Sustainability Report of the Group of Companies iQS



Almaty, 2025

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# Solutions Engineering

About the report



## About the report

This Sustainability Report (hereinafter referred to as the "Report") is prepared for the year 2024 and serves as a standalone public document disclosing non-financial information about the activities of the iQS Group of Companies (hereinafter referred to as the "the Group").

Starting from the 2024 reporting year, the Group plans to publish non-financial information on an annual basis. Through the publication of this Report, we demonstrate our commitment to transparency for all stakeholders.

The Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, 2021 version, and is based on the Group's ESG policy and roadmap.

It includes information on the principles of activity in the areas of social responsibility and sustainable development, environmental and economic performance, as well as key events and results. The Report also outlines our contribution to achieving the United Nations Sustainable Development Goals (UN SDGs).



# Message from the Management





"iQ-Solutions" LLP
Acting General Director
Peshaya E.N.

### Dear colleagues and partners,

As system integrators, we understand that our work goes far beyond offering technological solutions. We strive to contribute to the sustainable development of society and to create value not only for business, but also for the environment and the people we engage with.

During the reporting period, our company, IQ-Solutions, achieved significant progress in the area of ESG (Environmental, Social, and Governance). We believe that the development and implementation of innovative solutions must go hand in hand with a commitment to social responsibility and environmental sustainability.

We are proud to report that during the reporting period, we created 70 new jobs, offering our employees additional opportunities for professional growth and career development.

Additionally, within the framework of internal qualification enhancement programs and professional training, we trained 31 people, enabling our team to improve skills and increase productivity.

In the environmental field, we have implemented initiatives to reduce our carbon footprint and promote the efficient use of resources. We continue to strive to minimize negative environmental impact and actively support projects focused on ecological sustainability and resource optimization.

Looking ahead, we plan to further deepen collaboration with partners, create new jobs, and continue investing in sustainable development. We believe that a comprehensive approach to ESG issues enables us to achieve genuine value and maximum success not only for business but also for society.

We thank you for your trust and support. With every new step, we are confident that our activities will become even more responsible and successful.

### iQS / Sustainability Report

On behalf of the management of iQS Engineering LLP, we present our ESG-aligned report for your consideration. This report reflects our commitment to responsible business practices and the implementation of sustainable approaches. We believe that successful development is impossible without taking into account societal interests, environmental protection, and high standards of corporate governance.

We actively apply environmentally friendly and energy-efficient solutions to reduce our environmental impact. Our process control systems such as SCADA, DCS, and MES help lower energy consumption and promote the sustainable use of resources.

We pay special attention to our employees by creating safe working conditions and providing opportunities for their development. Additionally, we support social initiatives focused on education and environmental projects.

During the reporting period, our team expanded significantly, with 16 new jobs created—an important step in strengthening the company's human resource potential. Furthermore, 4 employees underwent internal training programs aimed at professional skill development and improving work quality.



"iQS Engineering" LLP
Director

### Bisaliev R.D.

In the area of corporate governance, we adhere to high standards and ensure transparency in decision-making processes. Our team of specialists guarantees compliance with best practices in safety and quality. Additionally, the company is committed to developing its own products.

At iQS Engineering, we believe that business success is directly linked to careful environmental stewardship, social responsibility, and effective governance. We follow a path of sustainable development that brings value both to the company and to society.

We thank you for your trust. We will continue working towards building reliable partnerships and a sustainable future.

# Solutions Engineering

# Alignment with the Global Sustainable Development Agenda



# The Group's Priorities in Sustainable Development

The Group aims to achieve sustainable development and ensure corporate sustainability by maintaining a balance between economic, social, and environmental aspects. Several key priorities form the foundation of the Group's strategic objectives.

One of the priorities is responsible business conduct. This includes a system to prevent dealings with unreliable clients and partners, as well as the integration of ESG risks into the overall risk management framework. Additionally, it is important to embed ESG principles into strategic goals, such as projects related to renewable energy sources.

The Group is actively working to reduce its environmental impact. This involves managing environmental risks, measuring and monitoring the use of resources and energy. Such an approach enables minimizing negative effects on nature and improving efficiency.

Stakeholder engagement is a key element of the strategy, ensuring transparency and continuous communication at various levels. The principles of transparency and accountability apply not only to ESG data but also to improving the ways information is disclosed to stakeholders effectively.

The Group places special emphasis on its employees. This includes improving labor relations, enhancing skills, ensuring equal opportunities, providing fair remuneration, and implementing flexible work arrangements. Creating safe and healthy working conditions is one of the top priorities.

Corporate sustainability is achieved by integrating ESG principles into the corporate governance system. This helps align economic, environmental, and social objectives. Additionally, particular attention is given to monitoring compliance with ethical standards and conducting audits according to ISO 9001, 14001, and 45001 standards — all of which are implemented within the Group.

# Alignment with the Global Sustainable Development Agenda



The Sustainable Development Goals (SDGs), known as the United Nations' global goals, comprise 17 interconnected objectives aimed at ending poverty, protecting the planet, and ensuring peace and prosperity for all humanity by 2030.

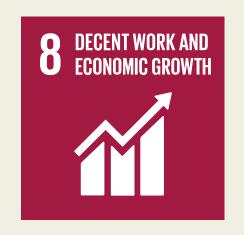
In response to the global challenges facing the international community, we have selected five priority goals that best align with our strategy and values. Our Group actively supports international and national standards and goals in the field of sustainable development. We adhere to the principles outlined in the United Nations Sustainable Development Goals, follow the "2060 Strategy," and comply with the recommendations of the Global Reporting Initiative (GRI). This approach not only allows us to align our activities with current requirements but also enables us to contribute to global change.

