

Document: Stakeholder map of Kazyna Capital Management Joint Stock Company (approved by the decision of the Board of Directors of Kazyna Capital Management JSC, minutes of the in-person meeting dated March 18, 2021 No. 05/21) (with amendments and additions dated May 30, 2022)

Document status: active. Date: 03/18/2021

Extract from the decision of the in-person meeting of the Board of Directors of Kazyna Capital Management Joint-Stock Company dated March 18, 2021 No. 05/21
(with [amendments and additions from 05/30/2022](#))

Full name of the Company: Joint Stock Company "Kazyna Capital Management" (hereinafter - the Company).

Location of the Management Board (executive body) of the Company: Republic of Kazakhstan, Z 05 T 2 H 3, Hyp -Sultan, Mangilik el Ave., building 55a, 8th floor.

Date and venue of the in-person meeting of the Board of Directors: March 18, 2021, Republic of Kazakhstan, Z 05 T 2 H 3, Hyp -Sultan, Mangilik el avenue, building 55a, 8th floor.

Initiator of the meeting: Board of the company.

There is a quorum for decision-making.

Meeting agenda:

3. Approval of the Stakeholder Card of the JSC Kazyna Capital Management.

In accordance with subparagraph 20) [of paragraph 2](#) and subparagraph 2) [of paragraph 6](#) of Article 53 of the Law of the Republic of Kazakhstan "On Joint Stock Companies", subparagraph 14.1.15 of paragraph 14.1 [of Article 14](#) of the Charter of Kazyna Capital Management Joint Stock Company (hereinafter referred to as the Company), subparagraph 1.13 of paragraph 1 of [the List of](#) documents regulating the internal activities of the Kazyna Capital Management joint-stock company, subject to approval / consideration by the Board of Directors, approved by the decision of the Board of Directors of the Company dated October 19, 2017 (Minutes No. 121), the Board of Directors of the Company **DECIDED:**

Approve the [Stakeholders Map](#) of Kazyna Capital Management Joint-Stock Company, in accordance with Appendix No. 3 to this protocol.

Corporate Secretary

E. Smagulov

Application No. 3
to [the minutes of the in](#)-person meeting
Board of Directors of a Joint Stock Company
"Kazyna Capital Management"
dated March 18, 2021 No. 05/21

Approved
decision of the Board of Directors
joint-stock company
"Kazyna Capital Management"
dated March 18, 2021 No. 05/21

Map of Stakeholders of Kazyna Capital Management JSC

Nur-Sultan, 2021

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Chapter 1. GENERAL PROVISIONS

1. The Stakeholder Map of Kazyna Capital Management Joint Stock Company (hereinafter referred to as the Company) was developed in order to determine the list of stakeholders and the degree of their influence.

2. Identification of stakeholders and work with them is one of the tools that allows you to improve the business reputation of the Company, establish effective and balanced relations with all interested parties.

3. The Stakeholders Map and table of interests of the stakeholders of the Company - a tool that allows the most adequate identification of stakeholders, designed to systematize and visualize information about the environment of the Company, to develop an effective strategy for working and interacting with each of the stakeholders.

4. The following terms and concepts are used in the Map of Stakeholders:

1) **IRD** - internal regulatory documents;

2) **State bodies** - a structural and functional part of the state apparatus, state institutions authorized by the Constitution, laws, other regulatory legal acts to perform functions on behalf of the state for: issuing acts defining generally binding rules of conduct; management and regulation of socially significant public relations; control over observance of generally binding rules of conduct established by the state;

3) **Subsidiaries** - legal entities, fifty or more percent of the shares (stakes in the authorized capital) of which directly or indirectly belong to the Company on the basis of ownership or trust management;

4) **The Sole shareholder** - "National Managing Holding "Baiterek" Joint-Stock Company, exercising the rights of ownership and use of the Company's shares;

5) **The Executive body** - the Management Board of the Company;

6) **Map of stakeholders** - an image to clarify the position of the Company's stakeholders or a graphical representation of stakeholder groups ([Appendix No. 1](#));

