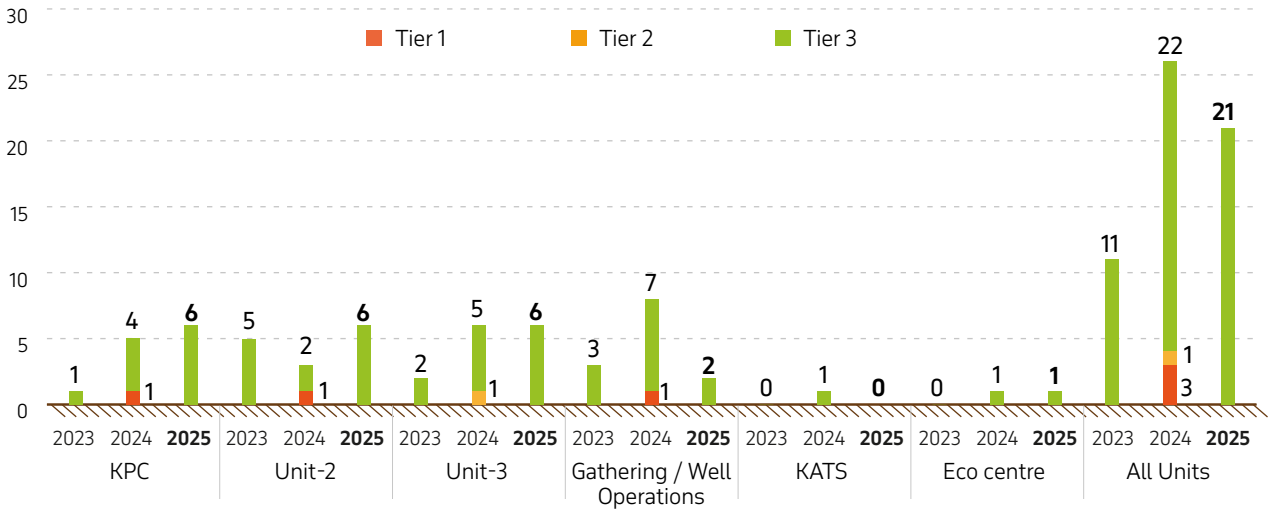
/ GRI 403-2, OG-13 /

[A]According to KPO requirements, we have the practice when all Loss of Primary Containment (LoPC) and Process Safety Events (PSE) are identified, analysed, categorized and followed up by corrective actions to prevent re-occurrence [A]. **/ GRI 2-25 /**

In 2025, 21 Process Safety Events (PSEs) were recorded across KPO operations, all classified as Tier 3. This represents a slight improvement compared to 2024, with no Tier 1 or Tier 2 events recorded during the year.

All Process Safety Events at KPO are investigated through root cause analysis and develop action plans. **/ GRI 2-25 /**

Graph 1. Loss of Primary Containment at KPO by process facilities, 2023 – 2025 / OG13 /



Note: For Process Safety Event definition (Tier-1/2/3), please refer to the International Standard IOGP 456.

Future plans and 2026 priorities

The key priorities for 2026 include:

- Supporting integration of Barrier Model and Management Of Change processes into new projects and digital systems;
- Enhancing Unit-level Barrier Model ownership through regular pre-meetings and targeted coaching;
- Strengthening cross-functional alignment of Barrier Model risks with compliance assurance activities;
- Promoting Process Safety Fundamentals in the Safety Leadership Culture programme;
- Process Safety Fundamentals roll outs to Business Partners prior to Turnaround 2026.

CRITICAL INCIDENT MANAGEMENT / GRI 3-3, SDG 3.9 /

In case of any incident, accident or emergency, KPO operates a robust three-level Emergency Response system used to trigger a prompt response, assessment of emergency scale, planning and implementation of actions to localize and eliminate emergency and its consequences. The system is graphically shown on figure 9.

Fig. 9. KPO emergency response system / GRI 3-3, 403-5 /

Level No.	Description of emergency	Level of engagement
III	An event, which consequences extend beyond the Field or there is a threat to the facilities of third parties and population. Elimination of consequences is beyond the resource capabilities of the Field and requires activation of the Crisis Management Team. This is an incident that has the potential to escalate such that there may be damage to the Company reputation.	KPO Committee of Directors, Operators Companies
II	The emergency's impact remains limited within the Field territory, but there might be a threat of the impact's expansion that necessitates the use of all the Field units' capabilities and activation of the scheme for notification of external parties.	Volunteers from the managers and employees at the Field and in the offices of Aksai, providing support to the Incident Management Team of Level I and transmitting operational information to the top management for decision-making in case of escalation of the situation
I	An event, which consequences do not extend beyond one installation or facility and can be dealt with the resources of the emergency-rescue units and incident control center of the facility.	Management staff and special formations of each individual hazardous production facility at the Field (KPO and contracting organizations)

WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

Emergency response and crisis management are the key processes of the KPO management system since, if an emergency situation escalates, KPO and contractors' personnel, as well as the neighbouring communities, may happen to be within the possible hazard impact area.

Emergency preparedness and response implies a recognition of possible irregularities and accidents, as well as creation of an organizational structure and resources for the mitigation of such accidents' effects on people, the environment, the Company's assets and reputation. These resources are also used to render support to the Burlin District state emergency and rescue capabilities in fighting fires on residential and agricultural lands, as well as in combating floods.

In 2025, KPO continued training the Incident Management Team according to the approved schedule.

Throughout the 2025, weekly theoretical and practical trainings were carried out involving KPO Civil Protection Units, such as:

- firefighting teams,
- gas rescue team,
- voluntary emergency-rescue team,
- medical units.

During 2025 a total of 43 drills were conducted at the training area with the involvement of KPO Civil Protection Units. Moreover, as required by the RoK legislation KPO continued staff training in civil protection via the e-learning system.

As part of ensuring the readiness of level I forces and resources, in 2025 all of the Company's hazardous production facilities conducted monthly emergency response drills involving the Facility Incident Command Team (ICT), emergency rescue teams, and KPO and business partner companies.

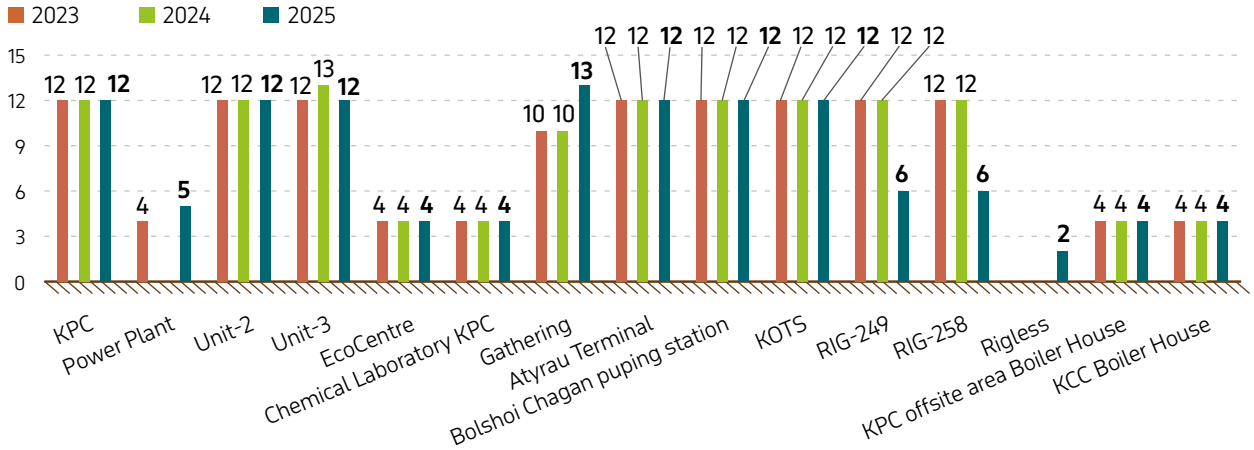
The total number of emergency response drills conducted in 2025 at KPO facilities to exercise the actions of level I incident command teams and emergency rescue units amounted to 118 drills (113 in 2024). Also, three drills were conducted with mustering of the Early Oil Production Satellite personnel and using the SCBA sets.

The Company conducted 14 emergency training exercises, 8 of which involved the participation of the level II FIMC.

In addition, in 2025, the practical training was held for donning EEBA and filter hood:

- AVON NH–15 – 402 people trained in 369 classes,
- EEBA – 1,014 people trained in 80 classes.

Graph 2. Emergency response drills completed in 2023 – 2025



KPO continues its active engagement with local authorities during periods of high water, fire hazard, and winter.

Throughout 2025, representatives of KPO emergency rescue teams and units responded to 24 calls, going out to settlements to assist in extinguishing steppe fires at agricultural facilities, household outbuildings, and forest belt fires.

Members of the level II and III centres took part in the following real mobilisations and drills, which helped maintain the readiness level: / GRI 3-3 /

Tab. 6. Level II and III drills conducted in 2025

Type of drill	Date	Objectives	Participants
Special Tactical Exercise	10 October 2025	'Actions by Forces and Resources to Eliminate an Oil Spill at the Kushum Channel in Case of an Accident on the KATS Pipeline' near Orken village'. During the exercise, the following actions were practiced: Emergency Response Service delivery and deployment of equipment intended to contain oil on the water surface and skim it; first-priority actions of the IMT and ICT in case of a petroleum product spill along the linear section of the KATS export pipeline.	Emergency Response Service and KPO units together with WKO Emergency Department
Integrated Exercise 'IRBIS'	04 August 2025	'Gas leak followed by ignition and fire at the MP Gas Dehydration and Dew Point Control Unit, with a toxic fluid release'. The exercise objectives were to: • Practice the implementation of KPO Action Plan on Elimination of Emergency Situations, KPC Emergency Response plan, KPO Emergency Response Procedures. • Access preparedness of KPO emergency response management, emergency rescue services and civil protection units during emergency response in the event of major accident at the Karachaganak Field. • Work out issues of interaction with the WKO Emergency Situations Department on involving special vehicles and equipment. • Test reliability and effectiveness of the emergency public address system for workers, employees and residents of Zharsuat village, as well as the evacuation procedure. • Test technical condition of the available KPO's equipment and special vehicles for emergency response in case of man-made and natural emergency situations.	Personnel of Centres of the I, II, III KPO ER levels, the PARIS team, and also representativess from Eni, Shell, WKO Emergency Situations Department, Burlin ESD/ Fire Service.
Special Tactical Exercise	23 February 2025	The exercise 'Road Traffic Incident during transportation of ionizing radiation sources' was conducted to test the level of readiness of KPO emergency response services and formations (ICC, ERS, FERS, Security, Medical Service).	ERS and KPO units, Security

Community preparedness

/ GRI 2-23, 2-29, 3-3 /

[A]KPO maintains awareness of the community on the procedure for responding in case of emergency situation at the Karachaganak Field and along the export pipeline KATS and general fire safety requirements during fire hazard period.[A]

In 2025, following the approved plan, 26 meetings were held for 344 people with the rural districts Akims and the community located around the Field to discuss such issues as: importance of the central monitoring station, village alarm stations and their intent, abidance by fire safety regulations during farming operations in fire hazard period.

12 practical drills with activation of a single warning signal 'Attention All' and use of the Village Alarm stations equipment were carried out to exercise joint actions of the rural districts Akimats and responsible people when managing evacuation of the community in case of threat from the field area, interaction with ECC Dispatcher. All in all, 118 people were involved during practical drills.

Additionally, 12 community meetings were held with settlements along the KATS in the Inder and Makhambet districts of Atyrau Oblast.

To maintain constant readiness of village alarm stations, throughout the 2025, the Community Protection Specialists of the KPO Emergency Response Department jointly with business-partners' representatives carried out monthly testing of emergency alarm signals and public address systems, as well as the maintenance of this equipment. Such village alarm stations are installed in seven villages which are situated around the Karachaganak Field.



Social stability is built on relationships, dialogue, inclusivity, and respect for human dignity. We strengthen trust between employees, partners, and society, creating a space of equal opportunities and mutual support.

SOCIAL IMPACT

63 Safety practices
73 Occupational health
81 Care for people
99 Industrial relations
102 Security
105 Local communities



/ GRI 2-23 /

Business principle:

HEALTH, SAFETY AND THE ENVIRONMENT

Business principle:

PEOPLE

Business principle:

COMMUNITIES

Note: details of the principles are described in the relevant chapters.

2025

Safety performance:

0.12
Lost Time Injuries Frequency

0.04
Road Traffic Incident Frequency

Employees:

4,050 people

8.6 %
general salary increase

Industrial relations monitoring:

16.7 thous.
employees

from

174
Business Partner companies

Local communities:

Major overhaul of the Cultural Centre completed and a new Sports Hall built in Zharsuat Village of the Burlin District in the West Kazakhstan Region.



/ GRI 2-23 /

Business principle:

HEALTH, SAFETY

We have a systematic approach to health, safety, security management in order to achieve continuous performance improvement.

To this end, we manage these matters as critical business activities, set standards and targets for improvement, and measure, appraise and report performance externally.

2025

98 %
Road Safety activities completed

90 %
HSE Culture activities completed

30,783
HSE Cards

ISO 39001
The supervisory audit successfully completed

ISO 45001
The surveillance audit successfully completed

HSE Leadership tours:

215 %
by senior management

266 %
middle managers

SAFETY PRACTICES

In order to minimize safety risks and impact of the Company, we have set a number of targets. The results of their implementation are presented further in the table.

Tab. 7. Our targets in safety / GRI 3-3 /

Our targets in 2025	Status	Actions taken to implement targets in 2025	Targets for 2026
Continue conducting Safety Leadership & Culture Orientation sessions, and sessions for Supervisors and for Frontline Workers to cover 2,600 Supervisors and 5,000 Frontline Workers.	Completed	In 2025, the introductory sessions on Safety Leadership & Culture Orientation were continued. The 2025 targets for sessions for Supervisors (Phase II) and sessions for Frontline Workers (Phase III) were achieved, reaching 3,214 supervisors and 5,300 frontline workers.	Conduct training sessions for mid-level managers on HSE Leadership tours. Conduct soft skills training for representatives of the HSE departments. Conduct special sessions for SLC coaches by KPO DirCom members.
Implement HSE Communications plan for 2025 by 90%.	90% Completed	The activities and campaigns planned for 2025 were successfully implemented.	Develop and implement six comprehensive, themed HSE campaigns aimed at strengthening the safety culture, increasing employee engagement, and reducing occupational risk levels.
Successfully pass the recertification audit on the Road Traffic Safety Management System Standard ISO 39001.	Completed	Recertification audit on the Standard was successfully passed in 2025.	Successfully pass a surveillance audit on the ISO 39001 Road Traffic Safety Management System standard.
Successfully pass the surveillance audit on the Occupational Health and Safety Management System Standard ISO 45001.	Completed	KPO successfully passed the surveillance audit on the Standard.	Successfully pass the recertification audit on the ISO 45001:2018 'Occupational Health and Safety Management Systems.'

WHY IS IT IMPORTANT TO US?

/ GRI 3-3, 2-23 /

Health, Safety and Asset Integrity are the key elements for successful development and operation of any oil and gas condensate field. Safety of personnel in operations related to risks of H2S, potential leaks and road traffic incidents is of paramount importance for the Company. Our goals are that every Company's and business partners' (contractors') employee is to come back home safe and sound, and production leaks are entirely excluded.

KPO is fully committed to promoting an effective HSE culture, both internally across the Company and externally among stakeholders and communities.

KPO employs a risk-based approach to identify, prevent, and minimize potential adverse impacts on employees, local communities, the environment, and other stakeholders. Across our operations, we apply the precautionary approach, taking preventive action whenever there is a reasonable likelihood of significant social or environmental impacts.



HEALTH AND SAFETY PERFORMANCE / GRI 3-3, 403-2, 403-9, SDG 3.9, 8.8 /

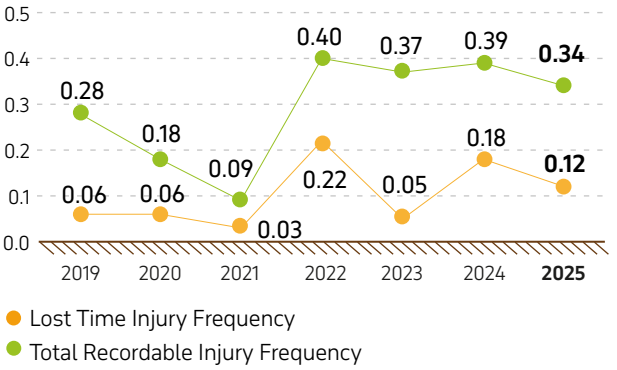
We plan our health and safety activities by tracking our progress and monitoring the world events. We calculate frequency of incidents over a set amount of work in man-hours. Our health and safety records are presented for the period 2021 – 2025 with a focus on 2025.

Graph 3 demonstrates Lost Time Injuries Frequency (LTIF)[2] and Total Recordable Injury Frequency (TRIF)[3].

In 2025, the total number of recordable injuries in KPO decreased from 15 in 2024 to 11 in 2025. The number of Lost Time Injuries also decreased from seven in 2024 to four injuries in 2025. In 2025, LTIF was 0.12 (vs 0.18 in 2024) and TRIF – 0.34 (vs 0.39 in 2024).

At KPO, every incident is investigated to avoid reoccurrence. Additionally, we share lessons learnt from incidents with our contractors and other interested parties and adopt safety improvement practices from other companies.

Graph 3. LTI and TRI frequencies: KPO and contractors, 2019–2025 / GRI 403-9 /



Note: KPO uses the following method to calculate LTI and TRI frequencies:
[2]Frequency of Lost Time Injuries (LTIF) = number of Lost Time Injuries (lost work day cases + fatalities) x 1,000,000 / man-hours.
[3]Frequency of Total Recordable Injuries (TRIF) = number of recordable incidents (lost work day cases + medical treatment cases + restricted work day cases) x 1,000,000 / man-hours).

Table 8 represents KPO LTIF versus contractors' LTIF for the past five years. KPO and contractors' data are presented separately. To obtain a consolidated indicator, a calculation formula should be applied, and not just a summarized data used.

Tab. 8. Lost Time Injuries frequency: KPO vs contractors, 2021–2025 / GRI 403-9 /

Performance Indicators	2025	2024	2023	2022	2021
Lost Time Injury Frequency (KPO)	0.29 A*	0.00	0.00	0.00	0.14
Lost Time Injury Frequency (contractors)	0.08	0.22	0.06	0.27	0.00

** The symbol 'A' is used to identify information covered by the independent assurance engagement. For qualitative disclosures, the assured text is put between the symbols 'A' and 'A'. For quantitative disclosures, the symbol 'A' is placed next to the assured data.*

Table 9 represents KPO TRIF versus contractors' TRIF.

Tab. 9. Total Recordable Injury Frequency: KPO vs contractors, 2021–2025 / GRI 403-9 /

Indicators	2025	2024	2023	2022	2021
Total Recordable Injury Frequency (KPO)	0.44 [A]	0.44	0.45	0.00	0.14
Total Recordable Injury Frequency (contractors)	0.31	0.38	0.35	0.50	0.08

Note: First Aid Cases are not included into calculations of occupational injuries.

KPO strives to make workplaces safe. Despite this, during 2025 there were eleven incidents, resulting in various injuries of KPO and contractors' employees. Of them, three[A] were KPO staff who sustained injuries, and eight were staff from contractor organisations.

Tab. 10. Incidents (total recordable injuries) in 2025 / GRI 403-9 /

Injury Type	Description	Company	Number
Lost Work Day Cases	Knee injury resulting from falling from the ladder	CO	1
	Hands and face injury (burns) resulting from grass fire	CO	1
	Coccyx injury as a result of falling from height	KPO	1
	Leg injury as a result of grating panel failure	KPO	1
Total Recordable Injuries, where employee returned to work after medical treatment or was transferred to restricted work	Foot injury resulting from limb numbness and a subsequent fall	KPO	1
	Hand injury resulting from a road traffic incident	CO	1
	Leg injury resulting from dog bite	CO	1
	Finger injury resulting from cutting by the garden shears	CO	1
	Fingers injury resulting from pinching	CO	1
	Face injury resulting from acid splash	CO	1
	Hand injury resulting from moving an equipment	CO	1
TOTAL			**11**

Two severe (major) Road Traffic Incident (RTI) were registered in 2025:

1. Third party light vehicle collided with a KPO contractor' light vehicle on Chingirlau – Aksai road, leading to contractor' vehicle rollover and its driver sustaining hand injury.
2. A contractor's concrete mixer truck drove onto the soft roadside and overturned to the right side next to a well.

The RTI frequency[4] per 1 million km driven in KPO and contractors increased from zero in 2024 to 0.04 in 2025. In 2025, the kilometers driven by KPO vehicles amounted to 56.7 mln km, similar to 56.7 mln km in 2024. **/ GRI 403-9, SDG 3.6 /**

Fatality Frequency[5] in KPO and our contractors in 2021 – 2025 remains zero[A]. **/ GRI 403-9, SDG 3.9 /**

In 2025, KPO and contractors' employees worked 32,276,187 man-hours: 21% of them (6,849,163 man-hours) worked by KPO employees and 79% (25,427,024 man-hours) by contractors' employees.

[4] KPO RTIF calculation method: RTIF = number of RTI (severe) x 1,000,000 / km driven
[5] Fatality frequency calculation method used by KPO: fatality frequency (per million man-hours worked) = number of fatalities x 1,000,000 / man-hours worked.



Tab. 11. Man-hours worked: KPO vs contractors, 2021–2025 / GRI 403-9 /

Indicators	2025	2024	2023	2022	2021
Man-hours worked (KPO)	6,849,163[A]	6,827,029	6,652,986	6,629,709	6,924,081
Man-hours worked (Contractors)	25,427,024	31,302,444	31,170,717	25,885,889	25,340,974
Total	**32,276,187**	**38,129,473**	**37,823,703**	**32,515,598**	**32,265,055**

In 2025, three high potential incidents (HPI)[6] were recorded in KPO vs nine HPI in 2024.

Tab. 12. High Potential Incidents: KPO vs contractors, 2021–2025 / GRI 403-9 /

Indicators	2025	2024	2023	2022	2021
High Potential Incidents (KPO)	2	2	0	0	0
High Potential Incidents (Contractors)	1	7	0	7	1
Total	**3**	**9**	**0**	**7**	**1**

In 2025, 92 near misses (NM)[7] were registered in the Company: of which 66 (72%) were reported through the Incident Reporting and Learning Procedure, and 26 (28%) – through HSE cards. For each near miss same as for each incident, KPO performs a thorough investigation, identifies the causes and develops recommendations to correct the shortcomings and prevent their recurrence.

Tab. 13. Near misses: KPO vs contractors, 2021–2025 / GRI 403-9 /

Indicators	2025	2024	2023	2022	2021
Near misses (KPO)	30	24	41	24	22
Near misses (Contractors)	62	53	84	58	43
Total	**92**	**77**	**125**	**82**	**65**

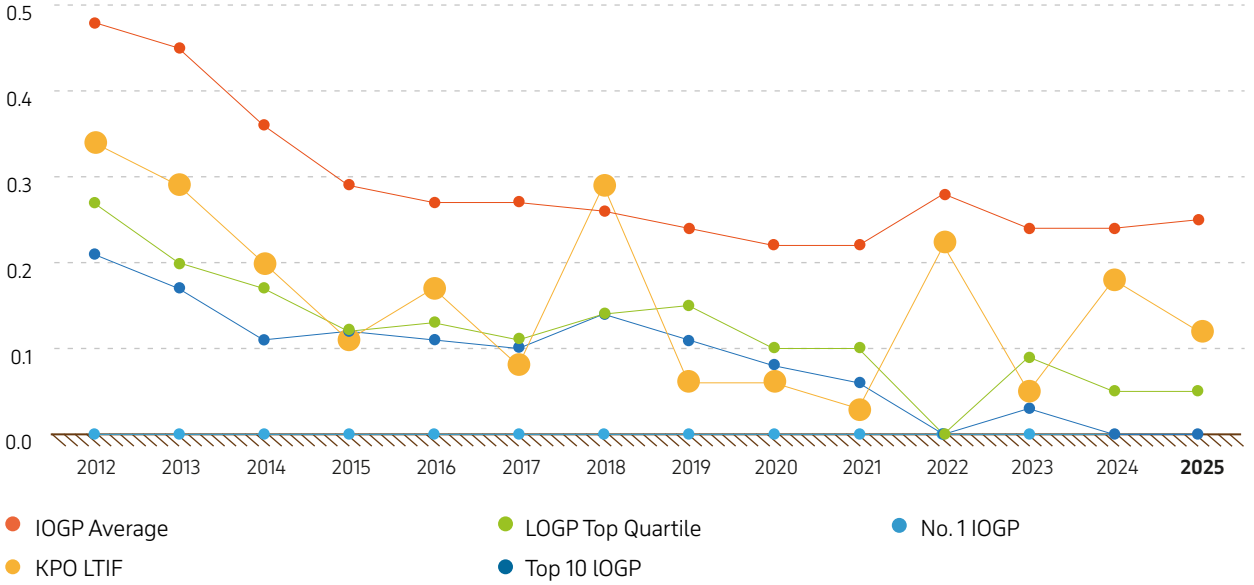
[6] High Potential Incident (HPI) – any unplanned or uncontrolled event or chain of events that could have resulted in injuries to be accounted.
[7] Near-miss – any unplanned or uncontrolled event or chain of events that could have resulted in injuries to be accounted for, asset damage, the environment, or an incident related to process safety, but such consequences, by coincidence, were avoided.

Peer comparison / GRI 3-3 /

Every year we review our key safety performance indicators against the other O&G producers' indicators reported by International Organisation of Oil and Gas Producers (IOGP). IOGP annually publishes HSE performance indicators on the website www.iogp.org.

In 2025, the number of Lost Time Injuries in KPO decreased – four (4) LTIs in 2025 versus seven (7) LTIs in 2024. If compared with other peer companies in 2025, KPO LTIF is ahead of IOGP average, but behind the performance of IOGP Top 10 (see graph 4).

Graph 4. KPO Performance versus IOGP, 2012–2025



HSE IMPROVEMENT PLAN FOR 2025 / GRI 2-23, 3-3, 403-7, SDG 8.8 /

[A]The overall objective of KPO HSE Improvement Plan is to improve Health, Safety and Environment management, to further control risks and to prevent harm to people and the environment[A]. This is done by implementing Key Focus Elements that are over and above KPO's day-to-day business activities to deliver tangible benefits and improvements.

In 2025, KPO applied a structured approach in preparation of the HSE Improvement Plan to ensure the Plan and the KPIs support each other and HSE objectives are achieved.

Tab. 14. 2025 KPO HSE Improvement Plan consisted of level I-II-III interlinked objectives

LEVEL I (main goal):	No harm, no leaks
LEVEL II (supporting goals):	• Occupational Health • Occupational Safety • Asset Integrity and Process Safety • Road Safety • Environment
LEVEL III (how this will be achieved):	Key Focus Areas

To achieve the common goal of zero incidents, KPO works together with its stakeholders (namely employees, Parent Companies, the PSA Authority, regulators, future generation, media) to implement the Plan and strengthen safety barriers. The subordinate plans with more details are implemented to address the Improvement Plan's objectives.

In the following paragraphs, we present the activities implemented in 2025 on HSE Leadership, HSE Culture and Road Safety. Environment protection, Asset Integrity, Risk Management and Health activities are covered in the relevant chapters.

SAFETY LEADERSHIP AND CULTURE / GRI 3-3, 2-23, 2-29, 403-5, SDG 8.8 /

In 2025, KPO continued conducting Safety Leadership & Culture (SLC) Orientation sessions having trained 15,238 KPO employees and contractors. In addition, the SLC sessions for supervisors (phase II) covering 3,214 persons versus the planned 2,600 and the SLC for workers (phase III) covering 5,300 persons versus the planned 5,000 were continued.

Also, the supervisors completed the Field Practice sessions designed to reinforce the skills acquired at the SLC Supervisors' sessions. These onsite practical exercises ensured reallife application of planning, communication, barrier removal and effective intervention techniques, significantly strengthening the overall quality of safety leadership.

In 2025, the SLC Pulse Survey was conducted with 3,090 respondents (twice as many as in 2024) and included new SLCspecific questions, providing deeper insights into the programme's impact. The survey results demonstrated sustained positive trends in safety behaviour. The Safety Leadership & Culture procedure was fully revised, replacing the previous approach and aligning the programme with the new SLC framework introduced in 2023.

In April 2025, KPO held the SLC Coaches Recognition event, which included awarding of certificates, appreciation letters, and motivational gifts, to note the coaches' valuable contribution to the overall improvement of safety culture in KPO.



HSE Promotion and Awareness-Raising

/ GRI 2-29, 3-3 /

The Company's key commitment is to ensure health, safety and environment. **/ GRI 2-23 /**

In 2025, thanks to the concerted efforts of all HSE functions the scheduled activities and campaigns related to the HSE communication enhancement were 90% completed as planned.

Continuous focus was made on prompt communication and raising awareness of employees through daily pop-up messages and regular Safety Moments on hot topics and preventive recommendations. Throughout the year 15 Safety Moments were issued covering different topics. A new HSE newsletter 'HSE INFO' has also been introduced. It is issued twice a month and provides uptodate content, including incident analyses, best practices, recommendations, and initiatives aimed at strengthening safety culture.

In the framework of the continuous improvement to enhance the safety awareness and a culture of KPO's and business partners' employees, KPO has launched a new educational initiative – the HSE Visual onboarding Centre, located at the Aliya BC KPO Training Centre. This centre is designed to share and analyse the outcomes of fatalities that occurred at the Karachaganak Field and to raise the attention of people on the hazards and risks associated to our activities.

The exhibition features detailed materials on past fatalities: their causes, consequences, and the preventive measures implemented to avoid similar occurrences in the future. The project's objective is to deepen employees' knowledge on safety as well as foster a responsible approach to compliance with regulations and procedures and reinforce the 'zero incidents' principle.

The opening of the HSE Visual onboarding Centre marks a new significant milestone in the promotion of KPO's Safety Leadership & Culture with its business partners and sub-business partners, and it is part of KPO's safety improvement performance journey.

At the same time, a campaign for Performing of Authorities was launched covering both KPO and its business partners. As part of this initiative, a communicationskills enhancement guide was prepared, featuring discussion topics, open questions, and practical exercises designed to raise awareness and improve riskassessment skills.

The aim of both initiatives is to reinforce the safety culture and provide frontline leaders with effective tools to support and engage their teams.

On 29 April 2025, KPO held its annual HSE Awards Ceremony for the best HSE performance among KPO departments, individuals and contractors or business partners.

The winners of individual awards for intervention and reporting of potential hazards and unsafe behaviour received monetary awards. Besides, the incentive monetary awards were also given to those who made the special achievement on the safety improvement and supporting various health and safety initiatives and campaigns above their job-responsibilities. The collective awards granted for the best HSE performance are shown in the table 15.

Table 15.HSE Awards 2025

Awards	Winner
Best KPO Team HSE Performance	• Maintenance electricians' team • General Projects • Social Projects
Special Award for Safe Start-up of KEP1A	• KEP1 Project
Best HSE Card Committee 2024	• General projects
Best MOC processing Unit	• Unit –2
Best Contractor HSE Performance	• Dietsmann Qazaqstan • KKS-Sicim • Slickline Services • Aga Building Group • Telemanus
Best Subcontractor HSE Performance	• Aksaigasproject • Société Manutention Transport Kazakhstan

On 26 August 2025, KPO launched Safety Day across its KPO offices and facilities, focusing on the theme of the 'Line of Fire.' The event aimed to discuss and prevent the recurrence of incidents, which had resulted in serious injuries.

The meetings were held in an open-dialogue format, giving employees the opportunity to reflect on and discuss which risks and precautionary measures should be considered, as well as what actions are necessary to prevent incidents related to the Line of Fire. More than 10,000 KPO and contractor employees took part in the discussions, demonstrating a high level of engagement and shared responsibility for safety.

Aiming at Safety Culture improvement, the following leading safety indicators/targets were set as mandatory for employees to receive the 2025 Annual HSE Bonus:

1. Collective Part is based on three key indicators:
- TRIF (20%) — Total Recordable Injuries Frequency,
- PSBI (20%) — Proactive Safety Behavioural Index,
- PSE Tier 1 + Tier 2 (10%) — 0 Process Safety Event.
2. Individual Part

By the end of the year, employees were to undergo 4 Life Saving Rules e–learnings on Hot Work, H2S, Excavation, Confined Space) and Fair Event Handling training.

HSE Engagement with contractors (Business Partners) / GRI 2-29 /

Our approach to HSE performance as a partnership with our contractors (or business partners) is the key to successful and safe achievement of business goals.

In 2025, two HSE Leadership Engagement meetings were held between KPO and contractor senior management (June and September) to discuss the current HSE issues, as well as an annual HSE Forum (December) was conducted to summarize the HSE achievements and to set up plans for the following year. The Annual HSE Forum has been an integral part of communication tools over the years.

The critical areas discussed during the HSE Leadership Engagement meetings were:

- Fair investigation of incidents and Life Saving Rule violations caused by human factors;
- KPO Learner Mindset approach – HSE Cards reporting, HSE Card mobile application;
- Improvement of HSE Communication (HSE Newsletter, incident short videos);
- New requirements to Subcontractor HSE Management;
- New changes in Schedule D – Contract HSE requirements.

On 2 December 2025, the annual HSE Forum was held in Aksai with the participation of KPO leadership, contractors, and coaches of the Leadership and Safety Culture programme. During the Forum the following matters were highlighted and discussed:

- Unauthorized dumps and measures to prevent them;
- KPO and contractor employees' health promotion;
- Reducing road traffic incidents to zero;
- The importance of the topic 'HSE Reporting – A Proactive Approach'.

A special guest the Kazakhstani cosmonaut Aidyn Aimbetov was invited to the Forum. He shared his personal reflections about the value of reporting unsafe conditions and behavior, establishing the relevant environment and culture, leading by example and ensuring discipline and safety, both in space and on Earth.

Management presence on work sites

For tracking the overall HSE performance and management interaction with employees at work sites, KPO practices HSE site tours: HSE Leadership tours engaging KPO Directors/Controllers, Level 2-3 Managers and Contractors' senior management. The main principle of this program is interaction with the workforce.

In 2025, the total number of HSE Leadership Level 0-1 tours amounted to 219 compared to the planned 102 (215% of the plan completion), with the HSE Management tours amounted to 1,966 compared to the planned 740 (266% of the plan completion).

[A]Aiming at improving engagement between KPO and contractors, joint HSE management tours have been introduced and monitored since 2024[A]. These joint inspections involve authorised representatives of KPO and senior management from the contractors. Compared to 2024, in 2025 the participation of contractors' senior management increased by 74.8%. This demonstrates contractors' commitment to safety and to cooperation with KPO.

ROAD SAFETY / GRI 3-3, 403-2 /

To ensure more sustainable road safety performance, KPO continues implementing its annual Road Safety Improvement Plan. In 2025, KPO has completed 98% activities of the Plan.

The key road safety achievements/implemented activities in 2025 are:

- Issue of Bow-tie needed for analysis of road traffic incidents, their reasons and consequences, and for assessment of presence or absence of barriers targeting prevention of incidents and mitigation of consequences;
- Arrangement of workshops for contractors on Drivers Fatigue Risk management, IVMS BRAG reports, Vehicles Inspection, Lessons learned from RTIs and violations;
- Creation of KPO RTIs library (as lessons learnt) for KPO Defensive Driving training;
- Arrangement of quarterly road safety campaigns: winter driving, use of mobile phones while driving / non-use of seatbelts, unsafe reversing, unsafe overtaking;
- Arrangement of road safety events dedicated to the International Children's Day in June, the Transport Workers' Day in August, and the World Day for remembrance for road traffic victims in November with involvement of contractors, local authorities and community;
- Implementation of Road Safety KPIs for contractors: technical readiness factor and transport discipline factor;
- Creation of feedback page (questions, proposals) via QR code for drivers and passengers;
- Inclusion of online dashcams requirement in Schedule D of contracts;
- Issue of Road Traffic Safety Standard by combination of the four road safety procedures in one document;
- Successful recertification for ISO 39001 Standard 'Road Traffic Safety Management System' with zero non-compliance;
- Arrangement of winter road safety stand-down for drivers;
- Road safety assurance reviews of 38 contractors and specific reviews of six contractors with many non-compliances detected during vehicles inspections in the KPO car workshop.



/ GRI 2-23 /

Business principle:

HSE

We have a systematic approach to health, safety, security management in order to achieve continuous performance improvement.

2025

933 employees

sought consultations through the Employee Assistance Programme.

First aid course completion:

1,224 employees

Mandatory

304 employees

Voluntary

Conducted:

175 thous.

pre-shift medical examinations

Over **30** k

measurements of physical factors and air at the Karachaganak Field

8

audits of contractors' sick bays

4

inspections of contractors' catering facilities

or

24

inspections catering facilities

OCCUPATIONAL HEALTH

Fig. 10. Basic principles of KPO Health Department activities

PROTECT EMPLOYEES FROM OCCUPATIONAL HAZARDS:

- Health Assessments
  - Pre-Shift Medical Examinations
  - Fitness to Work
  - Medical Surveillance
- Drugs & Alcohol
- Fatigue Risk Management
- Workstation Ergonomics
- Health Hazard Management
  - Health Risk Assessments
  - Food & Water Safety
  - Exposure Monitoring
- Workplace Attestation



PROVIDE ACCESS TO MEDICAL CARE:

- First Aid Training
- AED Procurement & Installation
- 24/7 Medical Emergency Care
- Medical Insurance
- Aksai Hospital Upgrade Project

PROMOTE HEALTHY LIFESTYLES:

- Health Promotion Programme
- Healthy Heart Program
- Employee Assistance Programme

WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

Fitness for work is a broad concept as it deals with the relationship between a worker and his or her ability to perform their job duties safely and competently. The objective of fitness for work examinations is to identify physical and psychological limitations which may be incompatible, or cause particular problems, with performing a specific task or employment in a particular location.

For employees who have been assessed as 'unfit' or 'fit with restrictions', the Company provides job modification or transfers the worker to alternative work. This ensures that the employee is removed from a potentially harmful environment, though continues to be employed.

Equally important is the legal compliance with the Republic of Kazakhstan fitness for work requirements. This includes the Employer's duties such as an arrangement of and payment for the medical examinations, categorisation of the workers in relation to their working conditions, suspending workers who have not timely attended a periodic medical check-up, taking action to improve employees' health, reporting suspected occupational illness, etc.

The results of the implemented targets that were set to minimize certain risks and the impact of workplace factors on the occupational health of employees are given below.



Tab. 16. Out targets in health protection / GRI 3-3, 414-2, SDG 3.4, 3.5, 3.8, 3.9, 8.8 /

Our 2025 targets	Progress status	Actions taken in 2025	Targets for 2026
ACCESS			
Conduct the follow-up audit of medical sick bays of Business Partners	Completed	Audit was conducted; related recommendations and actions were provided and closed	Assess if the requirement for first aid training among employees working at hazardous production facilities is met among business partner companies.
Collect and use feedback to ensure continuous quality of the medical insurance services	Completed	A survey of employees' opinions on the satisfaction of the medical insurance services provided was conducted, and an opportunity was provided to change the insurance company to an alternative one at the request of the employee.	Increase employee satisfaction with the provision of health insurance services
Train all Company employees working in hazardous conditions in first aid skills	In a progress	Based on the Order of the Minister of Health of the RoK dated December 15, 2020, No. ҚР ДСМ-269/2020 'On the approval of the Rules for providing first aid by individuals without medical education, including those who have undergone appropriate training, and the Standard for providing first aid,' all Company employees working at hazardous production facilities have started undergoing first aid training. 80% of employees required to be trained in first aid skills completed the course.	Continue First Aid training to achieve the maximum number of trained employees.
Conduct assessment and prepare a plan to digitalize Doctors' Medical Aid (Tier 2), obtain the budget approval	Completed	Budget still not received.	Programme is postponed to 2027
PROTECT			
Continue participation in contractors' welfare and HSE audits	In progress	The Sanitary Laboratory personnel participated in 8 audits of business partners related to their welfare and HSE.	Continue participation in contractors' welfare and HSE audits
Further implement the Fatigue Risk Management Procedure to ensure it is applied both by the Company and Business partners for managing fatigue risks. Run more seminars and 'train-the-trainer' sessions for Business Partners to increase awareness of risks and controls among their personnel.	In progress	Roll-out of the Fatigue Risk Management Procedure continued. Specific requirements for risk management related to vehicle driver fatigue are included.	Finalize the revision of the rules for managing fatigue-related risks. To continue further implementation of risk management rules among the company's employees and Business partners.