The Group's primary goal is balanced development aimed at creating value for future generations. Within the scope of our core activities in information technology, system integration, digitalization, and engineering services, we strive to align with the Sustainable Development Goals and ESG principles. Every project we undertake and decision we make is focused on achieving harmony between the global challenges facing the world and business interests.











### **Material Issues**

 are significant and relevant matters or aspects that have a major impact on the organization's activities, objectives, and relationships with various stakeholders..

1 Corporate
Governance

- Occupational
  Health and Safety
- Training and Education

Diversity and Equal
Opportunities

5 Prevention of Discrimination

The Group has identified these topics, which it considers crucial for sustainable development and long-term value, as the key focus areas of its ESG strategy. These priorities reflect our commitment to improving environmental performance, enhancing social responsibility, and strengthening corporate governance.



iQS / Sustainability Report

# GC Sustainable Development and Corporate Governance Principles

The Group, in line with its Strategy and international standards such as GRI, bases its activities on several key principles aimed at creating long-term value and ensuring sustainable development for all stakeholders. The main principles upheld by the Group in its operations are:

#### 1. CREATING LONG-TERM ECONOMIC VALUE FOR STAKEHOLDERS

The Group's goal is to generate long-term economic value that contributes to the overall development of business and society. The Group's products and services support the growth of the local business environment, promote social well-being, and help protect the environment. This makes the Group an active participant in building a sustainable economy.

#### 2. HUMAN RIGHTS, INCLUSIVITY, AND EQUALITY PRINCIPLES

The Group adheres to strict standards in human rights, inclusivity, and equality, applying equal requirements to its employees and external partners, including suppliers and clients. The Group fosters an environment that supports cultural diversity and gender equality, ensuring fair and equal treatment for all individuals.

#### 3. ENVIRONMENTAL RESPONSIBILITY

The Group actively implements practices aimed at careful environmental stewardship, striving to reduce or eliminate negative impacts on climate and natural resources, improve environmental risk management, and incorporate sustainable practices into its operations.

#### 4. ESG RISK MANAGEMENT

The Group develops and implements ESG risk management practices (environmental, social, and governance risks) using the ISO system as a platform. This enables systematic and effective management of risks that could affect the company's long-term development and sustainability.

#### 5. ETHICAL STANDARDS AND CORPORATE GOVERNANCE

The Group operates based on strict ethical standards and actively implements an effective corporate governance system. This ensures transparency, compliance with laws, and the establishment of trustworthy relationships with partners, clients, and stakeholders.

#### 6. TRANSPARENCY AND CLARITY OF INFORMATION

The Group recognizes the importance of transparency and clarity in its activities. Under this principle, an annual sustainability report will be prepared based on international standards, providing a clear picture of progress towards achieving sustainable development goals.

### Risk

The Group systematically monitors risks that may impact the implementation of its ESG policy and classifies them into the following categories:

- Risks related to service delivery;
- Risks related to the Group's market activities.



The risk register is an appendix to the "Risk and Opportunity Management" procedure and undergoes continuous analysis, taking into account its impact on achieving the objectives of the ESG policy.

Currently, during the implementation of the ESG policy,



the main risks for the Group are as follows:

Political Risk — impacts the Group's operations (transformational processes in the macroeconomic environment);

**Geopolitical Risk** — impacts the Group's operations (pressure on the economies of Russia and Belarus, which contributes to increased competition in the Kazakhstan market);

**Employee Poaching Risk** — impacts the Group's operations (possibility of key employees being recruited by competitors);

Economic Risk — impacts the Group's operations (large volume of work when participating in tenders);

**Competitive Risk** — impacts the Group's operations and services.

Sanctions Risk — impacts the Group's operations (restrictions on business relations with companies from Russia and Belarus);

13

Responsible Business and Corporate
Governance



# **About the Companies within the Group**

iQ-Solutions is a Kazakhstan-based company founded by experienced professionals in the field of information technology. We provide comprehensive IT service solutions for government agencies, major Kazakhstani companies, and holdings. Our services cover all aspects of modern information technologies — from design and installation to implementation and staff training.

The highest governing body of iQ-Solutions is the General Meeting of Participants (General Meeting). The supervisory body overseeing the executive functions is the Supervisory Board.

The executive body is the CEO.

**iQS Engineering** is a 100% subsidiary of iQ-Solutions. The company specializes in automated process control systems (SCADA, DCS, Field) and manufacturing execution systems (MES), which form the lower levels of enterprise automated control systems. It holds a Category II license and employs qualified technical personnel.

The highest governing body of iQS Engineering is the Sole Participant of the Partnership.

The supervisory body is the Supervisory Board.

The executive body is the Director.

Within the framework of corporate governance, our membership in Petrocouncil 2025 and the Kazakhstan Oilfield Services Companies Association contributes to strengthening high standards of transparency and governance. This membership offers us valuable opportunities for experience exchange, implementation of advanced environmental and social practices, and further enhancement of corporate governance.

### Benefits of iQ-Solutions' Activities

iQ-Solutions' operations can bring significant benefits to the Earth in several aspects:

- Reducing carbon footprint through digital technologies — by providing IT solutions, the company helps businesses and government bodies transition to digital processes, which reduces paper waste, minimizes physical documentation, and optimizes resource use.
- Supporting sustainable business processes implementing automation and IT solutions makes processes more transparent and efficient, contributing to better resource utilization, cost reduction, and waste minimization.

