

**Appendix to the decision of the Board  
of Directors Kazakhtelecom JSC No. 15 of 19 September 2024  
Annex 1 to ESG Strategy of Kazakhtelecom JSC for 2024-2032**

**Board of Directors Diversity Declaration**

Kazakhtelecom JSC acknowledges that a diverse Board of Directors is fundamental to organizational success, as it contributes to the creation of long-term value in alignment with Environmental, Social, and Governance (ESG) principles, fostering innovative thinking, improving stakeholder engagement, and advancing overall governance effectiveness.

Diversity, including age, gender, ethnicity, nationality, professional background and personal characteristics enhances the decision-making process and fosters innovation.

Ensuring equal opportunities, inclusion and diversity for employees is an important factor in the long-term competitiveness of Kazakhtelecom JSC and helps to attract and retain talent, facilitate quality corporate decision-making, and build a competitive development strategy.

The Company strives to enhance the representation of women on the Board of Directors to at least thirty percent of the total number of Board members.

**Key Principles of the Board of Directors Diversity Declaration**

- **Commitment to Diversity:** The Board of Directors is dedicated to fostering a diverse and inclusive environment that reflects the varied backgrounds, perspectives, and experiences of stakeholders.
- **Inclusive Governance:** The Board recognizes that diversity in governance enhances decision-making and strategic thinking, leading to more effective oversight and better organizational outcomes.
- **Merit and Representation:** The Board prioritizes merit-based selection of members while actively seeking to increase representation of underrepresented groups, including women.
- **Continuous Learning and Development:** The Board commits to ongoing education and training on diversity, equity, and inclusion, encouraging members to expand their understanding of these issues to enhance Board effectiveness.
- **Transparency and Accountability:** The Board will transparently communicate its diversity goals and progress, holding itself accountable to stakeholders for achieving these objectives.