Our 2025 targets	Progress status	Actions taken in 2025	Targets for 2026
Monitor the implementation of the action plan developed based on the Workplace Attestation results of production facilities for working conditions	Completed	All the prescribed measures in the plan to improve working conditions have been completed.	Carry out the workplace attestation of the production facility – the Eco-Centre for working conditions. Develop and monitor the implementation of the Action Plan developed based on the results of the certification of production facilities (Production Laboratory, Well Maintenance and Production Department, Well Operations Department, Eco-Centre)
Continue implementation of the The Policy on Prohibition of the Use of Alcohol in KPO	Completed	The Policy on Prohibition of the Use of Alcohol in KPO has developed and implemented. Process for random testing of field workers has been established. SDG 3.5	Continue the program of random alcohol testing in the Company's offices and facilities.
Study of the requirements for the implementation of professional risk assessment in the company	In progress	The scope of work on the assessment of professional risks in the company has been determined.	Continue work on the assessment of professional risks in the company
Conducting scheduled radiation monitoring of KPO production facilities. Provide 'by request' radiation survey services	Completed	Planned radiation monitoring of KPO production facilities was carried out Radiological surveys of well tubing were conducted at requests from Well Operations Department	Provide 'by request' radiation survey services
Sanitary Compliance & Risk Based Monitoring Plan: to prioritize areas with higher sanitation risks and mitigate potential health hazards	In progress	Health Hazard Register has been updated. A plan has been developed to implement personal monitoring of harmful factors on the health of employees.	Implement a Personal Monitoring Plan for harmful factors affecting the health of employees.
Conduct Health Risk Assessments according to the plan for 2025	Completed	All planned health risk assessments at the facilities (Unit 2, Unit 3, KPC, Gathering) have been completed. The HRA procedure has been revised and updated.	Conduct a health risk assessment at the following facilities: Utilities, Fire Brigade / Emergency Response Team, KPO Medical Clinics, Offices (Generic), Security.
Conduct a survey of Business partners involved in KPO's projects or activities in terms of holding health promotion events among their employees aimed at maintaining staff health.	Completed	Survey Conducted and analysed. The results were presented to Business Partners to help them identify further internal health promotion activities.	
PROMOTE			
Follow up with the raised request on the Employee Assistance Program	In progress	Request for EAP program for KPO employees at the stage of raising. A tender was held to provide psychological support to the company's employees.	The new contract is expected to be signed in I QTR of 2026.
Continue the 'Healthy Heart' Program of the biometrics program by conducting biometric monitoring of the health status of employees in order to detect cardiovascular risks early, on a voluntary basis.	Completed	The Healthy Heart program is being successfully implemented. Enjoys the trust and sustained interest of employees, confirming its relevance.	The program will be continued and aimed at measuring blood sugar levels to identify risk factors early and to prevent disorders.



IMPROVING THE QUALITY OF EMERGENCY CARE / GRI 3-3, 403-3, SDG 3.8 /

Medical Support Section provide round-the-clock medical emergency response in the Karachaganak field and in Aksai offices. Apart from emergency calls, doctors and feldshers of the five sick bays provide outpatient care to patients, carry out pre-shift, pre-trip and post-trip medical examination, undertake health communication activities at industrial facilities, conduct regular sessions and exercises with personnel involved in the general emergency response process.

Tab. 17. Healthcare deliverables in 2023–2025

Medical support indicators	**2025**	**2024**	**2023**
Number patients who admitted to clinics	1,301	1,666	1,814
Number of emergency calls	89	101	102
Number of patients delivered to medical facilities	74	53	83
Number of sessions and exercises	278	372	311
Number of first-aid trained employees	1,510	394	364
Pre-shift medical examination (drivers / operators / electricians)	**2025**	**2024**	**2023**
Examinations	175,280	176,471	178,923
Number of 'unfitness to work' cases	135	160	162
Random alcohol tests / SDG 3.5 /	6,204	4,163	1,105
Positive random alcohol test results	3	0	1

DISEASE CONTROL AMONGST EMPLOYEES / GRI 403-3, 403-6, SDG 3.4, 3.5, 3.8 /

Medical insurance / SDG 3.8 /

KPO employees and their families are provided with medical insurance that covers medical services in addition to those available through guaranteed free health care and mandatory RoK social medical insurance.

At the end of 2025, the number of insured employees and their family members was 9,563. Two Insurance companies provide health insurance services on comparable terms and with the same amount of insurance coverage. A survey of employees was conducted to assess their satisfaction with the health insurance services they receive. The survey results showed that both companies demonstrated the same level of compliance with the established criteria.

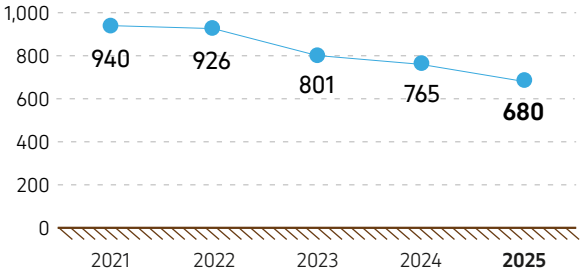
At the end of 2025, the number of insured employees and their family members was **9,563**.

Sick leave absence monitoring

/ GRI 403-3, 403-10 /

The sickness absence rate in 2025 continued a downward trend since the COVID-19 pandemic peak.

Graph 5. KPO personnel sick leave absence rate, 2021–2025



Note.: KPO uses the following method to calculate the sick leave absence rate:

- *Sick leave absence rate = actual number of days lost due to absence from work (due to illness) x 100 / total number of employees. There is no information about the days of absence from the workplace for other reasons.*
- *KPO has adopted a methodology for calculating employees' absence from workplace by the number of employees (not man-hours), since this methodology is a regulatory requirement.*

Occupational diseases

/ GRI 403-2, 403-3, 403-10 /

According to the Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155), the term 'occupational disease' covers any disease contracted in result of an exposure to risk factors arising from work activity.

Occupational disease is a key indicator of the state of the Health Risk Management System of an organisation.

Good practice includes promoting a culture of risk prevention and well-being in the workplace, assessment and management of risks and proactive monitoring of ill-health.

Another way to reduce the occurrence of work-related diseases is by implementing workplace health promotion activities.

In 2025, no occupational diseases were registered among KPO employees.

Fitness for work / GRI 403-2, 403-3, 403-6 /

Fitness to work examinations are intended to determine if covered employees are physically and medically capable of performing the duties of the position efficiently and without posing a hazard to themselves or others.

In KPO, we ensure compliance with the relevant Republic of Kazakhstan regulations and also adapt the industry guidelines (IOGP/IPIECA).

In 2023, the Business Partners' Fitness to Work Compliance Verification Plan was developed for the contract owners with the aim to improve control over Business Partners' compliance with the regulatory FTW requirements.
The results of this work showed that Business partners complied with legal requirements for assessing the fitness for work of employees based on their health status.
In 2024, the implementation of the Plan was completed.
Selective checks of certificates confirming periodic medical examinations are planned for the future.

OPERATIONAL CONTROL OF INDUSTRIAL FACILITIES / GRI 403-3, SDG 3.9, 8.8 /

KPO regularly monitors the Occupational Health and Hygiene at units and facilities. The below table shows the monitoring data for the last three years.

Tab. 18. Monitoring of workplace factors, 2023–2025

Workplace factors	2025		2024		2023	
	No. of measurements	No. of non-conformances	No. of measurements	No. of non-conformances	No. of measurements	No. of non-conformances
Noise	488	120	486	124	492	122
Vibration	84	28	84	29	84	29
Electromagnetic fields	4,160	2	3,988	6	3,964	63
Electrostatic fields	2,689	0	2,505	0	2,419	0
Lighting	3,972	274	3,726	513	3,581	589
Microclimate	7,044	709	7,044	668	6,474	790
Workplace air	12,294	0	13,035	0	12,612	0
Total	**30,731**	**1,133**	**30,868**	**1,340**	**29,626**	**1,593**

Non-compliance is reported to a respective unit management and corrective actions are developed, which are then tracked for closure by Synergi.

PROMOTION OF HEALTHY LIFESTYLE / GRI 3-3, 403-6, SDG 3.4, 3.8 /

Besides the usual World Health Organisation's calendar-based activities and Employee Assistance Program, the Health Promotion Program in 2025 included a Biometrics Assessment Program and the Nutrition Program.

Tab. 19. Outcomes of 2025 Health Promotion Programs

Programme Name	Description	Outcome
Healthy Heart (Biometric Assessment)	Building upon the successful Cardiovascular Risk Management Program the year before, a Biometrics Assessment Program was continued in 2025. Medical Teams (doctor and feldshers) travelled to various KPO locations offering KPO employees and business partners to assess their cardiovascular risk based on biometric measurements (height, weight, blood pressure and lipid profile test) followed by a consultation.	960 employees participated (>25% of the workforce). The Healthy Heart program has received a positive response, is in high demand and has proven its practical importance for the prevention of cardiovascular risks.
Employee Assistance Programme	The Employee Assistance Programme (EAP) was implemented at KPO in 2020 with the primary aim of supporting mental health and preventing harm to KPO employees. Apart from the psychological aspect, this includes addressing associated somatic diseases. It also address self-harm, and mitigating the risk of suicides resulting from mental health challenges such as anxiety, depression, and panic attacks. The programme offers confidential consultations conducted by qualified third-party psychologists using multimedia, video, or face-to-face sessions, available 24/7 through a dedicated hotline. Additionally, group sessions and webinars are available as part of the programme.	In 2025, a total of 933 sessions were conducted.





/ GRI 2-23 /

Business principle:

PEOPLE

We treat each other with decency, respect and fairness.

We respect and support the different cultures of our colleagues and the communities in which we work.

We value the ethnic diversity of people, beliefs, skills, and experience.

2025

Nationalization programme:

11
positions nationalized

6
positions abolished

95 %
employees are RoK citizens

Training completed by:

3,940
KPO employees

16,503
contractors' employees

311
employees completed certified international programmes

Employee relations:

116
grievances received and resolved

CARE FOR PEOPLE

HR POLICY / GRI 3-3 /

Attracting and retaining qualified and talented professionals is an essential priority for successful business development.

KPO strives to ensure competitive labour market conditions among oil and gas companies in Kazakhstan, to attract high-potential candidates and reduce staff turnover. Another important factor for the Company's attractiveness as an employer is its due performance of undertaken commitments and respect for the employees' labour rights.

The Company adheres to the principles of equality and inclusion, prohibiting any form of discrimination based on race, colour, religion, age, gender, sexual orientation, gender identity, marital status, disability, ethnic origin or nationality. This approach enables the Company to build a strong team of highly qualified specialists.

Personnel decisions in the Company are based on objective factors, including the employees' qualifications, professional merits, work performance and business competencies. This concerns all aspects of work activity, such as hiring, certification, career growth, training and development, disciplinary measures, wages and employment termination.

The increase in local content at KPO involves both the replacement of expatriate employees with national staff and the implementation of professional training and development programs for local personnel.
This helps ensure that all operations are carried out competently, with high quality, and in compliance with international standards. Such an approach contributes to the replacement of foreign personnel with minimum risk to production activities, and to the achievement of the set goals at the highest possible level of quality. To this end, KPO develops an Annual Personnel Training Plan, which is implemented considering the individual needs of each employee. The provision of training programmes allows the Company:

- to fulfil the requirements of the FPSA Annex 7 related to the training, re-training and professional development for Kazakhstani employees consistent with International Good Oil Field Practices, as well as HSE and industrial hygiene requirements;
- to deliver programmes that contribute to the increase of local content in staff and provide the organization with a skilled, qualified, and competent workforce;
- to undertake training activities in order to achieve operational targets;
- to deliver specific and mandatory HSE training programmes to the Company's personnel in accordance with the RoK legislation, the Company's internal procedures and best international practices.

WHY IS IT IMPORTANT TO US?
/ GRI 3-3 /

Developing and operating the Karachaganak field requires thousands of qualified, talented and dedicated specialists in a wide range of disciplines, from petroleum engineers and technicians to accountants and logistics experts.

Our people are the key to our success. KPO actively invests in the development of national workforce using the international expertise of our Parent companies, organizing targeted training programs and collaborating with educational institutions.

KPO HR policy and employee relations are governed by the Labour Code of the Republic of Kazakhstan, the provisions of the Final Production Sharing Agreement, the Resolutions of the Contractors' Committee, the Joint Operating Committee and Collective Agreements, ensuring fair and transparent working conditions.

Diversity and inclusiveness

/ GRI 3-3, 405-1, SDG 5.1, 8.5, 10.3 /

Developing an inclusive culture, respecting and valuing the contribution of each employee, regardless of gender, age, nationality and other factors, is essential to the Company's success.

The KPO team is multinational. Our workforce includes people from all regions of Kazakhstan. Approximately 79% of all employees are residents of the West Kazakhstan region. Expatriate employees from various countries make up about 4.3% of the entire team.

Women represent 26 % of the total workforce. The predominance of men among the staff is due to the characteristics of the oil and gas sector, which primarily involves on-site work where gender imbalance is traditionally observed, particularly in technical positions. Female employees are represented both in administrative, financial, accounting, human resources, other office-based departments, and in operational functions. In 2025, over 23% of Company`s total female employees were engaged in operations at the engineering and technical positions, including positions in the Reservoir Geology, Well Operations, Project Execution, Asset Integrity, and the Field HSE (Health, Safety and Environment) departments.

Management promotes equal opportunities for all employees, regardless of gender. Women constitute 19 % of managerial positions (personnel categories 1-2). KPO strives for gender balance and diversity within the Company's leadership.

An analysis of the age composition shows that the largest group of employees is aged 31 to 50 (67%). It is important to consider the presence of young employees (7.5% under the age of 30) for bringing in new ideas, as well as experienced senior employees (25.6% over the age of 51), who bring extensive expertise and wisdom. This diverse age composition contributes to an innovative and dynamic work process.

The Company's workforce also comprises employees with limited abilities. We provide them with individual support, including hybrid working schedule, to ensure more favourable working conditions enabling them to contribute to the overall success of the Company. Safety is paramount in the oil and gas industry, and therefore, heightened requirements for health suitability are imposed. Colleagues with disabilities mainly occupy office positions.

Overall, KPO strives to make inclusion a core aspect of its corporate culture. We continue developing inclusive mindset across the Company, emphasizing the unique skills of each individual employee. This topic is also covered in the mandatory annual training for employees on the Company's Code of Conduct.

[A]Engagement of employees **/ GRI 2-26 /**

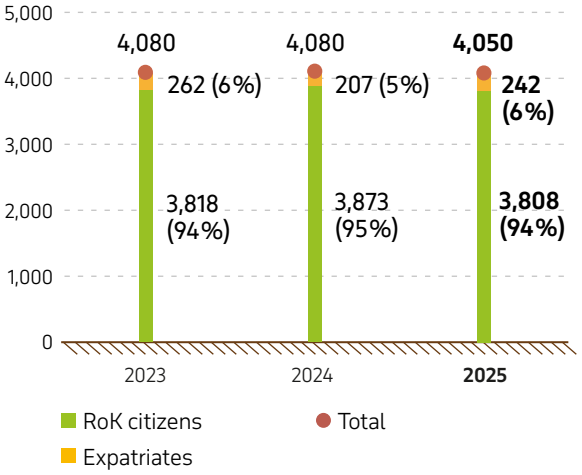
During the 2025, the Company held various events that provided employees with opportunities to give feedback to management and HR Directorate. These include the KPO Townhalls, the annual Employee Opinion Survey, the HR Open Day, as well as occasional coffee-break meetings with directors.

Additionally, feedback is collected through personal engagement with line managers and via a 24/7 Hotline. Once feedback is analysed, HR department publishes answers to the most pressing questions on the Intranet and looks for solutions to optimize the identified problems.

PERSONNEL STATISTICS

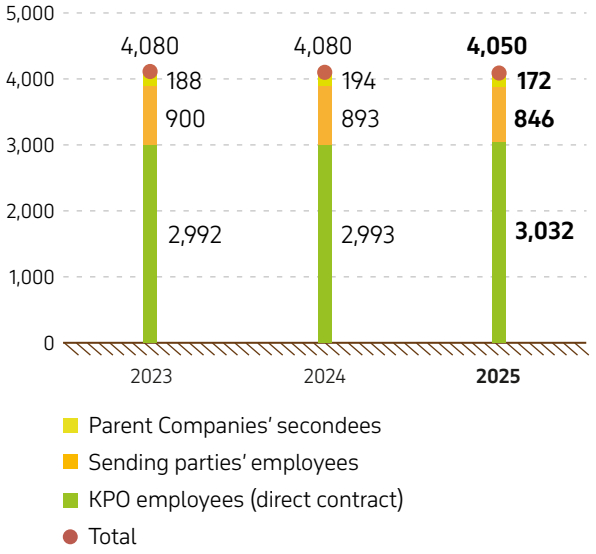
As of the end of 2025, the Company's total workforce numbered 4,050 employees, including 3,808 citizens of Kazakhstan and 242 employees from other countries.

Graph 6. KPO personnel, 2023–2025 / GRI 2-7, 405-1 (b) /



The Graph 7 shows the ratio of personnel, taking into account the specifics of labour relations, to the total headcount of the Company at the end of the reporting period, broken down by years.

Graph 7. KPO personnel by type of employment, 2023–2025 / GRI 2-7, 2-8 /

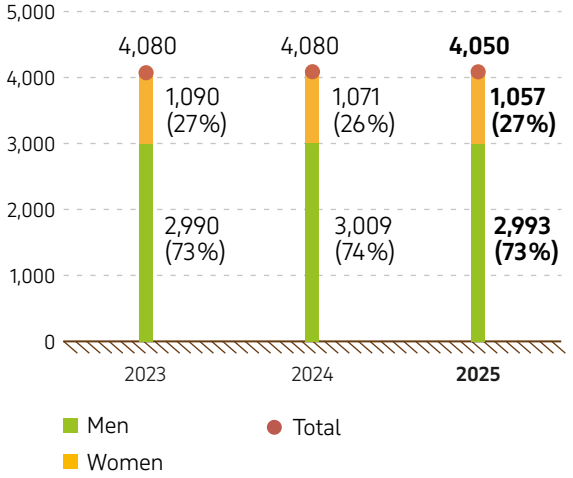


As of the end of 2025, the number of permanent employees was 3,963, including 1,000 women and 2,963 men. The number of temporary employees totalled 87, including 57 women and 30 men. KPO offers only full-time job. **/ GRI 2-7, 405-1(b) /**

Graph 8 shows the ratio of personnel by gender.

As of year-end 2025, the Company's workforce comprised 2,993 men and 1,057 women. **/ GRI 2-7 /**

Graph 8. KPO personnel by gender, 2023–2025 / GRI 2-7, 405-1(b) /

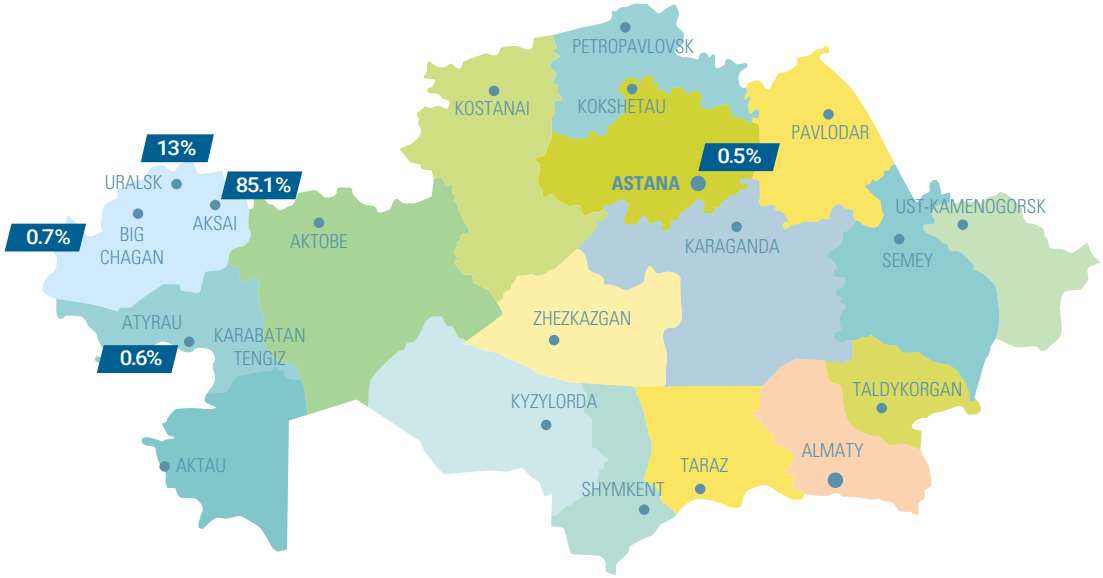




The map shows the percentage distribution of the Company's personnel across the regions of Kazakhstan.

Of the Company's total workforce, 2,610 employees are engaged at the field facilities, including the Bolshoi Chagan PS and Atyrau Terminal, while 1,440 employees work in offices located in Aksai, Uralsk and Astana.

Fig. 11. KPO personnel by region, 2025 / GRI 2-7, 3-3 /



[A] Table 20. Structure and headcount of KPO personnel by type of employment, 2025 / GRI 2-7 /

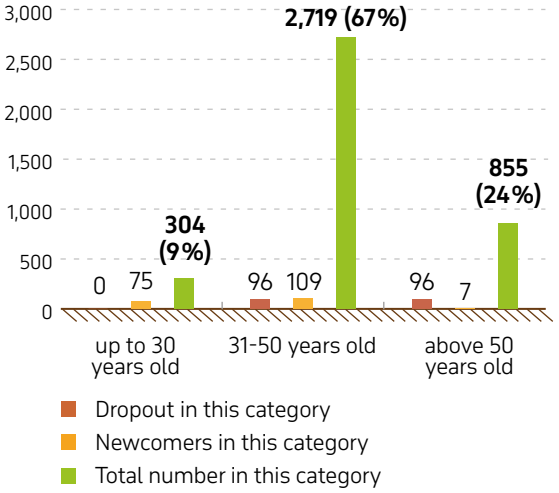
Numbers in 2025		Total	By type of employment	
			Permanent employees	Temporary employees
TOTAL		4,050	3,963	87
By gender	Men	2,993	2,963	30
	Women	1,057	1,000	57
Aksai		3,448	3,394	54
Uralsk		526	494	32
Bolshoi Chagan		30	29	1
Atyrau		24	24	0
Astana		22	22	0

Table 21. Percentage of employees per employee category by gender and age, 2025 / GRI 405-1(b) /

No.	Employee category	Share of employees in each category of the total workforce	Men	Women	Up to 30 years	31-50 years	Over 51 years
1	Executive management and their deputies	0.30	0.25	0.05	0	0	0.2
2	Unit management	20.05	16.30	3.75	0.12	13.23	6.69
3	Professional staff	53.06	31.46	21.60	4.32	39.28	9.46
4	Qualified workers	26.59	26.90	0.69	3.09	14.25	9.26
			73.9	**26.1**	**7.5**	**66.9**	**25.6**

Graph 9 shows the turnover of KPO and sending parties employees in 2025 broken down by age groups regardless of the type of contract. **/ GRI 401-1 /**

Graph 9. Employees turnover by age, 2025 (KPO and sending parties) / GRI 401-1, 405-1(b) /

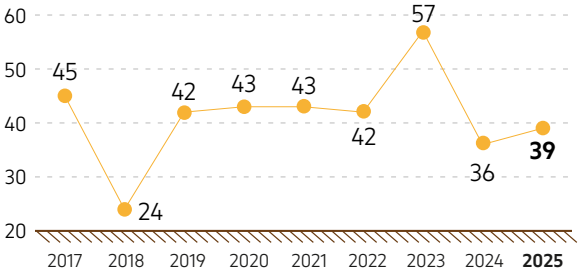


In 2025, 24 men retired upon reaching the age of 63 in accordance with the legislative norms of the Republic of Kazakhstan.

Starting 2017, the Company supports the application of the Voluntary Dissolution of Employment Relationship Program as part of the actual Collective Agreement and pursuant to the RoK Labour Code as of 2017 (Art. 52). The terms of this Program provide for monetary compensation, which is calculated according to the Program criteria. The Program applies to men aged 60-63 and women aged 58-61. In 2025, under the Voluntary Dissolution of Employment Relationship Program, eight female employees retired upon reaching 60 years of age.

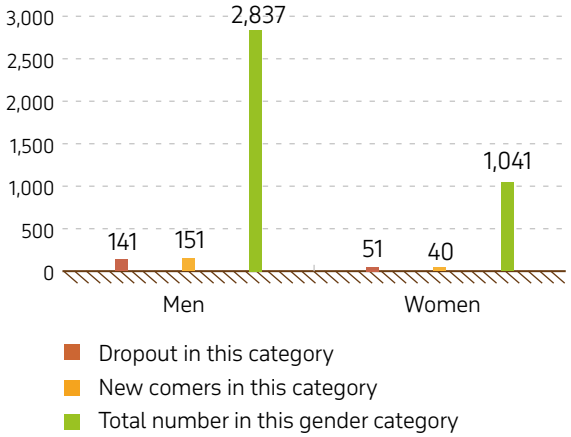
As part of this Program, a system for determining priorities among employees wishing to participate in the Program was introduced at the end of 2024. Higher priority is given to low-grade employees who have worked at the field for the longest period of time. Special conditions, such as employees having serious illnesses or caring for sick close relatives, may also be considered.

Graph 10. Number of employees who left under the Voluntary Dissolution of Employment Relationship Program, 2017–2025 / GRI 404-2-b /



Graph 11 shows the number of employees who left and those who joined the Company between January and December 2025, relative to the total headcount of KPO and sending-party employees as of December 31, 2025, broken down by gender. In 2025, new employees hired at KPO accounted for 4.9% of the average headcount, compared with 5.2% in 2024. The number of employees who left the Company was 5%.

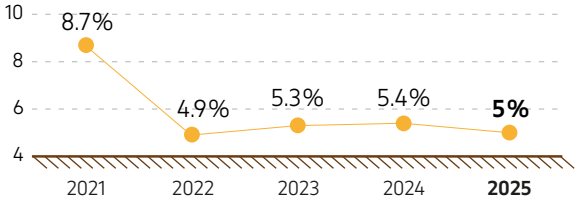
Graph 11. Employees turnover by gender, 2025 (KPO and sending parties) / GRI 401-1 /



The turnover made 5% in 2025 versus 5.4% in 2024 (see Graph 12). / GRI 401-1 /

The formula for calculating the turnover rate has been revised compared with the 2022 data: it now includes a number of employees who resigned on a voluntary basis, those who retired, and those dismissed under disciplinary penalties during the reporting period.

Graph 12. Dynamics of turnover of employees (KPO and sending parties), 2021–2025 / GRI 401-1, 3-3 /



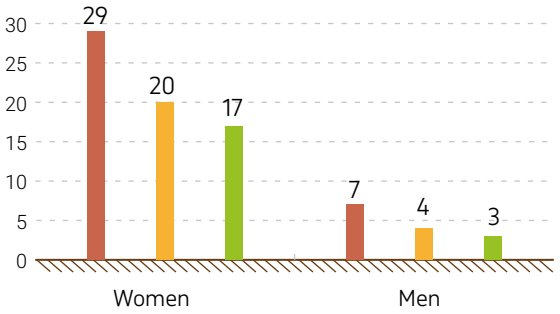
Calculation formula: employees' turnover = the number of employees who left the Company / actual headcount of employees for the same period × 100.

KPO respects the right of its employees to retain their positions. Following the RoK Labour Code, an employee has the right for an unpaid child-care leave until the child reaches the age of three years.

In the 2025 reporting year, 67% of employees, who took parental leave, returned to work in the reporting period, with a 51% retention rate. The return-to-work rate is high, as in 2024, female employees who had taken parental leave for more than one year returned to work. / SDG 5.4 /

Graph 13 shows the number of employees who took a parental leave until their child reaches the age of three years, and of those, who returned to work after the leave ended, by gender, in 2024. Also, pregnant women working at the field are usually transferred to work in the city.

Graph 13. Child-care leaves at KPO in 2025 (KPO and sending parties) / GRI 401-3 /



According to the RoK Labour Code, employees who have taken maternity leave retain the right to return to their workplace within three years.

EMPLOYEE RELATIONS / SDG 8.8 /

Employee relations are defined as a partnership based on an agreement between the Company and an employee, whereby the employee performs work duties in exchange for remuneration. Upon entering into an employment relationship with the Company, the employee is committed to maintaining labour discipline, while the Company is dedicated to providing appropriate working conditions in full compliance with the Labour Code of the Republic of Kazakhstan, the Collective Agreement, and the Employment Contract. By fostering open and constructive employee relations, the Company aims to motivate its employees, encourage a positive mindset, and promote active engagement in work-related processes.

The core strategy of KPO's Employee Relations and Labour Investigations Department is to maintain a balance of interests between the Company and its employees through the creation of a safe and healthful workplace.

Grievance mechanisms and employee engagement / GRI 2-16, 2-26, 3-3 /

The Company maintains several grievance mechanisms, including the option to submit requests to Human Resources and Services Directorate either directly or through Trade Unions, as well as via the anonymous Hotline.

In 2025, 84 requests were registered directly with the Employee Relations and Labour Investigations Department (compared to 67 requests in 2024), as well as 32 requests registered through the Hotline and transferred to the HR Directorate. The received grievances addressed such issues as labour misconduct, conflict resolution, cases of insults, inappropriate behaviour, and abuse of power. All received grievances were reviewed and resolved, including through pre-trial procedures and prior to the cases being considered by the Conciliation Committee.

Tab. 22. Employee requests via grievance mechanisms, 2023–2025

Description	2023	2024	2025
Requests to Human Resources and Services Directorate	60	67	84
Requests to anonymous Hotline	25	28	32
Total:	85	95	116 [A]

In addition, the work of the Employee Relations and Labour Investigations Department is aimed at preventing labour discipline violations. Specifically, during the reporting period, 76 training sessions were held with the Company's employees, including personnel at the field, offices in Uralsk, Aksai and Astana, as well as at the terminals in Bolshoi Chagan and Atyrau.

Non-material motivation of employees for their work achievements remains a regular practice.

In 2025, 60 employees of the Company received various awards from the RoK Ministry of Energy, the KAZENERGY Association, as well as on behalf of the Akim of the West Kazakhstan Oblast and the Akim of the Burlin District. On the occasion of the Oil and Gas Industry Workers' Day of the Republic of Kazakhstan, four KPO employees received an honorary state awards from the President of the Republic of Kazakhstan, Kassym-Jomart Tokayev, and the Ministry of Energy of the Republic of Kazakhstan in recognition of their contribution to the development of the national oil and gas industry. Askhat Kuanyshkaliyev was awarded with the Order of Labour Glory, Garifulla Tumangaliyev - with the Order of Labour Glory, Vyacheslav Shirobokov - with the Order of Labour Glory, Tenizov Kuanysh - with the Order of Kurmet.



Cultural, Social, and Sporting Events

As part of the implementation of the program to support a healthy lifestyle and sports activities, the Company, jointly with Trade Unions, conducted 29 major sporting events under the auspices of the 'Year of Working Professions' declared in the RoK.

Additionally, with the active participation of the Employee Relations and Labour Investigations Department, two clean-up days were organized and held in Aksai.

Engagement with Trade Unions / SDG 10.4 /

Constructive cooperation with Trade Unions is essential for maintaining a balance between the interests of the Company and its employees. Continuous improvement of working conditions remains one of the Company's key priorities.

At present, the interests of KPO employees are represented by the following four Trade Union organizations:

- Public Association 'Local Trade Union of Karachaganak Petroleum Operating B.V. Employees';
- Public Association 'Karachaganak Local Trade Union of KPO B.V. Employees and Contractor Employees';
- Public Association 'Local Trade Union of Karachaganak Petroleum Operating B.V. Employees and 'TRUST' contractors Employees';
- Public Association 'Burlin Local Trade Union of Oil and Gas Workers'.

The Collective Agreement concluded with these four Trade Unions is effective for the period 2025–2027. [A] Provisions of the KPO Collective Agreement apply to all KPO employees, regardless of their membership in the Trade Unions [A].
/ GRI 2-30 /

COMPENSATION AND BENEFITS / GRI 2-19, 2-20, 2-21, SDG 5.1, 8.1, 8.5 /

The success of any business largely depends on the qualifications, skills and motivation of its employees. Therefore, KPO's HR policy is aimed at strengthening its leading position in the labour market and achieving strategic goals through the creation and development of a professional team, as well as the encouragement of efficient work performance.

In order to ensure employees' right to remuneration in accordance with their qualifications, job complexity, quantity and quality of work performed, and working conditions, KPO applies the following tools:

- a remuneration system based on a methodical approach to salary setting;
- a job evaluation system to ensure effective organizational structure management and validity of remuneration;
- an annual Performance and Development Review process;
- a wide range of additional benefits ensuring decent work conditions.

To arrange and apply all the tools listed above, the KPO Reward and Organization Department implements the Compensation and Benefits Policy for KPO Kazakhstani Employees. All material provisions of the Collective Agreement are taken into account in the Policy.

This Policy is annually approved by the Joint Operating Committee (JOC)[8]. Voting is not applied during the approval process. If at least one of the parties does not agree with any provision of the Policy, the document is not approved and is returned for further revision.

According to clause 5 of Annex 7 of the FPSA, the Policy is focused on ensuring commensurability and competitiveness of remuneration, allowances and benefits for national staff compared to the corresponding remuneration, allowances and benefits of Kazakhstan oil and gas sector, and serves as a tool for attracting, retaining and motivating national staff.

Oversight of the remuneration determination process is ascertained by KPO's internal audit and audits conducted by the Parent Companies. According to the most recent audit carried out in 2022, the conclusion issued was 'Satisfactory'[9].

According to the Compensation and Benefits Policy for KPO Kazakhstani Employees, a base salary for national staff is established on the basis of the assigned personal grade, which in turn has a specific range. The grade is used to identify the relative importance of a certain job position and its levels within the Company's job hierarchy. Grades are assigned to all employees including top management.

[8] JOC members and functions are described in the chapter 'Governance structure and management approach'.
[9] Details about audit processes can be found in chapter 'Corporate Governance / Assurance'.

Table 23. Ratio of average basic salary of women to men by employee categories / GRI 405-2 /

Category	2025	2024	2023
1. Executive Management*	–	–	–
2. Department/Unit Management	1.2	1.2	1.2
3. Professional staff	0.9	0.9	0.9
4. Qualified workers	1.3	1.3**	1.2

Notes:
** Category 1 is represented only by men.*
*** In 2024, KPO hired new employees from among graduates of a special technical training program without experience in the oil and gas industry. Given that work at the field involves challenging working conditions requiring physical effort, participants in such training programs are predominantly men. Due to their lack of experience, the salaries offered to them were lower than those of existing more experienced workers. In addition, during the year, experienced male employees with higher salaries left the Company due to retirement and participation in the voluntary termination of employment program. This led to a decrease in the overall average salary of men in this category.*

KPO top management, except for Vice General Director and Government Relations Director, are secondees from the Parent Companies. Their remuneration is determined and paid by the Parent Companies. The Company applies a unified approach to establishing fixed and variable components of remuneration for all employees holding Employment Contracts with KPO, including Directors, and uses a unified grade-based remuneration structure for all employees, which serves as the basis for salary determination. / GRI 2-19, 2-21b /

Table 24. Ratio of the base remuneration of the highest-paid employee to the average base remuneration of all direct employees, 2020–2025. / GRI 2-21 /

2025	2024	2023
6.8	6.7	6.7

Note: The type of remuneration included in the calculation is the base salary. The ratio was calculated in relation to the average annual salary, and not to the median annual remuneration. The data has been prepared based on the full-time equivalent rates.

KPO also takes into account the remuneration rate at the RoK oil and gas market and performs an annual review, as a result of which the need to adjust remuneration levels for certain positions may be identified.

Annually KPO participates in the Oil and Gas Sector Salary Survey conducted by Willis Towers Watson. The market research conducted in 2025 confirmed that the average salary of the Company's employees exceeded the average salary levels in the West Kazakhstan Oblast. The minimum salary of specialists recruited by KPO is stipulated in the Collective Agreement and is set regardless of an employee's gender.

Salary for KPO employees, as well as for employees of sending parties (recruitment agencies), is determined based on a single remuneration system applied at KPO, indicating no difference in the minimum salary level between the two categories of employees. / GRI 202-1 /

Pursuant to existing procedures, KPO continues to review employees' remuneration on an annual basis, including indexation of the monthly base salary at a level not lower than the official inflation rate in the RoK at the beginning of the year, annual performance bonuses for employees who received positive annual performance ratings, as well as individual salary increases and additional lump-sum payments.

In January 2025, a general wage increase of 8.6% was implemented, reflecting the inflation rate of the previous year.

All KPO direct employees are provided with a package of benefits, which includes monetary and non-monetary benefits. Most of the benefits are provided for by the Collective Agreement.

Under the terms of the current Collective Agreement, KPO pays bonuses on Oil and Gas Industry Workers' Day, year-end bonuses, FPSA anniversary bonuses, as well as health recovery allowance. The amount of these benefits also depends on the individual employee grade. For employees engaged through sending parties (recruitment agencies), the relevant employers' collective agreements apply. / GRI 2-30, 401-2 /

In accordance with the Collective Agreement KPO grants employees the right to paid educational leave (14 days per year) to pass examinations under distance-learning programmes. In 2025, 30 employees exercised this right. / GRI 404-1 /

Performance and Development Review and quarterly bonus / GRI 2-19, 3-3, 404-3 /

Performance and Development Review (PDR) is one of the tools of feedback aimed at monitoring and enhancing work efficiency.

Currently the PDR process covers only those Kazakhstani employees, who occupy positions as line managers and specialists. The requirement for a minimum of six months of service with the Company remains an unchanged criterion. Everyone who was due for assessment in 2025 was assessed.

Early in the year, line managers inform subordinates about their expectations regarding work performance, behaviour and HSE compliance along with annual targets. The targets are recorded in a specially designed form, communicated to employees, and their achievement is monitored throughout the year. Targets are focused on the achievement of Company's objectives and the gradual development and performance improvement of employees.

The unified rating scale applied in the PDR process includes the following ratings: 'Strong', 'Fully Effective' and 'Needs Improvement'. The amount of the PDR bonus is stipulated in the 'Performance and Development Review Procedure'.

Since 2023, Kazakhstani auxiliary and support technical personnel, whose roles do not involve the achievement of annual targets, receive quarterly bonuses instead of an annual bonus, subject to compliance with the Company's HSE requirements and relevant employer acts, based on the results of their annual performance assessment.

DEVELOPMENT OF NATIONAL PERSONNEL / GRI 405-1, 3-3 /

Personnel development is a continuous process in KPO. Professional competency is maintained and enhanced through the existing training and skill improvement system.

KPO conducts its activities in this area in line with the Programme for Increasing Local Content in Staff for 2020–2025, approved jointly with the Authority.

In 2025, 11 positions previously held by seconded expatriate personnel were nationalized, and 6 positions were abolished. As of the end of December 2025, local employees made up 95% of the total number of the Company's staff.