### Benefits of iQS Engineering's Activities

The activities of iQS Engineering also bring significant environmental benefits through the implementation of automated control systems. Here is how our work can positively impact the ecological situation:

- Efficient resource management SCADA, DCS, and MES systems help enterprises more precisely control technological processes, significantly reducing wasteful use of water, energy, and other natural resources. This leads to decreased overconsumption and waste, lessening the environmental burden.
- **Optimization of production processes** through automation and control of manufacturing processes, harmful emissions can be reduced, energy efficiency increased, and the use of hazardous materials minimized. This improves the ecological condition of enterprises and increases production efficiency by 3–5% for customers.
- **Prevention of accidents and leaks** automated monitoring and control systems enable rapid detection of potential emergency situations (such as chemical spills or oil leaks), reducing environmental risks and preventing possible ecological disasters.
- **Reduction in material resource needs** automating and improving production processes leads to more efficient use of raw materials and resources, reducing waste volumes and the environmental impact.

### **Corporate Governance**

The Group views corporate governance as a tool to enhance operational efficiency, ensure transparency and accountability, strengthen its reputation, and reduce the cost of attracting capital. The corporate governance system involves clearly defining the powers and responsibilities among the governing bodies, officers, and employees of the partnership.

Corporate governance is based on the principles of fairness, integrity, responsibility, transparency, professionalism, and competence. The governance structure is built on respecting the rights and interests of all stakeholders involved in the Group's activities and contributes to the successful performance of the partnership, including value creation, financial stability, and profitability.

### Key Principles of Corporate Governance within the Group:

- Principle of delegation and separation of powers
- Principle of protecting the rights and interests of participants
- Principle of effective management by the Supervisory Board and executive body
- Principle of sustainable development
- Principle of risk management, internal control, and audit
- Principle of transparency and objectivity in the disclosure of information about the partnership's activities

### The Group adheres to the following governance practices:

- Maintaining a clear hierarchy in the review and decision-making process
- Clear division of powers and responsibilities among governing bodies, officers, and employees
- Timely and high-quality decision-making by the partnership's governing bodies
- Efficiency of internal processes in the partnership's activities
- Compliance with applicable laws and the partnership's internal regulations

### iQS / Sustainability Report

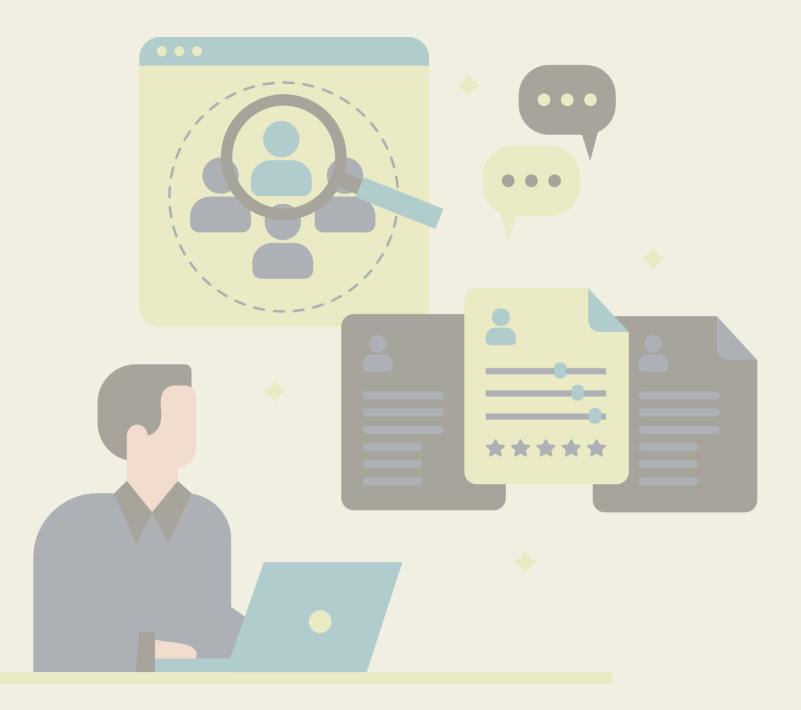
We strive to create conditions for long-term growth and prosperity, with a strong focus on responsible business practices and social engagement. As part of our commitment to social responsibility and job creation, during the reporting period we onboarded three paid interns. Two of them have continued working with our company, demonstrating our dedication to developing young professionals and supporting their career growth.

We actively collaborate with five universities through educational and social programs, which helps us attract new, talented specialists. In addition, we participated in six job fairs in 2024, where we successfully hired one candidate and invited another for an internship.

The Group develops an annual employee training plan aimed at enhancing qualifications and professional skills. Various certifications are also pursued, which play a crucial role in qualification-based selection processes during tenders.

The Group of Companies currently has a higher proportion of male employees, which is typical for technical professions, where men have traditionally been more represented. However, we adhere to the principle of equal opportunity and remain open to candidates of all genders, focusing solely on professional competencies.

Gender equality is considered particularly in the context of the specific nature of shift-based and technical roles.