7) **Clients** - legal entities (their associations), objects to which the Company and its subsidiaries provide services, in accordance with the current legislation of the Republic of Kazakhstan, the [Charter](#) and other internal documents (hereinafter - ID) of the Company and its subsidiaries;

8) **Competitors** - legal entities or individuals whose field of activity, interests and goals are identical in the field of activity, interests and goals of the Company and its subsidiaries;

9) **The public** - a set of people, public associations, non-governmental organizations, trade unions and other informal associations located in the regions where the Company and its subsidiaries are present;

10) **Management body** - the Board of Directors of the Company;

11) **Partners / investors** - legal entities that are participants in mutually beneficial cooperation, incl. strategic partners or those persons making investments, investing their own, borrowed or other attracted funds in investment funds/projects of the Company and/or its subsidiaries (institutional investment companies, international financial organizations, investment funds, etc.);

12) **Portfolio companies** - legal entities, the founder (shareholder/participant) of which is directly, indirectly or constructively the direct investment funds of the Company;

13) **Suppliers** - individuals engaged in entrepreneurial activities, legal entities (with the exception of state institutions, unless otherwise established for them by the laws of the Republic of Kazakhstan), temporary associations of legal entities (consortiums) acting as the counterparty of the Company in the procurement agreement concluded with it ;

14) **Employees** - the total composition of the Company's employees, united by the goals of financial and economic activities and business processes;

15) **Mass media** - a periodical print publication, television, radio channel, documentary film, audiovisual recording and other form of periodic or continuous public distribution of mass information, including Internet resources;

16) **Stakeholders** - persons, groups or organizations that have a significant impact on the decisions made by the Company or are under the influence of these decisions (for example, employees of the Company, clients, contractors, etc.);

17) **Financial institutions** - legal entities engaged in entrepreneurial activities for the provision of financial services, participating in the financial and credit system (state institutions, banks, insurance companies, pension fund, etc.);

18) **Experts and analysts** - individuals or legal entities with special knowledge or information that is published in the media and Internet resources: business communities, business bloggers, opinion leaders, research centers, etc.

Chapter 2. AREAS AND IMPORTANCE OF IMPACT

5. The Company distinguishes three groups of stakeholders depending on the type of impact on the Company: area of authority/responsibility, area of direct impact, area of indirect impact.

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6. Area of authority/responsibility:

- 1) Sole shareholder;
- 2) Management body;
- 3) Executive body;
- 4) Workers.

7. Area of direct impact:

- 1) State bodies;
- 2) Subsidiaries;
- 3) Portfolio companies;
- 4) Financial institutions;
- 5) Partners/investors;
- 6) Clients;
- 7) Suppliers.

8. Area of indirect impact

- 1) The public;
- 2) Mass media;
- 3) Experts and analysts;
- 4) Competitors.

9. The map of stakeholders allows the most objective identification of stakeholders and determines the forms and tools of interaction with them.

The map was supplemented by paragraph 9-1 in accordance with [the decision of the Board of Directors of Kazyna Capital Management JSC dated May 30, 22 No. 11/22](#)

9-1. Assessing the influence and importance of stakeholders:

influence is the power of the stakeholder in influencing the Company, his ability to influence the activities of the Company, people who make decisions on key issues of the Company's activities;

importance is the stakeholder's contribution to the result of the Company's activities. It is determined by the extent to which meeting the needs, solving the problems and interests of each stakeholder can affect the result of the Company's activities.

Paragraph 10 was amended in accordance with [the decision of the Board of Directors of Kazyna Capital Management JSC dated May 30, 22 No. 11/22](#) ([see previous edition](#))

10. The main forms of interaction with the Stakeholders are: joint programs and projects, contracts, agreements, memorandums of cooperation, joint working groups, reporting on activities, meetings, meetings, forums, publications, the Company's Internet resource, interviews.