In total, in the period from 1999 to 2025, over 200 positions held by expatriate personnel were replaced with national employees, and more than 300 positions were abolished. The breakdown by categories is presented in Table 25. / GRI 3-3 /

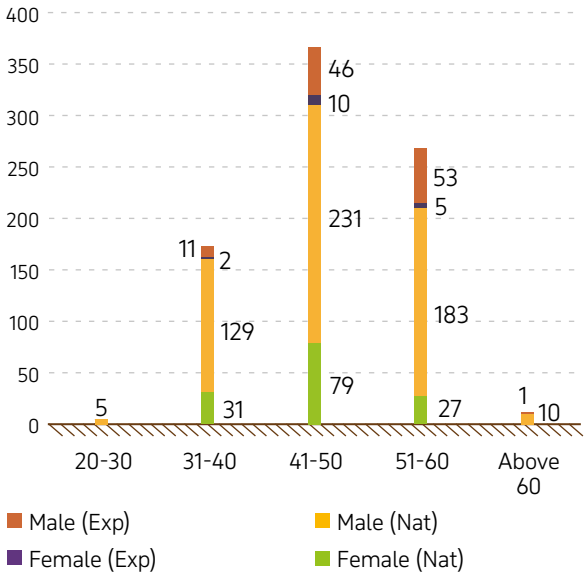
Tab. 25. Indicators of increase of Local Content in KPO staff by category / GRI 202-2, 3-3 /

Category	Description	RoK legal requirement	Local content in staff				
			2025	2024	2023	2022	2021
1+2	Executive management and their deputies, Department / Unit management	Minimum 70%	86%	86%	86%	86%	85%
3+4	Professional staff / Qualified workers	Minimum 90%	98%	98%	98%	98%	98%

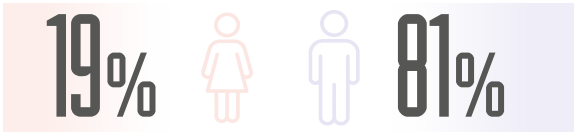
In accordance with the goals of this Programme, KPO additionally monitors the local content statistics in contractor organizations registered in the West Kazakhstan Oblast. In 2025, over 20 companies provided KPO with their quarterly, semi-annual and annual 'Local Content in Staff' reports. Local Content indicators within these organizations reached 96% in the category 'Executive management and their deputies, Department / Unit management' and 98% in the category 'Professional staff / Qualified workers'.

Graphs 14-16 present the total number of local senior and mid-level management personnel, including RoK citizens and expatriates broken down by age and gender. This includes KPO core structure and temporary projects.

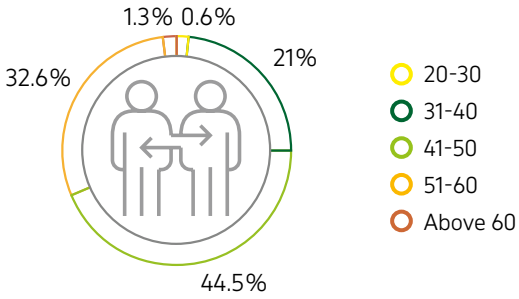
Graph 14. Number of senior and mid-level managers (RoK citizens and expatriates) by age and gender, 2025 / GRI 405-1(a), SDG 5.5.2 (CO50502) /



Graph 15. Percentage of senior and mid-level managers by gender, 2025



Graph 16. Percentage of senior and mid-level managers by age, 2025





Enhanced Development Programme

/ GRI 404-2 /

The Enhanced Development Programme is an integral part of the talent pool creation process, ensuring continuity in manpower planning and the implementation of the Programme for Increasing Local Content in Staff, while also supporting the objectives of the Succession Planning Programme.

The process consists of several stages, including talent pool planning, selection of talented employees, assessment of strengths and areas for development, implementation of individual development plans, and, consequently, appointment to targeted positions. The programme is governed by KPO internal procedures, and the first four intakes of the Programme were conducted between 2009 and 2024.

Table 26. Progress results of the Enhanced Development Programme

Stages	Period	Number of participants	Percentage of participants promoted (career progression)
Intake I	2009–2011	20	95% of total participants
Intake II	2012–2014	37	81% of total participants
Intake III	2017–2020	128	81% of total participants
Intake IV	2021–2024	40	75% of total participants
Intake V	2025–2027	70	27% of total participants

In December 2024, the Talent Development and Secondment Administration Department announced the launch of the fifth intake of the Enhanced Development Programme for 2025–2027 for national employees. Based on the Company's list of key positions and potential successors, department managers nominated employees for further participation in the selection stages. Upon completion of the selection process, a list of 70 participants for the fifth intake was finalized, and individual development plans were developed and launched. These plans include internal development tools such as coaching, mentoring, on-the-job training, self-development, feedback, and participation in regular training sessions.

Thus, the fifth intake is directly linked to the Succession Planning Programme and plays an important role in building a sustainable talent pool for the Company.

Competence Management System

/ GRI 3-3 /

Competence management system is applied at KPO as one of the most efficient methods for assessing the competency level of personnel.

The system is aimed at achieving and maintaining the required level of competency among technical staff, who work at hazardous industrial facilities, and at reducing and preventing potential incidents and accidents caused by lack of competency. Given the results of conducted competency assessments, the system enables developing tools for further training of personnel and ensuring funds are spent as intended, meanwhile contributing to raising HSE cultural awareness.

KPO CMS was certified by Offshore Petroleum Industry Training Organization (OPITO) in 2013. Every three years, the Company undergoes accreditation of the system requiring that compliance audits be conducted annually engaging the OPITO experts. In November 2023, KPO confirmed the competency management system accreditation till November 2024. The scope of OPITO's accreditation includes:

- Five profession-oriented specialties: production operators, electrical technicians, instrument technicians, mechanical technicians, lead technicians and supervisors in production sector.
- Six production units and departments, including KPC, Unit-3, Unit-2, Eco Centre, Central Maintenance and Gathering departments.

In 2025, as part of the provision of HSE competence with internal resources, KPO trained more than 40 specialists from various departments. These employees were awarded the qualification of 'Internal Competence Assessor' to conduct on-site competence assessments for personnel such as Supervisors, PTW Specialists and Coordinators, Superintendents signing PTW, and employees holding safety-critical positions. The total number of trained employees amounted to approximately 450 people.

As per the Competency Management System (CMS) Policy, any contractor with a high or middle risk level of the contract that work on Company sites or equipment shall develop and operate its own Competency Management System. The contractors' personnel, responsible for the control and execution of high-risk works, shall have the ability to demonstrate knowledge and practical skills to work safely, technically sound and within the defined boundaries of responsibility. From 2019, the key requirements and rollout stages of such a system are identified during the HSE contractors' audits.

In 2025, several seminars were held for 40+ contractors with the involvement of 60+ representatives on the development and implementation of their own competence assessment system for personnel responsible for monitoring and performing high-risk work/services. At the seminars, KPO competence experts shared their experience and best practices, and distributed presentation materials.

In 2024, 970 employees with technical qualification completed initial assessment and received CMS certificates. KPO has reached 86.5% of the competency compliance required for technical personnel.

In line with the Competency Management System Expansion Plan for 2025–2027, the following activities were planned for 2026:

- Continue competency assessment using the existing methodology.
- Engage new technical specialists in the competency assessment program.
- Continue and complete the periodic competency assessment of managers at all KPO production facilities.
- Initiate and complete regular competency assessment of Well Management Engineers and Lead Engineers.
- Develop new standards for Well Operations Supervisors. Then proceed to the competence assurance program.
- Develop standards for Well Integrity Engineers and Senior Engineers in the Gathering Department.
- Develop standards for Production Engineers and Senior Production Engineers in the Production Optimization Section of the Production Department.
- Provide support in conducting HSE audits for business partners with high and medium risk levels as part of the implementation of their competency management systems.
- Provide support to external assessors of Operations HSE Department and PED HSE Department by conducting approximately 90 assessments of managers, employees in HSE-critical positions, PTW Specialists and PTW Superintendents.

Within the framework of the competence management system, the Talent Development and Secondment Administration department has a system of the technical and behavioural assessment of personnel. In 2025, over 114 technical and behavioural competency assessments were conducted, based on the results of which 116 individual feedback sessions were provided for employees and their line managers. Additionally, in 2025, based on the results of the assessment carried out in 2024, 178 feedback sessions were held to discuss the results, development areas and further steps for employees. Technical competencies describe the specific knowledge and skills that are required for certain positions. 360-degree assessment describes personal and managerial competencies that help identify strengths and areas for development.

Based on the assessment results, feedback sessions are conducted and individual development plans are developed. In 2025, 72 individual development plans were created for employees through the SAP system.

Graduates Development Programme

/ GRI 404-2, SDG 4.3, 4.4 /

The key objective of the Graduates Development Programme is a fulfilment of basic manpower needs with adequately qualified young people in order to ensure the safe operation of core departments / critical job functions.

Professional Development Programme for production operators and maintenance technicians, introduced in KPO since 2008 and based on the international standard of the Offshore Petroleum Industry Training Organization (OPITO). The programme is a crucial component of the KPO talent pipeline, essential for sustaining the success of Production Operations. Since the beginning of the program at the end of 2025, more than 500 production operators and mechanical technicians have been trained under this programme and currently productively work at the Company's production facilities.

The successful candidates undertake internationally recognised training with both academic and practical development. If successful on the programme, the trainees take positions as technicians in the production units and start their careers with a very solid technical and vocational background.

The value of this training programme lies in the methodology provided in a module format. This approach can develop a set of competencies that focus on the ability to address production tasks in the workplace.

43 trainees from Intake 2023–2024 were hired into Production and Maintenance Department during 2025.

In 2025, KPO completed the theoretical part of the programme for two groups of trainees in the specialties 'Production Operator' and 'Electrical Technician and Instrument Technician'. 47 trainees were sent to the company's production facilities for on-the-job training, two of whom were employed.

Tab. 27. Graduates Development Programme effectiveness, 2008–2025

Training period	Employed trainees
Intake 2008–2009	94
Intake 2009–2010	94
Intake 2014–2015	63
Intake 2016–2017	49
Intake 2018–2019	48
Intake 2019–2020	36
Intake 2021–2022	45
Intake 2022–2023	45
Intake 2023–2024*	43
Intake 2024–2025*	2
TOTAL	**519**

**Note: Among the Intakes for 2023–2024 and 2024–2025 periods, there were trainees who continued their studies after the Programme was completed. The Intake 2023–2024 comprised 4 such trainees, and the Intake 2024–2025 – 45 trainees.*

The value of this training programme lies in the methodology provided in a module format. This approach can develop a set of competencies that focus on the ability to address production tasks in the workplace.

PERSONNEL TRAINING AND DEVELOPMENT / SDG, 5.1 /

Personnel training / GRI 404-2 /

Annually, KPO offers a variety of training programs designed to achieve key objectives:

- To enhance the individual job-related competencies of employees and address operational and career development needs.
- To teach mandatory skills required to perform the job at hazardous production facilities, in accordance with the RoK legislation and the Company procedures.

In 2025, 98% of the Company's local employees participated in professional development programs, encompassing professional training, retraining, and engagement in online seminars and conferences.

In 2025, KPO continued to provide training for the Company's employees on the specialized international programmes (see Tab. 28), language skills, and professional and mandatory HSE courses.

Tab. 28. KPO personnel trained on the International Qualification certified programmes in 2023–2025 / GRI 404-2 /

No.	Programme name	2023	2024	2025
1	Well control/well pressure control during gas, oil and water shows (IWCF)	59	22	61
2	Non-destructive testing certification (NDT)	50	30	10
3	CIPS International diploma (certified programme of Chartered Institute of Procurement and Supply)	19	43	34
4	Emergency response training course MEMIR by OPITO standard	11	8	27
5	International certificate in Health, Environment and Safety (NEBOSH)	12	17	14
6	Certified internal auditor (CIA)	4	2	
7	ACCA Diploma in International Financial Reporting (DipIFR)	3	1	2
8	Master of Business Administration (MBA)	6	4	2
9	American Petroleum Institute certification (API)	8	12	28
10	Project Management Professional (PMP)® Certification	13		7
11	IEMA Certificate in Environmental Management (IEMA)		2	3
12	ASME Plant Inspector	17	17	16
13	International Financial Reporting Standard (IFRS)			3
14	Certified Management Accountant (CMA)			2
15	CSWIP 3.1 Welding Inspector Certification			2
16	BGAS Coating Inspector			5
17	CP1 & 2 Cathodic Protection			1
18	Chemical Process Simulator ASPEN HYSYS			13
19	Competent Specialist for Lifting Operations (LEEA)			20
20	Certified Finance Manager			1
21	Environmental Management System ISO 14001: Internal audit, ISO 45001:2018 Occupational Health and Industrial Safety Management System (Internal Auditor/ Lead Auditor), ISO 39001 Road Safety Standards – Internal Auditor, Risk Management ISO 31000.			60
Total number of employees completed certified training programmes		**214**	**179**	**311**

Training statistics / GRI 404- 1, 403-5 /

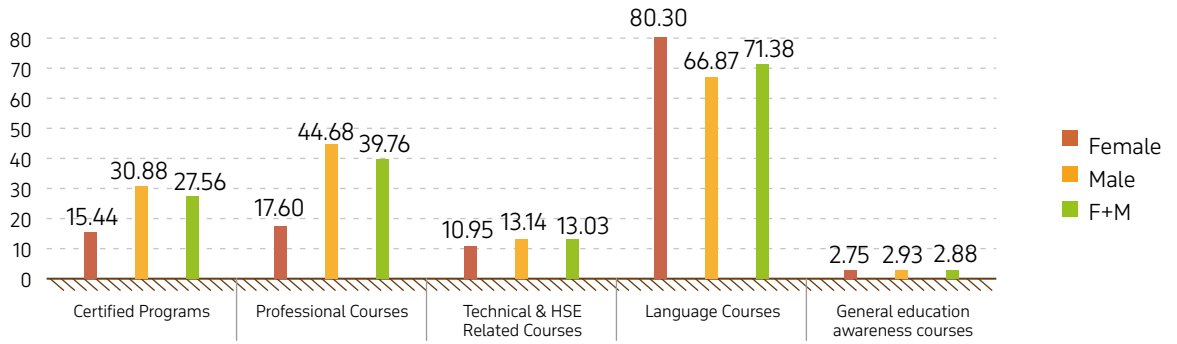
As responsible organization, KPO ensures annual mandatory HSE training for both its own staff and personnel of its contractor organizations.

In 2025, 669,048 hours of training (631,691 hours in 2024) were held, of which 492,245 were provided to KPO employees (457,549 in 2024), including general education awareness courses on cybersecurity and civil defence topics. The remaining 176,803 hours (174,142 hours in 2024) were dedicated to HSE mandatory courses for the contractor organizations' employees.

In total, in 2025 20,443 people were trained, 3,940 of them – KPO employees and 16,503 – contractor personnel. The average training hours are given in graph 15.

In total, in 2025 **20,443** people were trained, **3,940** of them – KPO employees and **16,503** – contractor personnel.

Graph 17. Average number of training hours per one training course passed by nominated KPO employees in 2025, by type and gender / GRI 404-1, SDG 5.1 /



Training arranged for KPO employees in 2025 by categories is shown in Table 29.

Tab 29. Training of employees by categories, 2023–2025 / GRI 404-1 /

Category	2025		2024		2023	
	Number of people	Hours per employee	Number of people	Hours per employee	Number of people	Hours per employee
1. Executive Management and their Deputies	11	19.55	11	17.51	11	13.89
2. Department/Unit Management	814	83.13	844	74.02	834	57.81
3. Professional staff	2,060	88.02	2,075	71.38	2,104	56.32
4. Qualified workers	1,198	202.86	1,166	211.64	1,236	179.31

KPO SCHOLARSHIP PROGRAMMES AND PARTNERSHIP WITH UNIVERSITIES / SDG 4.3, 4.4 /

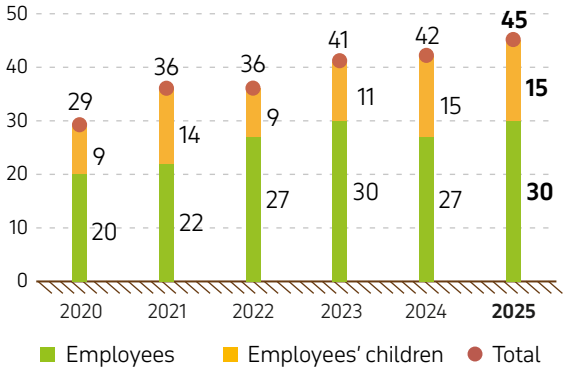
KPO is actively working to elevate its employees' qualifications and attract emerging talent by fostering collaboration with universities.

Scholarship Programmes / GRI 404-2 /

KPO Scholarship Programme for national employees and their children is one of the constituent incentives for professional development and further education of employees and their children.

In 2025, within this programme KPO allocated KZT 45 mln (equivalent to US$ 95,745) to sponsor scholarships for 15 KPO employees and 30 children of employees.

Graph 18. Dynamics of participation in the KPO Scholarship Programme, 2020–2025



Note: Decrease in number of participants in a Scholarship Programme in 2020–2021 was related to COVID-19 limitations.

KPO partnership with Kazakhstani universities

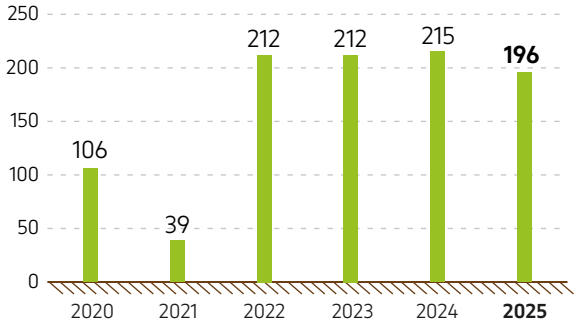
KPO cooperates with 30 Kazakhstani educational institutions making its significant contribution into training of highly qualified specialists for the oil and gas industry of the Republic of Kazakhstan.

The student internship programme is implemented as part of bilateral agreements between KPO and educational institutions of the Republic of Kazakhstan.

Internship in the international company offer students a real-world work environment and introduce them to international business practices. Through the integration of theoretical training and practical experience, students develop the required professional competencies and gain a deeper understanding of their future profession. Moreover, student internship allows students to make informed decisions about their future career paths. The internship duration is one month; however, upon the department's request, it may be extended for an additional month for third- and fourth-year students.

In 2025, 196 students from 23 educational institutions had practical and pre-graduate internship with 35 specialities in various departments of the Company. From 2015 to 2025, the Company has employed 250 people out of those, who successfully completed the student placement programme.

Graph 19. Number of students completed internship at KPO, 2020–2025 / GRI 2-8 /



Scholarship via KAZENERGY Association

/ SDG 4.3, 4.4 /

According to the FPSA, KPO annually allocates USD 500,000 for scholarship for young people under the Memorandum of Cooperation signed on 29th September 2015 between the Ministry of Energy of the Republic of Kazakhstan, PSA LLP, KPO B.V., NCOC N.V. and the KAZENERGY Association.

Each academic year as per the Protocol of the Committee for selection of candidates for the payment of education from the allocated funds, KPO concludes agreements with the educational institutions and arrange payments for education of students who had passed competitive selection.

In 2025, KPO signed agreements for scholarship of 158 students from different universities of Kazakhstan.



/ GRI 2-23 /

Business principle:

COMMUNICATION AND ENGAGEMENT

In our interactions with business partners, we seek to listen and respond to them honestly and responsibly.

Business principle:

COMMUNITIES

We build productive, collaborative and trusting relationships with business partners.

2025

Conducted

2,400
inspections of contractor organizations facilities

7
audits

12
sessions of the tripartite district commission

65
Collective Agreements of contractor organisations

234
applications received and resolved

40
contractor organizations with improved living and labour conditions

INDUSTRIAL RELATIONS

/ GRI 2-8, 2-24, 2-25, 2-26, 407-1, 409-1, 414-2, SDG 8.5, 8.7, 8.8, 10.4 /

[A] KPO performs continuous monitoring and analysis of the state in the contractors' labour collectives of contractor and subcontractor organisations with the aim to identify and correct any root causes and conditions conducive to infringement of the legitimate rights of the workers [A]. Such factors as absence of decent social and living conditions or observation of legal regulations in the contractor and subcontractor organisations may contribute to such risks.

In 2025, 16.7 thousand employees from over 174 contractor organisations have provided services at the Karachaganak Field. During the year the number of contractors' employees have varied from 16 to 22 thousand, which was related to the commencement and completion of several projects at the Karachaganak Field. At the same time, in 2025, 55 out of all organisations were under the persistent attention of the KPO Industrial Relations Section in line with the criteria of the 'Industrial Relations Policy' (clause 7.3). **/ GRI 2-8, 414-2 a /**

In the course of monitoring the infringements of labour rights in contractor and subcontractor organisations, KPO seeks to ensure a comprehensive and expeditious processing of all applications/appeals, as well as the timely resolution of issues. In the process of assessing the social climate the opinions from all parties are considered and analysed, and measures are taken to ensure social well-being and the restoration of workers' labour rights in accordance with the legislation of the RoK, the KPO Industrial Relations Policy, contractual commitments, and the Declaration on Social Security Contribution Compliance, including:

- Continuous monitoring of social and living conditions provided by contractors, full and timely payments of wages, provision of PPE, catering etc.
- Processing and settlement of appeals from contractor and subcontractor employees related to working conditions, remuneration, and social and living matters.
- Monitoring and prevention of social risks among contractor personnel, including identification of employee dissatisfaction, signs of potential labour disputes or strike activity, and taking preventive measures.
- Organising sessions and multi-format meetings on relevant topics: ensuring social welfare, discussing issues in industrial relations, experience exchange etc.
- Cooperation and engagement of competent labour protection authorities in the settlement of conflict situations, where required, as well as awareness-raising and educational events.
- Preparation of brief statistical summaries of the Security and Industrial Relations Department's activities and briefing contract holders on the performance results, including regular meetings to discuss identified trends, key risks and the development of necessary corrective measures.

WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

Operational targets at the Karachaganak Field and activities on further expansion projects are mainly performed with the help of contractors who are our key business partners. In 2025, over 16,704 [A] employees from contractor and subcontractor organisations are engaged in the Karachaganak Project. Accordingly, the successful implementation of the set targets and reaching performance indicators depend on how properly the employment relations are built both at KPO and within the involved contractor and subcontractor companies.

KPO strives to creating and maintaining decent working conditions for its employees, and to monitor these for the contractors' personnel as part of compliance with human rights under the RoK Constitution and the UN Convention on Human Rights.

- Continued application of the minimum wage rate as a fixed amount in service contracts. Implementation is carried out as new contracts on provision/delivery of services are awarded.
- Monitoring and analysis of the contractors' wage median.
- Succession/transfer of skilled personnel from the existing contractor to the new employer upon contract completion. This historical practice helps sustaining employment in the region and maintain stable social environment at times of termination of service contracts.

As part of maintaining stable social environment in the contractors' teams, KPO continues implementing a single wage allowance of the monthly KZT 60 k, after deduction of tax payments. The Company is approaching completion of the implementation of this payment strategy. Since the start of the programme in February 2022 and until 2025, over USD 100 mln have been allocated for these purposes. By the end 2025, through the implementation of this programme, the material balance has been improved and a more equitable approach for labour remuneration has been ensured for over 10 thousand contractor and subcontractor personnel. The goal of this approach is a fair attitude to all beneficiaries, with substantial focus on the category of workers with the lowest wages.

Monitoring of contractor organisations

The Company carries out systematic monitoring of the adherence of workers' rights and the compliance of actual working conditions with stated requirements, ensuring a detailed and well-thought review of each appeal or application with complete and verifiable information. This allows comprehensively assessing credibility and content of appeals and contributes to strengthening social stability within labour collectives.

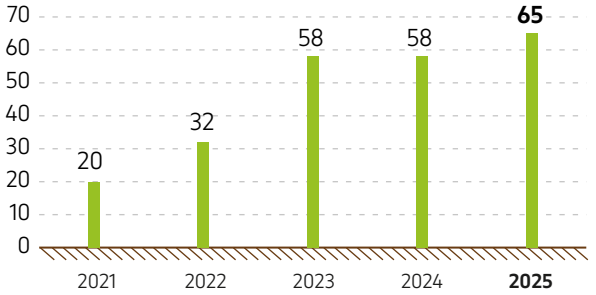
In 2025, the completed monitoring have demonstrated positive dynamics and facilitated strengthening of social stability within contractor workforces. Based on the analysis results, 38 contractor organisations performed wage indexation followed by positive impact on the remuneration conditions for over 7,500 workers.

In 2025, the Industrial Relations Section's specialists visited over 2,400 work sites and compact accommodation premises; they also initiated seven joint audits with contract holder representatives (Project Execution Directorate) and three internal investigations. Also, four group applications on industrial relations were reviewed. The results of internal audits in this period were forwarded to the contract holders for relevant actions and subsequent monitoring of implementation.

During 2025, the Industrial Relations Sector was engaged in 12 meetings of the tripartite district commission and one meeting of the WKO commission concerning the identified risks within the contractor and subcontractor organisations of the Karachaganak project.

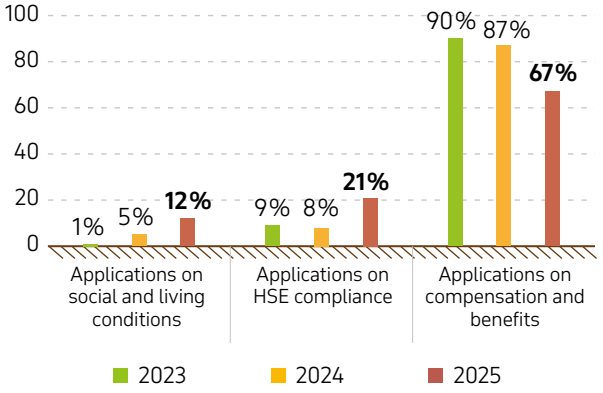
In 2025, 65 valid collective agreements were in place at the KPO contractor organisations. **/ GRI 407-1 /**

Graph 20. Uptrend of Collective Agreements in KPO contractor organisations, 2021–2025



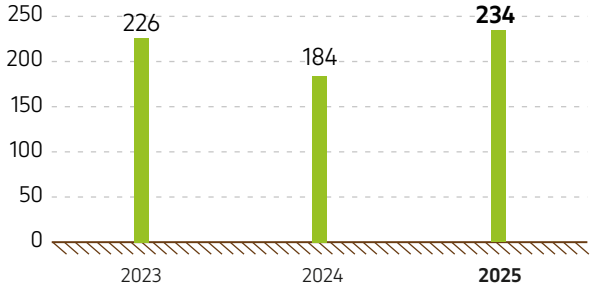
In total in 2025, 234 [A] complaints/applications on various topics from contractor and sub-contractor's employees were received, of which 232 applications were addressed with two closed in 2026. 67% of the applications were related to the salary and remuneration issues, 21% of the applications dealt with HSE matters, and 12% were dedicated to the provision of social and living conditions. **/ GRI 2-25, 2-26 /**

Graph 21. Applications from contractors to KPO by type, 2023–2025



Apart from the applications in writing, the Industrial Relations Section daily process up to 10 phone calls on average and holds meetings with employees from contractor and subcontractor organisations. 87.5% of complaints and grievances are submitted directly to the KPO Security & Industrial Relations Department. In 2025, during inspections performed by the Industrial Relations staff, 65 appeals were received. This indicator demonstrates the growing trust of workers to KPO, as they prefer discussing issues during face-to-face meetings.

Graph 22. Applications trend in 2023–2025



[A] The dynamics of applications over the 2023–2025 period show a stable level of employee engagement, while the moderate increase in the number of applications in 2025 reflects growing trust in the mechanisms of interaction and open dialogue [A]. **/ GRI 2-23 /**

In result of the IR activities, living and labour conditions were improved in 40 contractor organisations. These activities have had a positive impact on maintaining stable moral and psychological climate in the labour collectives. There have not been any cases of terminated relations with suppliers resulting from assessment of actual and potential negative social consequences. **/ GRI 2-26, 414-2 /**

Engagement with stakeholders on industrial relations **/ GRI 2-29 /**

Since 2023, KPO has been actively expanding its practice of holding industrial relations meetings in various formats. [A]The primary objectives of these events are to strengthen engagement with contractor and subcontractor organisations, to assess social and labour risks, and to develop and adapt measures aimed at maintaining favourable social environment in the region and stable moral and psychological climate within labour collectives [A].

Over the past three years, the negative conflict escalation has significantly declined. In 2025, one case of pre-strike conflict was identified (compared to one case in 2024 and seven cases in 2023), which was resolved in a timely manner within the legal framework. [A] Overall, timely response and regular engagement with business partners helps preventing negative prerequisites to mass discontent [A]. **/ GRI 2-23 /**

During the reporting period, improvements in key social indicators – including wage levels, social and living conditions, and the quality of communication – were recorded across seven contractor organisations. The assessment of employee applications revealed that most requests were related to unsatisfactory and unsafe working conditions, the worksite environment and communication between employees and management. Corrective actions were implemented in these areas, which allowed for the situation to be stabilised and ensured compliance with the established requirements.



WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

KPO applies its maximum efforts to decrease any possible risks in security and social instability, while upkeeping the asset integrity in the operations and ensuring security of all employees, including the staff of contractor and subcontractor organisations on site.

SECURITY

Minimizing risks to the Company's employees and assets is achieved through setting dedicated targets and fulfilment of short-term and long-term plans as described below.

Table 30. Our targets in security assurance / GRI 3-3 /

Our 2025 targets	Progress status	Actions taken in 2025	Targets for 2026
Continue the scheduled upgrade of the optical sensor system equipment at the KPO export pipelines to ensure zero illegal taps.	Completed	The equipment procurement process was conducted throughout the year.	Develop new algorithms for detecting impacts on the optical signal distribution system in order to improve the quality of the response to potential threats.
Raise staff awareness in the event of terrorist threats.	In progress (new target)	Over the course of the year, KPO staff underwent theoretical training on the procedures to be followed by employees in the event of a suspected terrorist threat.	Continue raising awareness among KPO staff in case of terrorist threats. Introduce and conduct practical training sessions.
Develop an e-learning course on counter-terrorism security.	In progress (new target)	An e-learning course on counter-terrorism security has been developed. The implementation is scheduled for 2026.	Finalise and roll out the e-learning course for all KPO staff on key aspects of counter-terrorism security.
Continue refreshment on Human Rights and Security Principles (HRSP) for security personnel, as well as training for new personnel.	Completed	As of end 2025, the training covered 100% contractor security personnel. / GRI 410-1 / Conducting the HRSP training has been included in the terms of 100% contracts for providing security services.	Continue knowledge refreshment on Human Rights and Security Principles (HRSP) for security personnel, as well as training for new personnel.



Our 2025 targets	Progress status	Actions taken in 2025	Targets for 2026
Run a bid for contract on the Security Management System (SMS) project based on the pre-FEED. Continue implementation of the SMS design engineering, including interaction between KPO directorates/departments through monitoring.	In progress	A tender has been initiated for the first stage of the SMS project implementation, which includes equipping the Field's main facilities with electronic physical security systems (establishment of a security operations centre, and video surveillance systems, excluding perimeter security and access control).	• Organise and execute the deployment of key SMS subsystems at the priority Field facilities. • Ensure technical integration of the new subsystems with the existing security infrastructure. • Create a development plan for the subsequent stages of the SMS project.
Complete the tender for SMS construction at the Bolshoi Chagan Pumping Station. Complete the SMS project engineering for the Pilot Camp	In progress	Due to expiry of the State Expertise conclusion, the project documentation revision has been included as the second lot in the initiated tender. The SMS project's engineering for the Pilot Camp have been completed. Documentation is being prepared for submission to the State Expertise.	• Organise and execute the deployment of the SMS subsystems at Bolshoi Chagan Pumping Station. • Commence preparations for the SMS upgrade at the Pilot Camp.
• Automate the approval process for business partners' personal badge requests using electronic digital signature. • Execute a pilot project of materials and assets movement' digitalisation in the IT&T Department.	in progress	• As of the end 2025, four business partner organisations have been integrated into the process. • The option proposed by the Digitalisation Department involving the use of electronic digital signature was not accepted. Alternative solutions for the inventory waybills approval process are sought.	• Continue the phased automation of the approval process for business partners' personal badge requests using electronic digital signature. • Continue implementing the pilot project for the digitalisation of inventory removal records.

Following the results of 2025, KPO Security and Industrial Relations Department has revealed 1,753 security violations, 92% of which were related to the Strategy for Protection of People in the H_2S Emergencies. The remaining 8% of violations relate to the Inventory and Assets Movement Control, Policy on Prohibition of the Use of Alcohol, Drugs, Psychotropic and Toxic Substances (their analogues), the Facilities Access Control and Presence Procedure, and violation of border of the Karachaganak Field's perimeter. The registration of a significant number of violations is a result of the ongoing efforts to prevent entry into the Field of individuals who are non-compliant with the Strategy for Protection of People in the H_2S Emergencies.

During 2025, 20 internal investigations were conducted, including 16 applications submitted to the law enforcement agencies. In addition, the Company has revealed and prevented unauthorized removal and relocation of KPO and contractor assets worth than KZT 42 mln.



/ GRI 2-23 /

Business principle:

COMMUNITIES

We aim to be good neighbors by continuously improving the ways in which we contribute directly or indirectly to the general wellbeing of the communities within which we work.

We build productive, collaborative and trusting relationships with government, the local communities where we work and with each other.

We strive to be open, straightforward, and transparent within the constraints of business confidentiality.

2025

21

meetings of the Village Councils in three rural districts

180

vouchers for pensioners to the sanatorium provided

15

grievances from communities were received and closed

In December 2025, as part of "Batys AgroHub" Social Project, a new Agrobusiness Centre was opened in Pugachyovo Village for farmers and residents of Burlin District

8 residents

of Priuralnoye and Zharsuat villages continued their studies at West Kazakhstan Oblast Universities and Colleges on KPO Community Scholarship Programme

25 farmers

received grants for building the greenhouses within the 'Batys AgroHub' Project

LOCAL COMMUNITIES / GRI 3-3, 2-25, 2-29, 413-1, OG12 /

[A]In its operations, KPO strives to prevent or minimize negative impacts and maximize the benefits from its presence through continuous engagement with local communities and creating conditions for their well-being and economic growth[A]. / GRI 2-23 /

The targets in table 31 are aimed at supporting the local communities living in three rural districts of Burlin district – Priuralnyi, Zharsuat and Uspenovskiy villages located adjacent to the Karachaganak Field and Aksai town.



Tab. 31. Targets in community engagement / GRI 3-3, SDG 4, 8, 10, 16 /

2025 targets	Target achievement	Actions taken in 2025	Targets for 2026
Implement the 2025 Community Development Programme as per approved budget	Completed	The Akzhaiyk sanatorium recreation for the elderly community members was implemented. The Scholarship Programme for rural school graduates successfully continued.	Implement the 2026 Community Development Programme as per approved budget
Conduct 10 Village Council meetings in three rural districts on social and environmental issues	Completed	21 Village Council meetings were held in three rural districts. Along with this, additional meetings outside of Village Councils were held to answer the residents' questions.	Conduct 12 Village Council meetings in three rural districts on social and environmental issues
New target	Provide support to BatysAgrohub Project implemented in Burlin District with funding support of Shell and Eni		
Review and timely close all incoming grievances and suggestions from the communities	Completed	All received grievances were reviewed and effectively closed out	Review and timely close all incoming grievances and suggestions from the communities

[A]Aiming to implement initiatives in the area of corporate social responsibility, KPO applies policies, standards and procedures based on the Performance Standards of International Finance Corporation[A]. / GRI 2-23-a-i /

WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

Engagement with local communities to understand their needs and the local context is reflected in the principles of the KPO ESG Charter.

Building good relationships and maintaining a constructive dialogue with local government bodies and communities is essential for sustaining our 'social license to operate' in the West Kazakhstan Oblast.

By engaging with the local communities of the Burlin District during the implementation of construction projects, KPO aims to minimizing social and environmental risks associated with the Company's activities at the Karachaganak Field.

[A]In order to maintain effective dialogue with local communities on social, environmental and infrastructural support, KPO conducts meetings and consultations in the form of Village Council meetings with participation of Company employees and representatives from rural districts[A]. **/ GRI 2-23 /**

In 2025, 21 Village Councils meetings were held in the Priuralnyi, Zharsuat and Uspenovskiy rural districts. During the meetings, the local residents were informed about the KPO Community Development Programmes for 2025, the progress of students from these rural districts studying at colleges and universities of Uralsk under the KPO Scholarship Programme, as well as KPO Environmental Monitoring Programme.

The Community Relations team organized tours for residents of Zharsuat Village to construction sites where KPO built a new Sports Hall and carried out overhaul of the local Cultural Centre. The residents had an opportunity to pose questions about the facilities under construction and repair and observe the process. In October 2025, the residents attended the opening ceremony of the newly completed facilities.

In 2025, eight residents of Priuralnoye and Zharsuat villages continued their studies at West Kazakhstan Oblast Universities and Colleges on KPO Community Scholarship Programme. They study at Medical Colleges to become dentists and at West Kazakhstan Universities studying history, geography and mathematics. Upon graduation, they plan to return to Burlin District to work as Schoolteachers and medical staff.

As part of the Community Development Programme, KPO provided 180 vouchers for the elderly of the Burlin district for health recreation in the Akzhaiyk Sanatorium.

COMMUNITY FEEDBACK MECHANISM **/ GRI 2-16, 2-25, 2-26, 413-1, SDG 16.10 /**

In 2025, in accordance with KPO Community Grievance Procedure, we received 15[A] complaints and requests from the local community near the Karachaganak Field. Most of complaints were related to minor construction defects from Zharsuat Village School as part of the Company's warranty maintenance obligations. The mentioned School was constructed as part of KPO's social infrastructural projects in 2024.

KPO responded to community feedback in a timely manner mobilizing the responsible construction Company for the maintenance activities. During the summer months of 2025, the construction Company fixed all pointed defects, including the heating system in the School Gym, Conference Hall, repaired the furniture and fixed the kitchen and canteen equipment. All the grievances and requests were closed out in KPO's Grievance Log with acknowledgement of residents who lodged the complaints.



DEMOLITION PROJECT OF RESETTLED VILLAGES OF BEREZOVKA AND BESTAU / GRI 3-3, SDG 15.3 /

The Demolition and Land Reclamation Project of the former Berezovka and Bestau Villages resettled at the end of 2017 was implemented in accordance with RoK Government Resolution #203 dated 1 April 2021.

The design documentation for the Demolition Project was prepared within 2022 – 2023, starting the implementation of physical demolition activities in 2024.

However, during the implementation phase of the Demolition Project in 2024 the Ecological Conclusion for the design and estimate documentation (DED) was withdrawn to make some new amendments to waste disposal part. The new Ecological Conclusion was issued in October 2024, and included additional scope of activities on disposal and crushing of solid waste to obtain certificates of compliance with secondary materials.

At the end of 2025, the Company completed the Demolition Project of the former Berezovka and Bestau villages obtaining relevant Certificates of conformity.

SOCIAL INVESTMENT PROJECT 'BATYS AGROHUB' / GRI 3-3, 203-1, 413-1, SDG 8.3, 17 /

In 2024, the KPO Parent companies Shell Kazakhstan and Eni provided financial support for a social investment project on development of agrobusiness in Burlin District in West Kazakhstan Oblast where they jointly operate the Karachaganak Oil & Gas Condensate Field.

The Project, named Batys AgroHub, is designed to support local farmers in Burlin District, helping to develop agriculture and support economic growth in the region. The Batys AgroHub Project is implemented by the Eurasia Foundation of Central Asia in partnership with the Local Community Foundation. KPO provides administrative and logistical support to the Project. In November 2024, a Memorandum of Understanding (MoU) was signed between Shell Kazakhstan, Eni, KPO and Eurasia Foundation of Central Asia, officially launching the Project.

In March 2025, ten farmers from Burlin District won grants following a series of trainings held in Aksai, building greenhouses on their land plots for growing vegetables. Within the summer months and up until the end of September the farmers grew some vegetables and sold them on local markets. About 20 tonnes of vegetables were collectively sold on local markets and agricultural fairs in Aksai. The farmers learned basics sales skills and gained income from selling the vegetables.

In October 2025, a second cohort of farmers from Burlin District were trained on fundamentals of agricultural business, new agrotechnologies and greenhouse farming. 15 new farmers received grants and built their greenhouses which will become operational in the summer season of 2026.

This social investment Project supports local residents, particularly from socially vulnerable households, allowing them to improve livelihoods and overall quality of life.

In December 2025, as part of this Project, a new Agrobusiness Centre was opened in Pugachyovo Village, Burlin District. It is expected that the Agrobusiness Centre will provide a wide range of services for farmers and residents of Burlin District, including trainings and consultation. The Centre has a small Laboratory where some test of vegetables could be made for nitrates. Additionally, two demonstration greenhouses were built near the Agrobusiness Centre where trainings on modern agrotechnologies and greenhouse farming will be held for farmers and residents.



