



IMPROVING THE PROFESSIONAL COMPETENCE OF MEMBERS OF THE BOARD OF DIRECTORS

GRI 2-17

The Company has a Policy on professional development and attraction of external experts by members of the Board of Directors. This policy has been developed considering best practice of corporate governance in order to improve the efficiency of the Board of Directors’ work through the implementation of a system of skills development and professional

development of members of the Board of Directors and the exercise of their right to engage external experts if the issues considered by the Board of Directors require external professional and independent expert analysis. No training of the Board of Directors members was organised in 2024.

COMPENSATION OF THE BOARD OF DIRECTORS

GRI 2-19, 2-21

The General Shareholders Meeting of Kazakhtelecom JSC of 12 August 2021 decided to pay the independent director a fixed annual fee and additional fee for membership/presidency in committees of the Board of Directors:

- › for non-residents of the Republic of Kazakhstan – fixed annual remuneration amounting to USD 45 thousand (forty-five thousand) and additional remuneration for membership/chairing of committees of the Board of Directors of the Company amounting to USD 11 thousand (eleven thousand) after taxes and other compulsory contributions in accordance with the legislation of the Republic of Kazakhstan;
- › for residents of the Republic of Kazakhstan – fixed annual remuneration amounting to KZT 16,650,000

(sixteen million six hundred fifty thousand) and additional remuneration for membership/chairing of Committees of the Board of Directors of the Company amounting to KZT 4,000,000 (four million) after taxes and other compulsory contributions in accordance with the legislation of the Republic of Kazakhstan.

The total remuneration paid by the Company to resident members of the Board of Directors in 2024 amounted to KZT 57,300,000. The total remuneration paid to non-resident members of the Board of Directors in 2024 amounted to USD 56,000. The overall total remuneration paid to all members of the Company’s Board of Directors for 2024 was KZT 85,264,160.



CORPORATE SECRETARY

The Corporate Secretary is accountable to the Board of Directors and performs duties in accordance with the legislation of the Republic of Kazakhstan, the Charter, the Corporate Governance Code, other internal documents, as well as resolutions of the General Meeting of Shareholders and the Board of Directors.

Within the scope of responsibilities, the Corporate Secretary oversees the preparation and organisation of General Meetings of Shareholders and meetings of the Board of Directors, manages documentation and ensures the proper flow of information for the Board, arranges the convening of Board meetings and records the minutes, and provides Board members with the necessary information.

The Corporate Secretary of Kazakhtelecom JSC, Mr. B.K. Abdykalykov, is a recipient of state awards and holds the industry title “Uzdik Baylanystyshy”

(Best Telecommunications Specialist). He has been recognised as one of the best corporate secretaries among the companies of the Samruk-Kazyna Fund group, and is an active participant in various initiatives aimed at enhancing corporate governance and the corporate secretary institution. He is an Honorary Member of the Central Asian Association of Corporate Secretaries and served as Chair of the Jury for the “Corporate Secretary 2023” competition.

In 2024, he was awarded a Letter of Appreciation by the Central Asian Association of Corporate Secretaries “For contribution to improving the business environment and promoting best practices in corporate governance and sustainability standards in the country.”

The Corporate Secretary’s Regulations can be accessed on the Company’s corporate website in the “Corporate Governance” section.