The map was supplemented by paragraph 10-1 in accordance with [the decision of the Board of Directors of Kazyna Capital Management JSC dated May 30, 22 No. 11/22](#)

10-1. The degree of importance of the influence of stakeholders on the Company is assessed on two x/y scales, where:

x = -5: +5, with a step of 1 (or smaller) characterizes the degree of support / opposition by the stakeholder of the Company (-5 - the extreme degree of opposition, +5 - the highest degree of support),

y = 0: 5 with step 1 (or smaller) characterizes the degree of influence of the stakeholder on the Company.

The map was supplemented by paragraph 10-2 in accordance with [the decision of the Board of Directors of Kazyna Capital Management JSC dated May 30, 22 No. 11/22](#)

10-2. The stakeholder importance parameter is calculated by the formula:

$$(\pm x + y) = n$$

where: $\pm x$ - the degree of support/opposition of the stakeholder, y - the degree of influence of the stakeholder, n - the importance of the stakeholder.

Chapter 3. DEFINITION OF INTERESTS AND ENGAGEMENT STRATEGIES DEVELOPMENT

11. The information obtained during the construction of the Stakeholder Map is presented in the table of influence of Stakeholders on the interests of the Company and its subsidiaries ([Appendix No. 2](#)) and the table of interests and interaction of Stakeholders ([Appendix No. 3](#)).

12. Based on the obtained assessment of the degree of support / opposition of the Stakeholder of the Company, the assessment of the degree of its influence on the Company, as well as the degree of importance of the Stakeholder, a strategy for interaction with this Stakeholder is developed.

13. Effective interaction with stakeholders will allow the Company to:

- combine resources (knowledge, human and financial resources and technologies) to build effective mechanisms for interaction, problem solving and achievement of strategic goals;
- evaluate the external environment, including the development of local and international markets, as well as identify new strategic opportunities;
- improve business processes;
- pursue a policy of openness and transparency of activities.

14. Excluded in accordance with [the decision of the](#) Board of Directors of Kazyna Capital Management JSC dated May 30, 22, No. 11/22 (*see previous edition*)

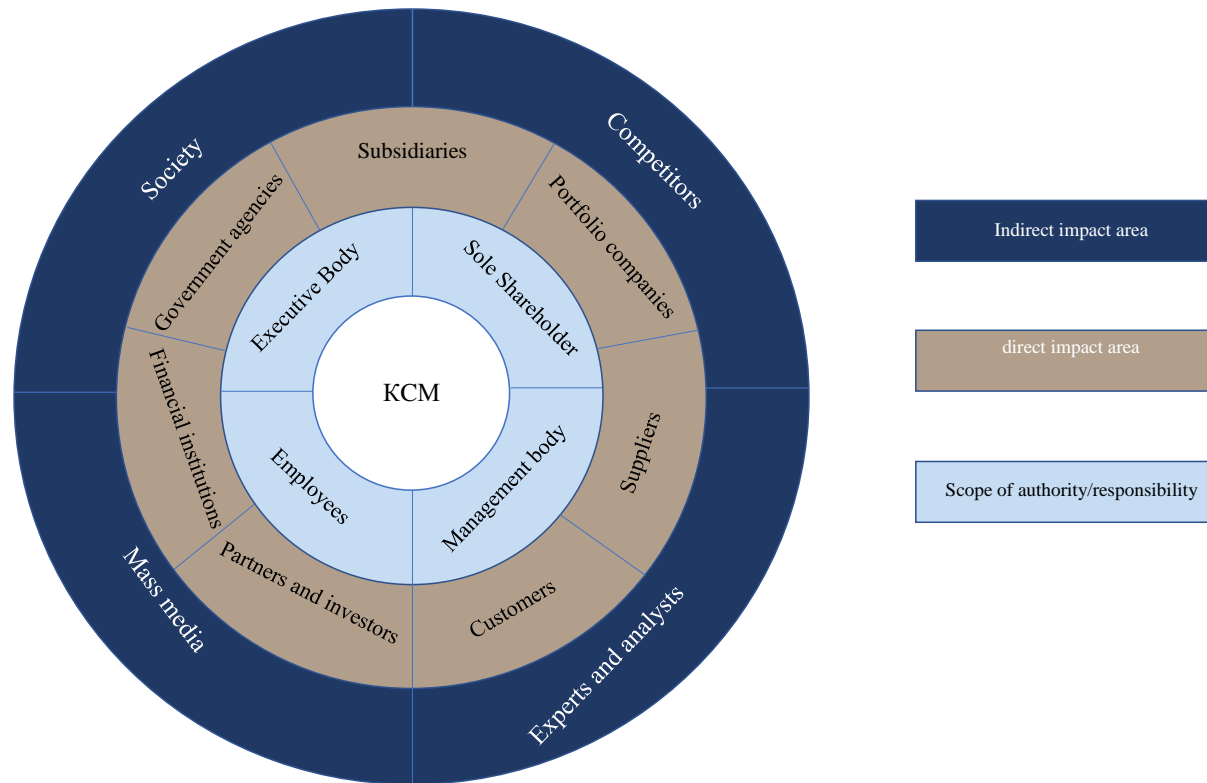
15. The strategy of interaction with each stakeholder, as well as the instruments of influence, are determined by the structural divisions of the Company independently, depending on the specifics of the activity.