We strive for flexible and responsible resource management, reducing the environmental impact, and transitioning to more sustainable production models. Adaptation and care are key to environmental sustainability.

ENVIRONMENTAL IMPACT

110 Climate change and energy transition
111 Environmental management approaches
125 Air pollutant emissions
130 Energy consumption and efficiency
134 Water consumption and disposal
140 Waste management
145 Biodiversity



/ GRI 2-23 /

Business principle:

ENVIRONMENT

We have a systematic approach to environmental management in order to achieve continuous performance improvement.

To this end, we manage these matters as critical business activities, set standards and targets for improvement, and measure, appraise and report performance externally.

We continually look for ways to reduce the environmental impact of our operations.

2025

1.99 KZT bln
environmental investments

66 tons of GHG/ thousand tons of hydrocarbons' production
Specific GHG emissions

99.95 %
Gas utilization

59,674 tons
Generated waste

45,591 tons
Recycled waste

15 years
of implementation of the Biodiversity Action Plan at the Karachaganak Field territory

392,577 m^3
Water consumption

49,960 m^3
Reuse of treated wastewater

WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

As part of the global climate agenda, climate change represents one of the most critical global challenges today. It impacts the environmental sustainability of regions, economic stability, and social well-being. This agenda is of paramount importance as the Company operates in a carbon-intensive sector and recognizes its responsibility to minimize its environmental impact.

KPO considers managing climate risks and reducing greenhouse gas emissions to be a strategic imperative. This enables the Company not only to enhance its environmental performance, but also to ensure the long-term sustainability of its operations, maintain compliance with international standards and stakeholder expectations, and make a tangible contribution to global efforts to combat climate change.

The adoption in 2023 of Kazakhstan's National Carbon Neutrality Strategy by 2060 has become an important benchmark for all industrial enterprises in the country. The document outlines the key directions for decarbonizing the economy and the expected ways for reducing emissions. KPO incorporates the provisions of the National Strategy into its processes, strategic plans and sustainable development management system. This approach demonstrates our commitment to aligning with the best international practices, minimising our carbon footprint and adhering to the principles of sustainable development and responsible environmental stewardship.

CLIMATE CHANGE AND ENERGY TRANSITION / SDG 8.4, 12.2, 13.1, 13.2, 13.3, GRI 2-25a, 3-3 /

The KPO Green Strategy is in line with the KPO-365 Strategy's objectives and the KPO Environmental Concept's principles.

The KPO Green Strategy covers five key areas: GHG reduction, power strategy, offsetting strategy, water management and waste management.

- GHG reduction
  In 2025, KPO undertook a number of engineering and feasibility studies on solutions for GHG emission reduction measures. Renewable energy measures were explored, and a wind measurement campaign was completed, and a concept selection phase was initiated for waste heat recovery at the existing GTG and installation of heat recovery boilers at the new GTG as part of the Karachaganak Gas Plant scope. Work is also ongoing to identify measures and improve energy efficiency in the company.
  KPO continuously improves its practices and implements advanced technologies to reduce methane emissions. Commitment to emissions reduction is integrated into business planning, production processes and reporting. In February 2024, KPO joined the OGMP-2.0 initiative having prepared the Multi-Year Methane Emissions Reduction Plan aligned with the UN Environment Programme. This initiative helps businesses monitor and prioritize actions to reduce methane emissions. KPO has set a target of reducing annual methane emissions up to ≤0.05 tonnes per 1 thous. tonnes of produced hydrocarbons by 2029.
- Power strategy
  The main objective of the Power strategy is to ensure stable electricity supply that meets current and future KPO requirements as well as export obligations under the FPSA, considering the need to reduce GHG emissions, to comply with regulations and to implement the best available technologies. Intensive work continues to make final decisions on projects included in the KPO Power strategy.

- Offset strategy
  Carbon offset projects play an essential role in the decarbonization process in the medium and long-term perspectives as other solutions gain momentum. Through the offset strategy, KPO intends to compensate the shortfall in GHG emission quotas in addition to the GHG reduction projects based on the engineering solutions. In 2023–2024, the feasibility of offset projects in the West Kazakhstan Oblast was assessed, and potential opportunities in sustainable agriculture, i.e. improved pasture management and the use of zero tillage in agriculture, were identified.
- Water Management
  Considering global and local water security risks, KPO aims to improve the efficiency of water resources utilisation by increasing the reuse of treated water for technical needs of production facilities, introducing water-saving and digital technologies. The Aksai Sewage Treatment Plant Upgrade Project is assessed as one of the major alternative long-term sustainable solutions for sources of technical water. The project has passed the concept selection stage, and currently its further implementation depends on the decision of local authorities.
- Waste Management
  The Company continues its efforts to identify alternative solutions for upgrading the existing waste treatment infrastructure, reducing waste generation, and increasing waste recycling and reuse through the implementation of new technologies and the improvement of waste management practices.

ENVIRONMENTAL MANAGEMENT APPROACH

ENVIRONMENTAL MANAGEMENT SYSTEM / GRI 2-23, 2-24, 3-1, 3-3 /

[A]KPO has implemented an Integrated HSE Management System certified for compliance with the international standards ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018, as well as HSE Policy targeted to continuous improvement[A].

In 2025, KPO successfully passed the ISO 14001 audit that confirmed compliance with the requirements of the standard.

The key environmental commitments of the Company's HSE Policy include:

- prevention of the environmental pollution,
- reduction of greenhouse gas emissions,
- biodiversity and ecosystems conservation,
- conservation of natural resources,
- continuous improvement in environmental performance.

In 2023, KPO developed its Environmental Concept representing the Company's strategic vision for achieving its environmental goals until 2037. The Concept outlines the priority areas of activities aimed at minimizing the environmental impact.

To achieve the set environmental targets within the established timeframe, KPO developed an Environmental Work Programme, which defines specific activities and actions aimed at further mitigating environmental impacts and supporting KPO's sustainable development.

As part of maintaining an effective environmental management system and to comply with the requirements of the Environmental Code, KPO environmental procedures are regularly reviewed.

As required by the international standard ISO 14001: 2015, KPO continues to work on improving the environmental aspects identification process and environmental risks assessment.

Promotion of Environmental Awareness and Culture / GRI 2-29, 3-1 /

The Company actively promotes the principles of 'green' thinking among its employees and business partners.

In 2025, KPO continued implementing a comprehensive programme focusing on environmental protection, stakeholder engagement and the promotion of sustainable development principles. Throughout the year, the Company was engaged in a number of significant national and international events aimed at promoting environmental responsibility, minimizing adverse

environmental impacts and enhancing partnerships with the state authorities, the public and experts.

- One of the key events was the participation of KPO in the nationwide 'Taza Kazakhstan' festival, which was held from 21 to 23 April and attended by the President of the Republic of Kazakhstan. During the festival, the Company presented key achievements of its environmental programs, including the systematic reduction of methane emissions through the implementation of advanced leak detection and monitoring technologies; a large-scale project involving the planting of 1.5 million trees in the region; and investments exceeding US$ 450 mln aimed at modernizing environmental infrastructure, improving waste management, enhancing energy efficiency, and reducing the environmental footprint of production processes. Participation in this event provided an opportunity to demonstrate KPO's contribution to achieving national environmental improvement objectives and fulfilling the Republic's international commitments.
- As part of the 'Taza Kazakhstan' campaign, KPO hosted a field visit to Karachaganak by representatives of non-governmental organisations, deputies, activists and members of the local community. Participants visited KPO Eco Centre, where they were introduced to the Company's environmental monitoring system, air and water quality control mechanisms, waste management processes, and the outcomes of implementing advanced waste processing and disposal technologies. Guests also participated in open dialogue sessions with the Company experts, where they discussed key environmental safety and sustainable development issues, and were provided with additional information on the progress of corporate programmes to reduce environmental impact. The event contributed to enhancing the transparency of KPO's operations and strengthening public trust.
- To mark the World Environment Day, KPO, in cooperation with Oral Taza Service, organised an interactive masterclass for school pupils in Uralsk. The program included practical waste segregation sessions, demonstrations of recycling and material reuse processes, and familiarization with the operation of recycling material collection points for pupils. The event was aimed at promoting environmental literacy among youth and fostering an understanding of personal responsibility for environmental protection. The implementation of such initiatives is part of KPO's strategic objective to enhance environmental culture in the region.
- In July, the Company held a specialized workshop on methane emissions management, attended by the Vice Minister of Energy, representatives of the Ministry of Ecology, and industry experts. The workshop covered advanced technologies and approaches to monitoring methane emissions, including aerial surveillance, unmanned aerial vehicle (UAV) based surveys, thermal imaging detection techniques, and a review of international practices and regulatory requirements, including OGMP 2.0 standards. Discussions focused on enhancing the effectiveness of leak detection and repair (LDAR) programs, optimising existing infrastructure, and implementing innovative solutions to achieve further reductions in GHG emissions. The workshop served as an important platform for sharing experience and joint search for solutions to enhance the environmental performance of the oil and gas sector.



- On 28 November 2025, the VIII International Environmental Forum 'Uralsk Green Forum', dedicated to the theme 'Innovations and Climate: New Opportunities for Green Economy', was held in Uralsk. The forum brought together more than 200 representatives from state authorities, industry organizations, research institutes, international experts, and the business community. The Forum addressed issues related to the deployment of new technologies, climate change adaptation, water resource management, and development of a low-carbon economy in the region. Nicola Allegro, KPO Deputy General Director, highlighted the Company's key achievements, including the award of OGMP 2.0 Gold Standard status for transparent and complete reporting of methane emissions, and outlined plans to launch pilot carbon offset projects and implement initiatives to upgrade water supply systems. Following the Forum, the Resolution aimed at enhancing the region's environmental sustainability, advancing the digitalization of natural resource management, promoting the development of green technologies and achieving carbon neutrality goals was adopted. Forum videos and materials are available on the official website www.ugf.kz.
- On 11–12 November 2025, KPO held its Energy Week under the motto 'Together Towards a Sustainable Future.' The workshops, which focused on the responsible use of energy and resources, brought together around 100 employees and Business Partners. 'The Energy Marathon of Ideas' competition concluded the week's events having attracted 34 initiatives focused on sustainable use of energy resources. The winners were awarded with certificates, and employees who made a significant contribution to KPO's energy audit received letters of appreciation from the General Director. KPO Energy Week marked another step forward in promoting a culture of energy efficiency and sustainable development.

The year concluded with KPO winning the regional 'Paryz-2025' competition in the 'Contribution to the Environment' category. The award was granted in recognition of the Company's significant contribution to environmental protection programs, efficient use of associated gas, rational management of water resources, enhancement of waste management systems and introduction of environmentally friendly technologies. The award became a recognition of KPO's contribution to environmental protection and the improvement of its environmental management practices.

Electronic management system for environmental aspects

Environmental Aspects Register is developed and used by KPO to manage environmental aspects EnvAR. Environmental Aspects Register of the Company's departments are annually reviewed and updated to reflect changes in the current situation. Summary register of the most significant environmental aspects is developed based on the Company's departmental registers to devise additional activities/control measures in order to reduce risks and to improve environmental conditions.

In 2025, the Summary Register of KPO Significant Environmental Aspects covered the following aspects:

1) Pollutants and GHG emissions into the atmosphere,
2) Waste formation and management,
3) Discharge of domestic wastewater,
4) Generation and disposal of industrial wastewater,
5) Spills / leaks (oil products, hydrocarbons and/or chemicals),
6) Water resources consumption (technical water).

ENVIRONMENTAL COMPLIANCE / GRI 2-27 /

KPO conducts its operational activities in accordance with the environmental legislation of the Republic of Kazakhstan (RoK). The Company annually applies for and obtains an Environmental Impact Permit from the Ministry of Ecology and Natural Resources of the RoK, which sets out standards for emissions and discharges of pollutants, as well as limits on the accumulation and disposal of waste.

In 2024, the Department of the Environment for the West Kazakhstan Oblast (Act No. 53 of 25 December 2024) carried out an unscheduled topic-specific inspection regarding compliance with the established standards for emissions and discharges of pollutants for the periods of 2022–2023. The following was established during this inspection:

- the total volume of excessive emissions of pollutants into the atmosphere amounted to approximately 264.2 tonnes;
- the total volume of excessive discharges of pollutants amounted to approximately 0.15 tonnes.

The pollutants for which exceedances were recorded included sulphur oxides, nitrogen oxides, hydrogen sulphide, hydrocarbons, formaldehyde, as well as certain components of wastewater (including phosphates, ammonium compounds and petroleum products). According to the findings of inspection, the exceedances were related to isolated cases of excessive gas flaring, gas leaks at production facilities and wells, as well as isolated instances of exceedances in respect of wastewater discharges.

Following the inspection, administrative fines were imposed on KPO for exceeding environmental emission limits (as per Article 328 of the RoK Code on Administrative Offences). The Company appealed against these decisions in court. Based on the outcome of the cases hearing, the amounts of the fines were reduced.

Furthermore, the Company appealed against the decision to impose an administrative penalty for exceeding pollutant discharge limits, which was issued following an unscheduled inspection carried out in 2023. [A]Upon the judicial reviews, the amounts of fines were reduced, with the final amounts of the fines being:

- KZT 713.97 mln (reduction from KZT 849.34 mln) on the administrative case concerning excessive emissions for 2022–2023;
- KZT 25.6 mln (reduction from KZT 59.28 mln) on the administrative case concerning excessive emissions related to exceedances of limits for ammonium nitrogen, phosphates and petroleum products for 2022–2023;
- KZT 44.15 mln (reduction from 50 mln) on the administrative case concerning excessive emissions for 2021–2022.[A]

KPO has paid all fines in full in accordance with the court rulings. These fines include penalties for breaches occurring both during the reporting period and in previous periods (2021–2023), which were identified during audits carried out in 2023–2024 and paid in 2025.

In addition, in February 2026, an unscheduled environmental inspection was carried out at KPO to assess its environmental performance for 2024. Following the inspection findings, the exceedances were related to isolated cases of excessive gas flaring, gas leaks at production facilities and wells, as well as isolated instances of exceedances in respect of wastewater discharges. In accordance with Parts 1 and 2 of Article 328 of the Code of the Republic of Kazakhstan, the Company was fined an administrative penalty of approximately KZT 2.06 bln for excessive emissions and a penalty of KZT 15.8 mln for excessive discharges. The Company has paid the fine of KZT 2.06 bln, however does not agree with the findings of the inspection regarding excessive discharges. KPO has appealed the results of the inspection in relation to the excessive discharges in accordance with the established legal procedure. Following the appeal, the KZT 15.8 mln fine for excessive discharges was reduced to KZT 7.9 mln.

With the aim of enhancing the monitoring of emissions and discharges, the Company has been implementing measures to prevent similar breaches including the improvement of internal environmental control procedures. As part of the analysis to identify the causes of the exceedances of the established standards, KPO has undertaken targeted actions to optimise technological processes in order to improve their efficiency and reduce emission levels and continues pursuing environmental protection measures to ensure the environmental compliance.

The Company determined the materiality of disclosing this indicator, taking into account the nature of the matters under consideration, the financial consequences, and the regulatory and reputational impact.

Implementation of the Environmental Code requirements

In 2025, the Company actively participated in meetings of the working groups of the Foreign Investors' Council under the President of the Republic of Kazakhstan, the International Centre for Green Technologies and Investment Projects on the development of Best Available Techniques Reference books for waste management, the KAZENERGY Association, and the National Chamber of Entrepreneurs 'Atameken'. Also, the Company took part in joint meetings with the RoK Ministry of Energy on technologically unavoidable gas flaring, with the RoK Ministry of Ecology and Natural Resources on proposed amendments to the Environmental Code, the Code of Administrative Offences, the Tax Code, and the draft National Carbon Quota Plan for 2026–2030, and with the RoK Ministry of Water Resources and Irrigation on the new Water Code.

In 2025, a total of 73 draft regulatory legal acts of the Republic of Kazakhstan were reviewed, and comments were prepared for further consideration by the KAZENERGY Association and the National Chamber of Entrepreneurs 'Atameken'.

Following the 2025 results:

1. Pursuant to the Law of the Republic of Kazakhstan No. 179-VIII ZRK dated 9 April 2025 'On Amendments and Additions to Certain Legislative Acts of the Republic of Kazakhstan on the Protection and Use of the Water Fund', amendments were introduced to Article 112 of the RoK Environmental Code, in particular regarding the content of the Integrated Environmental Permit (IEP), the limits on special water use were excluded, as established under the RoK Water Code. In addition, amendments were made to Article 398 of the RoK Environmental Code: internal water bodies were excluded from the requirements imposed on subsoil users for implementing measures to prevent, localize, and respond to accidental spills. This effectively removes the requirement to develop and approve optimal oil spill response methods based on a total environmental benefit analysis.
2. Activities were undertaken to review and discuss the proposed amendments and additions to the RoK Environmental Code related to the transition of enterprises to Integrated Environmental Permits (IEPs). In particular, it was proposed to establish emission limits in IEPs by type of pollutants, to provide the option of partial revision of the IEPs, and to clarify the timeline for implementing Environmental Efficiency Improvement Program for existing facilities. Furthermore, within the framework of this draft law discussions are ongoing about inconsistencies between Articles 39 and 216 of the RoK Environmental Code. These issues relate to the discharge of other pollutants during the injection of wastewater into subsurface formations, and determination of periods of excess emissions and discharges, the removal of state environmental control from the jurisdiction of the RoK Entrepreneurial Code, the reduction of timelines for obtaining environmental permits for investment projects, and other topics.
3. The draft National Carbon Quota Plan for 2026–2030 and the draft order on allocating carbon quotas to quota-based installations provide for a significant adjustment factor to reduce the volume of quotas allocated to covered entities. In addition, the National Carbon Quota Plan reserve has been significantly reduced. As a result, companies may face a quota deficit, which could pose risks to the fulfilment of their obligations in projects' implementation. The proposed amendments to the RoK Environmental Code provide for the potential carryover of surplus carbon quotas from one National Carbon Quota Plan to another, as well as the establishment of a carbon quota stabilization fund.
4. According to the new Tax Code of the Republic of Kazakhstan, which took effect on January 1, 2026, the rates for the environmental impact fee will remain unchanged until 1st January 2028; from 1st January 2028 through 1st January 2031, and from 1st January 2031, they will be tripled for Category 1 enterprises, excluding essential services facilities. The rates for fees on pollutant emissions from the combustion of associated and/or natural gas in flares and from mobile sources have remained unchanged.
5. To ensure compliance with the requirements of the new RoK Water Code, which came into force on 10 June 2025, the Company has developed and approved an action plan outlining the key activities, deadlines, and responsible parties.

Environmental Public Hearings

/ GRI 2-29, SDG 16.10 /

[A]In 2025, the Company held public hearings on application materials for obtaining the 2026 Environmental Impact Permit for KPO facilities located within the Karachaganak Field[A]. According to the RoK Environmental Code, the public hearings were held from 18 to 21 August 2025 in the form of open meetings in seven rural settlements of the Burlin region: Priuralnoye, Zharsuat, Dimitrovo, Karashyganak, Zhanatalap, Uspenovka and Pugachevo. 49 construction projects, three Emission Limits Projects, a Waste Management Programme, a Production Environmental Control Programe and an Environmental Protective Measures Plan were presented for public consideration.

Information about the planned public hearings was communicated to the state authorities and the public through announcements on the Unified Environmental Portal, in a periodical printed publication (newspaper), TV channel and on noticeboards of the local executive authorities of the administrative-territorial units.

All projects submitted for discussion at the public hearings in 2025 were endorsed by the state authorities and the public. The results of the public hearings are recorded in the hearings protocols. A package of documents submitted for the public hearings, including the discussion results, are available on the website https://ndbecology.gov.kz.

Supplier environmental assessment

/ GRI 308-1, 308-2 /

Based on the RoK Environmental Code, KPO, as the operator of the Karachaganak Field and the KPC-Bolshoi Chagan-Atyrau export condensate pipeline, is obliged to obtain an Environmental Permit. The Permit also covers business partners (contracting organisations) engaged to perform works and provide services on the KPO premises. Business partners are obliged to comply with the terms of such Environmental Permit and are also liable for any non-compliance of the RoK laws.

Since 2021, KPO has been continuously working to improve its engagement with suppliers. In 2021 – 2022, the business partners' control system was implemented and further developed in 2023 and 2024. In 2023, the Company proceeded with making amendments to existing contracts to establish obligations of certain suppliers to independently manage waste generated by them at KPO facilities. Subsequently, all suppliers working at KPO facilities shall ensure safe storage of waste at workplaces. KPO will then be responsible for arranging the further collection and transportation of waste by a specialized contractor.

In 2023, KPO implemented dedicated audits of contractors by KPO Environmental Controllership to check contractor compliance with the terms of the KPO Environmental Permit. As a result of the audits, fuel consumption accounting at stationary emission sources and contractor waste flows accounting systems were improved. In 2024, the audits covered the internal environmental control system applied during works or the operational environmental monitoring system.

On 20 February 2025, KPO hosted its first Environmental Forum 'Eco-Partnership' for its Business Partners and contract-holder departments.

On 20 February 2025, KPO hosted its first Environmental Forum 'Eco-Partnership' for its Business Partners and contract-holder departments.

To strengthen the environmental control and expand the contractors' coverage, the Company has decided to introduce environmental inspections starting from 2025. These inspections are aimed at verifying compliance with KPO's Environmental Permit. During the year, 29 inspections were conducted, covering 41 contractor.

ENVIRONMENTAL PROTECTIVE MEASURES PLAN FOR 2025

/ GRI 3-3, SDG 9.4 /

In order to achieve the set environmental goals, KPO annually develops Environmental Protective Measures Plans (hereinafter referred to as the EPMP). The EPMP focuses on ensuring environmental safety, improving the environmental protection methods and technologies, ensuring rational use of nature and maintaining compliance with the ISO 14001 and ISO 50001 international standards.

In 2025, KPO operated the business in accordance with the issued environmental permits. The EPMPs were developed for each of the Permits obtained.



Tab. 32. KPO 2025 Environmental Protective Measures Plans and Environmental Permits issued

No.	EPMP for 2025	Valid 2025 Permits	Permit Issuing Authority
1	KPO 2025 EPMP for the Karachaganak Field	Environmental Impact Permit for category I facilities (valid from 1 January to 31 December 2025)	Republican State Institution 'Committee for Environmental Regulation and Control of the Ministry of Ecology and Natural Resources of the Republic of Kazakhstan'
2	KPO 2024–2030 EPMP for the KPC-Bolshoi Chagan-Atyrau export condensate pipeline (WKO)	Environmental Impact Permit for category II facilities (valid from 1 January 2024 to 31 December 2030)	West Kazakhstan Oblast Akimat, West Kazakhstan Oblast Administration of Natural Resources and Nature Use Control
3	KPO 2024–2030 EPMP (Atyrau Oblast)	Environmental Impact Permit for category II facilities (valid from 1 January 2024 to 31 December 2030)	Atyrau Oblast Akimat, Atyrau Oblast Administration of Natural Resources and Nature Use Control

In 2025, the total actual expenditures on the environmental measures implemented at the Karachaganak Field amounted to KZT 1.99 bln against the planned KZT 5.3 bln that is 38% of the scheduled scope. The variance was due to the non-approval of the KZT 3.7 bln budget for the construction of the second phase of the Eco Centre landfill and its exclusion from actual expenditures.



Table 33 shows the progress of the KPO 2025 EPMP by sections.

Tab. 33. 2025 Environmental Protective Measures Plan Progress, % / GRI 3-3 /

No.	Environmental Protective Measures Plan sections	KPO measures implementation, %:		
		Karachaganak Field	KPC – Bolshoi Chagan – Atyrau export condensate pipeline (West Kazakhstan Oblast)	KPC – Bolshoi Chagan – Atyrau export condensate pipeline (Atyrau Oblast)
1	Air Protection	138%	100%	100%
2	Protection and rational use of water resources	192%	100%	100%
3	Land protection	115%	N/A*	100%
4	Flora and fauna protection	100%	N/A*	N/A*
5	Production and consumption waste management	160%	N/A*	N/A*
6	Introduction of management systems and best safe technologies	102%	N/A*	50%
7	Environmental scientific research and design-survey works	N/A*	100%	100%
	TOTAL:	**KZT 1.99 bln (US$ 3.8 mln)**	**KZT 5.3 mln (US$ 12.6 thous.)**	**KZT 8.0 mln (US$ 17.7 thous.)**

** N/A – measures are not applicable.*

Table 34 shows the environmental effect of implementing environmental protection measures.

Tab. 34. Environmental benefits of implementing emission and waste reduction measures in 2025 / GRI 3-3 /

Air emissions	In 2025, the reduction in actual pollutant emissions to the atmosphere achieved through the implementation of measures incorporating advanced technologies amounted to 5,235.84 tonnes, including: • Using equipment to minimize emissions from mixture-containing formation fluids (MFF) (including an HP separator and a surface pump to transfer fluids with a high GVF during well start-up) reduced emissions to the atmosphere by 4,552.13 tonnes. • Using hydrocarbon-based fluid (Lamix or Deisel) for the reservoir operations helped to reduce air pollution by 683.71 tonnes.
Water consumption	The volume of treated wastewater reused for technical purposes in 2025, including rainwater and meltwater, was 49,959.8 m^3. This reduced freshwater intake from the surface sources. Treated waste waters were reused for the Karachaganak Field's technical purposes, as well as for dust suppression and drill mud preparation.
Waste Management	• In 2025, 790.16 tonnes of non-recyclable production and consumption waste were disposed by high-temperature incineration including residues from the segregation of solid municipal waste, medical waste and dehydrated sludge from silt areas. This helped reducing the volume of buried waste by 88.4%. • Municipal waste sorting at the segregation facility resulted in the recovery of 168.647 tonnes of useful components (wastepaper, plastic, glass and scrap metal) for subsequent transfer to specialized companies for processing and (or) reuse. This helped to reduce the volume of municipal waste by 14.7%. • The volume of liquid waste processed amounted to 16,716.03 tonnes. Treatment at the Liquid Treatment Plant helped to reduce the volume of waste by 98.28%. • A total of 2,053.40 tonnes of base oil (11% of the total mass of drilling waste processed at Termo-Mechanical Cuttings Cleaning Facility) was recovered when 18,276.67 tonnes of oil-based drill cuttings and other industrial waste were processed.
Land reclamation / GRI 304-3, SDG 15.1, 15.5 /	In 2025, land reclamation was carried out on the 79.99-hectare area after the completion of construction work.



ENVIRONMENTAL MONITORING / GRI 3-3, 413-1, SDG 3.9 /

KPO implements a number of environmental programs that cover all aspects of operational activities. One of the key programs is a Production Environmental Control (PEC) Programme developed in line with the RoK Environmental Code to meet the following objectives:

- obtain reliable data on the Company's emissions and the environmental impact of its production activities;
- rapidly and proactively respond to emergencies;
- minimize the impact on the environment and human health;
- communicate with stakeholders (local communities, state regulatory authorities and Parent Companies) about the Company's environmental activities and public health risks.

As part of the PEC programme, environmental emissions such as air emissions, wastewater discharge, waste treatment and disposal, and waste accumulation are monitored, as are the quality of environmental components such as air, surface water, groundwater and soil.

In 2025, the monitoring of environment components as part of PEC programme has demonstrated that concentrations of target substances were similar to those observed in previous years. No negative environmental impact from the Karachaganak Field's operations was identified.

KPO regularly performs operational environmental monitoring of the environmental state at the Field's waste disposal facilities. In 2025, monitoring of the groundwater and soil at the Eco Centre's Solid Industrial Waste Burial Landfill and the Temporary Liquid Drilling Waste Storage Site, as well as cells 35A and 35B, revealed no direct negative impact on the environmental components. Quantitative control of waste movement is carried out to account for burial volume, as well as waste accumulation volumes and time.

Air quality monitoring is carried out through sampling and analysis by the accredited laboratory, as well as using 18 stationary automatic Environmental Monitoring Stations (EMS). The quality of the atmosphere is assessed using sanitary and hygienic limits – maximum permissible concentrations (MPC). The level of atmospheric pollution is determined by comparing the registered concentrations of monitored components against the MPC and demonstrating them in fractions.

In 2025, as part of the PEC programme, the laboratory took over 100,000 samples, performed approximately 115,000 analyses and carried out around 38,000 measurements.

The Company pays special attention to protecting the atmospheric air in the Field area, at the SPZ boundaries and in settlements adjacent to the Karachaganak Field.

Sanitary Protection Zone / SDG 11.4, 15.2 /

The current estimated Sanitary Protection Zone (SPZ) at the KOGCF has been in force since 1 January 2018. In 2021, KPO successfully completed the relocation of the environmental air monitoring stations commenced in 2018. The stations were relocated due to the change in the SPZ to ensure correct performance of continuous air monitoring and to comply with the RoK legal requirements. The plot map of the Karachaganak Field's with the SPZ marked, as of the end of 2023 is available for viewing on the KPO website in the section Sustainability/ Environmental monitoring/ Sanitary protection zone.

In 2024, KPO continued implementation of the Project 'Organization and Improvement of the Estimated Sanitary Protection Zone of the Karachaganak Field'. The Project aims to maintain existing forest stands, plant new trees and install information signs at the SPZ boundaries. In 2023, signposts and information boards were installed as part of the project.

In 2024, the Project on the Karachaganak Field's estimated SPZ development and upgrade was updated in line with the changes in land use within the Field's estimated SPZ area and the plans for construction of a new facility – Aksai Sewage Treatment Facility water line – Konchubai pumping station.

Following the project revision, the total area of plots planned for landscaping during the project period from 2025 to 2028 amounts to 212.6 ha, of which 151.9 ha are designated for creating new forest belts and 60.7 ha – for the reconstruction of existing plantations.

In 2025, further reconstruction of forest belts was carried out over 16.2 ha, and new forest belts were established over an area of the 10 ha. In 2026, landscaping works are planned over an area of the 46.8 ha.

In order to protect historical and cultural heritage sites from potential negative impact, the Project also provides for the installation of the relevant signs at the protected sites' boundaries. Earlier in 2019, KPO organized the large-scale archaeological research on this topic (see the details in the KPO Sustainability Report 2019, pp. 85-88).
/ SDG 11.4 /

The plot map 'Key design solutions for the development and improvement of the KOGCF ESPZ for 2023 – 2028' is available for viewing on the KPO website in the section Sustainable development/Environmental monitoring/ Sanitary protection zone.

Atmospheric Air Monitoring by automatic Environmental Monitoring Stations

/ GRI 413-1 /

18 stationary automatic Environmental Monitoring Stations have been installed along the perimeter of the Karachaganak Field and the Sanitary Protection Zone (EMSs 001 – 018) integrated into a single automatic environmental monitoring system.

Four out of the 18 EMSs are located in the Field and within the SPZ. As of the end of 2023, 13 EMSs are located along the estimated SPZ boundary: 006 – 018; EMS 005 is located near Aksai.

KPO also operates two mobile environmental monitoring stations (EMS) which provide additional air quality monitoring capabilities during extended flaring activities. In the event of odour complaints, air quality is subject to additional verification through supplementary sampling using the mobile EMS.

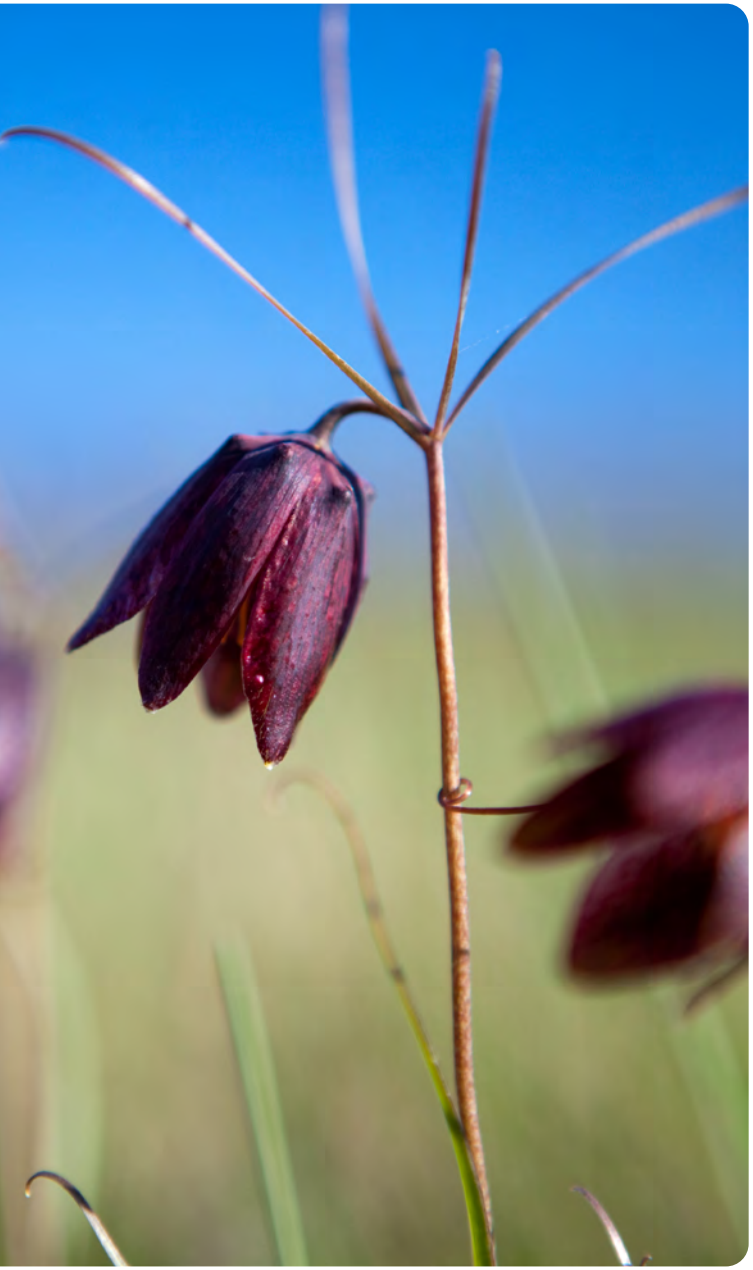
Table 35 shows the annual average concentrations of the monitored components recorded by the EMS at the KOGCF SPZ boundary in 2025. The column 'Actual annual average concentration' shows the minimum and maximum annual average concentrations of the monitored components recorded by each EMS.

Tab. 35. The annual average concentrations of the monitored air components recorded by EMS in 2025

Monitored components	Actual annual average concentration, mg/m³	MPC one-time[10], mg/m³	Exceedance of MPC one-time*
H_2S	0 – 0.001	0.008	no
SO_2	0.002 – 0.014	0.5	no
NO_2	0.002 – 0.016	0.2	no
CO	0.1 – 0.5	5.0	no

** Criteria of air quality at the SPZ boundary is MPC one-time. EMS are configured to give a signal when the MPC one-time is exceeded.*

[10] MPC one-time MPC daily average – maximum permissible one-time concentration of chemical substance in the ambient air of settlements, mg/m³. This concentration shall not cause a reflex response in human bodies (holding of breath, irritation of eyes, upper respiratory tract, etc.) in case of 20-30 min of inhalation.



All the EMSs take measurements of the four main pollutants (H_2S, SO_2, NO_2, CO) on a continuous basis, i.e. 24/7.

According to the data received from EMSs at the SPZ boundary in 2025, the actual daily, monthly, quarterly and annual average concentrations of the monitored components did not exceed the established sanitary and hygienic limits.

Meanwhile, 13 cases of 20-minute exceedance of H_2S concentration were recorded during the year.

Pursuant to the requirement of the RoK Environmental Code (sub-item 8, Item 2, article 184), the Company sent a notification to the WKO Environmental Department regarding the exceedance recorded at EMS-005, EMS-007, EMS-010, EMS-013 and EMS-015.

It should be noted that no connection was found between the exceedances recorded at EMS-005, EMS-007, EMS-013 and EMS-015 and the KPO field operations. All KPO facilities were operating in a normal mode, no well flaring/clean-ups were performed at the time of the exceedances. No malfunctions of process equipment, leaks or unauthorized emissions, emergency or scheduled shutdowns of the process were recorded. No direct H_2S sources were revealed at the KPO facilities.

Five 20-minute exceedances recorded by EMS-010 on 29 May were presumably associated with the operations conducted at Well No. 9860 (long-term flaring and nitrogen purging of the flowline). Operations were stopped due to increased H_2S concentrations.

Tab. 36. One-time MPC exceedances recorded by EMS at the KOGCF SPZ in 2025

EMS No.	Monitored components	MPC one-time, mg/m³	Number of exceedances	Frequency ratio of MPC one-time exceedance
EMS-005	H_2S	0.008	4	1.5 – 2.75
EMS-007	H_2S	0.008	1	1.37
EMS-010	H_2S	0.008	5	1.125 – 5.25
EMS-013	H_2S	0.008	2	1.62 – 1.87
EMS-015	H_2S	0.008	1	1.25

Moreover, four cases of H_2S exceedance were recorded at the EMS-005 located at the entrance to Aksai:

- 25 February – three cases of MPC one-time exceedance, with exceedance factors of 1.625 from 2 to 2.75 times;
- 16 June – one case with MPC one-time exceedance, with an exceedance factor of 1.5.

No gas odour complaints from the local communities adjacent to the Karachaganak Field were raised on the date the MPC exceedances were recorded.

Air quality data from all 18 KPO automatic EMSs are transmitted online to the West Kazakhstan Oblast Environmental Department via the Ecomonitor portal.

Atmospheric air monitoring at the Karachaganak Field's SPZ boundary

Along with continuous atmospheric air quality monitoring by the automatic EMS, the accredited Contractor laboratory takes air samples at 8 points (by rhumb lines) along the SPZ boundary of the Karachaganak Field. The sampling at the SPZ boundary is performed daily at the route monitoring stations[11] with the following frequency:

- at the sample points N, E, S, W – four times a day;
- at the sample points NE, SE, SW, NW – once a day.

In 2025, about 43,800 air samples were taken and analysed for the same components measured at the EMS's: hydrogen sulphide (H_2S); sulphur dioxide (SO_2); nitrogen dioxide (NO_2); carbon monoxide (CO). Methane (CH_4) and methyl mercaptan (CH_3SH) are additionally analyzed in the air samples.

In 2025, according to the results of air monitoring at the eight route monitoring stations at the Field's SPZ boundary, no MPC exceedances of the monitored components in the atmospheric air were registered.

The table 37 shows the annual average concentrations of the monitored air components at the SPZ boundary for 2025. The column 'Actual annual average concentration' indicates the minimum and maximum annual average concentrations of the monitored components recorded by eight points.

Table 37. Annual average concentrations of the monitored components recorded in the atmospheric air at the monitoring route stations at the Karachaganak Field's SPZ boundary in 2025

Monitored components	Actual annual average concentration, mg/m³	MPC one-time, mg/m³	MPC exceedance
H_2S	0.001-0.002	0.008	no
SO_2	0.004	0.5	no
NO_2	0.025 – 0.027	0.2	no
CO	0.419 – 0.430	5.0	no
CH_3SH	Not detected	0.006	no
CH_4	1.124 – 1.143	50*	no

** Established approximate safe level of impact (ASLI). MPC for methane was not recorded.*



[11] *The route station is designed for regular air sampling at a fixed locations (points) during monitoring carried out using with portable equipment.*

Atmospheric air monitoring in the villages adjacent to the Karachaganak Field

/ GRI 413-1 /

There are stationary air monitoring posts in six settlements located along the perimeter of the field – Zharsuat, Zhanatalap, Dimitrovo, Karachaganak, Priuralnoye, Uspenovka, and in Aksai town. Air sampling is carried out four (4) times a day (at 1, 7, 13 and 19 hours according to the State Standard) by the permanent personnel of the contracted laboratory, who reside in the specified villages. Approximately 52,000 air samples were collected and analyzed at the stationary posts in 2025.

In accordance with the State Standard and ruling documents, air samples are chemically tested in the Aksai laboratory for the content of five main components: hydrogen sulphide (H_2S), sulphur dioxide (SO_2), nitrogen dioxide (NO_2), carbon monoxide (CO), and methylmercaptan (CH_3SH). In addition, every 10 days the air is monitored for the concentration of volatile organic components: benzene (C_6H_6), toluene (C_7H_8), xylene (C_8H_{10}).