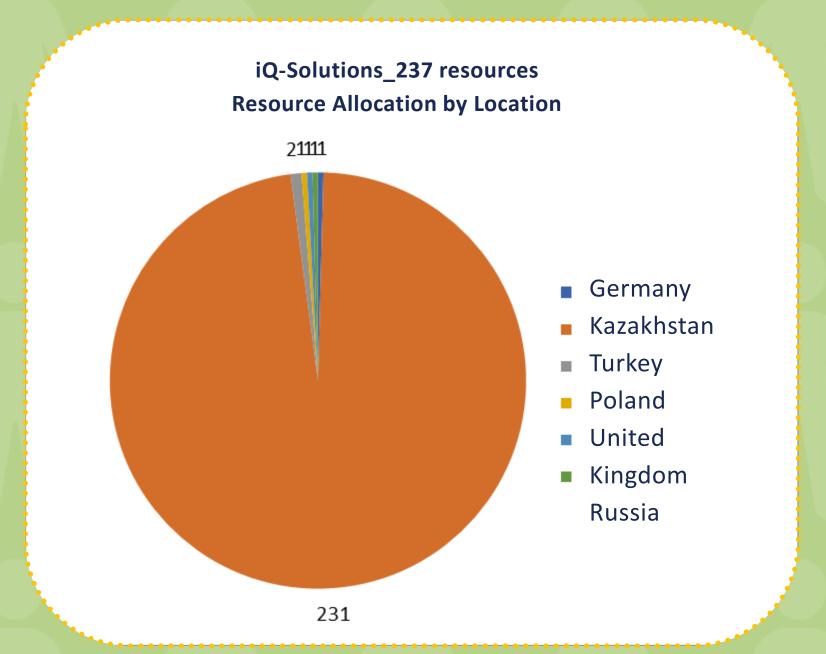


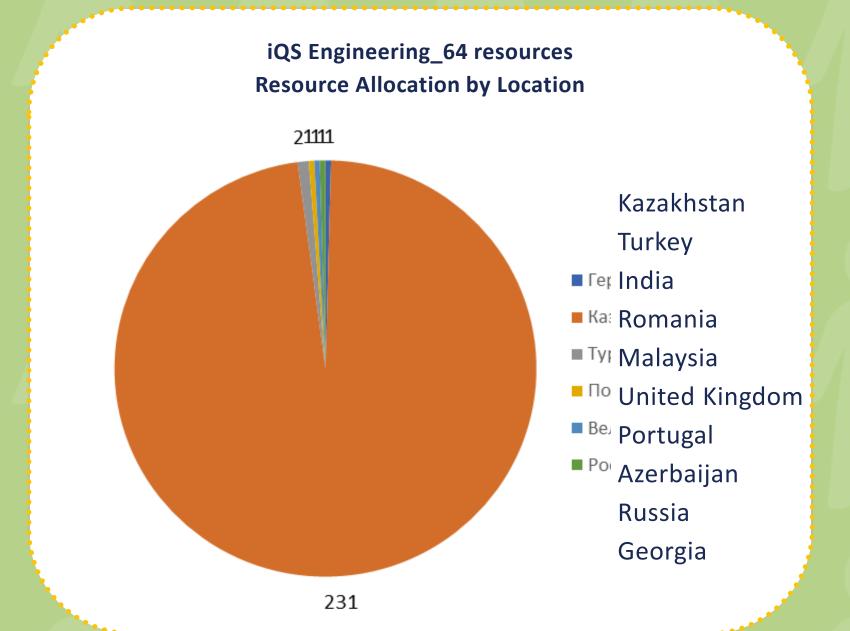
# **GC Digital Metrics**

The following slides present key statistical data about our employees.

We have analyzed the distribution of staff by age group, gender, and location to gain a better understanding of team composition and identify major trends. This data supports the development of effective strategies for promoting and strengthening diversity. The presented information covers only current employees of the Group of Companies.

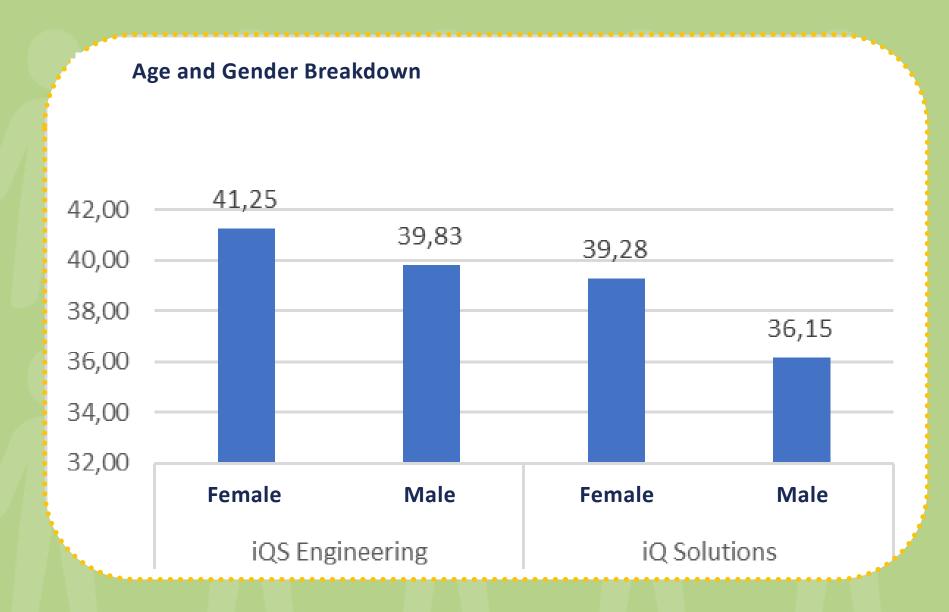
### **Key Indicators of Current Workforce Distribution by Location**