*Item 16 is set out in the wording [of the decision of the Board of Directors of Kazyna Capital Management JSC dated 30.05.22 No. 11/22](#) (*see previous edition*)*

16. The values in the table of interests and interaction of stakeholders are subject to change (not static), depending on the implementation of the interaction strategy, as necessary. Based on the change in the indicators of the table, the indicators of the Stakeholder Map are updated.

Application No. 1
to the Stakeholder [Map](#)
joint-stock company
"Kazyna Capital Management"

Graphical representation of the Stakeholder Card of Kazyna Capital Management JSC



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Application No. 2
to the Stakeholder [Map](#)
joint-stock company
"Kazyna Capital Management"

Influence of Stakeholders on the interests of the Company and its subsidiaries

Stakeholders	Interests of the Society					
	Strategic Development	Operating activities	Legislative regulation	Quality of project and/or business process management	Operating results	Reputation
Area of authority/responsibility						
Sole Shareholder	*		*			*
Government	*	*	*		*	
Executive agency	*	*	*	*	*	*
Employees	*	*		*	*	*
Area of direct impact						
Subsidiaries	*	*		*	*	*
State bodies	*		*		*	*
Partners and investors	*	*	*	*	*	*
Clients		*	*	*		*
Suppliers					*	
Financial institutions		*	*	*	*	*
portfolio companies	*		*	*	*	*
Area of indirect impact						
Mass media						*
Experts and analysts	*			*	*	*
Competitors	*	*	*	*	*	*
Public			*			*

	high degree of influence
	low degree of influence
*	high degree of interest

Strategic Development	- determination of long-term priorities, strategic directions for the development of the Company through participation in state development programs, development and approval of strategic documents of the Company
Operating activities	- constant daily activities to manage regular, standard processes in the Company
Legislative regulation	- regulatory legal acts that directly or indirectly regulate certain aspects of the Company's activities

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Quality of project and/or business process management	- the degree of competence and efficiency of the personnel and management of the Company in the provision of services for managing projects and / or business processes
Operating results	- quantitative indicators of the effectiveness of the Company's operating activities
Reputation	- the prevailing public opinion about the qualities, advantages and disadvantages of the Company

Appendix 3 is set out in the wording [of the decision of the Board of Directors of Kazyna Capital Management JSC dated 30.05.22 No. 11/22](#) ([see previous edition](#))

Application No. 3
to the Stakeholder [Map](#)
joint-stock company
"Kazyna Capital Management"

Table of interests and interactions of stakeholders

No.	Stakeholder	The importance of the Stakeholder <i>r is the degree of support (counteraction) + the power of influence</i>	Tools of influence	Interaction strategy	Key issues
1	Sole Shareholder	+5 + 5 = 10	Legal acts, the Charter of the Company, the Corporate Governance Code of the Company, the Dividend Policy and other INDs of the Sole Shareholder, which apply to its subsidiaries, Resolutions of the Sole Shareholder	Ensuring the exercise of the rights of the Sole Shareholder within the framework of corporate governance principles aimed at effective adoption of key resolutions in accordance with the legislation of the Republic of Kazakhstan and the Company's Charter. Provision of reliable information on the results of financial and economic activities in accordance with the requirements of the legislation of the Republic of Kazakhstan, the Charter, and INDs of the Company. Form of interaction: • Sessions, meetings and negotiations • Correspondence, provision of information on request	<ul style="list-style-type: none"> • Performance • Implementation of Development Strategy and Development Plan • Dividends • Transparency and disclosure of information • Formation of long-term competitive advantages of the Company • Share capital • Strategic direction and orientation • Improvement of transparency and disclosure standards and practices