Monthly air monitoring results are distributed to the villages for posting on the information boards and monthly published on the KPO website and regional newspapers (Burlinskie Vesti, Borli Jarshysy, Budni Aksaya). Unscheduled air sampling is carried out at the stationary posts in case of a gas odour complaint from the communities.

In 2025, no MPC exceedances were recorded for the daily average concentrations of the monitored air components in the villages.

In 2025, no gas odour complaints were raised by residents of the villages adjacent to the Karachaganak Field or Aksai.

Table 38 shows the annual average concentrations of air components monitored in the seven villages in 2025. The column 'Actual annual average concentration' shows the minimum and maximum annual average concentrations of the monitored components. Criterion for assessing air quality in settlements is MPC daily average.

Tab. 38. Annual average concentrations of monitored air components in the villages adjacent to the Karachaganak Field in 2025 / GRI 413-1 /

Monitored components	Actual annual average concentration, mg/m³	MPC daily average[12], mg/m³	Exceedance of MPC daily average
H^2S	0.001-0.002	0.008**	no
SO_2	0.003 – 0.004	0.05	no
NO_2	0.022 – 0.030	0.04	no
CO	0.387 – 0.398	3.0	no
C_6H_6	0.146 – 0.160	0.3**	no
C_7H_8	below MDL*	0.6**	no
C_8H_{10}	below MDL*	0.2**	no
CH_3SH	Not detected	0.006**	no

** The recorded values were below the method's minimal detection limit (MDL). MDL for the monitored components: C_7H_8 – 0.14 mg/m³; C_8H_{10} – 0.14 mg/m³.*

*** MPC one-time. MPC daily average for hydrogen sulphide and methylmercaptan is not established, therefore, MPC one-time is referred to for comparison purpose; MPC one-time is also applied to assess the benzene, toluene and xylene content in the air, as the frequency of components' sample collection and analysis is once every 10 days.*

[12] *MPC daily average – maximum permissible daily average concentration of chemical substance in the ambient air of settlements, mg/m³. This concentration shall not have direct or indirect adverse effect on human body in case of inhalation during indefinitely long-term period (years).*

AIR POLLUTANT EMISSIONS

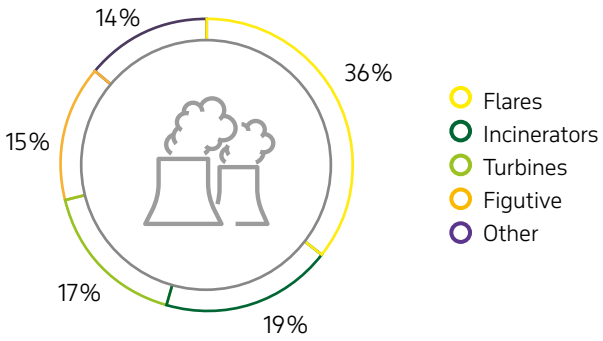
KPO manages air pollutant emissions based on the limits established in the Environmental Impact Permit.

At the KPO facilities, air emissions mainly result from technologically unavoidable flaring of raw gas, fuel gas flaring in turbines, furnaces and boilers, and diesel fuel flaring in diesel-generators. The main combustion products are sulphur dioxide, carbon oxide and nitrogen oxides. To ensure compliance with the limits, industrial emissions are monitored by the KPO environmental protection team and an independent accredited specialized laboratory.

Tab. 39. Emissions management targets / GRI 3-3 /

Our 2025 targets	Target achievement status	Actions taken in 2025 to achieve the targets	2026 targets
• Conduct a third-party assessment of the existing segregation system. • Conduct an internal and external studies of technologies for removing SO_2 from flue gas streams (post-combustion). • Develop a feasibility study for reducing SO_2 emissions.	Completed	Studies were carried out with the involvement of a third party. A Conceptual Study Report on compliance with the Integrated Environmental Permit (IEP) requirements was prepared based on the results.	Upgrade the internal components of KPC incinerator knock-out drums during the Turnaround.

Graph 23. Pollutant emissions in KPO by main air pollution sources, in 2025



WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

Air pollution harms human health, affects food security, hinders economic development, leads to loss of biodiversity, contributes to climate change and degrades the environment on which people rely on for their livelihoods. The United Nations recognizes air pollution as one of the greatest threats to human and planetary health.

The KPO industrial complex operation is inevitably associated with the air pollutant emissions. Pollutants are generated on all process stages: production, preparation, storage and transportation of gas and condensate. Reduction of emissions, recycling of waste and application of new technologies remain the most important issues on the Company agenda. In this regard, KPO's goal is to minimize the negative impact of its activities.



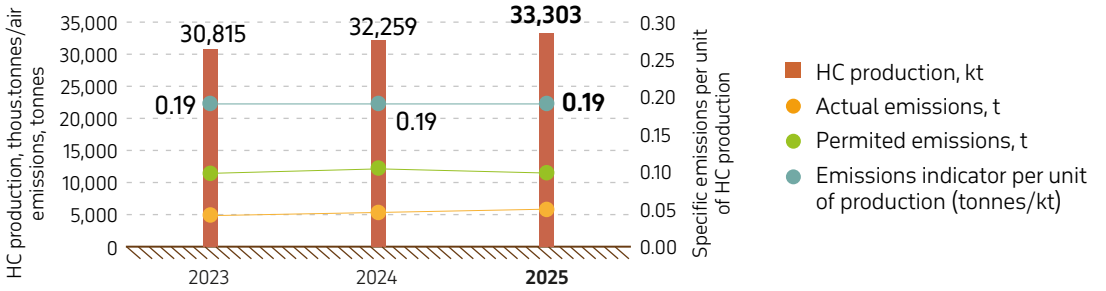
In 2025, the total amount of air emissions was increased by 3% compared to 2024, totalling 6,370 tonnes. The increase in emissions in 2025 is explained by a 5.5% growth of gas production compared to 2024 and the commissioning of the KEP-1A facilities. Table 40 shows data on permissible and actual KPO emissions for the 2023–2025 period.

Tab. 40. Permitted and actual volumes of pollutant emissions, 2023–2025 / GRI 305-7, SDG 3.9 /

Annual volume of emissions by pollutants, in tonnes:	2025	2024	2023
Permitted emissions:	**11,390**	**12,602**	**11,346**
Actual, including:	**6,370**	**6,198**	**5,765**
Nitrogen oxides (NO)	1,518	1,505	1,362
Sulphur dioxide (SO_2)	2,490	2,294	2,251
Carbon dioxide (CO_2)	1,313	1,235	1,159
Volatile organic compounds	520	539	513
Hydrogen sulphide (H_2S)	3	3	3
Solid particles	482	578	441
Other	44	45	36

In KPO, emissions are calculated using the methods specified in the MPE project, which are recommended for use in the Republic of Kazakhstan.

Graph 24. Hydrocarbons production volume and environmental emissions, 2023–2025



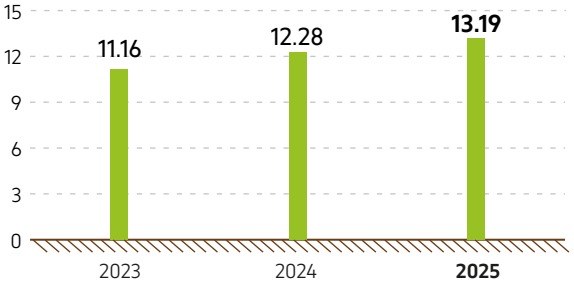
In 2025, specific emissions per unit of production amounted to 0.19 tonnes per 1,000 tonnes of hydrocarbons (HC) produced, which was the same as in 2023–2024.

GAS FLARING / OG6 /

In 2025, the total amount of gas flared was 0.05% (0.05% in 2024) of the total volume of gas produced or 0.34 tonnes per a thousand tonnes of produced hydrocarbons. The low intensity of emissions during gas flaring testifies of high operational performance against the global industrial average rate of 10.03 tonnes per one thousand tonnes and European average rate of 1.69 tonnes per one thousand tonnes, as follows from the 2024 IOGP Report. This confirms KPO's very high level for this indicator among global and European oil and gas producers, making Karachaganak the leading oil and gas condensate field in Kazakhstan in terms of gas utilization.

The 7% increase in gas flaring volumes in 2025 compared to 2024 was due to the commissioning and start-up of the turbine at 5th Gas Re-injection Compressor's and the high pressure flare at the KEP-1A facility.

Graph 25. Volumes of associated gas flared, 2023–2025 (mln m³)

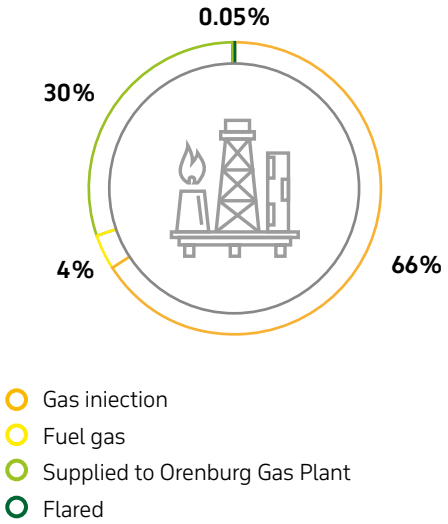


Gas Utilization / OG6 /

In accordance with legislative requirements, KPO develops and approves the Sour Gas Processing Development Programmes with the Regulatory Authorities.

In 2025, the KPO gas utilization rate reached 99.95% (99.95% in 2024). The performance target approved by the RoK Authority under the 2025 Associated Gas Processing Development Programme is 99.87%.

Graph 26. Gas utilization and flaring, 2025



GREENHOUSE GASES

Direct Greenhouse Gas emissions

/ GRI 305-1, 305-7, SDG 3.9, 13.1, 13.2 /

Direct greenhouse gas (GHG) emissions are regulated across KPO under the National Quotas Trading System.

For the year 2025 KPO obtained quotas for GHG emissions (CO_2) in the amount of 2,239,598 tonnes based on specific emissions indicators (benchmarks). In 2025, actual emissions amounted to 2,197,451 tonnes of CO_2, which made 98.1% of the quota. In May 2025 the residual 2024's quota of 964,626 tonnes of CO_2 was transferred to the Company's account.

KPO carries out quarterly GHG emissions' assessments by carbon dioxide (CO_2) and methane (CH_4) to ensure compliance with the issued quota. The emissions were assessed using the calculation method based on the Company's operations data (in terms of fuel consumption and laboratory data on fuel composition) in accordance with Order No. 9 of the Minister of Ecology and Natural Resources of the Republic of Kazakhstan 'On Approval of Methodologies for Calculating Greenhouse Gas Emissions and Absorption' dated 17.01.2023.

The factors used for analysis of the GHG emissions are calculated quarterly as per laboratory data of the certified KPO Chemical Laboratory.

To convert the GHG emissions into carbon dioxide equivalent (CO_2-eq.), the global warming potential values were used according to item 4 of Decision of Conference of the Parties 6/CP.27 dated 17.11.2022.

At the year-end, an independent certified organization shall verify monitoring results in the Inventory report for the reporting period.

According to the verified GHG Emissions Inventory Report for 2025, the total volume of GHG emissions amounted to 2,219,613 tonnes in CO_2-equivalent, of which CO_2 contribution equalled to 2,197,451 tonnes of CO_2-equivalent. (99%), CH_4 – 12,862 tonnes of CO_2-equivalent (0.6%), N_2O – 9,300 tonnes of CO_2-equivalent (0.4%).

Information on the dynamics of generated GHG emissions is provided in Table 41. Total GHG emissions increased slightly (by 3.6%) in 2025 compared to 2024 due to the KEP-1 gas turbine and KEP-1 high-pressure flare being operated throughout the entire year, as opposed to just four months in 2024. This increase was also due to the commissioning of a new GHG emission source in Q4 2025, a thermal oxidizer.

Tab. 41. Dynamics of GHG[13] emissions generated from KPO production activities, 2023–2025
/ GRI 305-1, SDG 13.2.2 (C130202) /

Total volume of GHG emissions from stationary sources, tonnes of CO_2 equivalent					
From fuel combustion at stationary sources	From fuel combustion at flares and incinerators	Fugitive methane emissions	Total GHG emissions in 2025	Total GHG emissions in 2024	Total GHG emissions in 2023
2,063,600	146,484	9,529	2,219,613[A]	2,139,054	2,012,982

Total volume of GHG emissions from mobile sources, tonnes of CO_2 equivalent / GRI 305-3 /			
Diesel and gasoline combustion from mobile sources	Total GHG emissions in 2025	Total GHG emissions in 2024	Total GHG emissions in 2023
	1,502[A]	1,683	1,680

The Methodology for calculating GHG emissions from fugitive emission sources

To count the GHG emissions from fugitive emission sources, KPO uses its own methodology developed for efficient monitoring and approved by the Ministry of Ecology, Geology and Natural Resources of the Republic of Kazakhstan in 2020. This Methodology has enabled the collection of more accurate data on methane (CH_4) emissions from fugitive emission sources at KPO facilities and significantly reduced the calculation uncertainty.

The Methodology is applied during annual GHG emissions inventory.

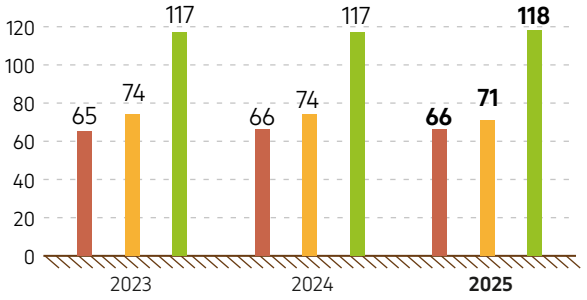
Scope 2 GHG emissions were calculated solely based on purchased electricity at the field.

Specific greenhouse gas emissions

/ GRI 305-4, SDG 13.1 /

In 2025, the KPO specific indicator of CO_2 emissions totalled 66 tonnes of CO_2/thousand tonnes of hydrocarbons produced. Graph 27 shows the dynamics of specific GHG emissions comparing to the specific emissions data provided by the IOGP. The actual specific GHG emissions in KPO are lower than the European indicators by 7% and lower than the international indicators by 44%.

Graph. 27. Dynamics of specific GHG emissions per unit of HC production*, 2023–2025



** The 2024 data was sourced the Annual reports of the International Associations of Oil and Gas Producers (IOGP) – 'Environmental Performance Indicators – 2023 data'. The 2024 data was used for comparison purpose in 2025, as the 2025 IOGP Report was not available at the time this issue was prepared.*

Indirect greenhouse gas emissions

/ GRI 305-2 /

In 2025, the indirect GHG emissions at the Karachaganak Field resulting from the consumption of imported electricity accounted for less than 0.7% of total emissions. Such a low level is explained by the fact that the Company's own gas turbine power plant supplies electricity to all field production facilities and adjacent

[13] *As GHG emissions data is based on calculations rather than precise measurements, they inevitably contain a degree of uncertainty.*

settlements. The availability of in-house power generation ensures that reliance on imported electricity remains minimal.

Indirect emissions from purchased electricity are not accounted for or reported under Kazakhstan's national GHG emissions trading system, as the quota mechanism applies solely to direct CO_2 emissions from stationary sources.

In 2025, KPO total indirect GHG emissions amounted to 14,645 tonnes of CO_2 that demonstrate the effectiveness of the Company's energy system and its low carbon reliance on external energy sources.

Other Indirect Greenhouse Gas Emissions

/ GRI 305-3 /

In 2025, KPO continued to enhance its greenhouse gas emissions (GHG) management system, placing particular emphasis on the assessment of other indirect emissions (Scope 3) across its value chain. This effort forms part of the Company's ongoing improvement of climate reporting and is aimed at increasing transparency in disclosures in accordance with the GRI Standards and the Greenhouse Gas Protocol (GHG Protocol).

Given the complexity of data collection and the need to establish a robust methodological framework, a preliminary assessment of selected Scope 3 categories was conducted during the reporting period. The primary objective of this phase was to identify the most significant sources of indirect emissions, assess the availability of underlying data, and evaluate appropriate calculation approaches. The results of the analysis made it possible to identify the categories with the greatest impact on the Company's carbon footprint and for which a sufficient level of verified data was available to perform quantitative assessments.

As part of this work, KPO completed, for the first time, a greenhouse gas emissions calculation for Category 11 'Use of Sold Products,' which is one of the most significant Scope 3 categories for the oil and gas industry. The assessment was based on actual product sales volumes in 2025 and utilized emission factors derived from the actual composition of the products, in accordance with Methodology #. 9 'On Approval of Methodologies for the Calculation of Greenhouse Gas Emissions and Removals' dated 17 January 2023 and also the Technical Guidance for Calculating Scope 3 Emissions of the Greenhouse Gas Protocol.

As a result of the assessment, GHG emissions under Category 11 have amounted to 47,771,961 tCO_2e during the reporting year, including:

- CO_2: 47,607,720 tCO_2e (99.66%);
- CH_4: 82,657 tCO_2e (0.17%);
- N_2O: 81,584 tCO_2e (0.17%).

There were no biogenic CO_2 emissions associated with this category, as the products sold by the Company do not contain biofuels or other biogenic components. Accordingly, all carbon dioxide emissions relate to the use of fossil fuel-based products.

In addition, an assessment was conducted of selected activities performed by contractors and service providers involved in construction, drilling, maintenance, repair, and other operational processes. As one of the pilot areas, greenhouse gas emissions associated with diesel fuel consumption during the operation of stationary equipment were evaluated. The calculation is referred to the Category 1 'Purchased goods and services' under the GHG Protocol. Based on the calculations, total emissions have amounted to 28,386 tCO_2e, including:

- CO_2: 28,343 tCO_2e (99.85%),
- CH_4: 43 tCO_2e (0.15%).

The results obtained represent an important step toward establishing a comprehensive Scope 3 emissions accounting system and expanding the boundaries of the Company's climate reporting. This work has enabled not only the quantitative assessment of emissions from the most significant categories, but also the identification of key areas for further improvement in data collection processes, engagement with counterparties, and the development of calculation methodologies.

It should be noted that the assessment conducted in 2025 is preliminary and is regarded by the Company as the first stage of a comprehensive inventory of indirect GHG emissions. In the near term, KPO plans to implement a comprehensive programme to assess emissions across all 15 Scope 3 categories defined by the GHG Protocol. This work will include expanding the scope of accounting, improving data collection and verification processes, and strengthening engagement with value chain participants.

The implementation of this target would provide the Company with a more complete understanding of the climate impacts of its activities throughout the product life cycle, enhance the management of climate-related risks and opportunities, and support continued alignment with international best practices for climate-related disclosure and stakeholders' expectations.

WHY IS IT IMPORTANT TO US?
/ GRI 3-3 /

KPO is one of the leading oil and gas companies of the Republic of Kazakhstan, being both supplier and user of fuel and energy resources (FER) and recognizes the need for rational FER use and increase of the energy efficiency level in the Company.

Carbon regulation reinforcement policy and energy saving and energy efficiency requirements in Kazakhstan bring serious challenges for KPO. As one of the country's largest GHG emitters and FER consumer, the Company is required to adapt to new standards and regulatory requirements.

KPO continues its engagement with shareholders, the government, the PSA LLP authority and other stakeholders to jointly define the strategy for future field development and create favourable conditions for technology investments, which are not economically viable under current conditions but provide long-term value.

ENERGY CONSUMPTION AND EFFICIENCY / SDG 7.3 /

KPO takes accountability for preserving fair conditions for life-sustaining activities of future generations and makes contributions in achieving the goals to decrease energy intensity and to decarbonize the economy of the Republic of Kazakhstan. Ensuring continued energy resource extraction while transitioning to low-carbon technologies remain one of the key challenges faced by the Company. Our priorities are focused on ingcontinuation of the ongoing energy efficiency activities and assessments, application of best available techniques, implementation of fast-track projects, and using of energy-efficient equipment and materials designated to reduce environmental impacts.

To minimize the Company's energy efficiency risks and impact, we have set a number of targets. The results of their implementation are presented further in the text.



Tab. 42. Energy efficiency targets / GRI 3-3 /

Our 2025 targets	Target achievement status	Actions taken in 2025	2026 targets
Conduct a second Surveillance Audit of the Energy Management System against the ISO 50001:2018 standard.	Completed	In August 2025, KPO successfully completed the surveillance audit against the ISO 50001:2018 standard. According to the audit results, the company did not receive any non-conformances.	Conduct a certification audit of the Energy Management System against the ISO 50001:2018 standard.
Conduct an annual energy review and continue monitoring of energy performance indicators for equipment and processes that have a significant impact on energy intensity	Completed	The Company's 2025 energy review was conducted. Systematic monitoring of the Company's energy performance indicators is carried out on a quarterly basis.	Conduct an annual energy review and continue monitoring of energy efficiency indicators for equipment/ processes that have a significant impact on KPO's energy intensity.
Carry out scheduled activities and continue to review and to search for new opportunities for improving energy efficiency as part of the KPO Green Strategy.	Completed	All activities scheduled for 2025 were carried out throughout the year.	Carry out scheduled activities and continue a review and a search for new opportunities to improve energy efficiency

Our 2025 targets	Target achievement status	Actions taken in 2025	2026 targets
Conduct a mandatory energy audit of the Company in accordance with the RoK legislation to assess its current energy consumption level.	Completed	Conducted summer and winter instrumental measurements of energy consumption; detailed analysis of fuel and energy resource use was performed, and priority energy efficiency improvement measures were identified. An energy audit report and action plan were prepared upon completion of the work.	Prioritize the measures identified to improve energy performance and prepare and submit an energy audit report and an energy performance improvement plan for 2027–2031 to the relevant state authorities.
Establish an Energy Efficiency Working Group consisting of KPO and Parent Companies' experts to centralize coordination, optimize processes and accelerate the identification and implementation of opportunities to improve energy efficiency.	Completed	An energy efficiency working group has been established with the participation of Production and Engineering departments and KPO Parent Companies. The measures identified during the energy audit were reviewed and underwent a preliminary assessment during the technical meetings.	Continue the work of the working group including the review of measures to improve energy performance.

ENERGY MANAGEMENT SYSTEM / GRI 3-3 /

ISO certification enhances the KPO's reputation as a reliable partner to the Republic of Kazakhstan that takes appropriate actions to meet regulatory requirements and international standards.

In August 2025, KPO successfully completed the surveillance audit against the ISO 50001:2018 standard. Following the audit, the KPO Energy Management System was recognized as corresponding to the international standards.

[A]In accordance with the ISO 50001:2018 requirements, an Energy Policy has been implemented at KPO. This policy is integrated with the HSE Policy and serves as the guiding principles for determining and reviewing energy efficiency goals and targets[A]. KPO Integrated HSE Policy is an integral part of the long-term field development plan and contributes to achievement of strategic goals and targets of the Company. / GRI 2-23 /

The Company has implemented and applies the 'Green Office' concept to ensure more efficient implementation of environmental and energy management system requirements, and to promote environmental awareness and responsible consumption.

KPO's 'Green Rules' encourage employees to change their behaviour to reduce environmental impact, both individually and across the Company's activities.

ENERGY CONSUMPTION

/ GRI 302-1, SDG 7.3 /

As part of energy performance improvement initiatives, KPO carries out an annual energy review and energy efficiency monitoring. Following the review, it was found that KPO's energy intensity increased by less than 14% in 2025 compared to 2024, due to the commissioning and operation of the 5th Gas Reinjection Compressor throughout the year.

In 2025, the total energy consumption amounted to 1,300,372 tons of oil equivalent (toe) compared to 1,252,863 toe in 2024. Table 43 shows energy consumption volumes broken down by energy type.



Tab. 43. KPO energy consumption in 2023–2025 / GRI 302-1 /

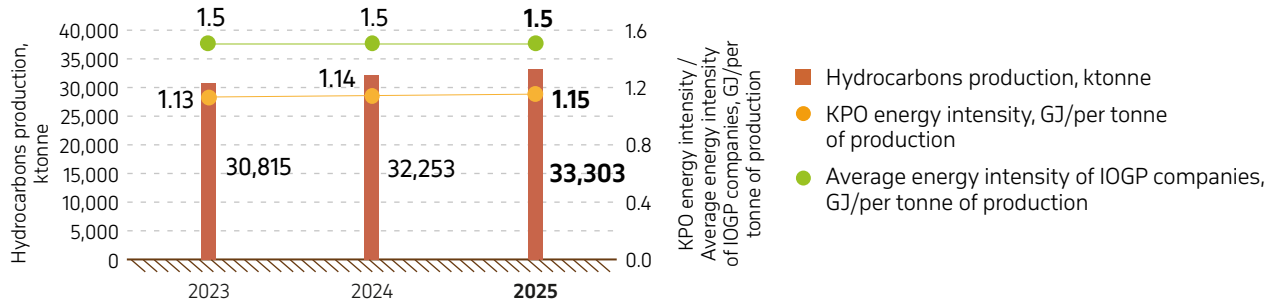
Type of energy	UOM	Energy consumption, physical units			Energy consumption, tons of oil equivalent (toe)			Energy consumption, GJ		
		2025	2024	2023	2025	2024	2023	2025	2024	2023
Fuel gas	thous.m^3	1,050,012	1,013,782	962,528	1,293,615	1,248,979	1,185,834	37,915,849	36,607,575	34,756,795
Electric energy (purchased)	MW*h	32,328	5,881	5,867	3,976	723	722	116,545	21,203	21,162
Diesel	m^3	546	716	700	688	903	883	20,170	26,453	25,881
Gasoline	m^3	202	228	233	223	251	257	6,528	7,359	7,533
Heating (in rented offices)	Gcal	13,075	14,032	12,948	1,870	2,007	1,852	54,800	58,815	54,282
TOTAL					**1,300,372**	**1,252,863**	**1,189,548**	**38,113,892**[A]	**36,721,405**	**34,865,652**

Note: According to the Law of the Republic of Kazakhstan No. 165-IV on 04/07/2009 'On Support for the Use of Renewable Energy Sources', as an entity with its own Gas Turbine power plant, KPO, along with other power plants using fossil fuels for electricity generation, is required to conclude an agreement with the Accounting and Finance Centre and to purchase electricity produced by renewable energy sources (RES) in proportion to its share in total electricity production.

In 2025, the volume of electricity produced from RES and distributed to KPO has amounted to 18,541.857 MWh. Meanwhile, KPO additionally generates electricity for the West Kazakhstan Oblast (WKO) with its subsequent transfer to the external network (export). In accordance with the FPSA and the JOC Resolution, KPO generates and supplies electricity to the ZKO with a capacity of at least 20 MW, not as a commercial product but under an agreed mechanism whilst selling the corresponding volumes of fuel gas used by KPO's Gas Turbine Power Station to generate electricity for the Oblast (see Table 56 'KPO's supply of power and the fuel gas use' in this Report). In 2025, 57.77 mln m^3 of gas or 2,085,958 GJ was sold to the region. In this view, the volume of electricity generated from renewable energy sources is in fact included in the total volume of exported electricity and is part of the total fuel gas consumption of 37,915,849 GJ.

In 2025, the KPO energy intensity indicator was 1.15 GJ / tonnes of hydrocarbons, which was below the average energy intensity indicator of the companies that submitted their reports to the IOGP[14] (1.5). This comparison analysis provides a basis for identifying areas of significant energy use and opportunities to improve the Company's energy performance. It also helps to establish energy policy and set efficiency objectives, targets and measures for saving energy and improving energy efficiency. / GRI 3-3 /

Graph 28. Dynamics of energy intensity, 2023–2025 / GRI 302-3 /



[14] *Data source: Annual reports of the International Association of Oil and Gas Producers (IOGP) – 'Environmental Performance Indicators – 2024 data'. For comparison purpose, the 2024 data is used in 2025, as 2025 IOGP Report was not issued at the time this issue was prepared.*

ENERGY EFFICIENCY MEASURES

In 2025, KPO continued implementation of scheduled activities in accordance with the Energy Saving and Energy Efficiency Plan. The following measures were implemented in 2025:

- A total of 1,041 lamps were replaced with LED lamps at the Company's facilities. The estimated annual savings in electrical power consumption amounted to about 187,390 kW*h.
- Implementation of the Green Office Project was continued in the KPO offices. The Project aimed to save energy and water, and eliminate the use of disposable plastic tableware.
- Work has commenced to assess the technical and organizational conditions for detailed monitoring of electricity consumption by major consumers.
- The 'KPO Energy Week' and 'Energy Ideas Marathon' competition were held to raise awareness among employees and business partners of best practices in efficient energy use. In the reporting year, 180 employees completed training on various topics related to energy saving, sustainable development, carbon neutrality and other relevant aspects.
- In 2025, in accordance with the energy saving and energy efficiency legislation, a comprehensive energy audit was carried out to assess actual energy consumption levels, to evaluate the efficiency of fuel and energy resources' utilization, and to identify areas for improvement.

The energy audit encompassed both winter and summer instrumental measurements of key energy-consuming systems complemented by comprehensive analytical assessments. Following the audit 16 initiatives for improving energy efficiency and reducing GHG emissions were identified. Further analysis of the effectiveness of these initiatives is planned.

Green Office Project

The 'Green Office' project was launched in 2020 to create a conscious concern for the environment and minimize the environmental footprint of the Company's offices. Activities under the project continued in 2025.

One of the key events was the 'Green Office' competition in Uralsk and Aksai rented offices. This initiative aims to promote responsible behaviour, encourage employees to adopt resource-saving practices and recognise office teams that demonstrate the most sustainable approaches to organising the workplace.

Thanks to conducted awareness campaigns, increased employee engagement and the move away from disposable tableware, consumption of disposable tableware in the Company's rented offices decreased by 12% compared to 2024. From a longer-term perspective, the results are even more significant: compared to 2021 (when the first results were recorded) the consumption of disposable tableware decreased by 65%. This illustrates the sustainability of the achieved results and the gradual development of a culture of environmentally responsible behaviour among employees.



WHY IS IT IMPORTANT TO US?
/ GRI 3-3 /

Ensuring access to safe water and sanitation is one of the fundamental human rights.

Excessive and irrational water consumption may lead to impacts associated with the depletion of water resources and water shortage for industrial and economic needs, deterioration of aquatic ecosystems and decrease in the ability of water resources to naturally reproduce and purify.

The Company's target is to use water resources rationally with the aim to preserve them. KPO controls clean water use at the Company premises by undertaking a set of measures on conservation of water resources and re-use of treated water, wherever possible.

WATER CONSUMPTION AND WATER DISPOSAL

/ GRI 303-1 /

Water is the source of life and a valuable natural resource essential in industrial production. The protection and sustainable use of water resources is an important and priority task facing both humanity and our company.

The results of our work to minimize the risks of the Company's production impact on the use of water resources are presented below.

KPO WATER SUPPLY SOURCES / GRI 303-5 /

The main sources of water supply for KPO are:

- Reservoir №1 at Konchubai Gully – the main technical water source;
- Zharsuat water intake – a source of potable water for household needs of KPO;
- Serebryakovskiy water intake – a source of water supply for household/domestic and production needs of the Bolshoi Chagan pumping station (hereinafter – OPS) in the Bolshoi Chagan village;
- Kigach water intake – a source of technical water for the OPS Terminal in Atyrau.

According to the Aqueduct Water Risk Atlas of Water Resources Institute https://aqueduct.wri.org the Karachaganak Field is located in area with low water scarcity.

Technical quality water is sourced from the Reservoir No.1 at Konchubai Gully under the Special Water Use Permits No.KZ43VTE00079540 dated 19.10.2021 (valid until 24.05.2025) and No.KZ48VTE00288776 dated 11.02.2025 (valid until 31.12.2029), both issued by the Zhaiyk-Caspian Basin Inspectorate.

Replenishment of the natural resource of Konchubai Gully occurs only due to snow melt and rains, that depends on the amount of precipitation. In 2021, the combination of prolonged dry periods and little snow floods observed in the region has led to a critical decrease in the water level in the reservoir No. 1 at Konchubai Gully. In this regard, in 2023–2024, KPO implemented a series of measures that enabled it to optimize technical water consumption and increase the reuse of treated wastewater, rainwater, and melt water. Geological exploration activities were also carried out to evaluate the resources of the Jurassic ground water as an alternative source of technical water for the Company's needs.

From February 2022 to March 2023, no water was taken from the Konchubai Gully for technical purposes to avoid damage to the reservoir. During the spring snowmelt in 2023, the Konchubai Gully reached its design water level, enabling resumption of technical water abstraction for production needs at the KPO facilities. **/ GRI 303-1, SDG 6.4 /**

Treated domestic, rainwater and melt wastewater is reused for technical purposes provided that its quality meets the requirements of the Technical Regulation.

In 2025, the potable water was used for domestic needs at the KPO facilities. Due to the lack of alternative water sources, the potable water at the Bolshoi Chagan OPS is used for technical purposes to refill fire-fighting reservoirs and ensure fire safety.

With regard to the use of potable water for the Karachaganak Field facilities, KPO is the secondary user under contract with AksaiGasPromEnergo LLP, the supplier of potable water from the Zharsuat water intake.

WATER WITHDRAWAL AND WATER CONSUMPTION / GRI 303-3, 303-5 /

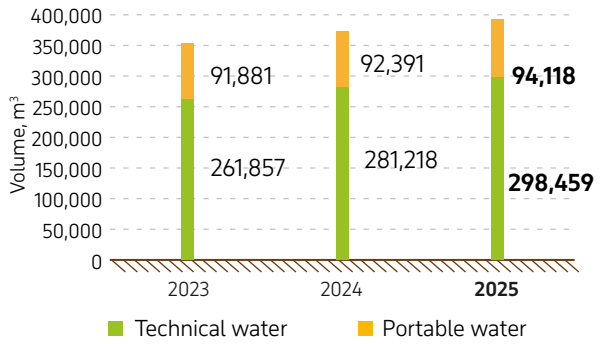
In 2025, the total volume of the Company's water withdrawal was 1,102,309 m^3 [A], including:

- 392,577 m^3 of water taken from external sources (surface and groundwater);
- 709,732 m^3 of associated formation water generated during hydrocarbon production and used for process purposes.

In 2025, the total water withdrawal by the Company, excluding associated formation water, amounted to 392,577 m^3, of which 298,459 m^3 was the technical water and 94,118 m^3 was the potable water.

Water withdrawal from natural sources is carried out on the basis of permits for special water resources use or contracts with the primary water user and is regulated by the requirements of the water legislation of the Republic of Kazakhstan.

Graph 29. KPO Water withdrawal excluding associated formation water, 2023–2025 / GRI 303-3, SDG 6.4.1 (CO60401) /



In 2025, KPO's consumption of technical water increased by 5.8% and its consumption of potable water by 1.8% compared with 2024, due to the operation of new facilities at KPC (KEP-1A).

In 2025, the volume of water consumption for technical needs amounted to 324,335 m^3, including 25,876 m^3 of reused storm water. **/ GRI 303-5 /**





Table 44 shows KPO water consumption breakdown by source.

Tab. 44. KPO water consumption by source in 2023–2025, m³ / GRI 303-3, 303-5, SDG 6.4.1 (CO60401) /

No.	Source	Facility	Water quality	2025	2024	2023
1	Zharsuat water intake facility (domestic needs)	Karachaganak Field	groundwater, potable	92,425	91,119	90,257
2	Reservoir No.1 at Konchubay Gully	Karachanagak Field	surface water, technical	294,080	277,606	206,140
3	Technical water from Reservoir No. 2	Karachanagak Field	surface water, technical	–	–	50,920
4	Reuse of rainwater and groundwater after wells testing for technical needs	Karachanagak Field	Re-use	25,876	12,181	10,445
5	Serebryakovskiy water intake facility	Bolshoi Chagan OPS	groundwater, potable	1,693	1,272	1,624
	Domestic needs			771	548	645
	Production needs			922	724	979
6	Kigach water intake facility	Atyrau OPS	surface water, technical	4,379	3,612	4,797
	Domestic needs			907	864	776
	Production needs			3,472	2,748	4,021
TOTAL WATER WITHDRAWAL				**392,577**	**373,609**	**302,818**

Note: water consumption is measured using meters, the readings of which are recorded in logbooks and subsequently entered into the KPO water consumption database.

WASTEWATER DISPOSAL AND DISCHARGE OF TREATED WASTEWATER / GRI 303-2, 303-3, 303-4, SDG 3.9, 6.3, 12.4 /

In 2025, the total volume of water disposal was 915,434 m^3 [A], including:

- 886,730 m^3 of industrial, process and associated formation wastewater injected into the deep underground aquifers (subsurface disposal polygons for industrial wastewater);
- 25,302 m^3 of treated wastewater discharged into storage ponds;
- 3,402 m^3 of rainwater and meltwater discharged to the terrain (Table 46).

To collect treated household/domestic wastewater and disposing industrial wastewater and storm runoffs, KPO uses special purpose-built facilities, which prevent contaminants from entering the soil and groundwater whilst also enabling treated wastewater to be collected for their re-use for industrial purposes, thereby reducing the freshwater intake. The types of wastewater collection facilities are presented in Table 45.

Tab. 45. KPO wastewater collection facilities by types

Type of wastewater	Treated domestic wastewater	Industrial wastewater and storm runoffs	Rainfall and snow melt wastewater
Facility and location	• KCC holding ponds No. 1 and 2, • Evaporation ponds at Bolshoi Chagan OPS and Atyrau OPS.	• KPC sediment pond, • Unit-2 sediment pond, • Unit-3 collecting ponds (two).	• KPC irrigation lagoons (two), • KCC irrigation lagoon, • Unit-2 irrigation lagoon, • Eco Centre holding ponds (two).

Associated formation water extracted alongside hydrocarbon feedstock, and industrial wastewater are treated and injected into the deep underground aquifers of the Karachaganak Field Subsurface Wastewater Disposal Polygons №1 and №2. Wastewater from Unit 2 is reinjected into the Polygon 1, wastewater from KPC and Unit-3 is reinjected into the Polygon 2.

Wastewater reinjection is the globally recognised method of disposing wastewater that prevents the formation of salt-containing waste on the surface during treatment. Thanks to the reliable isolation of the aquifers and the soil's properties, which are ideally suited for wastewater injection, the migration of wastewater into upper aquifers is prevented.

In general, reinjection of wastewater into underground aquifers has no impact on the environmental components such as soil, vegetation and wildlife, as it takes place in reliably isolated deep-lying aquifers with high-mineralized groundwater that is not used for domestic and potable, balneological, process needs, irrigation and livestock farming.

According to the requirements of the RoK legislation, the volumes of discharged wastewater and quantities of discharged pollutants are estimated and justified in the Company's project documentation and regulated by special permits. Wastewater generated as a result of the KPO operational and production activities is not discharged into the natural water bodies.

During hydrocarbon production, the associated formation water is reinjected into underground aquifers (polygons). In 2025, this volume amounted to 886,730 m^3. / GRI 303-3, 303-4 / This volume includes associated formation water, along with water generated from gas treatment (dehydration) processes and water from caustic neutralization. Water taken from the Konchubai Gully for crude oil desalting and reverse osmosis process is also injected into the polygons. In 2025, this water amounted for about 20% of the total water injected.



Table 46 shows the volumes of wastewater disposal and discharges for 2023–2025 by wastewater types and receiving facilities.

Tab. 46. Total discharge volume and pollutants by wastewater type and receiving facility, 2023–2025, m³ / GRI 303-4 /

Receiving facility	Type of wastewater	2025		2024		2023	
		Discharge volume, m³	Amount of pollutants, tonnes	Discharge volume, m³	Amount of pollutants, tonnes	Discharge volume, m³	Amount of pollutants, tonnes
Holding ponds	Treated domestic wastewater	25,302	14.261	20,603	10.024	27,484	15.20
Subsurface Wastewater Disposal Polygons	Industrial and storm wastewater, process wastewater and associated formation water	886,730	72,094	865,917	69,631	808,777	68,826
Terrain of Bolshoi Chagan OPS and Atyrau OPS	Snow melt and rainfall wastewater	3,402	0.595	3,450	0.996	4,501	2.33
Total discharge		915,434	72,109	889,970	69,642	840,762	68,843

Note: water discharge volume is measured using meters with the readings recorded in logbooks and subsequently entered the KPO water consumption database. The quantity of pollutants discharged is determined by calculation, as the product of the actual concentration of the pollutant prior to discharge and the actual volume discharged.