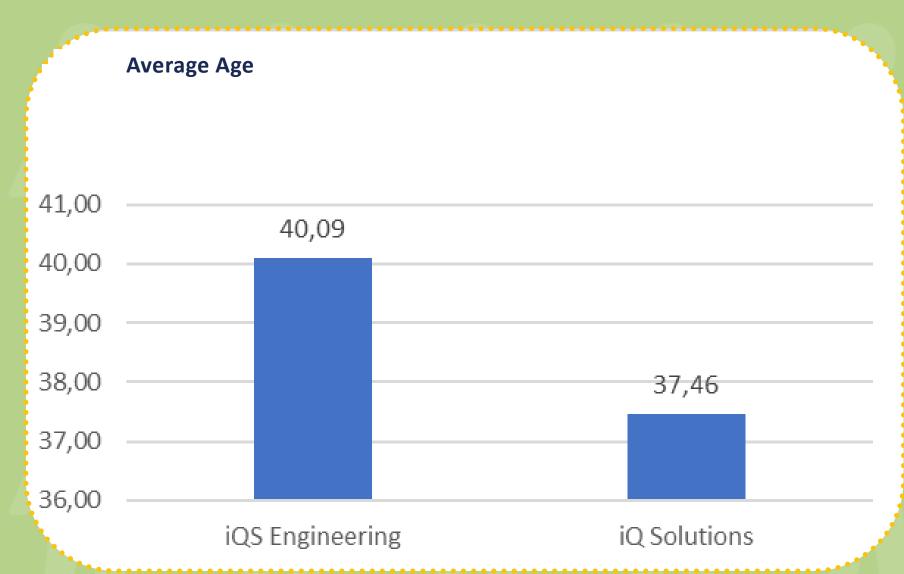




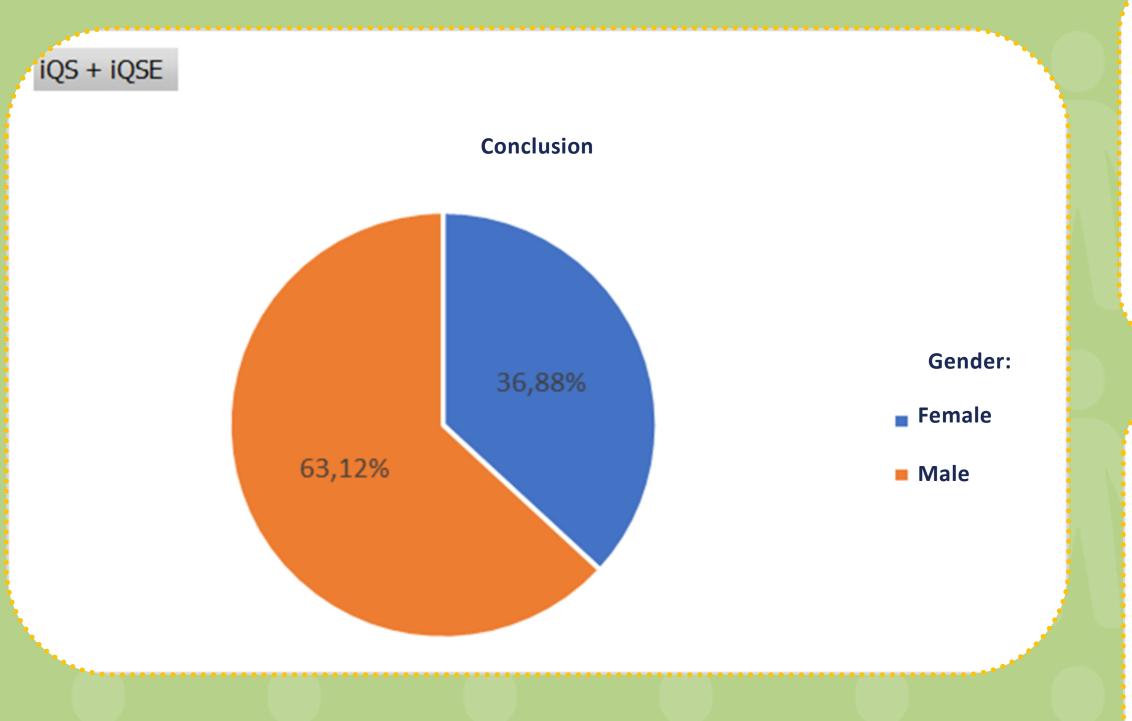
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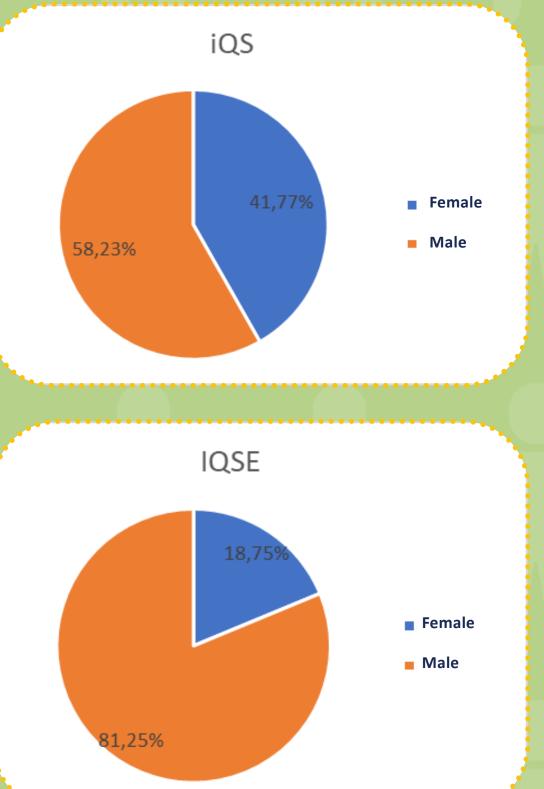
### **Current Workforce Distribution by Age Group**



