**Kazakhtelecom JSC’s Approach to Human Rights Risk Management**

Kazakhtelecom JSC adheres to the principles of respect for and protection of human rights in accordance with the legislation of the Republic of Kazakhstan and international standards, including the Universal Declaration of Human Rights, the UN Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work. These principles are embedded in the Human Rights Policy, approved by the Company’s Board of Directors.

The Policy applies to all employees of the Company and is recommended for implementation across its subsidiaries. As part of contractual procedures, Kazakhtelecom JSC informs its suppliers and partners about the principles of the Human Rights Policy and ensures they sign a confirmation of acknowledgment.

**Monitoring and Evaluation of Human Rights Risk**

Kazakhtelecom JSC conducts systematic monitoring of Risk P-30: Human Rights Violation Risk.

Current risk assessment:

- Likelihood: 2

- Impact: 1

- Risk map position: Green zone

Since Q2 2024, a positive trend has been observed. The risk remains within acceptable thresholds of the key risk indicator: number of reported violations of the Human Rights Policy.

**Key Risk Factors**

The following potential risk factors are included in the risk register:

* Violation of national legislation and international human rights standards
* Discrimination, violation of human dignity, and physical or psychological violence in the workplace
* Forced labor, child labor, and human trafficking (including by partners or other stakeholders)
* Corrupt practices
* Breach of personal data confidentiality
* Non-compliance with the Code of Business Ethics

**Mitigation Measures**

Kazakhtelecom JSC implements a range of measures to prevent human rights violations across the Head Office, branches, and subsidiaries:

* The Human Rights Policy is made accessible to all employees and partners
* Regular training is conducted on human rights issues
* Risks are monitored on an ongoing basis, with oversight by the Risk and Internal Controls Department
* Contractual provisions require suppliers and contractors to comply with human rights standards
* Zero tolerance is maintained for discrimination, violence, child labor, and forced labor
* Personal data and privacy are fully protected
* Anonymous reporting channels are available

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- Website: [www.sk-hotline.kz](http://www.sk-hotline.kz)

* Internal monitoring is conducted to ensure compliance with the Human Rights Policy
* Human rights principles are integrated into other corporate documents, including the Code of Business Ethics, the Sustainable Development Policy, and the Equal Opportunity, Inclusion, and Diversity Policy.