In 2025, the volume of discharged wastewater increased by 2.8% compared to 2024. Of these, the volume of injected industrial wastewater in 2025 increased by 2.3% compared to 2024. The increase in the volume of industrial effluents in 2025 was due to growth in associated formation wastewater generated during the hydrocarbons production. The volume of treated domestic wastewater discharged increased by 18.6% compared to 2024, due to the resumption of discharging this wastewater from the bio-ponds of Trains A and B into the Pilot Camp's holding pond No.2.

In 2025, the discharge of pollutants amounted to 72,109 tonnes (which was 3.4% more compared to 69,642 tonnes in 2024). Of this total, only 0.32 tonnes were discharged in access of the limit. Minor exceedances of the limits for nitrates, chlorides and phosphates were recorded in the treated domestic wastewater discharged into the KCC holding pond No.2.

KPO controls the level of pollutants in wastewater. According to the 2025 Environmental Impact Permit (EIP), discharge limits have been set for the following pollutants: suspended substances, ammonium nitrogen, nitrates, nitrites, BOD 20, BOD 5, petroleum products, sulphates, chlorides, iron, anionic surfactants, phosphates, COD, dry residue, pH value, sulphides, hydrogen sulphide, methanol, copper, zinc, and aluminium. The Company made the required payments for pollutant discharges in 2024.

REUSE OF TREATED AND OTHER WASTEWATER

/ GRI 303-3 (2016), SDG 6.3, 6.4, 12.4 /

To reduce the amount of natural water intake, KPO uses treated domestic, industrial and rainwater and meltwater effluents for the Karachaganak Field's operational needs, for activities such as drilling, preparation of drilling fluids, irrigating tree plantations, dust suppression on roads and construction sites and filling fire-fighting reservoirs.

The wastewater is re-used at the Company facilities in line with the Operating Procedure established for 2023–2028.

In 2025, the Company reused 49,960 m^3 of treated wastewater for industrial purposes most of which was used at production facilities and for preparation of drilling mud. Table 47 set out data on the types of the activities utilizing treated effluents and water.

Table 47. Reuse of treated wastewater and groundwater in 2023–2025, m^3

	2025	2024	2023
The total volume of re-used treated wastewater, including:	49,960	32,234	56,467
Technical needs of the Karachaganak Field's production facilities	25,876	12,181	13,383
Drilling and drilling mud preparation	12,632	10,087	26,095
Irrigation purposes, hydraulic testing and filling of fire-fighting reservoirs	2,316	2,323	1,996
Dust suppression and irrigation	9,136	7,643	14,993

Note: the volume of reused water is recorded using an indirect method in m^3 (engine hours, tank truck capacity, number of trips, pump capacity, etc.) with the Control Form being completed and the data entered in the Logbook.

IRREVOCABLE WATER CONSUMPTION / GRI 303-5 /

In 2025, the Company's irrevocable water consumption amounted to 186,876 m^3. This indicator is defined as the difference between the volume of water withdrawal and disposal (irrevocable water consumption = 1,102,309 m^3 (withdrawal) – 915,434 m^3 (disposal)).

Water consumption reflects the volume of water that:

- evaporates during production activities;
- absorbs into the ground during irrigation and dust suppression;
- used in technological processes irrevocably;
- permanently lost or incorporated into products.

WHY IS IT IMPORTANT TO US?
/ GRI 3-3 /

Hazardous industrial waste, as well as the sites where it is stored and disposed of, can pose a threat to the environment if handled improperly and can be a source of pollution of the atmosphere, groundwater, surface water, soil, and vegetation, which may lead to a deterioration of the environment and public health.

KPO carries out complex work to prevent negative impact on the environment, i.e. carries out burial and accumulation only in the arranged waste storage sites, monitors the prevention of excess burial and accumulation of waste, as well as the timely removal of waste from accumulation sites.

WASTE MANAGEMENT / SDG 3.9, 6.3, 12.4, 12.5 /

Waste handling in KPO is focused on reducing real and potential hazards that production waste, generated by the Company, may pose to people and the environment.

Our targets are to treat and recycle waste at our facilities, to cut down waste transfer to landfills, to reduce negative impact from burials, as well as to research and apply new methods and technologies.

In line with the monitoring programme, KPO performs regular production environmental control (PEC) over the environmental conditions at the waste burial and accumulation sites in the field.

In 2025, based on the observations conducted no direct negative impact on the environmental components was revealed. As part of the PEC programme, the quantitative control is exercised over the movement of wastes in order to account for the burial volumes, as well as the volumes and time of waste accumulation. / GRI 306-1 /

The results of our work to minimize the risks of the Company's production waste impact on the environment are further detailed in the text.

Tab. 48. Waste management targets / GRI 3-3, SDG 12.4, 12.5 /

Our 2025 targets	Target achievement status	Actions taken in 2025	2026 targets
Implement the activities scheduled for 2025 as per the Karachaganak Field's Waste Management Programme and the Bolshoi Chagan OPS and Atyrau OPS Waste Management Programmes.	Completed	All activities scheduled for 2025 in line with the Waste Management Programme were implemented throughout the year.	Implement the schedule activities for 2026 in accordance with the Waste Management Programmes for the Karachaganak Field, the Bolshoi Chagan OPS and the Atyrau OPS.

KPO's processes for production, processing and transportation of raw materials, as well as utilization of special equipment, materials and other required resources, inevitably involve generation of wastes.

Measures taken by KPO to reduce the volume of generated waste, to ensure compliance with the environmental safety rules during the accumulation, collection and transportation, segregation, reuse, recycling, treatment and reduction of their hazardous properties, as well as environmentally friendly burial – all this enables to significantly mitigate the negative impact on people and the environment. / GRI 3-3, 306-1 /

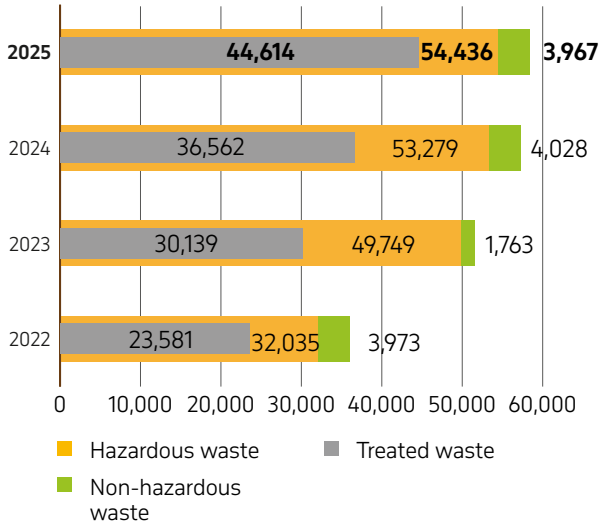
The KPO Waste Management Programme for 2025 provides indicators and measures to gradually reduce the accumulated and generated waste volumes and level of hazardous properties. The Company applies the following waste management methods:

- waste recycling back into production process;
- waste treatment at the Eco Centre facilities;
- waste burial at the Eco Centre facilities;
- waste handover to specialized contractors for further processing, reuse or disposal. **/ OG7 /**

In 2025, the volume of waste generated at KPO facilities totalled 59,674[A] tonnes. Compared to 2024, the volume of waste in 2025 in KPO increased by 1,551 tonnes, which was mainly driven by an increase in the number of ongoing and new projects. Graph 28 shows the volume of waste generated during the 2022–2025 period.

According to the Unified Republican Form of the waste information reporting system, the total volume of waste generated in 2025 included both waste generated and treated.

Graph 30. Waste generation at KPO facilities in 2022–2025, tonnes / GRI 306-3 /



Note.: The municipal waste are not accounted for in this calculation due to their insignificant quantity (below 6%) compared to the production waste. The municipal waste is described further in the text in the waste handling methods table.



WASTE PROCESSING AND BURIAL / GRI 306-2, 306-4, 306-5 /

KPO processes production and consumption waste at facilities within the waste management complex or the Eco Centre. The facility ensures cost-efficient and environmentally safe recycling and treatment of solid waste and fluids and is considered to be an example of the best drilling waste management practice in the West-Kazakhstan Oblast.

Drilling waste is treated by means of technologies that not only reduce its volume and minimize its hazards, but also extract valuable components from the waste and treat it for reuse. Returning waste back into production process exercised by the Company is the best possible way to re-use the generated waste. The KPO Eco Centre houses five waste treatment facilities, as well as a Landfill for its safe disposal.

In 2025, KPO completed all the activities scheduled within the 2025 Waste Management Programme including

waste segregation, sorting, reuse, processing and reduction of volumes and hazardous properties. During 2025, the following activities were implemented at the Eco Centre:

Tab. 49. Eco Centre facilities and recycling activities in 2025

Eco Centre Units	Waste treatment activities in 2025
Thermo-Mechanical Cutting Cleaning Facility (TCC)	Owing to recovery technology of base oil and water from the treated oil-based drill cuttings, in 2025 the quantity of KPO buried waste was reduced by 36%. In 2025, 18,284 tonnes of waste were treated; 6,385 tonnes of base oil and water were separated.
General Purpose Incinerator (GPI)	Resulting from waste incineration in the GPI, quantity of waste was reduced by 88%. In 2025, 790.16 tonnes of waste were sent for incineration, following which 91.96 tonnes of ash were buried at the Eco Centre's Solid Industrial Waste Landfill.
Liquid Treatment Plant (LTP)	In 2025, 16,716 tonnes of liquid waste were treated. The process resulted in 4,300 tonnes of treated brines and muds, which were sent for re-use – preparation of drilling brines and muds.
Waste Segregation Unit (WSU)	In 2025, out of 1,138.38 tonnes of solid domestic and production wastes, 790 tonnes were sent to General Purpose Incinerator for incineration, 169 tonnes including wastepaper, metal scrap, glass and plastic were sorted for handing over to the specialized organizations for treatment and reuse. 180 tonnes of solid domestic waste was handed over to specialized organizations for burial at the solid waste landfills. 381 tonnes of food waste was handed over to specialized organization for composting.
Solid Industrial Waste Landfill	16 cells of the Solid Industrial Waste Landfill were capped and closed at the end of 2025. Further closure of cells is planned in 2026.

In 2025, the Company continued to excavate waste from the old Solid Waste and Spent Drilling Fluids Storage Site for further treatment at the Rotary Kiln Incinerator and burial at the Solid Industrial Waste Landfill. The waste is buried at the Landfill according to the RoK environmental legislation requirements.

In 2025, 5,113 tonnes were sent for treatment from the Solid Waste and Spent Drilling Liquids Storage Site. Processing of waste from the old Site is planned to continue in 2026. / GRI 306-4 /



Table 50 shows the waste handling methods used by the Company in 2025.

Tab. 50. KPO waste handling methods in 2025, tonnes / GRI 306-3, 306-5 /

No.	Waste management method	Generated hazardous waste	Generated non-hazardous waste	Municipal waste	TOTAL
1	Available waste at the beginning of 2025	380,203	235	1	380,439
2	Generated during the reporting year	54,436[A]	3,967[A]	1,271[A]	59,674[A]
3	Reused at the enterprise	6,284	0	0	6,284
4	Treated at the enterprise facilities	44,324	290	977	45,591
5	Incineration in the General Purpose Incinerator (without power generation)	0.102	790	0.1	790
6	Burial at Solid Industrial Waste Landfill	27,853	0.2	0	27,853
7	Temporary storage of drilling liquid waste in Cells 35 A/B of Eco Centre	4,160	0	0	4,160
8	Handed over to specialized contractors	2,228	3,574	475	6,277
9	Available waste at the end of 2025	388,805	261	0	389,066

Note: the amount of waste is defined by weighing each batch of waste at the Eco Centre weight scales prior to its transportation for treatment, segregation, removal, burial or other operations. Waste quantities are logged in the load supporting documents (control tickets, waste handover certificates) and further in the Company's waste accounting database.

The KPO waste is mainly produced during well drilling and workover operations. Depending on the type of drilling fluid used, this results in either water-based or oil-based drilling mud. The solid and liquid drilling waste generated in 2025 amounted to 27,848 tonnes (79% of the initially generated waste prior to treatment). The drilling waste volumes were reduced by 6% compared to 2024.

Table 51 shows the main types of drilling waste broken down by handling methods. As table shows, only water-based muds and brines are subject to disposal at the Eco Centre cells 35 A/B, and the water-based drill cuttings to be buried at the Landfill. Oil-based drilling cuttings are subject to burying after pre-treatment and extraction of the oil base. **/ GRI 306-5 /**

Tab. 51. Waste generated from well operations by handling methods, 2023–2025 / OG7 /

No.	Waste type	Generated waste, tonnes			Handling methods
		2025	2024	2023	
1	Spent water-based drilling mud	0	53	579	Treatment at Liquid Treatment Plant (LTP)
		3,596	4,869	3,873	Temporary storage of drilling liquid waste (in Cells #35 A/B of Eco Centre)
2	Water-based drilling cuttings	1,225	2,295	1,369	Burial
		0	0	98	Temporary storage of drilling liquid waste (in Cells #35 A/B of Eco-Centre)
		0	0	223	Treated at the Liquid Treatment Plant
3	Spent oil-based drilling mud	1,478	1,749	2,596	Treatment at the Thermo-mechanical Cutting Cleaning facility (TCC), heat treatment in the Rotary Kiln Incinerator (RKI)
		0	56	0	Handover to specialized organizations
4	Oil-based drilling mud cuttings	18,555	16,634	15,779	Treated at the Thermo-Mechanical Cutting Cleaning Facility with extraction of oil base, water and followed by the burial of the solid part, heat treatment in Rotary-Kiln Incinerator
5	Spent brines	2,452	3,392	2,931	Treatment at Thermo-Mechanical Cutting Cleaning Facility and Liquid Treatment Plant, heat treatment in Rotary-Kiln Incinerator
		530	597	503	Temporary storage of drilling liquid waste (in Cells #35 A/B of Eco Centre)
6	Oil cuttings	11	0	19	Heat treatment in the Rotary Kiln Incinerator, treatment at T Thermo-Mechanical Cutting Cleaning Facility
		0	94	0	Handover to specialized contractors

Within the contract terms, the Company hands over part of the waste for disposal to specialized organizations for disposal; these organizations independently determine the methods for further handling the waste received from KPO, and report quarterly on its transfer to third parties. Depending on the type of waste, specialized enterprises hand over the waste for recycling followed by the manufacture of consumer goods, as well as for demercurization, regeneration, thermal treatment, incineration, physical and chemical treatment, dismantling into component parts, which are then transferred to interested enterprises as recyclables.

Based on Article 301 of the RoK Environmental Code that prohibits burial of plastic waste, plastic, polyethylene and polyethylene terephthalate packaging, wastepaper, cardboard, paper waste, glass cullet at the Landfills, the Company carries out sorting and segregation of such waste engaging business partners that lease office buildings to the Company. These types of waste are then handed over to specialized enterprises to be used as recyclables. **/ GRI 306-4 /**

During the period, in which the wastepaper segregation was introduced at KPO, from 2011 till the end of 2025, 1,110 tonnes of the wastepaper had been collected and handed over to local businesses for use in the manufacture of consumer goods. The segregation of spent batteries was arranged in all company office premises. In 2025, 190 kg of batteries were collected. **/ GRI 306-4 /**

Food Waste Treatment / GRI 306-4-c-ii /

In order to comply with the requirements of the RoK Environmental Code, in the period of 2021–2022 KPO implemented the most efficient way to handle food waste generated at the food facilities of the Karachaganak Field. The contract for the biocomposting of food waste was signed. In 2025, the Company handed over 381 tonnes of food waste from the food facilities of the Karachaganak Field to the food waste processing enterprise.
The biocompost produced is used in agriculture and forestry as organic fertilizers to restore and improve soil fertility.

Spills / GRI 306-3 (2016) /

In 2025, no major spills[15] were recorded within the Karachaganak field.

[15] According to the KPO incident classification, a 'major spill' is defined as an incident involving the release of hydrocarbons / chemicals onto soil or water surfaces, resulting in environmental contamination and with a spill volume exceeding 1,000 litres.

BIODIVERSITY / GRI 413-2, SDG 6.6, 11.4, 15.1, 15.5 /

Tab. 52. Biodiversity targets, 2025 / GRI 3-3 /

Our 2025 targets	Target achievement status	Actions taken in 2025	2026 targets
Carry out flora monitoring and laboratory analyses of soil and vegetation within the Karachaganak Field	Completed	Vegetation monitoring and laboratory analyses of plant and soil samples were conducted at 27 monitoring sites within the Field's area. A total of 108 vegetation samples were collected.	Conduct studies on insect species diversity within the Karachaganak Field's area.
Carry out fauna baseline studies along the KATS export pipeline in the West Kazakhstan Oblast (WKO).	Completed	Baseline fauna surveys were conducted along the Karachaganak–Atyrau Transportation System (KATS) export pipeline in WKO with account of the species composition and population of reptiles, amphibians, birds and mammals. Total 51 sites were surveyed.	Carry out of baseline surveys for fauna species diversity along the KATS section located in the Atyrau Oblast.

Biodiversity impact management

/ GRI 3-3, 101-1, 101-2, 101-5, 101-6 /

KPO recognizes biodiversity conservation as a key component of its sustainable development and environmental responsibility.

KPO's biodiversity policy forms part of its overall Health, Safety and Environment (HSE) management system. Under this system, the Company is committed to preventing environmental pollution, reducing greenhouse gas emissions, conserving biodiversity and ecosystems, and protecting natural resources. / GRI 101-1 /

Karachaganak oil and gas condensate field (the Karachaganak Field) covers an area of more than 280 km^2. KPO operates within a shared territory with other users of natural resources, while its activities are limited to areas directly occupied by industrial facilities, pipelines and field roads. / GRI 101-5 /

In addition to the KPO's industrial facilities, other enterprises are located within the Karachaganak Field's area that are engaged in processing some of raw products extracted by KPO or those who provide their services for the Field and its infrastructure. Apart from KPO and third-party facilities, the Karachaganak Field also includes large areas previously used for agriculture and farming. Prior to 1956, this area was used for grazing and haymaking. Starting from 1957, grain crops began to be grown in the area, except for floodplains and slopes of the Konchubai and Kalminovka gullies, which continued to be used as pastures. / GRI 101-6 / At present, the state reserve lands (SRL) predominate within the Sanitary Protection Zone (SPZ) of the Karachaganak Field. However, some land is still used for private farming. / GRI 101-5 /

Thus, the above factors create certain challenges in identifying and delineating the scope of liability for potential negative impacts and often constrain KPO's

WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

As an international oil and gas company, KPO makes great efforts to perform operations with minimal impact on biodiversity.

Since 2012, KPO has been conducting annual biodiversity monitoring to define the level of potential risks posed by its operational activities. Where signs of significant adverse environmental impacts from the Company's operations in the West Kazakhstan Region are identified, monitoring is required to ensure the timely planning of measures to preserve the ecosystems.

As part of the Biodiversity Action Plan, KPO carries out an assessment of the four main factors impacting the KOGCF biodiversity:

- Pollutant emissions;
- Physical impact (noise, light, vibration);
- Cattle grazing at Karachaganak Field's area;
- Mechanical impact (construction, pits, roads, etc.).

ability to take practical steps to restore the environment and its biodiversity. / GRI 3-3 /

Due to the wide range of land users involved in our operations, we are unable to comply fully and strictly with the requirements aligned to the objectives and targets of the Kunming–Montreal Global Biodiversity Framework (GBF), including its long-term goals for 2050 and the 23 targets for 2030 aimed to halt and reverse biodiversity loss. The requirements of 'GRI 101: Biodiversity 2024' are met to the extent that the Company is liable to manage biodiversity impacts within existing administrative, legal and other constraints. / GRI 101-1 /

Nevertheless, despite being unable to comply solely with the aforementioned framework for operational reasons, the Company is implementing a range of measures to conserve and restore biodiversity across all areas within its influence. At the same time, the requirements of the KPO's HSE Policy apply to:

- all production facilities owned and operated by KPO;
- all KPO directorates;
- all individuals acting on behalf of or under the instruction of KPO, including business partners and visitors. / GRI 101-2 /

In pursuit of minimizing the impact of its operations on biodiversity within the field area, since 2012 KPO has been developing and implementing the Biodiversity Action Plan (BAP) despite the absence of highly sensitive areas requiring biodiversity monitoring. This Plan serves is one of the measures to prevent ecosystem dysfunction and biodiversity loss. It is a risk-based assessment of KPO's presence and its potential environmental impact. / GRI 101-2 /

Biodiversity conservation is integrated into the Company's environmental management system. It is addressed not only within dedicated projects, but also as an integral part of all environmental protection activities. Biodiversity conservation principles are considered at every stage of the asset lifecycle, from design and infrastructure planning to the development of land rehabilitation measures. / GRI 101-2 /

As part of its contractor management procedures, KPO establishes uniform requirements for all business partners to prevent any negative environmental impact. In addition to the general principles of environmental responsibility, contractors are required to comply with specific biodiversity conservation requirements. These include a complete ban on fishing and hunting within the Field's area and adherence to environmentally responsible practices in performing the works. / GRI 101-2 /

Biodiversity Action Plan

/ GRI 3-3, 101-4, 101-5, 101-6, 101-7 /

The KPO's Biodiversity Action Plan (BAP) has been developed in accordance with the IPIECA/OGP 'Guide to Developing Biodiversity Action Plans for the Oil and Gas Industry'. The BAP is updated every three years to ensure that surveys are carried out on a regular cycle. The flora and fauna database is updated after every year of surveys. / GRI 101-7 /

Under the BAP, KPO assesses the factors affecting the biodiversity of the Karachaganak Field's area. / GRI 101-4 /

In addition, satellite imagery analysis is conducted within the Field's area every 10 years to monitor ecosystem dynamics. / GRI 101-7 /

Throughout the Company's operational period, a number of studies were carried out to assess environmental conditions. These included studies of vegetation, fauna and ecosystem characteristics and dynamics. Despite the substantial amount of available data, the baseline biodiversity studies conducted within the Karachaganak Field's area in 2011 are considered the first structural component of the biodiversity impact management system. They formed the basis for identifying impact factors that required closer and in-depth assessment.

Following nearly a decade of regular monitoring studies as part of the assessment of the impact of KPO's operational activities on the Karachaganak Field's area, the Company has identified the key impact factors, which are presented in the table below.

Tab. 53. Key potential negative impact factors, indicators and assessment methods / GRI 101-6 /

Factor	Potential impact sources	Potential impact / recipient	Indicators	Assessment methods
		Karachaganak Field		
Air pollutant emissions	Equipment operation	Contamination of topsoil and vegetation, physiological disturbances and damage to flora and fauna, deposition of pollutants into water bodies	Changes in soil (acidification) and water properties. Pollution-sensitive plant species.	Instrumental monitoring of ambient air quality, water and soil quality, visual inspection of vegetation
Physical stressors: noise, light and vibration.	Equipment operation, movement of vehicles and machinery	Animal disturbance factor	Abundance of indicator species, including their behavioural characteristics and responses to external stressors.	Monitoring of sensitive animal species
Construction of new infrastructure facilities	Equipment operation, movement of vehicles and machinery	Mechanical disturbance on soil and vegetation cover, changes in biological communities	Changes in soil properties due to displacement, post-construction habitat recovery (changes in floristic composition and structure). Indicator plant species.	Visual assessment, soil sampling for analysis
Surface water abstraction	Equipment operation and water intake for technical purposes	Transformation of coastal ecosystems, biodiversity loss	Structure and composition of plant communities, abundance of drift-in animals. Indicator plant species.	Monitoring of flora and fauna
		Agricultural activities (other land users within the Sanitary Protection Zone)		
Functional changes in land use	Agricultural and industrial activities	Land conversion for other purposes (including cessation of land use)	Changes in ecosystem boundaries, changes in biocenoses, indicator plant species.	Satellite data analysis, Ecosystem monitoring
Livestock grazing	Agriculture	A reduction in floristic diversity and a decline in characteristic steppe species lead to a decrease in fauna diversity and the abundance of flora species.	Structure and composition of plant communities and animal species, indicator plant species.	Monitoring of soil, vegetation cover and fauna
Surface water abstraction	Equipment operation and other operational needs	Alteration of riparian ecosystems, biodiversity loss.	Structure and composition of plant communities, abundance of drift-in animals. Indicator plant species.	Monitoring of flora and fauna

All of the above factors can be assessed as direct-impact factors. These are phenomena or processes characterised by a clear cause-and-effect relationship, with the potential for observable changes. For instance, converting land from steppe (reserve or agricultural land) to cultivated agricultural land directly results in observable changes to the flora and fauna in the converted areas and adjacent territories. The construction of production facilities and the operations of enterprises involving direct emissions into the environment likewise have an impact on ecosystems.

It is worth noting that the impacts of the above factors are assessed holistically. This applies to both the direct monitoring of changes in flora and fauna species composition and the assessment of soil, ambient air and surface water conditions, carried out under the KPO environmental monitoring programme. As mentioned above, an analysis of ecosystem dynamics is conducted every ten years using satellite data. This approach provides a comprehensive understanding of ecosystem conditions and helps to identify cause-and-effect relationships between different types of impact on the natural environment.

In addition to the Karachaganak Field's area, in 2022 KPO developed its first Biodiversity Action Plan for 2023–2030 for the area along the Karachaganak–Atyrau export pipeline route (hereinafter – the KATS). The pipeline was put in operation in 2004, and its length is 635.5 km. **/ GRI 101-5 /**

Since 2023, KPO has been conducting baseline studies of flora and fauna along the KATS pipeline route with similar objectives:

- Identify priority (key) species;
- Identify indicator species;
- Identify factors impacting ecosystems along the KATS pipeline route.

Due to the considerable length of the export pipeline in the West Kazakhstan and Atyrau Oblasts, KPO decided to conduct baseline studies in phases, focusing on each region separately. The process is expected to be completed by 2026. This approach ensures a high level of accuracy in impact assessments, considering natural and climatic variabilities along the entire route and the specific characteristics of each section.

The total area occupied by KPO facilities across the two regions amounts to 7,077 hectares. However, as mentioned above, the assessment of the environmental impact of KPO's operational activities is not limited to the land plots allocated for the construction and operation of its facilities. The company takes a comprehensive approach, considering the full range of potential impacts within the Karachaganak Field and along the entire KATS pipeline route. **/ GRI 101-5, 101-4 /**

Such an in-depth analysis is necessary to obtain an objective understanding of how the operational activities may affect neighbouring ecosystems, animal migration routes, plant community health, habitat quality and the integrity of ecosystem interactions.

In addition to local or site-specific direct causes, indirect or global factors also significantly influence the state of biodiversity and ecosystems. **/ GRI 101-6 /**

Such processes (climate change, socio-economic dynamics, etc.) are recorded within KPO's monitoring framework as background trends that affect the state of steppe ecosystems. For example, changes in soil moisture, drought frequency, temperature regimes and weather extremes affect species and ecosystem processes. However, the management of these factors lies beyond the Company's control. For this reason, KPO confines itself to the systematic monitoring and analysis of such changes in order to gain a proper understanding of the overall environmental context, though does not use them as a basis for developing specific measures to manage the impact.

Key species monitoring **/ GRI 101-7, 304-1 /**

As part of the biodiversity assessment, KPO places a considerable focus on monitoring of rare plant and animal species. The priority given to a particular species in the context of biodiversity conservation is determined by the international and local legislation, the species' sensitivity and resistance to impacts, and significance of any potential negative environmental impact of the Company activities.

The main key species considered during the research period from 1990 to 2025 are shown on the website www.kpo.kz in the section Sustainable development/ Biodiversity/Significant species of flora and fauna recorded within the KOGCF area.

All these species may also be found beyond the Karachaganak Field. It should be noted that presence, absence or abundance of these species in the Field does not directly indicate the environmental well-being of the area. The distribution of individual species may vary due to both local or global causes (climate change, desertification, etc.) that are not related to KPO activities.

The key / priority species category includes species that are of high priority for study and protection in the area. First and foremost, these are species listed in the Republic of Kazakhstan's Red Data Book and the IUCN Red List, as well as species that are rare or not very widespread in this area (and therefore the most vulnerable and react quickly to changes in their habitat).

Ecosystem services / GRI 101-8 /

As noted above, KPO operates within a limited area, whilst the land within and around the Company's facilities is owned and managed by various stakeholders. Historical and current patterns of land use in the region have shaped the present-day landscape, the level of biodiversity and the structure of ecosystems, which continue to be influenced by natural processes and human activity at both local and global levels.

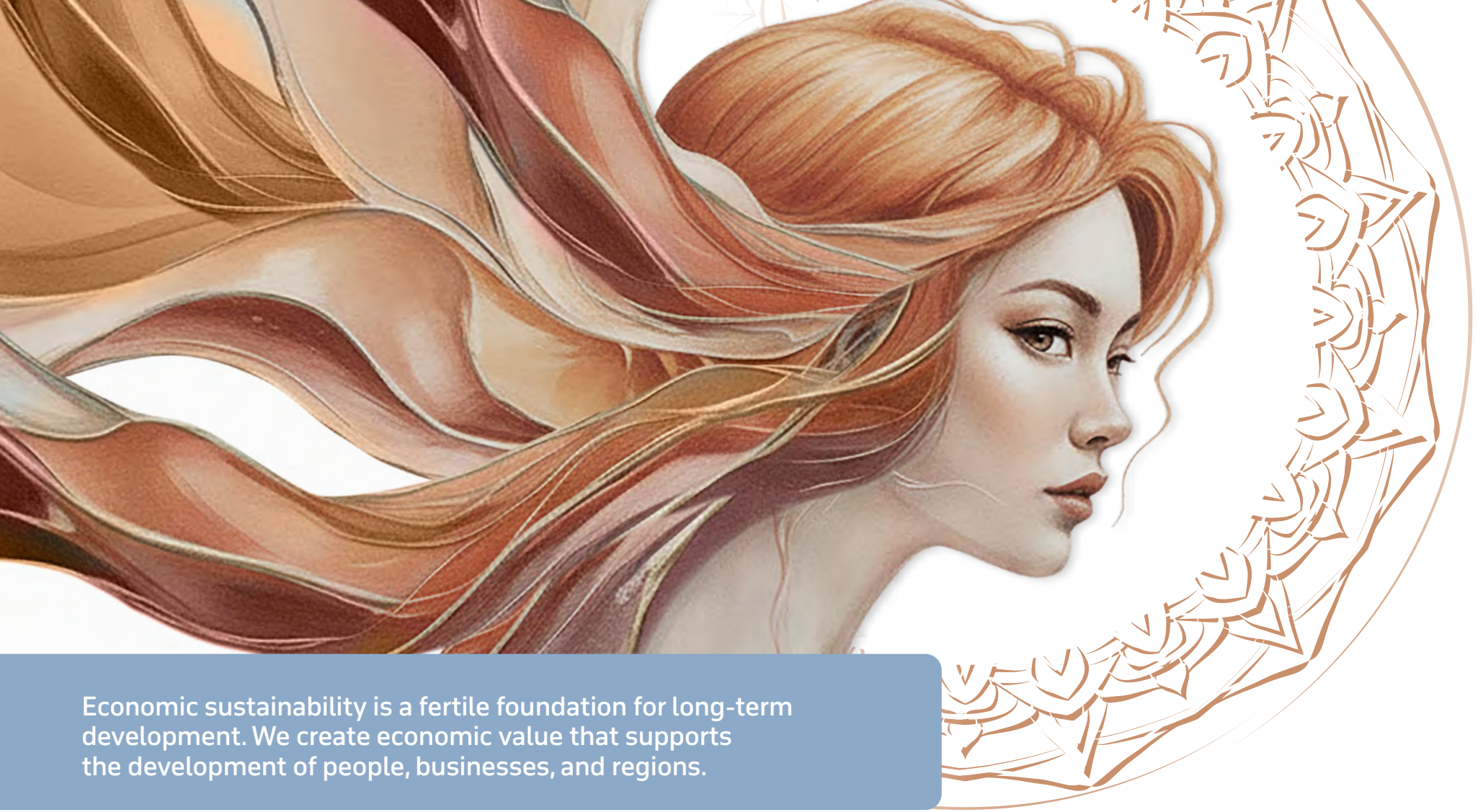
The Karachaganak oil and gas condensate field is situated in the north-western Kazakhstan, where until the 1950s, steppe landscapes covered vast areas; however much of this land was subsequently converted and developed for agricultural purposes. Nowadays, the process of ploughing up the steppes has largely come to a halt, and the remaining areas continue serving as habitats for a multitude of rare and vulnerable plant and animal species. Steppe ecosystems within the Karachaganak Field are preserved in a fragmented state. The plant communities boast a rich variety of flora and provide a habitat for many wild animals. There is a considerable diversity of bird species, including both resident and migratory birds.

Given the global decline in steppe ecosystems, even small steppe areas found within the Karachaganak Field are important for nature conservation.

Agricultural and fallow lands are the dominant ecosystem type at the Karachaganak Field and adjacent areas. Fallow lands are characterized by various stages of natural vegetation recovery, ranging from weed-dominated to wormwood-dominated and steppe communities. As natural vegetation recovers on fallow lands, steppe species gradually colonize the area.

The Karachaganak Field is situated in the Berezovka River basin, which flows between the Ilek and Utva rivers. The aquatic and riparian ecosystem is characterized by a wide variety of biotopes (ponds, streams, riverbank cliffs, coastal meadows and steppes, reed beds, shrubs and woody thickets, and floodplain forests) and a rich diversity of animal species.

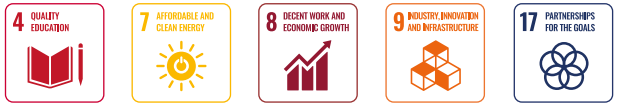




Economic sustainability is a fertile foundation for long-term development. We create economic value that supports the development of people, businesses, and regions.

ECONOMIC IMPACT

152 Payments to the Republic
154 Supply chain
156 Local Content development
160 Supporting social infrastructure
162 Power supply



/ GRI 2-23 /

Business principle:

COMMUNITIES

We aim to be good neighbours by continuously improving the ways in which we contribute directly or indirectly to the general wellbeing of the communities within which we work.

We build productive, collaborative and trusting relationships with government, our shareholders, our business partners, the local communities where we work and with each other.

Business principle:

ECONOMIC

We seek to compete fairly and ethically within the framework of applicable competition laws.

2025

Supply chain

426
contractors and suppliers

Over **1.38** US$ bln
Contracts and contract amendments

Local content share in goods, works and services:

60.8 %
or
704.21 US$ mln

Social and Infrastructure Projects

19
projects completed in the WKO

30.1 US$ mln
Total invested

Power supply to the WKO

183.8 mln kwh

Payments to the Republic of Kazakhstan

1.797 US$ bln

PAYMENTS TO THE REPUBLIC / GRI 207-1, 207-2, 207-3, SDG 8.1 /

KPO performs its operations as the Operator in conformity to the terms of the Final Production Sharing Agreement (hereinafter 'FPSA') executed between the Karachaganak Project shareholders and the Government of the Republic of Kazakhstan. / GRI 2-1 /

The Venture is financed by shareholders and all main assets built or acquired by KPO are not written off, exhausted or depreciated, considering the stipulated right of the shareholders to use the assets as per the FPSA. The FPSA envisages capitalization with regard to the debt and the capital. Accordingly, the KPO financial reporting does not contain information about the volumes of sales and results of financial and economic activities. The revenues resulting from the KPO activities are shared between the Government of the Republic of Kazakhstan and the shareholders who separately reflect information on their financial activities, including revenues, netbacks, capitalization and other in their financial reports. / GRI 2-6, 201-1 /

The KPO tax regime is regulated by the Final Production Sharing Agreement and the applicable tax legislation of the Republic of Kazakhstan. In accordance with the article XIX of the FPSA the current activities under the above-mentioned agreement is not subject to corporate income tax in Kazakhstan. The corporate income tax is a commitment of shareholders or Parent Companies of KPO and is reflected in their own financial reports. / GRI 207-4 /

During the last few years KPO has been repeatedly recognised as the second largest tax-payer, whose contributions amount to a substantial part of the entire tax income of the state budget, in the National Reports on implementation of the Extractive Industries Transparency Initiative in the Republic of Kazakhstan.

KPO strictly follows the RoK legislation norms and fulfils its tax legal relationships in accordance with the Extractive Industries Transparency Initiative (EITI) global standard that promotes reflection of the income transparency and accountability in the oil & gas and mining industries.

KPO, wherever possible, seeks to build up an open dialogue and co-operative relationship with the tax authorities based on the mutual respect and transparency in order to form a favourable environment for business development and social area in West Kazakhstan Oblast. When tax benefits or tax exemptions are applicable KPO also seeks to ensure their transparency and compliance with legislative and regulatory framework.

In practical terms, the KPO tax strategy consists of correct calculation of taxes, minimization of double taxation risks and prevention of any disputes with tax authorities. In relation with this, the Company's key principle is the timely payment of all taxes payable and prompt submission of all information required by the law or necessary for correct determination of taxes payable to the relevant authorities.

In accordance with Risk Management Systems (RMS) in place throughout Kazakhstan used in the planning and organisation of tax inspections, based on the tax authorities assessment, KPO was assigned a medium level of risk in the first quarter of 2025, a low level of risk in the second and third quarters of 2025, and in the fourth quarter of 2025 – a medium level of risk of possible non–fulfilment of tax obligations to the Republic.

For KPO, the level of risk could impact the amount of VAT return under the new VAT return rules with the RMS applied because the criteria to determine the level of taxpayer's risk (low / medium / high) in the majority of cases are identical to the risk level criteria applied to confirm the credibility of the exceeded VAT return amounts.



EXTRACTIVE INDUSTRIES TRANSPARENCY INITIATIVE

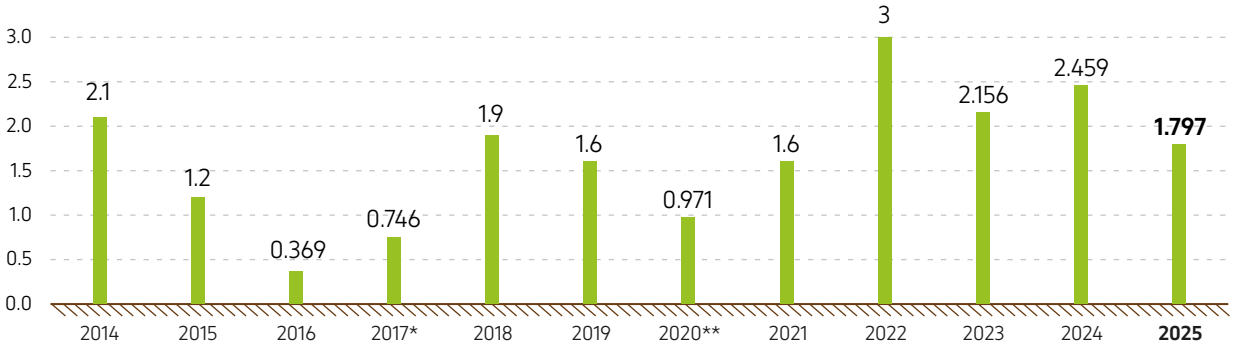
KPO supports the Extractive Industries Transparency Initiative (EITI) in order to ensure the transparency of revenues and the whole value creation chain in the process of natural resources management in the Republic of Kazakhstan (RoK).

In 2025, KPO paid taxes to the RoK budget in the amount of US$ 1.797 bln (as per the exchange rate in the internal SAP accounting system) in accordance with the EITI requirements. This information is reflected in the RoK National Report on the Extractive Industries Transparency Initiative for 2024.

KPO submits separate EITI reports on its tax liabilities to the RoK authorities from 2014.

KPO payments for the period from 2014 to 2025 are represented in Graph 31.

Graph 31. KPO taxes and compulsory payments in 2014–2025 (US$)



Note:
** Variance from the amount of 897MM published in the Sustainability Report 2017 is explained by the reflected return amount after the reconciliation of data between the payer and the beneficiary at a later stage.*
*** Starting from 2020 converting from KZT to US$ KPO uses calculations at the moment of payment in accordance with the internal SAP accounting system and not in accordance with the RoK National Bank rate as of the end of the accounting period.*

Information about the taxes, paid by KPO to the state budget of the RoK, is publicly available at http://egsu.energo.gov.kz in the section 'Final report on tax and non-tax payments/contributions from the RoK oil & gas and mining payers'.