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No.	Stakeholder	The importance of the Stakeholder <i>r is the degree of support (counteraction) + the power of influence</i>	Tools of influence	Interaction strategy	Key issues
				<ul style="list-style-type: none"> • Annual report, presentations, brochures • Periodic reporting • Exhibitions, forums and conferences • Meetings of the Board of Directors and its Committees • Meetings of the Management Board of the Sole Shareholder and its Committees • Participation in the implementation of state programs • Working groups 	
2	Management body	+5 +5 = 10	Charter, IND of the Company	<p>Implementation of general management of the Company's activities, except for the resolution of issues referred by the legislation of the Republic of Kazakhstan and/or the Charter to the exclusive competence of the Sole Shareholder of the Company.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Meetings of the Board of Directors and its Committees • Sessions, meetings and negotiations • Sessions, meetings and negotiations • Internal sessions and meetings • Periodic reporting • Annual Report • Online resource • Correspondence, provision of information on request • Exhibitions, forums and presentations • Corporate events 	<ul style="list-style-type: none"> • Performance • Implementation of Development Strategy and Development Plan • Formation of long-term competitive advantages of the Company • General management of the Company's activities • Determining the strategic direction of development

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No.	Stakeholder	The importance of the Stakeholder <i>r is the degree of support (counteraction) + the power of influence</i>	Tools of influence	Interaction strategy	Key issues
3	Executive Body	+5 +4 = 9	Charter, IND of the Company	<p>Execution of resolutions of the Sole Shareholder and the Board of Directors of the Company. Preparation and implementation of the Development Plan and other issues related to the Company's activities. Management of the Company's operational activities.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Meetings of the Management Board • Sessions, meetings and negotiations • Periodic reporting • Correspondence, provision of information on request • Corporate events • Internal correspondence • Infosessions • Working groups • Trainings and seminars • Corporate events • Infosessions 	<ul style="list-style-type: none"> • Efficiency of the Company's operational activities • Implementation of the Company's strategic objectives • Creating decent working conditions and remuneration • Ensuring professional growth of employees • Competence and management skills • Professional development • Loyalty to the Company
4	Employees	+5 + 3 = 8	INDs of the Company, Job descriptions, Labor Code, employment contracts, civil law contracts	<p>Execution of official powers aimed at the implementation of the tasks and functions of the Company. Maintaining an open, transparent, personnel policy aimed at formation of qualified and motivated personnel. Ensuring equal opportunities for all employees to realize their potential in the course of their work, an impartial and fair assessment of their results, selection and career growth of employees solely on the basis of professional</p>	<ul style="list-style-type: none"> • Human capital development • Labor relations based on cooperation • Loyalty to the Company

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No.	Stakeholder	The importance of the Stakeholder <i>is the degree of support (counteraction) + the power of influence</i>	Tools of influence	Interaction strategy	Key issues
				<p>abilities, knowledge and skills. Informing employees via e-mail about vacant positions. Organization of training and/or improvement of skills and competencies of employees.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Sessions, meetings and negotiations • Correspondence, provision of information on request • Exhibitions, forums and conferences • Internal sessions and meetings • Corporate events • Internal correspondence • Trainings and seminars • Infosessions • Corporate information channels • Surveys and questionnaires • Working groups • Online resource • Corporate information channels 	
5	Subsidiaries	+5 + 3 = 8	The Charter of the Company, INDs of the Company, Charters, Consortium Agreements (if any), internal documents of subsidiaries and other INDs of the Company, which apply to subsidiaries.	<p>The exercise by the Company of its rights as a shareholder/participant of a subsidiary. Sending requests to subsidiaries. Control over the execution of orders sent by the Company.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Sessions, meetings and negotiations • Correspondence, provision of information on request 	<ul style="list-style-type: none"> • Projects management • Transparency of reporting • Effective value creation mechanisms • Joint elaboration, development and problem solving • Maintaining the company's reputation • Improvement of transparency and disclosure standards and practices