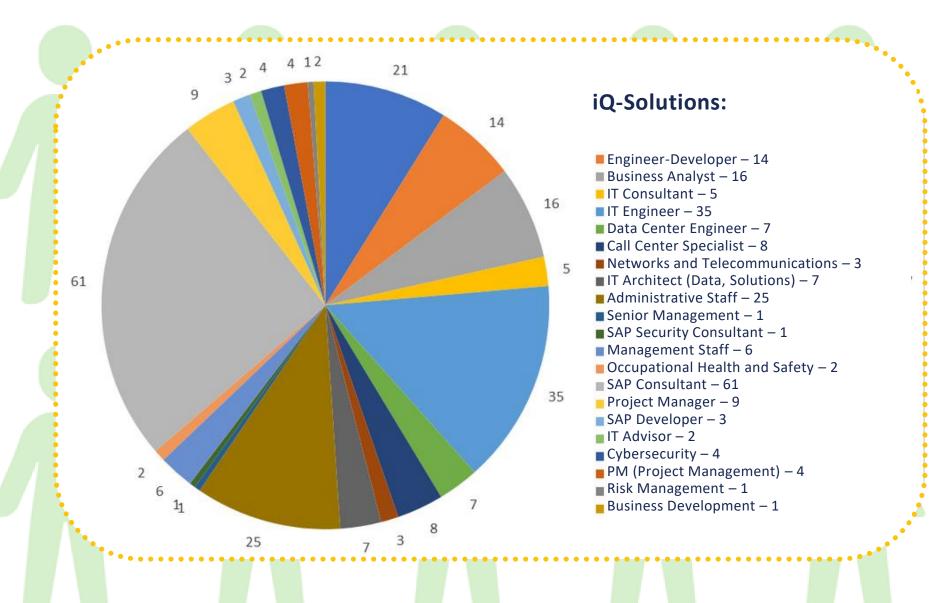


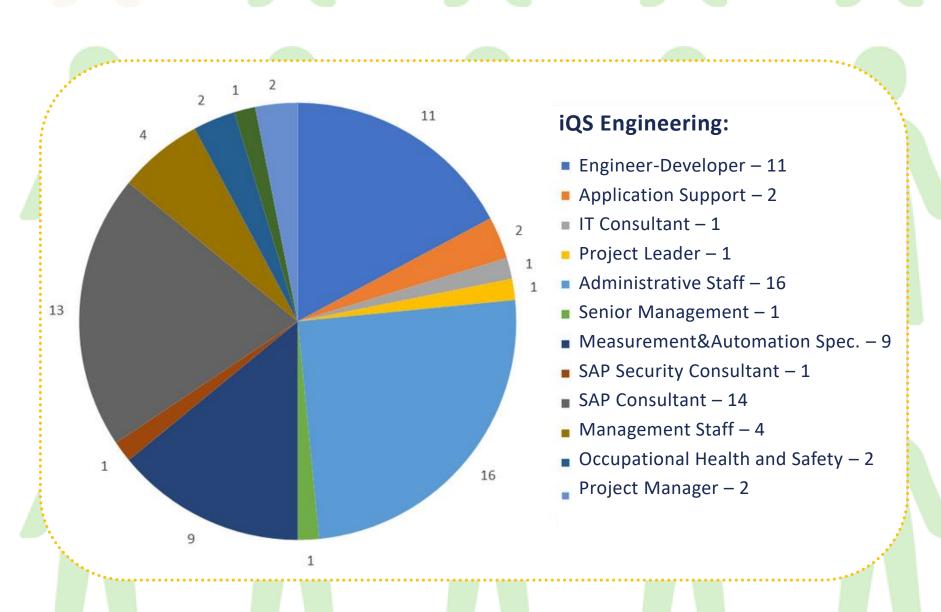
# Current workforce status by gender



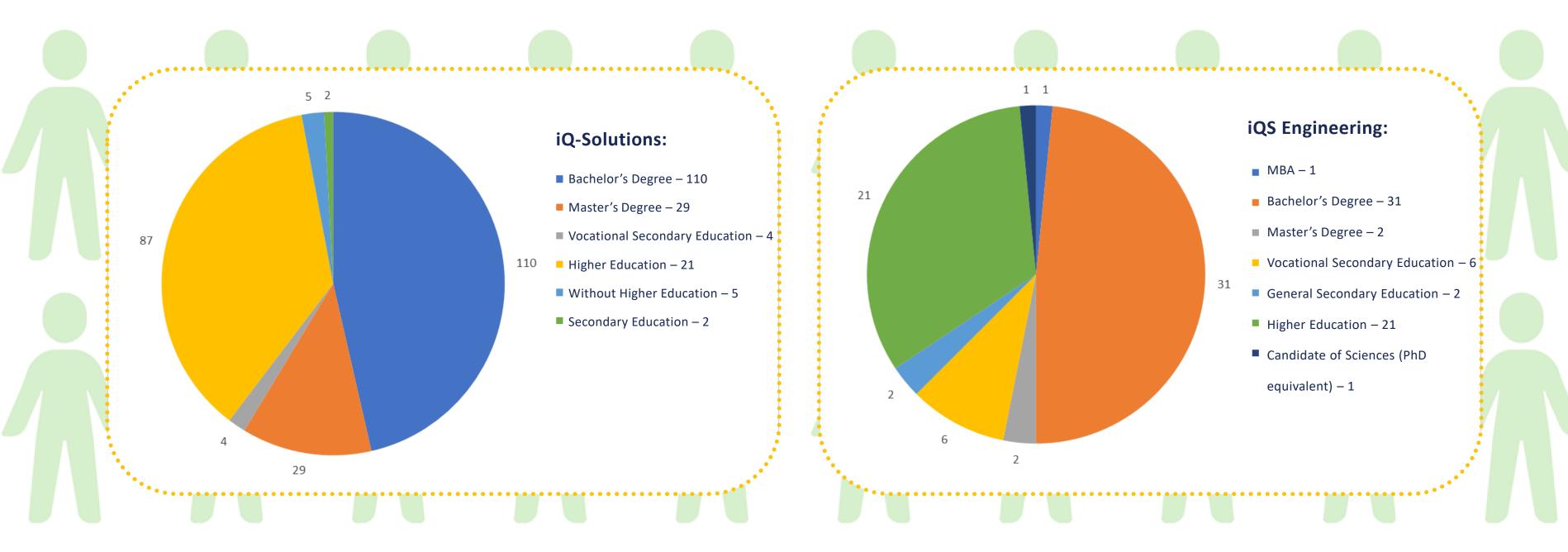


# Current distribution of workforce by employee specialties





# Current distribution of resources by education level



# Our engagement with key stakeholders is carried out as follows:

KEY STAKEHOLDERS		
Participants of the Group	<ul> <li>General Meeting of Participants</li> <li>Supervisory Board</li> <li>Management Meetings</li> <li>Individual Interactions</li> <li>Submission of Materials for Decision-Making</li> <li>Correspondence</li> </ul>	
Group Partners	<ul><li>Correspondence</li><li>Meetings</li><li>Advertising Campaigns</li><li>Tenders</li></ul>	
Organizations	<ul> <li>Hotline</li> <li>Correspondence</li> <li>Meetings</li> <li>Advertising campaigns</li> <li>Social media</li> </ul>	
Suppliers	<ul><li>Correspondence</li><li>Meetings</li></ul>	

KEY STAKEHOLDER	S
Employees	<ul> <li>Satisfaction surveys</li> <li>Corporate email</li> <li>Hotline</li> <li>Internal communication</li> <li>Training</li> <li>Volunteering</li> <li>Corporate events</li> </ul>
Government authorities	<ul><li>Correspondence</li><li>Meetings</li><li>Reporting</li></ul>
Institutional bodies	<ul><li>Correspondence</li><li>Meetings</li></ul>
Competitors of the Group	Joint projects/agreements

# Our interaction with key stakeholders is carried out in the following ways:

1) Customers
2) Contractors

We strive to maintain strong and productive relationships with both our customers and contractors, based on trust, transparency, and effective coordination. We understand that the success of projects depends on clear communication and the fulfillment of all contractual obligations.

Throughout our work, we ensure regular and transparent communication, which allows us to align expectations and promptly resolve emerging issues. We actively involve all project participants in the planning and coordination processes, helping to minimize risks and ensure successful implementation.