WHY IS IT IMPORTANT TO US?
/ GRI 3-3 /

KPO procurement process is often challenged with economic risks, such as limited market competition, inflation, exchange rate fluctuation, increase of raw material costs, supply chain disruptions due to geopolitical matters or natural disasters

To mitigate such risks, KPO undertakes the following:

- develops technical specifications and tender requirements in a transparent and objective way to ensure both a fair and a competitive environment;
- searches for new logistics routes and alternative sources of supply;
- applies various compensation mechanisms and measures in the contract terms and conditions to secure KPO interests against potential economic fluctuations, as described further in this chapter.

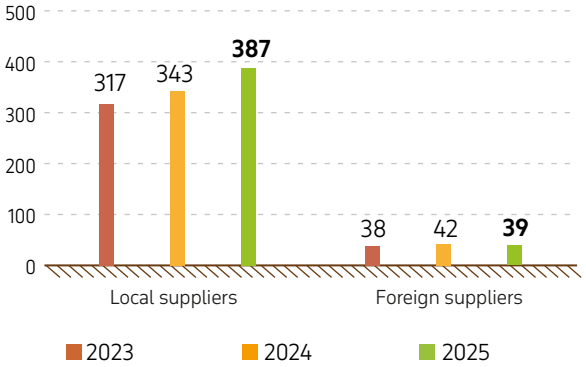
SUPPLY CHAIN / GRI 2-6, SDG 8.1, 8.3 /

For the Republic of Kazakhstan, the development of the Karachaganak Field is by far more than just a simple generation of income and taxes from oil and gas production. This is also an establishment of long-term and strong partnerships, which is supposed to positively impact and promote economic development in the region and in the country.

Working with local suppliers and contractors constitutes an essential part of the economic development of the region and Kazakhstan as a whole.

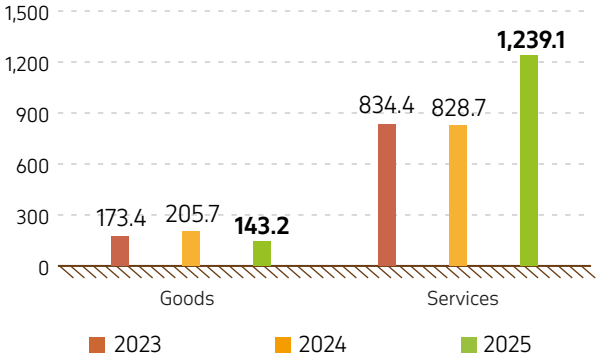
In 2025, KPO awarded contracts and contract amendments to 426 contractors and suppliers, nearly 91% of which were local entities.

Graph 32. KPO contractors and suppliers, 2023–2025



In 2025, KPO signed 338 contracts and contract amendments for delivery of goods worth about US$ 0.14 bln and 524 contracts and contract amendments for services worth over US$ 1.24 bln.

Graph 33. Value of contracts and contract amendments (mln US$), 2023–2025



The Company performs its contracts and procurement activities in compliance with the legislation and the Karachaganak Joint Operating Committee's Tender Procedures, which regulate the procurement of goods, works and services for the Karachaganak Project.

KPO is committed to conducting its business ethically and in compliance with the established Code of Conduct, all the applicable laws and regulations. KPO maintains contractual relationships with suppliers and contractors, who uphold high standards and demonstrate true commitment to personal and process safety when providing services or goods, as well as sustaining the set standards of ethics, compliance and sustainable development. These ultimate principles are incorporated in and are evaluated at every stage of the contract and procurement process until the closure of the contract.
/ GRI 414-1 /

KPO regularly updates its standard terms and conditions of contracts to reflect the latest RoK legislation and KPO requirements. The standard contract terms and conditions include a number of provisions, which cover Ethics and Business Practices, anti-corruption and conflict of interest. Aiming at strengthening social responsibility of contractors and to ensure stable social environment within their staff. Since 2022, KPO has been applying the provisions for industrial relations between KPO and its contractor's organisations or business partners. More details on this are provided in the 'Industrial relations' section of this Report

Digital tools are widely applied in KPO contractual activities. In accordance with the latest Tender Procedure, since 2020, KPO has been accepting electronic documents in processing tender submissions which extensively accelerates bid processes. The Tender Procedures focus on the development of local content including goods manufacturing in the Republic of Kazakhstan by means of early tenders, trial orders, contracts in exchange of investments, conditional bid reduction, and Kazakh-only tenders.

At the end of 2023 KPO successfully awarded the contract for provision of e-procurement system, implementation support, run and maintain services. This will allow KPO to digitalize procurement process and increase its efficiency. As the first stage of implementing the new e-procurement system, in 2025 the functionality for online registration of potential vendors was put into operation.

COMMUNICATION WITH POTENTIAL SUPPLIERS / GRI 2-29, 3-3 /

KPO uses multiple opportunities to engage with potential suppliers and contractors and presents its requirements to the market participants to promote local content development.

[A]To enhance the competitiveness of local contractors and suppliers, as well as to reduce the risk of disqualification, KPO organizes structured pre-tender engagement sessions. During such sessions, tender participants receive detailed explanations of KPO's tender requirements and become familiar with practical recommendations based on accumulated experience[A].

Development of local producers including cooperation with internationally recognised and experienced suppliers of goods, works and services are also encouraged. As a transparent operator, KPO annually publishes its procurement plans on its website at https://www.kpo.kz/en/suppliers/contract-plan.

Potential suppliers interested in participating in KPO tenders are encouraged to register and keep their 'vendor's profile' up-to-date in KPO Vendor database (please see details at www.kpo.kz). It is very important for potential contractors and suppliers to provide accurate and relevant information on their competencies and experience to be considered by KPO in its sourcing strategies.

[A]KPO provides opportunities for companies to ask questions on the page https://cp.kpo.kz/ on its website. The questions are directed to the relevant KPO departments. There is also a section with answers on 'Frequently Asked Questions' available on this page[A].

Delivering the Local Content targets is not optional, it is commitment of KPO and all its employees to the Republic of Kazakhstan. In view of this, KPO is actively engaged in the events conducted by Atameken, KazService, IMB Center and other oil-and-gas organisations or associations.

WHY IS IT IMPORTANT TO US?

/ GRI 3-3 /

KPO is committed to supporting Kazakhstan's government initiatives aimed at developing Kazakhstani suppliers and recognizes the strategic importance of expanding the participation of domestic manufacturers in the Karachaganak project. As part of these priorities, KPO has integrated special mechanisms to create conditions in the procurement process for participation of domestic manufacturers and opportunities to stimulate their involvement in the Project's supply chain.

At the same time, KPO, the PSA Authority representing of the Republic of Kazakhstan, and representatives of domestic businesses acknowledge the existence of a number of risks. Among the key issues are variability in the quality of individual categories of Kazakhstani-produced goods, as well as potential increase in the cost of goods due to the limited availability of raw materials in the domestic market, changes to tax regulations, and the need to comply with international standards.

KPO continues to actively engage with stakeholders to mitigate these risks and create a sustainable and competitive ecosystem of local Kazakhstani suppliers.

LOCAL CONTENT DEVELOPMENT

/ GRI 2-29, 203-2, SDG 8.1, 8.3, 9.2, 9.3, 17.7, 17.17 /

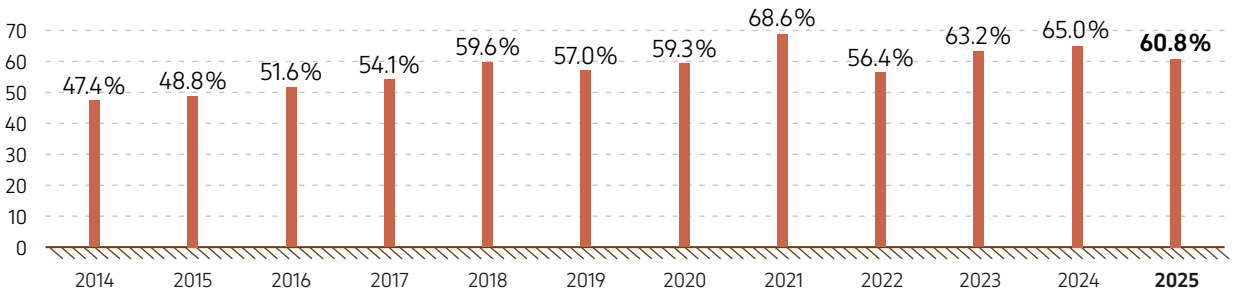
Since the start of the Karachaganak field development, KPO has been actively working to increase the local content share in the Karachaganak project by engaging Kazakhstani manufacturers and service providers. At the same time, we pay great attention to localizing manufacture of goods in the Republic of Kazakhstan. Such approach leads to a reduction in the share of imports and an increase in the volume of goods, works and services (GWS) of domestic origin in the total scope of goods, works and services purchased for the Karachaganak project.

Since December 2024, KPO has the Programme for the Development of Local Content in Goods, Works, and Services in the Karachaganak Project for 2024–2029. The programme defines KPO's long-term strategic objectives in the Local Content development, taking into account government initiatives for development of machine building, industrialization, and digitalization in the Republic of Kazakhstan, as well as key performance indicators for monitoring and evaluating performance. **/ GRI 3-3 /**

In 2025, KPO's initiatives for developing the Local Content succeeded to achieve the following results: **/ GRI 204-1 /**

- The share of local content in the procurement of goods, works and services in the Karachaganak project for 2025 amounted to 60.8% (equivalent of US$ 704.21 mln).
- US$ 110.6 mln worth of Kazakhstani-made goods had been purchased that made up 36.5% of the total scope of KPO purchases (of which the share of local content is 18.15% according to the CT-KZ certificate[16]).

Graph 34. Share of local content in the total scope of KPO purchases, 2014–2025 / GRI 204-1 /



[16] *A certificate confirming that the product was manufactured or processed in the territory of Kazakhstan. This certificate is intended for circulation in Kazakhstan, for example, when participating in procurement by subsoil users or in State procurement.*

The Company pays special attention to increasing the share of Local Content in the procurement of goods produced in Kazakhstan.

Since the signing of the FPSA in 1997, as of end 2025, the total share of local content in the procurement of goods, works and services (GWS) in the Karachaganak project exceeded US$ 11.5 bln. / GRI 204-1 /

The Company pays special attention to increasing the share of Local Content in the procurement of goods produced in Kazakhstan. For these purposes, the 'trial order' mechanism is actively used to verify the product's compliance with the Company's requirements with the subsequent option of long-term purchases or development of recommendations based on the pilot tests.

At the end of 2025, 19 trial orders have been initiated and are in progress, of which 12 contracts have been awarded under the trial order for the manufacture and supply of the following goods:

1. Fire engine,
2. Respiratory protective devices,
3. Hydrogen sulphide (H_2S) filter hoods,
4. Insulating jackets (insulating materials),
5. Hard hats (PPE),
6. Safety boots (PPE),
7. Protective gloves (PPE).

As part of the commitment to support the sustainable development of local suppliers in the region of its presence, the West Kazakhstan Oblast (WKO), by the end of 2025, KPO has paid US$ 548.33 mln to the WKO enterprises for the supply of goods, works and services, in which the share of local content has amounted to US$ 386.08 mln or 70.41% (the details are given in Table 54).

Table 54. Share of local content of KPO in the supply of goods, works and services in the WKO for 2025

Description	Number of contracts	Number of contractors	Cost, US$ mln	Local content share, %	Local content share, US$ mln
Goods	130	60	58.88	30.65%	18.04
Works	52	30	333.21	64.93%	216.36
Services	203	104	156.24	97.08%	151.68
TOTAL	385	194	548.33	70.41%	386.08

Additionally, KPO on a regular basis invites enterprises of the West Kazakhstan Oblast, including those in the machine building sector, to participate in market research and bidding for supply of goods, works, and services, as well as in various events held by the Company in order to develop and enhance competitiveness of local businesses.



LONG-TERM INITIATIVES / GRI 2-28 /

KPO actively cooperates with the International Machine Building Centre (IMBC) established to promote development of oil and gas products in Kazakhstan.

The mission of IMBC is to promote sustainable development of oil and gas products in Kazakhstan and increase local content in the Operators' procurement. IMBC analyses procurement processes, generates demand forecasts, develops solutions, and provides technical support to manufacturers. IMBC develops capacity development plans (CDPs) to enhance the capabilities of domestic companies. In addition, IMBC serves as a link between operators and investors interested in localizing oil and gas equipment manufacture in Kazakhstan, as well as various financial institutions and government agencies to support such investment projects.



During the pre-qualification process of suppliers and when conducting bids, KPO takes into account the implemented CDPs, as well as those foreign manufacturers who have localized their production in Kazakhstan. Thus, IMBC provided KPO with 18 Capacity Development Plans issued to 18 local manufacturers, as well as over 30 potential investment cases.

As part of cooperation with the IMBC, in 2024–2025, 28 memorandums of understanding were signed with local companies, whereas 22 memorandums have been implemented to date:

- 15 contracts worth a total of US$ 9.6 mln (KZT 4.8 bln) were awarded to 13 companies that signed the memorandum;
- Nine manufacturers/companies were involved in the procurement process.

KPO will continue implementing six memorandums by engagement of the signatories in the procurement process.

Throughout 2025, KPO has actively participated and played a key role in the jointly held events, such as:

- IMBC forum on 10th October 2025 in Aktau;
- Open Day – 10th October 2025 in Aktau, where five Memorandums of Understanding were signed.

Since the implementation of the Original Equipment Manufacturing (OEM) localization initiative in 2019, KPO has signed 16 product localization roadmaps and concluded 8 contracts with Original Equipment Manufacturers (OEMs) worth over US$ 48.2 mln. As a result, in 2025, deliveries of the high-tech OEM goods manufactured in the Republic of Kazakhstan were made in excess of the actual local content's percentage in contractual obligations.

KPO will further continue implementing roadmaps that provide for attracting additional investment and expanding the list in cooperation with the IMBC.

Since the implementation of the Original Equipment Manufacturing (OEM) localization initiative in 2019, KPO has signed 16 product localization roadmaps and concluded 8 contracts with Original Equipment Manufacturers (OEMs) worth over US$ 48.2 mln.

ENGAGEMENT ON LOCAL CONTENT ISSUES / SDG 17.16, 17.17 /

Since local companies play a crucial role in KPO's operations, the Local Content Development Group has introduced the practice of holding online webinars on technical issues. KPO technical specialists applied these joint efforts implemented with the engagement of the Contracts and Procurement Department and HSE Department, to overcome misunderstandings and maintain communication between the Company and the local supplier community.

The webinars, which served as an important platform for information exchange, focused on key aspects of the Company's local content development strategy, procurement processes, and technical requirements for products such as steel structures, actuators, compressors, warehouse equipment, and etc. Conducted in the form of interactive presentations and practical Q&A sessions, the webinars enabled the local suppliers to gain knowledge and tools needed for successful participation in bidding and make a significant contribution to local content development initiatives.

These online events held throughout the year have contributed to the creation of a collaborative atmosphere, strengthening relationships between KPO and local organizations and, as a result, achieving the company's ambitious Local Content goals. In 2025, representatives from over 160 local manufacturers and foreign companies interested in localization or intending to do so took part in four sessions.

In 2025, KPO continued enhancing interregional cooperation and comprehensively develop its local content commitments. As part of the implementation of the sustainable procurement strategy and support to the Kazakhstani suppliers, KPO top management, together with representatives of the Ministry of Energy of the Republic of Kazakhstan and the Authorized Body 'PSA' LLP, have carried out working visits to the following regions: Karaganda, West Kazakhstan Oblast, Astana, and Aktau.

This initiative was designed to provide a comprehensive overview of the production capabilities of domestic companies and to expand their opportunities for participation in the KPO supply chain. The events, which included exhibition sessions and targeted visits, where 80 local suppliers had the opportunity to present their expertise and engage in a direct dialogue with KPO representatives, have culminated in the following outcome:

- 28 companies were included in the market research;
- 21 companies were invited to participate in bidding;
- Six contracts were signed with the five Kazakhstani suppliers for a total of US$ 9.3 mln.

The awarded contracts covered a wide range of categories: oil metering equipment, fire engines, concrete slabs, electrical materials, as well as long-term supplies of safety equipment.

These results confirm KPO's contribution to development of the local economy, the enhancement of the competencies of domestic suppliers, and consistent implementation of responsible procurement practices in accordance with corporate procedures and sustainable development principles.

Implementation of Auyl Amanaty Programme

On 21st July 2024, as part of a working visit by the Deputy Prime Minister of the Republic of Kazakhstan, KPO signed a Memorandum of Cooperation with the Akimat of the West Kazakhstan Oblast aimed at supporting implementation of the State program 'Auyl Amanaty' ('Trust in the Village') in order to increase the income of the rural population.

The West Kazakhstan Oblast Akimat has identified five leading key enterprises: *'Rubezhenskiy' Agricultural Production Cooperative, the 'Kaverin' Individual Entrepreneur, the 'Arystanov' Farm, the 'Uralskaya Ptitsefabrika' LLP and 'Batys Nyk' LLP* to engage the maximum number of agricultural producers in the Karachaganak project through KPO business partners.

KPO's business partners have actively supported this initiative and, since 2025, have been monthly purchasing products (such as butter, vegetables, chicken eggs, beef, and lamb) from anchor enterprises worth over KZT 1 bln that unite agricultural producers in the West Kazakhstan Oblast. Thus, the programme has reached over 500 agricultural enterprises.

Agriculture is one of the key sectors in the economy of Kazakhstan and the West Kazakhstan Oblast. Increasing incomes and creating new jobs are key priorities of government policy. Given the social significance of the project, KPO plans to actively support implementation of this initiative.

SUPPORTING SOCIAL INFRASTRUCTURE / GRI 203-1, SDG 9.1, 17.17 /

KPO implements social and infrastructure projects in the West Kazakhstan Oblast (WKO) on the annual basis under the terms of Annex 5 to the Final Production Sharing Agreement.

A list of social and infrastructure projects is annually agreed between KPO and the WKO Akimat. The list is compiled by the WKO Akimat in line with the state priorities and considering the needs for development of the West Kazakhstan Oblast infrastructure, education and healthcare systems, as well as sports and infrastructure in the region. Further, the list of the projects is approved by the KPO Joint Operating Committee.

From the moment of endorsement KPO manages projects, including procurement processes, until the facilities are fully completed and then handed over to the balance sheet of the Republic of Kazakhstan. In cases when the projects are not completed by the year end, the unspent funds are carried over to the next calendar year. All social and infrastructure projects are performed by Kazakhstani contractors. / GRI 3-3 /

> The Company continues supporting the development of sports infrastructure and improving conditions for healthy lifestyle amongst the population.

In 2025, KPO completed major overhauls of the five significant facilities in Uralsk: four educational institutions – secondary schools No. 17 and No. 9, boarding school No. 11 for gifted children named after Seifullin S., and the music school named after Dina Nurpeisova. The Youth Culture Centre, one of the city's key public spaces, was also fully renovated.

An important contribution was made to the development of the regional healthcare system. In particular, the district hospital building in Shyngyrlau village was renovated to strengthen the district's healthcare infrastructure.

To improve the cultural sphere, three cultural centres in the Burlin district underwent major renovation, and a rural club was built in Dostyk village of the Baiterek district.

The Company continues supporting the development of sports infrastructure and improving conditions for healthy lifestyle amongst the population. In 2025, the construction of the two Sports and Recreation Complexes was completed in Darinsk village of the Baiterek district, and Akzhaiyk village of the Terekta district, as well as three cultural and sports complexes in Zhaksybai village of the Zhanibek district, Shoptikol village of the Karatobe district, Kyzyltal village of the Burlin district, and two sports halls in the Burlin district. All complexes are fitted out with modern equipment, meet current standards, and offer comfortable conditions. The high-quality implementation of the facilities allows for a wide range of sporting events and training sessions to be held.

As part of a systemic project to provide the rural population with access to modern educational institutions, implemented jointly with the WKO Akimat, the construction of a school in the Konys village of the Kaztalovsky district, was completed. / SDG 4.a /

In addition, consumables were supplied as part of a project to establish a vocational training centre based on the existing State college in Aksai. The project is being implemented as agreed by the WKO Akimat with the aim of import substitution as well as training and development of local manpower for the in-demand jobs' categories 4 and 3 at enterprises to increase the competitiveness of Kazakhstani personnel. Earlier in 2024, equipment and personal protective equipment were purchased. This procurement will not only allow new recruits to be trained in welding, but also will provide an opportunity for experienced master welders to confirm their qualifications.

As part of the Reclamation project of the territory of the former Berezovka and Bestau villages in the Burlin district, waste disposal work has been completed.

In addition, in 2025, the company continued work on the reconstruction of the two road sections of the republican highway 'Podstepnoye – Fedorovka – the Russian Federation border.'

Along with this, during 2025, new social and infrastructure projects were launched in the region, including the construction of seven schools in six districts and the renovation of the Zhastar Stadium in Aksai.

The list of projects completed in 2025 is shown in Table 55.

Tab. 55. Social and infrastructure projects completed by KPO in 2025 / GRI 203-1, SDG 17.17.1 (C171702) /

№	Project name	Actual costs (thous. KZT)*	Actual costs (thous. USD)*
1	Major overhaul of Secondary School No. 9 in Uralsk, WKO	1,115,710	2,259
2	Major overhaul of Secondary School No. 17 in Uralsk, WKO	904,236	1,828
3	Major overhaul of the building of the WKO Regional Kazakh Specialized Boarding School Complex for Gifted Children No. 11 named after Seifullin S.	1,259,419	2,541
4	Major overhaul of the building of the State Cultural Institution 'Children Music School after D. Nurpeisova' Uralsk	422,875	852
5	Major overhaul of buildings belonging to the State Municipal Management Organisation 'Youth Cultural Centre of the Department of Culture and Language Development of the City of Uralsk'	1,003,327	2,015
6	Major overhaul of the Chingirlau district hospital building	1,148,076	2,199
7	Construction of a cultural and sports complex in Zhaksybay village of the Zhanibek district, WKO	962,076	1,857
8	Construction of a cultural and sports complex in Shoptikol village of the Karatobe district, WKO	1,088,251	2,052
9	Construction of a sports and recreation complex for 150 seats in Darinskoe village of the Baiterek district, WKO	1,073,292	2,048
10	Construction of a sports and recreation complex for 120 seats in Akzhaiyk village of the Terekta district, WKO	1,073,025	2,057
11	Construction of a school for 60 pupils in Konys village of the Kaztalovsky District, WKO	1,201,241	2,305
12	Construction of a rural club in Dostyk village of the Baiterek district, WKO	708,183	1,359
13	Establishment of a Professional Training Centre based on the existing State College in Aksai	423,146	891
14	Major overhaul of the Cultural Centre building in Zharsuat village of the Burlin district, WKO	344,005	658
15	Construction of a Sports Hall in Zharsuat village of Burlin district, WKO	809,017	1,532
16	Major renovation of the Cultural Centre building in Kentubek village of Burlin district, WKO	266,300	507
17	Construction of a Sports Hall in Kentubek village of the Burlin district, WKO	809,498	1,535
18	Construction of a Cultural and Sports Complex in Kyzyltal village of the Burlin district, WKO	470,796	893
19	Major renovation of the Cultural Centre building in Bumakol village of the Burlin district, WKO	410,928	785
	TOTAL:	**15,493,401**	**30,173**

**Amounts are VAT inclusive*

POWER SUPPLY / SDG 7.1 /

For production needs within the Karachaganak field, KPO generates electrical power at its own Gas Turbine Power Plant (further as GTPP). Generated power is transmitted to the own production units: KPC, Unit 2, Unit 3, Gathering, Eco Centre, Pilot Camp, IT&T Data Centre in Aksai, Karachaganak – Atyrau transportation system covering the oil pumping station in Bolshoi Chagan and block valve stations 1-26.

Four turbines, three of which are dual-fuelled, are installed and operating at the KPO Gas Turbine Power Plant.

In 2025, annual boroscopic inspections of turbines were carried out at the GTPP to diagnose the internal condition of the turbine sections. The major inspection of the GTG3 was carried out March through April. The work was completed within the planned timeframe without delays. Materials and spare parts were supplied on time. In May, GTG1 was shut down to perform a minor inspection of the generator. Based on the results of this inspection, the condition of the generator stator winding insulation components was found to be unsatisfactory and required appropriate repairs. The repair of the GTG1 generator was completed in September 2025. The extended repair duration happened due to the manufacturing and delivery time of the insulating spare parts.

In summer, the export volumes were significantly limited due to technical equipment failures and the associated repair activities. The main reason for the reduction in available capacity was the unplanned repair of GTG2 in June and GTG3 in July. The simultaneous outage of two key generators led to a substantial decrease in total available power, which resulted in the need to restrict export volumes.

In addition, during the operation of the remaining two GTGs, electricity was imported from the WKO grid to meet KPO's production needs. In September, upon completion of the repair works, all four turbines were restored and brought back into operation. Furthermore, in October, a scheduled combustion chamber inspection of the GTG4 turbine was successfully carried out.

POWER SUPPLY TO THE WEST KAZAKHSTAN OBLAST / GRI 203-1 /

As part of the Karachaganak Field Final Production Sharing Agreement (Art.I, Section 1.1.), KPO generates and exports power to the West Kazakhstan Oblast. In average, in 2025 the capacity of electricity supplied to the West Kazakhstan Oblast communities during the winter period was around 28 MW and in summer – around 7 MW; on an annual basis, KPO supplied no less than 20 MW of electricity to meet the needs of WKO. Since 1 January 2025, KPO has been supplying electricity to the transmission company West Kazakhstan REC LLP, which acted as the guaranteed supplier responsible for providing electricity to consumers in the region.

In the course of 2025, the total volume of KPO power export to WKO was equal to ~ 183.8 mln kWh. Decrease of the power export in comparison with 2024 was due to the planned and emergency maintenance of turbines and generator. The terms and scope of planned preventive maintenance are regulated by the operating hours of the main GTPP equipment.

During 2025, electricity generation was mostly based on KPO's own gas. Purchases of gas from a third-party supplier to produce electrical energy for the needs of the region amounted to some 7.2% of the total volume of gas consumption at the Gas Turbine Power Plant. In addition to the above period, gas supplies from a third-party supplier were carried out during certain periods of unstable operation of the fuel gas production plant at section 5-339 of the KPC facility.

Supply of power and fuel gas in 2023–2025 is listed in Table 56.

Tab. 56. KPO's supply of power and the fuel gas use, 2023–2025

Description	UoM	2025	2024	2023
Power exported to WKO, including:	**mln kWh**	**183.84**	**217.74**	**226.79**
• to Batys Energoresursy LLP	mln kWh	0.0	217.74	202.74
• to Aksaienergo LLP*	mln kWh	0.0	0.0	24.05
• West Kazakhstan REC LLP	mln kWh	183.84	0.0	0.0
Use of fuel gas to generate power for WKO, including:	**mln m³**	**62.22**	**75.59**	**77.50**
• KPO gas sale to generate power for WKO	mln m³	57.77	63.36	61.07
• From the third-party supplier to generate power for WKO	mln m³	4.45	8.17	16.43

** Note. In 2023, up to 30 November 2023 KPO has been exporting power to power supply organizations, such as Batys Energoresursy LLP and Aksaienergo LLP. Starting from 1st December 2023 Aksaienergo LLP has terminated its business activity.*

*** Since 1 January 2025, KPO has been supplying electricity to the transmission company West Kazakhstan REC LLP, acting as the guaranteed supplier responsible for providing electricity to consumers in the region.*

POWER SUPPLY SYSTEM

The local power system at the Karachaganak Oil Gas Condensate Field consists of the 110 kV power grids, which, according to lines of responsibility, are owned by three entities represented by KPO, AksaiGasPromenergo JSC and Zapadno-Kazakhstanskaya REK LLP, as well as the KPO 35 kV power lines.

As part of the current initiative aimed at reducing failures and enhancing the stability of the infield power system, ongoing efforts are being carried out to modernize electrical equipment. The implementation of these measures is intended to significantly reduce production losses caused by the impact of electrical networks.

OBLIGATIONS TO SUPPORT OF THE USE OF RENEWABLE ENERGY SOURCES / GRI 201-2, OG2, SDG 7.2, 17.7 /

KPO generates power at its own Gas Turbine Power Plant, thus our Company is classified as a contingent consumer in accordance with the Law of the Republic of Kazakhstan on Support of the Use of Renewable Energy Sources (RES).

Contingent consumers are obliged to purchase power generated at the RES facilities in amounts proportional to their share of planned consumption in total power consumption volume of the Republic. As a responsible entity, KPO purchases appropriate scopes of the RES energy from the authorized organization 'Financial Settlement Centre on the RES Support' LLP, thereby complying with the legislative requirements aimed at supporting the renewables and contributing to the Green Energy development in Kazakhstan.

In 2025, KPO purchased such energy in the volume of 18,541,857 kWh (equivalent to 66,846 GJ) worth over KZT 640 mln.



Systems approach and accountability are an acknowledgment of the cyclical nature of development. We measure, analyze, and refine our actions, understanding that resilience is a continuous movement forward.

APPENDICES

165 Managing material topics
168 KPO contribution to UN SDG
172 GRI Content Index
188 Verification Report
192 Glossary
195 Feedback

APPENDIX 1. MANAGING MATERIAL TOPICS / GRI 2-23, 3-3 /

Good governance is essential for ensuring the sustainability of large-scale investments, and particularly important in a complex governance structure as the one of KPO in which our strong governance, internal controls and assurance processes are vital to our ongoing success.

In all aspects of its activities and in accordance with the FPSA, KPO operates to internationally recognized standards, which are implemented through several policies, procedures and appropriate best practices embedded in KPO's management systems.

KPO's management systems and regulatory documents related to sustainable development for each of material topics are shown on the following table. [A]All KPO policies are approved by General Director [A]. / GRI 2-24 /

Table 57. Managing documents on sustainability issues in KPO (by material topics) / GRI 3-3 /

Material topics		Management System documents
Social topics	Personnel development and training	Annual Training Plan; Business Continuity Plan for Training Development Centre; Training Planning and Budgeting Preparation Procedure for KPO Employees Enhanced Development Programme; KPO scholarship for national employees and their children;
	Industrial relations with contractors	Industrial Relations Policy; Contractor HSE Management Procedure; Schedule D – Contract HSE Requirements; Schedule H – Contract Industrial Relations;
	Freedom of association and collective bargaining	Collective Agreement; Policy on Labour Disputes;
	Security practices	Security Management System Framework; KPO Security Policy; In-House Investigation Policy; Employees' Personal Data Management Policy; KPO Clear Desk Policy;
	Equal opportunities, social, cultural and gender diversity	KPO ESG Charter; KPO Business principles; KPO Code of Conduct; Hotline; Ethic and Compliance Training Program; Compliance Investigations Procedure;
	Respect for human rights	

	Material topics	Management System documents
Socio-Environmental topics	**Occupational safety and health**	Health, Safety and Environmental Policy; Golden Rules; Life Saving Rules; Health, Safety and Environmental Management System Framework; Safety & Asset Integrity Controllership System Manual; H_2S Protection Strategy; KPO Strategic HSE Plan; KPO HSE Improvement Plan 2025; Safety Leadership & Culture Programme;
	Protection of health	No Smoking Policy; Prohibition on Use of Alcohol, Drugs, Psychotropic and Toxicomanic Substances (their analogues) in KPO; 2025 Health Promotion Plan; Fatigue Risk Management Programme; Mental Health Programme; Stress Resilience Programme;
	Process safety	Safety & Asset Integrity Controllership System Manual; Process Safety Fundamentals Guideline; Simultaneous Operations Risk Management Strategy; Barrier Model Guideline;
	Emergency Response	Terms of Reference for the KPO Civil Defence; Terms of reference for the KPO evacuation commission; Strategy for Protection of People in H2S Emergencies in the Field; Emergency Response Plan and Rectification of the Consequences of Accidents;
	Community relations: impact assessment and mitigation, grievance redress	KPO Social Performance Policy and Standards; KPO Community Grievance and Suggestion Management Procedure; Socio-economic Baseline and Impact Assessment Operating Procedure; Relevant Parties Operating Procedure; Cultural Heritage Operating Procedure; Involuntary Resettlement Operating Procedure; KPO Community Development Procedure;

	Material topics	Management System documents
Socio-Economic topics	**Employment and compensation**	Remuneration Policy for Kazakhstan Employees; Annual Pay Review; Procedure of Reduction of the number or the staff of KPO employees; Program on Voluntary Dissolution of Employment Relationship with Provision of Benefits for KPO Employees; Human Resources and Services Directorate Management System Manual;
	Local content in staff	2020–2025 Programme for Local Content Increase in Staff;
	Social infrastructure projects	Karachaganak Field's Final Production Sharing Agreement (Annex 5); Social Projects Department Management System; Social Investment Operating Procedure; Social and Infrastructure Projects Control Procedure; Social and Infrastructure Projects Management of Change Procedure;
	Sponsorship and charity	KPO Sponsorship and Donations Policy; KPO Scholarship Programme for Rural District Community;
	Supply of electrical power to regional network	Karachaganak Field's Final Production Sharing Agreement (Art.I, Section 1.1.);
	Anti-corruption and Compliance	Anti-Bribery and Corruption and Anti-Money Laundering Manual; Guidelines on Managing Conflicts of Interest; Trade Compliance Manual; Ethic and Compliance Training Program; Ethical Due Diligence Procedure;
	Local content development and its share in procurement of goods, works and services	Local Content Policy; Local Content Development Programme 2024–2029; Procedure on Reporting purchased goods, works and services; Local Content Audit Procedure; Early Tender-Trial Order Testing Procedure;

	Material topics	Management System documents
Economic topics	**Technologies and innovations**	Business Communications Social Media and Use of IT Policy; Digital Roadmap; Digitalization and Continuous Improvement Strategy;
	Estimated proved reserves and production	Reserves Re-Determination Report for the Karachaganak field;
	Procurement practices and supply chain	Contracts and Procurement Policy; Karachaganak JOC's Tender Procedures; Annex 1 to JOC Resolution dated April 2020; Ethical Due Diligence Procedure;
	Transparency of payments to the government (EITI)	Karachaganak Field's Final Production Sharing Agreement (Art.XIX); Tax Accounting Policy of Kazakhstan Branch of Karachaganak Petroleum Operating B.V.;
Environmental-Economic topics	**Climate change**	KPO-365 Business Strategy; KPO Green Strategy; KPO Environmental Concept;
	Energy efficiency	KPO Energy Policy and Green Rules; Energy Management System Manual; Guideline on Green Office; KPO Green Office Project Implementation Plan; Energy Management System Plan; Energy review and energy efficiency monitoring procedure;
	Environmental compliance	Environmental Impact Assessment Arrangement Procedure when developing planned activity projects; Emission, Waste Accumulation / Burial Limits Accounting and Monitoring Procedure; Environmental Legal Compliance Register; Action Plan on the Compliance with Requirements of the RoK Environmental Code;
	Environmental investments	KPO Environmental Protective Measures Plan; Summary Environmental Aspects Register KPO; Environmental Culture and Awareness Enhancement Program for 2025–2028;

	Material topics	Management System documents
Environmental topics	**Spills**	Oil Spill Contingency Plan; KOTS and Gathering main pipelines and infield pipelines rivers / aerial crossings oil;
	Air quality monitoring	PEC: Production Environmental Monitoring; Environmental Monitoring Data Assurance Programme;
	Reduction of GHG and pollutants' emissions	Air Emissions Management Procedure; Greenhouse Gas Emissions Management Procedure; Procedure for measuring industrial emissions with instruments at the KOGCF facilities; Vertical Flare Hydrocarbon Flaring Accounting and Reporting; Accounting and Reporting Procedure for hydrocarbons flaring at vertical and horizontal Flare Stacks; The methodology for calculating greenhouse gas emissions from fugitive emissions sources of Karachaganak Oil and Gas Condensate Field;
	Water conservation	KOGCF Water Strategy – Technical and Produced Water Management; Procedure for the management of water consumption and discharge, accounting and reporting during KPO water management activities; Karachaganak Field Potable and Technical Water Consumption Records and Report Procedure; Procedure for register, storage and utilization of saltsaturated subsurface water in cell No 2;
	Management of waste and effluents	KOGCF Waste Management Programme; Waste Management Procedure; Procedure on Acceptance and Classification of Waste at WMC (Eco Centre); Solid Industrial Waste Burial Landfill;
	Biodiversity and ecosystems conservation	Biodiversity Action Plan;
	Environmental grievance mechanisms	Odour Complaints Management Procedure for the communities adjacent to the Karachaganak field.

APPENDIX 2. KPO'S CONTRIBUTION IN ACHIEVING UN SDG

SDG targets	Chapter / topic disclosed in the ESG Report for 2025
3. Ensure healthy lives and promote well-being for all at all ages	
3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.	Occupational health: Disease control in employees, Healthy lifestyle promotion.
3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.	Occupational health: Prohibition on Use of Alcohol, Drugs, Psychotropic and Toxicomanic Substances (their analogues) in KPO, alcohol test.
3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.	Health and safety performance: Road safety
3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	Occupational Health: Improving the quality of Emergency care, Disease control amongst employees, Medical Insurance, Promotion of healthy lifestyle
3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	Asset Integrity, Emergency Response management, Safety Practices, Occupational Health: Workplace Attestation, Environmental monitoring, Air emissions, Direct Greenhouse Gas emissions, Waste management, Wastewater disposal and discharge of treated wastewater

SDG targets	Chapter / topic disclosed in the ESG Report for 2025
4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.	KPO scholarship programme and partnership with universities, Graduates Development Programme, Scholarship via KAZENERGY Association
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	KPO Scholarship Programme and Partnership with universities, Graduates Development Programme, Scholarship via KAZENERGY Association
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.	Supporting social infrastructure (construction of kindergartens, schools, sports complexes including in remote areas within the framework of social infrastructure projects)
5. Achieve gender equality and empower all women and girls	
5.1 End all forms of discrimination against all women and girls everywhere.	Compensations and benefits, Personnel training and development, KPO Female Network, Diversity and inclusiveness
5.4 Recognize and value unpaid care and domestic work.	Personnel statistics (data on Parental and child-care leaves at KPO)
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. 5.5.2 (C050502) Proportion of women in managerial positions.	KPO Female Network; Number of senior and mid-level managers (RoK citizens and expatriates) by age and gender

SDG targets	Chapter / topic disclosed in the ESG Report for 2025
6. Ensure availability and sustainable management of water and sanitation for all	
6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.	Wastewater disposal and discharge of treated wastewater; Reuse of treated and other wastewater; Waste Management
6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.	KPO Water supply sources; Re-use of treated and other wastewater.
6.4.1 (C060401) Change in water-use efficiency over time.	KPO Water withdrawal excluding associated formation water; KPO water consumption by source.
6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.	Biodiversity Conservation
7. Ensure access to affordable, reliable, sustainable and modern energy for all	
7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.	Power supply
7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	KPO Business Strategy; KPO 365' Strategy; Obligations imposed by the Law on Support of the Use of Renewable Energy Sources
7.3 By 2030, double the global rate of improvement in energy efficiency.	Energy Consumption and Efficiency

SDG targets	Chapter / topic disclosed in the ESG Report for 2025
8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	
8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries.	Indirect economic impact of KPO activities on the region development: Supply Chain, Local Content development, Payments to the Republic, Compensations and Benefits
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises.	Supply Chain, Local Content Development, Local Communities
8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.	KPO Business Strategy; KPO 365' Strategy; Climate Change and Energy Transition.
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	Diversity and Inclusiveness; Compensations and Benefits; Industrial Relations.
8.7 Take immediate and effective measures to eradicate forced labour.	Human Rights, Industrial Relations
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Health and Safety Performance; HSE Improvement Plan for 2025; Safety leadership and culture; HSE Card Programme; Occupational Health: Out targets in health protection; Occupational Health: Workplace Attestation; Employee Relations; Industrial Relations.