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				<ul style="list-style-type: none"> • Exhibitions, forums and conferences • Corporate events • Trainings and seminars • Infosessions • Corporate information channels • Participation in the implementation of state programs • Working groups • Online resource • Participation in resolution-making as part of authorized bodies • Periodic reporting 	
6	Government agencies	+3 + 5 = 8	Legal acts, state programs of socio-economic development	<p>Participation in working groups, forums, conferences. Provision of reliable information on the results of financial and economic activities in accordance with the requirements of the legislation of the Republic of Kazakhstan, the Charter, and INDs of the Company. Business correspondence and/or preparation of responses to requests.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Annual report, presentations, brochures • Sessions, meetings and negotiations • Exhibitions, forums and conferences • Business correspondence, provision of information on request • Participation in the implementation of state programs • Online resource 	<ul style="list-style-type: none"> • Social tax deductions • Employment of the local population • Investments in projects that have an impact on the population • Social stability rating • Macroeconomic and social policy • Possibility of lobbying

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				<ul style="list-style-type: none"> • Press releases, mass media, social media accounts of the Company • Working groups 	
7	Partners and investors	+4 + 4 = 8	Contracts	<p>Mutually beneficial cooperation, improvement of business and technological processes and their automation. Conclusion of contracts, control over the execution of contractual relations. Business correspondence, meetings with (<i>potential</i>) investors. Attracting investments for the implementation of projects.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Sessions, meetings and negotiations • Correspondence, provision of information on request • Annual Report • Exhibitions, forums, conferences and informal meetings • Online resource • Press releases, mass media, social media accounts of the Company 	<ul style="list-style-type: none"> • Ethical standards of doing business • Investment risks • Joint elaboration, development and problem solving • Mutually beneficial cooperation • Mandate and conditions for the provision of funding
8	Customers	+4 + 4 = 8	Contracts	<p>Ensuring compliance with the expectations of consumers of financial products and services of the Company and subsidiaries.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Meetings and negotiations • Annual Report • Online resource 	<ul style="list-style-type: none"> • Ethical standards of doing business • Financing conditions • Mutually beneficial cooperation • Creating project value

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				<ul style="list-style-type: none"> • Press releases, mass media, social media accounts of the Company, • Exhibitions, forums, conferences 	
9	Suppliers	+3 + 3 = 6	Contracts, Procurement Rules	<p>Conclusion of contracts, control over the execution of contractual relations. Participation in procurement. Meetings, business correspondence.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Meetings and negotiations • Annual Report • Trainings and seminars • Correspondence, provision of information on request • Online resource 	<ul style="list-style-type: none"> • Transparency of procurement (reliability, stability of results, compliance with requirements) • Procurement methods and information on procurements made • Efficient supply chain and value chain • Commercial interests
10	Financial institutions	+2 + 4 = 6	Contracts	<p>Conclusion of contracts, control over the execution of contractual relations. Improvement of financial indicators.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Sessions, meetings and negotiations • Correspondence, provision of information on request • Annual report, presentations, brochures • Exhibitions, forums and conferences • Online resource • Working groups 	<ul style="list-style-type: none"> • Financial indicators of the Company • Operational efficiency • Financial risks • Placement of free funds on deposit accounts, maintenance of special accounts. • Financial indicators of the Company
11	Portfolio companies	+4 + 4 = 8	Contracts, INDs of the Company, Charters, INDs of subsidiaries	Mutually beneficial cooperation, ensuring compliance with the expectations of financial/non-financial products and services of	<ul style="list-style-type: none"> • Financing conditions • Implementation of best practices and standards • Participation as a shareholder