Our contracts include critical provisions on anti-corruption, prohibition of child labor, and compliance with sanctions regulations. These measures ensure adherence to ethical standards, the protection of human rights, and alignment with international sanctions, thereby strengthening trust and security in our partnerships.

We are always open to long-term and mutually beneficial cooperation, where each partner plays a vital role in achieving our common goals.

# Open Communication and Value Creation for All Stakeholders

We follow three key approaches to ensure effective interaction with partners and the community:

High Reputation Level: We place great importance on our responsibility to partners, select only reliable partners and suppliers, and always strive to maintain our reputation.

Profit Maximization: Our goal is not only to generate benefits for the beneficiaries but also to develop products and services that contribute to the growth of the national economy.

Additionally, an effective HR management system is in place.

For our Group, engagement with stakeholders is a key element in implementing the principles of sustainable development. We focus our ESG activities on establishing open and constructive dialogue that considers the interests of all stakeholders and aims to create long-term value.

Risk Mitigation: We strive to minimize the negative impacts our business may have on all stakeholders. We ensure compliance with all applicable legal requirements, international regulations (such as sanction policies), and adopted commitments, including international standards like ISO. Additionally, we implement supplier reliability assessments, personal data management, and information security systems.

The Occupational Health and Safety (OHS) service actively contributes to reducing risks related to labor protection. Our Sustainable Development team focuses on mitigating compliance risks.