SDG targets	Chapter / topic disclosed in the ESG Report for 2025
9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	
9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	Supporting Social Infrastructure.
9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.	Local Content Development
9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	KPO Business Strategy; 'KPO 365' Strategy, Drilling Technologies; Turnaround; Development Projects; Digitalization and continuous improvement, Obligations imposed by the Law on Support of the Use of Renewable Energy Sources, Environmental Protective Measures Plan for 2025.
10. Reduce inequality within and among countries	
10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	Business Conduct; Code of Conduct; Diversity and inclusiveness.
10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	Engagement with Trade Unions (Collective Agreement); Industrial Relations.
11. Make cities and human settlements inclusive, safe, resilient and sustainable	
11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.	Research on preservation of historical and cultural heritage sites; Sanitary Protection Zone; Biodiversity Conservation; Case study #3 'Move of the monument from Berezovka village to Araltal neighbourhood'.

SDG targets	Chapter / topic disclosed in the ESG Report for 2025
12. Ensure sustainable consumption and production patterns	
12.1 Implement the 10-Year Framework of Programmes on Sustainable Consumption and Production Patterns, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries.	KPO Business Strategy; KPO 365 Strategy; Development Projects.
12.2 By 2030, achieve the sustainable management and efficient use of natural resources.	KPO Business Strategy; KPO 365 Strategy; Environmental Impact; Climate Change and Energy Transition. KPO Green Strategy.
12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.	Waste Management; Wastewater disposal and discharge of treated wastewater; Reuse of treated and other wastewater.
12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Waste Management.
12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	'KPO 365' Strategy; Technologies in drilling; Environmental Impact; Digitalization and Continuous Improvement.
12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.	KPO Sustainability Reports for the periods from 2009 to 2025, 10th Principle of the KPO ESG Charter; 'Material topics and Stakeholder Engagement'.
13. Take urgent action to combat climate change and its impacts	
13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	Climate-related risks and opportunities; Climate change and energy transition; 'KPO 365' Strategy, KPO Green Strategy
13.2 Integrate climate change measures into national policies, strategies and planning.	Climate-related risks and opportunities; Climate change and energy transition; 'KPO 365' Strategy, KPO Green Strategy.

SDG targets	Chapter / topic disclosed in the ESG Report for 2025
13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	'KPO 365' Strategy; Climate change and energy transition; KPO Green Strategy.
15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	
15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.	Biodiversity Conservation.
15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.	Sanitary Protection Zone: Project 'Organization and improvement of the estimated KOGCF sanitary protection zone'.
15.3 By 2030, combat desertification, restore degraded land and soil including land affected by desertification, drought, and floods and strive to achieve a landdegradationneutral world (LDN).	Local Communities: The Demolition and Land Reclamation Project of the former Berezovka and Bestau Villages.
15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	Biodiversity Conservation.
16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	
16.5 Substantially reduce corruption and bribery in all their forms.	Business Conduct.
16.6 Develop effective, accountable and transparent institutions at all levels.	Governance structure and management approach.
16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.	Material topics and Stakeholder Engagement; Environmental Public hearings, Grievance mechanisms. Tools – website kpo.kz; annual KPO ESG Report.
16.b Promote and enforce non-discriminatory laws and policies for sustainable development.	KPO Code of Conduct, KPO Business Principles, KPO ESG Charter; 'KPO 365' Strategy.
17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	
17.7 Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed.	Local Content Development; Local Communities; Obligations imposed by the Law on Support of the Use of Renewable Energy Sources; Best Available Techniques (BAT) for environmental protection.
17.14 Enhance policy coherence for sustainable development.	KPO ESG Charter; 'KPO 365' Strategy.
17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.	Material Topics and Stakeholder Engagement; Business partnerships and associations; Local communities. Annual events: Uralsk Green Forum; Industrial Relations Forum, Local Content forum.
17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	Material Topics and Stakeholder Engagement; Business partnerships and associations; Supporting Social Infrastructure, Local Content Development, Local Communities. Conduction of Uralsk Green Forum, Industrial Relations Forum.

APPENDIX 3. GRI CONTENT INDEX

Statement of use

The ESG-Report of the Kazakhstan branch of Karachaganak Petroleum Operating B.V. was prepared in accordance with the GRI Standards for the period 01.01.2025 - 31.12.2025.

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

GRI 11: Oil and Gas Sector 2021, G4 Oil & Gas 2012.
GRI 101: Biodiversity 2024

This report has been verified by the Price Waterhouse Coopers LLP (PwC) for compliance with the requirements of the GRI Standards. PWC performed a limited independent assurance of 13 general indicators: 2-1, 2-7, 2-8, 2-15, 2-16, 2-22, 2-23, 2-24, 2-25, 2-26, 2-27, 2-29, 2-30, as well as six (6) specific disclosures in the Report, namely: 302-1, 303-3, 303-4, 305-1, 306-3, 403-9.

UNIVERSAL STANDARDS				
No.	**Disclosures**	**Location**	**Comments / Omissions**	**External assurance**
GRI 2: General disclosures 2021				
The organization and its reporting practices				
2-1	Organizational details	4, 22, 44, 152, 198 (back cover)	KPO's legal form is a Closed Joint-Stock Company (CJSC)	A
2-2	Entities included in the organization's sustainability reporting	This Report covers the operations and development projects of the KPO B.V. Branch in Kazakhstan		
2-3	Reporting period, frequency and contact point	6, 198 (back cover)		
2-4	Restatements of information		No restatements of information	
2-5	External assurance	8		
Activities and workers				
2-6	Activities, value chain and other business relationships	22, 44-47, 152, 154	No significant changes	
2-7	Employees	83-84	b-iii - KPO does not have employees with non-guaranteed working hours. b-v - KPO does not have part-time employees. e - There were no significant fluctuations in the number of employees during the reporting period.	A

UNIVERSAL STANDARDS				
No.	**Disclosures**	**Location**	**Comments / Omissions**	**External assurance**
2-8	Workers who are not employees	83, 97, 99	a - As of 31.12.2025, the number of contractors employees amounted to 16,704 people. b - The number of contractors employees is determined on the basis of passes to the KOGCF facilities; Disclosure of employees turnover by type of contract is not applicable, due to employees turnover includes employees on a direct contract and sending parties' employees (from recruitment agencies). Employees seconded by parent companies are included in the turnover statistics of parent companies.	A
Governance				
2-9	Governance structure and composition	22-23, 25		
2-10	Nomination and selection of the highest governance body	22, 24		
2-11	Chair of the highest governance body	22		
2-12	Role of the highest governance body in overseeing the management of impacts	23, 25, 27-28		
2-13	Delegation of responsibility for managing impacts	23-24, 27-28		
2-14	Role of the highest governance body in sustainability reporting	6		
2-15	Conflicts of interest	33-34	b. Not disclosed	A
2-16	Communication of critical concerns	27, 32, 36, 87, 106		A
2-17	Collective knowledge of the highest governance body	8, 26	KPO Directors initiate and actively participate in numerous sustainability-related activities and events. The ESG Charter outlines management's commitments in relation to material topics, including engagement with stakeholders.	
2-18	Evaluation of the performance of the highest governance body	24	KPO, as a reporting organization, does not have access to this information. Parent companies report on these issues individually in their sustainability reports.	
2-19	Remuneration policies	24, 88-90	a-iii- Remuneration consultants are not engaged.	
2-20	Process to determine remuneration	88		
2-21	Annual total compensation ratio	88-89		

UNIVERSAL STANDARDS				
No.	**Disclosures**	**Location**	**Comments / Omissions**	**External assurance**
		Strategy, policies and practices		
2-22	Statement on sustainable development strategy	3, 8		A
2-23	Policy commitments	14, 16, 19, 21, 30-31, 33-36, 43, 59, 61-63, 67-69, 72, 80, 98, 101, 104-106, 109, 111, 131, 151, 165	In cases where there is a risk of serious or irreversible impacts, the Company takes preventive measures even in the absence of full scientific certainty.	A
2-24	Embedding policy commitments	26, 30-31, 33, 35-36, 99, 111, 165-167		A
2-25	Processes to remediate negative impacts	32, 35-36, 54, 56, 99-100, 105-106, 110-111		A
2-26	Mechanisms for seeking advice and raising concerns	36, 82, 87, 99-101, 106		A
2-27	Compliance with laws and regulations	36-37, 114		A
2-28	Membership associations	17, 158	KPO is a member of the KAZENERGY association. Business partnerships and associations	
		Stakeholder engagement		
2-29	Approach to stakeholder engagement	14-15, 18, 59, 68-70, 101, 105, 111, 116, 155-156, 195-196		A
2-30	Collective bargaining agreements	88-89		A
		GRI 3: Material Topics 2021		
3-1	Process to determine material topics	14, 16, 111		
3-2	List of material topics	14, 16		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.1 GHG emissions					
Energy efficiency; Reduction of GHG and pollutants' emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.1.1	110-111, 119-120, 125, 127, 130-132, 145		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	11.1.2	131-132	302-1 - c (ii, iii, iv), d. Not applicable. KPO does not keep separate records on steam consumption and energy consumption for cooling; these data are included in the total amount of electricity consumption. KPO does not sell electricity, heat, air conditioning and steam. f. - KPO applies standards, methods and convensions regulated by the RoK normative documents in energy saving and energy efficiency. g - 1 TCE = 29.31 Unit Converter – Data Tools – IEA	A
	302-2 Energy consumption outside of the organization	11.1.3		Not applicable	
	302-3 Energy intensity	11.1.4	132	d - The KPO keeps records of energy consumption within the organization.	
GRI 305: Emissions 2016	305-1 Direct greenhouse gas emissions (Scope 1)	11.1.5	127-128	d - The KPO does not use the base year for calculations.	A
	305-2 Energy indirect (Scope 2) GHG emissions	11.1.6	128	d - The KPO does not use the base year for calculations.	
	305-3 Other indirect (Scope 3) GHG emissions	11.1.7	128, 129	Data on emissions from the combustion of diesel and gasoline in mobile sources is collected.	
	305-4 GHG emissions intensity	11.1.8	128		
G4 Oil and Gas Sector Disclosures 2012	OG6 Volume of flared and vented hydrocarbon		127		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.2 Climate adaptation, resilience, and transition					
Environmental investments; Environmental compliance; Climate change					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.2.1	110-111		
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	11.2.2	8, 10, 163		
G4 Oil and Gas Sector Disclosures 2012	OG2 Total amount invested in renewable energy		163		
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	11.2.3		Information incomplete	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria (partial disclosure)		36, 116	Information incomplete	
	308-2 Negative environmental impacts in the supply chain and actions taken		116		
Topic 11.3 Air emissions					
Air quality monitoring; Reduction of GHG and pollutants' emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.3.1	110-111, 120, 125, 127		
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	11.3.2	126-127		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	11.3.3	46	There were not registered any impacts with regards to customer health and safety.	

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.4 Biodiversity					
Biodiversity and ecosystems conservation					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.4.1	111, 118, 145-146		
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	11.4.2	145-146		
	101-2 Management of biodiversity impacts	11.4.3	145-146		
	101-4 Identification of biodiversity impacts	11.4.4	146, 148		
	101-5 Locations with biodiversity impacts	11.4.5	145-146, 148		
	101-6 Direct drivers of biodiversity loss	11.4.6	145-148		
	101-7 Changes to the state of biodiversity	11.4.7	146, 148		
	101-8 Ecosystem services	11.4.8	149		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	11.4.2	148; Website https://kpo.kz: «Preservation of biodiversity»		
	304-2 Significant impacts of activities, products, and services on biodiversity	11.4.3	Website https://kpo.kz: «Monitoring of flora and fauna at KOGCF»		
	304-3 Habitats protected or restored	11.4.4	119		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	11.4.5	Website https://kpo.kz: «Preservation of biodiversity»		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.5 Waste					
Management of waste and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.5.1	111, 118-119, 140		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	11.5.2	140		
	306-2 Management of significant waste-related impacts	11.5.3	142		
	306-3 Waste generated	11.5.4	141, 143		A
	306-4 Waste diverted from disposal	11.5.5	142, 144		
	306-5 Waste directed to disposal	11.5.6	142-143		
G4 Oil and Gas Sector Disclosures 2012	OG7 Amount of drilling waste and strategies for treatment and disposal	–	141, 144		
Topic 11.6 Water and effluents					
Management of waste and effluents; Water conservation					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.6.1	111, 119, 134		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	11.6.2	134-135		
	303-2 Management of water discharge-related impacts	11.6.3	137		
	303-3 Water withdrawal	11.6.4	135-137		A
	303-4 Water discharge	11.6.5	137-138		A
	303-5 Water consumption	11.6.6	134-136, 139		
GRI 303: Water 2016	303-3 Water recycled and reused		139		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.7 Closure and rehabilitation					
Personnel development and training; Industrial relations with contractors; Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.7.1	81-82, 92, 99, 111		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	11.7.2	In accordance with the Collective agreement, KPO has the obligation to raise a minimum two-month (8 weeks) notice to Trade Unions in case of liquidation of the Company with a subsequent reduction in staff, system or amount of remuneration leading to deprivation of employees' conditions.		
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	11.7.3	85, 92-95, 97		
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	11.4.4	119		
Topic 11.8 Asset integrity and critical incident management					
Spills; Process safety; Emergency Response					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.8.1	54, 55, 57, 59, 69, 102	KPO impact boundary covers KPO facilities at the Karachaganak field, the export pipeline in West Kazakhstan and Atyrau oblasts. The topic covers KPO and contractors.	
GRI 306: Effluents and Waste 2016	306-3 Significant spills	11.8.2	144		
G4 Oil and Gas Sector Disclosures 2012	OG13 Number of process safety events, by business activity	11.8.3	54, 56		
Topic 11.9 Occupational health and safety					
Occupational safety and health; Protection of health					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.9.1	54-55, 63-64, 67-69, 71, 73-74, 76, 79, 102		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	11.9.2	29; website KPO http://kpo.kz: «Integrated HSE Management System»		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
	403-2 Hazard identification, risk assessment, and incident investigation	11.9.3	54-56, 64, 71, 77-78; website KPO http://kpo.kz: «HSE card programme»		
	403-3 Occupational health services	11.9.4	76-78		
	403-4 Worker participation, consultation, and communication on occupational health and safety	11.9.5	website KPO http://kpo.kz: «HSE card programme»		
	403-5 Worker training on occupational health and safety	11.9.6	57, 68, 96		
	403-6 Promotion of worker health	11.9.7	77-79		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	11.9.8	29, 54-55, 67		
	403-8 Workers covered by an occupational health and safety management system	11.9.9	29		
	403-9 Work-related injuries	11.9.10	64-66	There were no fatalities among both employees and non-employees during the reporting period. The number of total recordable injuries among employees = 3. The number of lost-time injuries among workforce who are not employees = 2. The number of total recordable injuries among workforce who are not employees = 8.	A
	403-10 Work-related ill health	11.9.11	77		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.10 Employment practices					
Employment and compensation; Personnel development and training; Industrial relations with contractors					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.10.1	81-82, 86, 90, 92, 99		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	11.10.2	85-86		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	11.10.3	89		
	401-3 Parental leave	11.10.4	86		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	11.10.5	In accordance with the Collective Agreement, KPO has the obligation to raise a minimum two-month (8 weeks) notice to Trade Unions in case of liquidation of the Company with a subsequent reduction in staff, system or amount of remuneration leading to deprivation of employees' conditions.		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	11.10.6	89, 96		
	404-2 Programs for upgrading employee skills and transition assistance programs	11.10.7	85, 92-95, 97		
	404-3 Percentage of employees receiving regular performance and career development reviews		90		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	11.10.8	35-36, 154		
	414-2 Negative social impacts in the supply chain and actions taken	11.10.9	74, 99, 101	The percentage of suppliers identified in 2025 as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of the assessment was 29.6%. One case of supplier relationship termination was registered s as a result of assessment of actual and potential negative social impacts.	
Topic 11.11 Non-discrimination and equal opportunity					
Increase of local content in staff; Respect for human rights; Social, cultural and gender diversity, equal opportunities					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.11.1	30, 81-82, 84, 87, 90	KPO impact boundary covers Kazakhstan. Terms of the Collective Agreement are reviewed every 2-3 years.	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		89	202-1-a. Not applicable There are no differences in salary levels by gender. Karachaganak O&G condensate field located in the Western Kazakhstan Oblast (Republic of Kazakhstan) relates to 'significant location of operations'.	
	202-2 Proportion of senior management hired from the local community	11.11.2	90	In the table «Increase of Local Content in KPO staff by categories of employees», the concept of 'Local' in the context refers to national employees, the citizens of the Republic of Kazakhstan. Karachaganak O&G condensate field located in the Western Kazakhstan Oblast (Republic of Kazakhstan) relates to 'significant location of operations'.	
GRI 401: Employment 2016	401-3 Parental leave	11.11.3	86		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	11.11.4	89, 96		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	11.11.5	82-83, 85, 90-91		
	405-2 Ratio of basic salary and remuneration of women to men	11.11.6	89	Karachaganak O&G condensate field located in the Western Kazakhstan Oblast (Republic of Kazakhstan) relates to 'significant location of operations'. Basic salaries are established for employee categories regardless of gender, and hence basic salaries for women and men are equal.	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	11.11.7	There were not registered any cases of discrimination during the reporting period.		
Topic 11.12 Forced labor and modern slavery					
Respect for human rights; Security practices; Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.12.1	30, 87	KPO impact boundary covers West Kazakhstan Oblast. Terms of the Collective Agreement are reviewed every 2-3 years.	
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor		31		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	11.12.2	31, 99		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	11.12.3	35-36, 154		
Topic 11.13 Freedom of association and collective bargaining					
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.13.1	30, 99	KPO impact boundary covers West Kazakhstan Oblast. Terms of the Collective Agreement are reviewed every 2-3 years.	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	11.13.2	99-100		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.14 Economic impacts					
Employment and compensation; Increase of local content in staff; Social infrastructure projects; Sponsorship and charity; Supply of electrical power to regional network; Local content development and its share in procurement of goods, works and services; Procurement practices and supply chain; Estimated proved reserves and production					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.14.1	81-82, 90, 107, 154, 156, 160		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	11.14.2	152		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		89	202-1-a. Not applicable There are no differences in salary levels by gender. Karachaganak O&G condensate field located in the Western Kazakhstan Oblast (Republic of Kazakhstan) relates to 'significant location of operations'.	
	202-2 Proportion of senior management hired from the local community	11.14.3	90	Local' in the context refers to national employees, the citizens of the Republic of Kazakhstan. Under the term «material region of the organization's operations» is meant the Karachaganak oil, gas and condensate field located in the West Kazakhstan Region of the Republic of Kazakhstan.	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	11.14.4	107, 160-162		
	203-2 Significant indirect economic impacts	11.14.5	156		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	11.14.6	156-157		
G4 Oil and Gas Sector Disclosures 2012	OG1 Volume and type of estimated proved reserves and production		44	Information incomplete	

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.15 Local communities					
Community relations: impact assessment and mitigation, grievance redress; Environmental grievance mechanisms					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.15.1	59, 105, 107	The KPO impact boundary covers the local communities in villages along the perimeter of the Karachaganak field and Aksai town in the Burlin district of WKO	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	11.15.2, 11.15.4	105-106, 107, 120-121, 124; website https://kpo.kz: «Atmospheric air monitoring in the villages adjacent to the Karachaganak field»		
	413-2 Operations with significant actual and potential negative impacts on local communities	11.15.3	145, website: «Resettlement of the Berezovka and Bestau villages: https://www.kpo.kz/en/sustainability/social-responsibility/community-engagement/resettlement-of-the-berezovka-and-bestau-villages» «Monitoring of resettled communities: https://www.kpo.kz/en/sustainability/social-responsibility/community-engagement/monitoring-of-resettled-communities»		
Topic 11.16 Land and resource rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.16.1	105, 107	The KPO impact boundary covers the local communities in villages along the perimeter of the Karachaganak field and Aksai town in the Burlin district of WKO	
G4 Oil and Gas Sector Disclosures 2012	OG12 Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process	11.16.2	105; website https://kpo.kz: «Resettlement of the Berezovka and Bestau villages», KPO Sustainability Report 2017, pp.105-106		

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.17 Rights of indigenous peoples					
Not applicable for Kazakhstan					
Topic 11.18 Conflict and security					
Security practices; Respect for human rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.18.1	87, 99, 102	The impact boundary covers KPO and contractors within the facilities of the Karachaganak field, the West Kazakhstan Oblast and the export pipeline facilities in the Atyrau Oblast	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	11.18.2	102		
Topic 11.19 Anti-competitive Behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.19.1	30		
GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	11.19.2	37		
Topic 11.20 Anti-corruption					
Anti-corruption and Compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.20.1	30		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	11.20.2	33, 35		
	205-2 Communication and training about anti-corruption policies and procedures	11.20.3	34-36		
	205-3 Confirmed incidents of corruption and actions taken	11.20.4	33	During the reporting period, there were no confirmed cases of corruption identified at KPO.	

TOPIC-SPECIFIC DISCLOSURES					
GRI Standard / Material topics	**Disclosure**	**GRI 11 Sector Standard Ref. No.**	**Location in Report (page)**	**Comments to SR / Omissions**	**External assurance**
Topic 11.21 Payments to governments					
Transparency of payments to the government (EITI)					
GRI 3: Material Topics 2021	3-3 Management of material topics	11.21.1	156		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	11.21.2	152		
	201-4 Financial assistance received from government	11.21.3	KPO did not receive monetary financial assistance from the republic for the reporting period and doesn't make any donations to government/political needs.		
GRI 207: Tax 2019	207-1 Approach to tax	11.21.4	152		
	207-2 Tax governance, control, and risk management	11.21.5	152		
	207-3 Stakeholder engagement and management of concerns related to tax	11.21.6	152		
	207-4 Country-by-country reporting	11.21.7	152		
Topic 11.22 Public policy					
As stated in the KPO Business Principles and the Code of Conduct, Political Payments or 'in-kind contributions' must never be made by KPO or by Trade Associations with KPO funds. KPO must not take part in party politics.					

APPENDIX 4. VERIFICATION REPORT

Independent practitioner's limited assurance report on Karachaganak Petroleum Operating B.V.'s selected sustainability information

To the Directors Committee of Karachaganak Petroleum Operating B.V.:

Limited assurance conclusion

We have conducted a limited assurance engagement on the selected sustainability information of Karachaganak Petroleum Operating B.V. Kazakhstan Branch (the "Company") as at 31 December 2025 and for the year then ended that is disclosed and marked with symbol "**A**" in the KPO ESG Report 2025 and is summarised in the Appendix 1 to this report (the "Selected sustainability information" and the "ESG Report" respectively).

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected sustainability information is not prepared, in all material respects, in accordance with the applicable criteria as presented in Appendix 1 to this report (the "Applicable Criteria").

Basis for conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance engagements other than audits or reviews of historical financial information* ("ISAE 3000 (Revised)"), issued by the International Auditing and Assurance Standards Board.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under this standard are further described in the Practitioner's responsibilities section of our report.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour**.**

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other matter

The comparative sustainability information related to GRI 303-4 (Water discharge) presented as at 31 December 2024 and for the year then ended was not subject to assurance. Our conclusion is not modified in respect of this matter.

PricewaterhouseCoopers LLP
Business Centre Q2, Kabanbay Batyr Ave. 15/1, 4th floor, Astana, Kazakhstan, Z05M6H9
T: +7 (7172) 55-07-07, F: +7 (7172) 55-07-08

www.pwc.com/kz

Responsibilities for the Selected sustainability information

Management of the Company is responsible for:

- the preparation of the Selected sustainability information in accordance with the Applicable Criteria;
- designing, implementing and maintaining such internal control as management determines is necessary to enable the preparation of the Selected sustainability information, in accordance with the Applicable Criteria, that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances;

The Directors Committee is responsible for overseeing the Company's sustainability reporting process.

Inherent limitations in preparing the Selected sustainability information

Under the Applicable Criteria there is a range of different, but acceptable, measurement and reporting techniques. The techniques can result in materially different reporting outcomes that may affect comparability with other organisations. The Selected sustainability information should therefore be read in conjunction of with the methodology used by management as described in the ESG Report, and for which the Company is solely responsible.

As discussed in the footnote to Table 41 "Dynamics of GHG emissions from KPO production activities, 2023-2025" in the Sustainability Report, greenhouse gas emissions quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Selected sustainability information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Selected sustainability information.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- determine the suitability in the circumstances of the Company's use of the Applicable Criteria as the basis for the preparation of the Selected sustainability information;
- perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal control; and
- design and perform procedures responsive to where material misstatements are likely to arise in the Selected sustainability information. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the Selected sustainability information. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of where material misstatements are likely to arise in the Selected sustainability information, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- obtained an understanding of the Company's reporting processes relevant to the preparation of its Selected sustainability information;
- performed inquires of relevant personnel on the Selected sustainability information; and
- conducted limited substantive testing on a sample basis on the Selected sustainability information.

Restriction on distribution and use

Our report is intended exclusively for the Directors Committee of the Company in accordance with the agreement between us, to assist the Management of the Company in reporting on the sustainability performance and activities of the Company and in responding to their governance responsibilities by obtaining an independent limited assurance report in connection with the Selected sustainability information. The Selected sustainability information therefore may not be suitable, and is not to be used, for any other purpose.

We permit this report to be disclosed in the ESG Report, which will be published on the Company's website.

The maintenance and integrity of the Company's website is the responsibility of management; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected sustainability information when presented on the Company's website.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company for our work or this report except where the respective terms are expressly agreed in writing and our prior consent in writing is obtained.

PricewaterhouseCoopers LLP

26 November 2026
Astana, Kazakhstan.

Annex 1 to the Independent practitioner's limited assurance report dated 26 November 2026

The Selected sustainability information for the year ended 31 December 2025 disclosed and marked with symbol "**A**" in the ESG Report and subject to limited assurance procedures together with the Applicable Criteria, comprising relevant GRI disclosure requirements of GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI) (the "GRI Standards") and where necessary supplemented with management's internally developed criteria are set out below:

#	Performance measure	Location	Applicable Criteria *
1	Organizational details	"Introduction", section "About this Report", paragraph 1	GRI 2-1
		"Our contacts"	
		"Governance", section "Governance structure and management approach", paragraph 1	
2	Employees	"Social impact", section "Care for people", subsection "Personnel Statistics", Table 20	GRI 2-7 a-b.
3	Workers who are not employees	"Social impact", section "Industrial Relations", "Why This is Important to Us", paragraph 1	GRI 2-8 a.
4	Conflicts of interest	"Governance", section "Compliance", subsection "Anti-Bribery and Corruption": "Conflict of Interest", paragraphs 1, 2 and 4	GRI 2-15
5	Communication of critical concerns	"Governance", section "Compliance", subsection "Anti-Bribery and Corruption": "Hotline and Other Compliance Measures", paragraph 3" Social impact": Section "Care for people", subsection "Employee Relations": "Grievance mechanisms and employee engagement", Table 22; Section "Industrial Relations", subsection "Monitoring of contractor organisations", paragraph 6; Section "Local Communities", subsection "Community feedback mechanism", paragraph 1.	GRI 2-16 b.
6	Statement on Sustainable Development Strategy	"Introduction", section "Letter from General Director", paragraph 6	GRI 2-22
		"Introduction", section "KPO Mission and Strategy", subsection "Our Mission", paragraph 1	
		"Introduction", section "KPO Mission and Strategy", subsection "KPO Business Strategy", paragraph 1	
7	Policy commitments	"Introduction", section "Material Topics and Stakeholder Engagement", Figures 2 and 3	GRI 2-23
		Appendix 1 "Managing material topics", paragraph 3	
		"Governance", section "Business Conduct": Subsection "KPO Business Principles", paragraphs 1 and 3; Subsection "Code of Conduct", paragraphs 1 and 3	
		"Governance", section "Business Conduct", subsection "Human Rights", paragraphs 1,2,3,4,5	

#	Performance measure	Location	Applicable Criteria *
		“Governance”, section “Compliance”, subsection “Anti-Bribery and Corruption”, paragraph 1	
		“Governance”, section “Compliance”, subsection “Anti-Bribery and Corruption”: “Compliance Awareness Training”, paragraphs 4 and 6	
		“Governance”, section “Compliance”, subsection “Anti-Bribery and Corruption “: “Suppliers’ Ethical Due-Diligence”, paragraph 4	
		“Social impact”, section “Safety Practices”, subsection “HSE Improvement Plan for 2025”, paragraph 1	
		“Social impact”, section “Local Communities”, paragraph 3	
		“Environmental impact”, section “Environmental Management Approach”, subsection “Environmental Management System”, paragraph 1	
		“Environmental impact”, section “Energy Consumption and Efficiency”, subsection “Energy Management System”, paragraph 3	
8	Embedding policy commitments	“Governance”, section “Business Conduct”, subsection “Human Rights”, paragraph 4	GRI 2-24
		“Social impact”, section “Industrial Relations”, paragraph 1	
		“Governance”, section “Compliance”, subsection “Anti-Bribery and Corruption”, paragraphs 2, 3	
		“Governance”, section “Compliance”, subsection “Anti-Bribery and Corruption”: “Suppliers’ Ethical Due-Diligence”, paragraphs 2, 4 and 5	
9	Processes to remediate negative impacts	“Governance”, section “Business Conduct”, subsection “Communication of critical concerns to management”, paragraph 2	GRI 2-25
		“Governance”, section “Compliance”, subsection “Anti-Bribery and Corruption”: “Hotline and Other Compliance Measures”, paragraphs 2 and 4	
		“Operations”, section “Asset Integrity”, subsection “Loss of Primary Containment”, paragraph 1	
		“Social impact”, section “Industrial Relations”, subsection “Monitoring of contractor organisations”, paragraph 8	
		“Social impact”, section “Industrial Relations”, subsection “Engagement with stakeholders on industrial relations”, paragraph 2	
		“Social impact”, section “Local Communities”, paragraph 1	

#	Performance measure	Location	Applicable Criteria *
10	Mechanisms for seeking advice and raising concerns	“Governance”, section “Compliance”, subsection “Anti-Bribery and Corruption”: “Hotline and Other Compliance Measures”, paragraph 2	GRI 2-26
		“Social impact”, section “Local Communities”, paragraph 4	
		“Social impact”, section “Care for People”, subsection “Engagement of employees”	
11	Compliance with laws and regulations	“Governance”, section “Compliance”, subsection “Compliance with Laws and Regulations”, paragraphs 4 and 7	GRI 2-27 a-b.
		“Environmental impact”, section “Environmental Management Approach”, subsection “Environmental Compliance”, paragraph 5	
12	Approach to stakeholder engagement	“Introduction”, section “Material Topics and Stakeholder Engagement”, paragraphs 5 and 11, Figure 3	GRI 2-29
		“Operations”, section “Critical Incident Management”, subsection “Community preparedness”, paragraph 1	
		“Social impact”, section “Safety Practices”, subsection “Safety leadership and culture”: “Management Presence on Work sites”, paragraph 3	
		“Social impact”, section “Industrial Relations”, subsection “Engagement with stakeholders on industrial relations”, paragraph 1	
		“Environmental impact”, section “Environmental Management Approach”, subsection “Environmental compliance”: “Environmental Public Hearings”, paragraph 1	
		“Economic impact”, section “Supply Chain”, subsection “Communication with Potential Suppliers”, paragraphs 2 and 5	
13	Collective bargaining agreements	“Social impact”, section “Care for People”, subsection “Employee Relations”: “Engagement with Trade Unions”, paragraph 3	GRI 2-30 a.
14	Energy consumption within the organization	“Environmental impact”, section “Energy Consumption and Efficiency”, subsection “Energy Consumption”, Table 43 and a Note to it	GRI 302-1 a-e.
15	Water withdrawal	“Environmental impact”, section “Water Consumption and Water Disposal”, subsection “Water Withdrawal and Water Consumption”, paragraph 1	GRI 303-3 a-c.
16	Water discharge	“Environmental impact”, section “Water Consumption and Water Disposal”, subsection “Wastewater Disposal and Discharge of Treated Wastewater”, paragraph 1	GRI 303-4 a-c.
17	Direct greenhouse gas emissions (Scope 1)	“Environmental impact”, section “Air Emissions”, subsection “Greenhouse Gases”: “Direct Greenhouse Gas Emissions”, Table 41	GRI 305-1 a.

#	Performance measure	Location	Applicable Criteria *
18	Waste generated	“Environmental impact”, section “Waste Management”, subsection “Waste Processing and Burial”, Table 50	GRI 306-3 a.
19	Work-related injuries	“Social impact”, section “Safety Practices”, subsection “Health and Safety Performance”, paragraphs 7 and 10 and Tables 8, 9, 11	GRI 403-9 a.

* In addition to the GRI disclosure requirements outlined in the table above, the Applicable Criteria also encompass reporting principles and additional recommendations for reporting as detailed in GRI 1.

APPENDIX 5. GLOSSARY

ABBREVIATION	DESCRIPTION
ASME	American Society of Mechanical Engineers
AI	Artificial Intelligence
BAP	Biodiversity Action Plan
ConCom	Contractor Committee
CPC	Caspian Pipeline Consortium
EMS	Environmental Monitoring Station
EOPS	Early Oil Production Satellite
EPMP	Environmental Protection Measures Plan
ESME	Electronic System of Medical Examination
FPSA	Final Production Sharing Agreement
Gcal	Gigacalorie
GHG	Greenhouse Gases
GOR	Gas Oil Ratio
GRI	Global Reporting Initiative
GTPP	Gas Turbine Power Plant
HC	Hydrocarbons
HSE	Health, Safety and Environment
ICT	Incident Control Team

ABBREVIATION	DESCRIPTION
IMT	Incident Management Team
IOGP	International Oil and Gas Producers' Association that collects safety incident and environmental data from its member companies globally since 1985.
ISO 14001	Internationally accepted standard that sets out requirements for putting in place an effective Environmental Management System
ISO 45001	Internationally accepted standard that sets out requirements for putting in place an effective occupational health and safety
ISO 50001	Internationally accepted standard that sets out requirements for putting in place an effective Energy Management System
ISO 90001	Internationally accepted standard that sets out requirements for putting in place an effective Quality Management System
JMC	Joint Marketing Committee
JOC	Joint Operating Committee
JPC	Joint Procurement Committee
KATS	Karachaganak - Atyrau Transportation System
KOGCF	Karachaganak Oil and Gas Condensate Field
KOTS	Karachaganak - Orenburg Transportation System
kt	kiloton
KPC	Karachaganak Processing Complex
KPI	Key Performance Indicators
LCS	Local Content Sub-committee

ABBREVIATION	DESCRIPTION
LOPC	Loss of primary containment
LTI	Lost Time Injury
LTIF	Lost Time Injury Frequency
MPC	Maximum permissible concentration
MPD	Maximum permissible discharge
Mscm	Million standard cubic metres
MW	Megawatt
NCOC	North Caspian Operating Company
NGO	Non-governmental organisation
O&G	Oil & Gas
OpCom	Operating Committee
OPITO	Offshore Petroleum Industry Training Organisation
OPS	Oil Pumping Station
Parent Companies or Contracting Companies	Relates to KPO shareholders - ENI, Shell, Chevron, Lukoil and KazMunayGaz National Company, who are partners as per the FPSA
PDR	Personnel Development Review
PEC	Production Environmental Control
PEP	Plateau Extension Projects
PPE	Personal Protective Equipment
PSE	Process Safety events

ABBREVIATION	DESCRIPTION
PSE Tier 1, 2 and 3	Process Safety events of Levels 1, 2 and 3
RoK	Republic of Kazakhstan
RTI	Road Traffic incidents
RTIF	Road Traffic Incident Frequency
SDG	Sustainable Development Goals
SPZ	Sanitary Protection Zone
TCO	Tengizchevroil
TRI	Total Recordable injuries
TRIF	Total Recordable Injury Frequency
WKO	West Kazakhstan Oblast
CH_4	Methane
C_6H_6	Benzene
C_7H_8	Toluene
C_8H_{10}	Xylene
CO	Carbon monoxide
CO_2	Carbon dioxide
H_2S	Hydrogen Sulphide
NO_2	Nitrogen dioxide
N_2O	Nitrous oxide
SO_2	Sulphur dioxide

KPO employees (direct contract) - employees with effective Employment Contracts with KPO.

Parent Companies secondees - Parent Companies' employees seconded to KPO on the basis of the Secondment Agreement. They mainly include senior managers and foreign specialists with specific skills in engineering and design, and international experience and knowledge necessary to ensure the introduction of international technologies in production. The expatriate personnel are attracted to share best international practice and knowledge in different spheres with national employees. However, KPO annually nationalizes the positions held by expatriate specialists in accordance with the Programme for Local Content Increase in Staff (for more details, see the chapter "Development of national personnel"). The KPO Board of Directors consists of seconded employees of the Parent Companies, except for the Vice General Director and the Digitalization and Continuous Improvement manager.

Sending party - Legal entity registered in accordance with the procedure established by the legislation of the Republic of Kazakhstan, providing manpower services, including a branch of the foreign legal entity.

Sending parties' employees - Staff providing services under KPO day-to-day supervision who have no direct contractual relationship with KPO but are employed and paid by an external company (manpower agency). The types of work performed by direct contract employees and sending parties' employees are identical.

Temporary employee - a person who has an employment relationship with the Company for limited time to replace a temporarily absent directly hired employee, who is on long-time leave, such as maternity, unpaid and child care leave, educational leave etc., or hired while doing a specific job.

APPENDIX 6. FEEDBACK / GRI 2-29 /

We believe that our readers' feedback would help us improve our reporting.

1 **Name, surname** .....

Organization .....

2 **Which stakeholder group best describes you?**

- ☐ Parent companies
- ☐ Authorised body – PSA LLP
- ☐ Employees
- ☐ Local authorities
- ☐ RoK ministries / Agencies (industry)
- ☐ Regulators
- ☐ Counterparties (suppliers / contractors, customers, banks)
- ☐ Local communities
- ☐ Industry partners
- ☐ Media
- ☐ Non-government organisations
- ☐ Trade Unions
- ☐ Young generation (students, schoolchildren, young specialists)

If you do not belong to any of the groups listed above, please indicate your connection to KPO:

.....

.....

3 **Which material topics or issues disclosed in the KPO ESG Report 2025 are important for you as a KPO stakeholder? Please, limit your choice to six topics of the most interest to you.**

Social topics:

- ☐ Personnel development and training
- ☐ Social, cultural and gender diversity, equal opportunities
- ☐ Industrial relations with contractors
- ☐ Freedom of association and collective bargaining
- ☐ Security practices
- ☐ Respect for human rights

Socio-Environmental topics:

- ☐ Occupational safety and health
- ☐ Protection of health
- ☐ Process safety
- ☐ Emergency Response
- ☐ Community relations: impact assessment and mitigation, grievance redress

FEEDBACK

/ GRI 2-29 /

Socio-Economic topics:

- ☐ Increase of local content in staff
- ☐ Employment and compensation
- ☐ Social infrastructure projects
- ☐ Sponsorship and charity
- ☐ Supply of electrical power to regional network
- ☐ Local Content development and its share in procurement of goods, works and services
- ☐ Anti-corruption

Economic topics:

- ☐ Technologies and innovations
- ☐ Estimated proved reserves and production
- ☐ Procurement practices and supply chain
- ☐ Transparency of payments to the government (EITI)

Environmental-Economic topics:

- ☐ Climate change
- ☐ Energy efficiency
- ☐ Environmental compliance
- ☐ Environmental investments

Environmental topics:

- ☐ Spills
- ☐ Air quality monitoring
- ☐ Reduction of GHG and pollutants' emissions
- ☐ Water conservation
- ☐ Management of waste and effluents
- ☐ Biodiversity and ecosystems conservation
- ☐ Environmental grievance mechanisms

4 Your suggestions for improving KPO ESG-Report:

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Please send your feedback, comments to this edition or contribution to the Report 2025 to the address indicated on the back cover, or by email at Sustainability@kpo.kz.

OUR CONTACTS: / GRI 2-1, 2-3 /

Karachaganak Petroleum Operating B.V. Kazakhstan Branch

Office in Aksai[A]

Promyshlennaya Zona Street, Bld. 81H
090300, Aksai
Burlin District
West Kazakhstan Oblast
Republic of Kazakhstan

Office in Uralsk

160/1 Kurmangazy Street
090000, Uralsk
West Kazakhstan Oblast
Republic of Kazakhstan

Office in Astana

Microregion 'Samal 12'
Astana Tower Business Centre
9th floor
010000, Astana
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Prepared by

Public and Media Relations Department
Olga Lyskova
Gaukhar Aimukhambetova
Adel Khanafiyeva

Email: Sustainability@kpo.kz

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