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				<p>the Company and subsidiaries. Conclusion of contracts, control over the execution of contractual relations.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Sessions, meetings and negotiations • Exhibitions, forums and presentations • Online resource • Working groups • Annual Report • Contracts • Investment policies, regulations and procedures ensuring investment activity, financing conditions • Participation in resolution-making as part of collegial bodies • Monitoring, field visits, collection of financial and management documentation • Correspondence, meetings, negotiations • Press releases, mass media, social media accounts of the Company 	<ul style="list-style-type: none"> • Methodological support in the areas of development • Strategic resources and capabilities • Opportunities for future development • Effective value creation mechanisms • Joint elaboration, development and problem solving
12	Mass media	+3 + 3 = 6	Responses to requests from media representatives, Publication of press releases, analytical materials, key performance indicators on the Internet resource and in social network accounts.	<p>Timely informing media representatives about the results and key events of the Company's activities, organizing official, informal, training events for media representatives, maintaining active relationships. Organization of interviews.</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Annual Report • Online resource 	<ul style="list-style-type: none"> • Timely disclosure of information • Constructive cooperation • Publications in the media reflecting the position of the Company

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				<ul style="list-style-type: none"> • Press releases, responses to media inquiries, publications in the media, interviews with top management • Press conferences and briefings, informal events, trainings 	
13	Experts and analysts	+1 + 2 = 3	Responses to requests from representatives of experts and analysts, Publication of analytical materials, key performance indicators on an Internet resource and in social network accounts.	Maintaining positive relations with representatives of this group of stakeholders, organizing formal and informal events, collecting and using information provided by this group of stakeholders. Form of interaction: <ul style="list-style-type: none"> • Annual Report • Online resource • Press releases, responses to media inquiries, publications in the media, interviews with top management • Press conferences and briefings, informal events, trainings 	<ul style="list-style-type: none"> • Constructive cooperation • Key performance indicators of the Company • Publications in mass media and Internet resources
14	Competitors	-2 + 3 = 1	Application of more developed and new technologies; Asset growth; Price competition; Active advertising policy; Market research.	Following the principle of fair competition in accordance with the Entrepreneurial Code of the Republic of Kazakhstan, the Corporate Governance Code, and the Code of Business Ethics of the Company. Market monitoring and analysis. Form of interaction: <ul style="list-style-type: none"> • Online resource • Press releases, mass media, social media accounts of the Company • Annual Report 	<ul style="list-style-type: none"> • Identifying a competitive advantage and increasing market share • Attracting employees with the best qualities and expertise • Improving corporate image and reputation • Protection of competition as a public good, ensuring the socio-economic well-being of society • Development of the economic system of society and effective functioning of markets

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No.	Stakeholder	The importance of the Stakeholder <i>is the degree of support (counteraction) + the power of influence</i>	Tools of influence	Interaction strategy	Key issues
				<ul style="list-style-type: none"> • Exhibitions, forums and presentations • Organization of events for target groups 	
15	The public	+3 + 3 = 6	Public opinion, appeals to higher and regulatory authorities, the media.	<p>Timely disclosure of information through own communication channels and media, social media accounts, prompt feedback.</p> <p>Compliance with the norms of legislation in accordance with the Administrative Procedural Code of the Republic of Kazakhstan, charity and sponsorship events.</p> <p>Mutual agreement on general issues.</p> <p>Conducting joint events with associations and/or unions (meetings, charity events, etc.).</p> <p>Form of interaction:</p> <ul style="list-style-type: none"> • Meetings with leaders of public organizations on the issues of the Company's activities and participation in projects (public hearings) • Online resource • Annual Report • Press releases, mass media, social media accounts of the Company • Social media posts • Answers to questions in comments on social networks, official appeals to the Company • Organizational arrangements 	<ul style="list-style-type: none"> • Sponsorship and charity • Job creation • Solving social problems of the population • Sustainable development • Transparency of the Company's activities • Mutual support and adaptation • Safe working conditions and remuneration • Social guarantees, benefits and compensation • Implementation of the goals and objectives of public organizations • Promoting social stability • Regulation of labor relations and conflict resolution