# Economic Aspect





### **Economic Component**

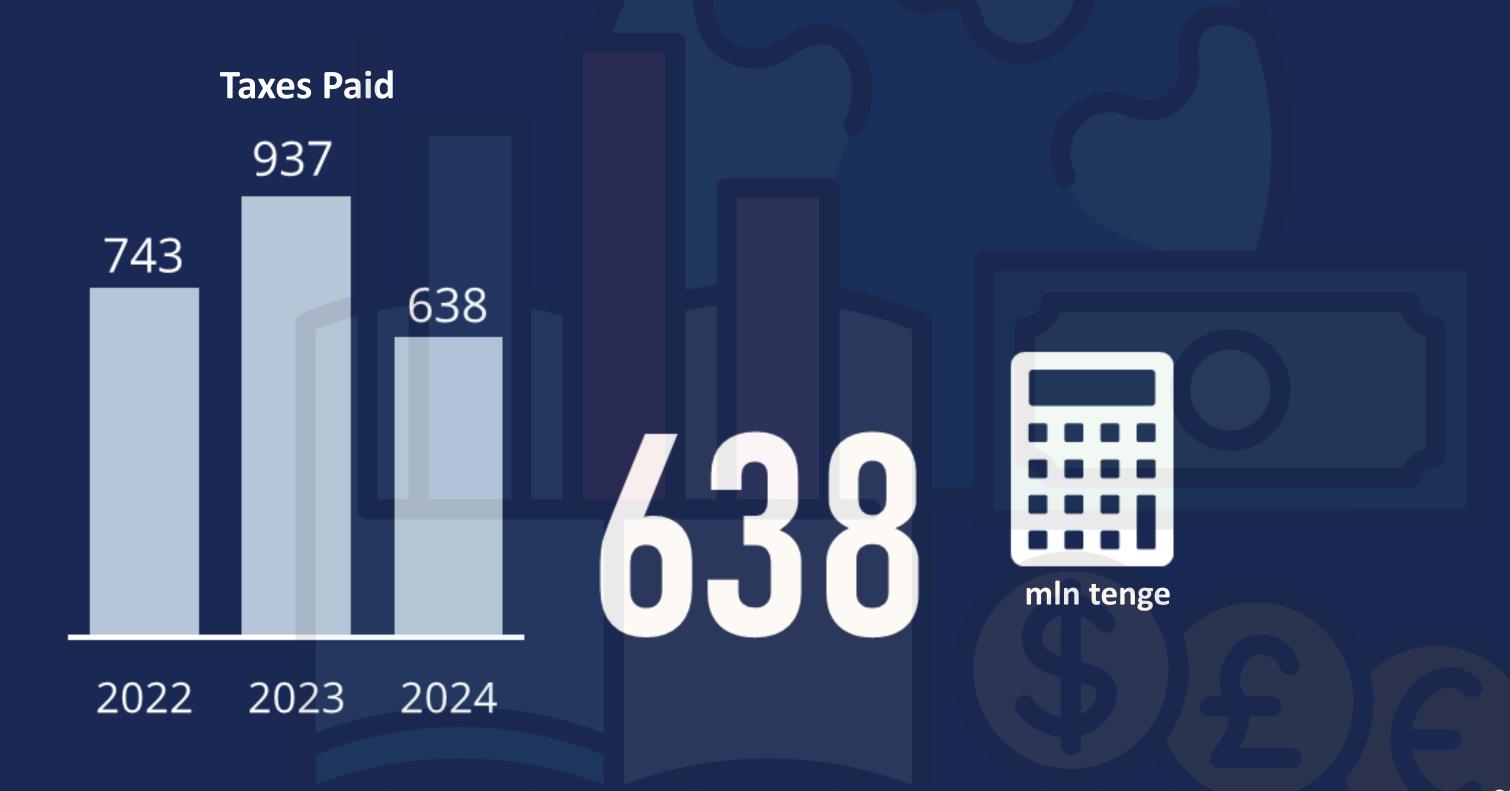
Within the scope of economic reporting, the Group maintains detailed data on its entities, including information on financial operations, suppliers, partners, clients, and consortiums. This data is segmented by geographic location, economic sectors, and types of activities, allowing for the assessment of dynamic changes. Compared to previous periods, the information includes insights on revenue and profit growth or decline. This enables monitoring of the Group's financial stability and identification of key trends for making strategic decisions in sustainable development.

The Group's tax and accounting policies have been approved. These documents play a crucial role in ensuring compliance with legislative requirements and corporate reporting principles, as well as in the effective management of financial flows and risks. Adherence to all regulations and standards in taxation and accounting is guaranteed, contributing to the Group's long-term financial stability.

The Group applies a tax management, control, and risk management system, which includes the mandatory submission of regular tax reporting forms. These forms enable tax authorities to monitor and assess the comparability, logic, and application of tax legislation norms within the Group's operations at a high level. This system ensures transparency of tax processes, facilitates timely identification and mitigation of risks, and strengthens the trust of government bodies and other stakeholders.

The Group has both consolidated and non-consolidated accounting systems in place, under which initial financial documentation is recorded in the 1C system. All transactions are accounted for in accordance with the approved accounting policy, ensuring the accuracy of financial data and compliance with regulatory requirements. Based on this data, financial reporting is prepared, ensuring the accuracy and transparency of the Group's financial performance and supporting a high level of control over financial flows.

## Consolidated Data of the iQS Group of Companies



# **Environmental Aspect**





# The activities of the Occupational Health and Safety service within the ESG framework

The iQS Group of Companies actively prioritizes the protection of labor and the safety of its employees and clients, striving for full compliance with international and legal requirements in this field. We are committed to creating safe and comfortable workplaces equipped with modern tools and technologies.

We track cases of injuries and occupational diseases. Over the company's 10 years of operation, there have been no recorded incidents of workplace injuries, accidents, or fatalities. Additionally, no occupational diseases have been identified. Since the company operates in the IT sector, there are no harmful working conditions. During this period, the total number of person-hours worked reached 6,723,134.



The Group's safety and occupational health activities are regulated by a number of international standards and regulatory acts of the Republic of Kazakhstan, which are included in this report. The main internal document governing occupational health and safety is the Safety and Occupational Health Procedures, which apply to all Group operations, employees, and contractors. Company management oversees the implementation of these safety and occupational health procedures and regularly reviews documentation related to health issues and risk assessments with the relevant departments and leaders.

In accordance with the Labor Code of the Republic of Kazakhstan, internal control over occupational safety and industrial safety includes organizing the occupational safety management system, monitoring working conditions, conducting prompt analysis of industrial control data, assessing occupational risks, and taking measures aimed at eliminating violations. Additionally, in compliance with legislative requirements, an annual fire safety audit is conducted at the Group's facilities. Responsible personnel regularly inspect buildings, and preventive measures and training on electrical safety are organized annually.



Instructions on occupational safety and health, training on actions in emergency situations, as well as fire safety instructions are regularly conducted for the Group's employees. Mandatory safety and health training, along with fire-technical minimum training for responsible personnel, is conducted every three years. All new employees undergo initial briefing, during which they are informed about the necessity to report any identified defects or situations that may pose risks to the relevant departments.



Training of OSH Personnel is also a key aspect. In 2024, the head of the OSH department, Venera Aizharikova, completed training under NEBOSH (National Examination Board in Occupational Safety and Health). This certification confirms advanced knowledge in risk management, legislation, and safety practices. NEBOSH Leadership Excellence is a specialized course designed for leaders, managers, and professionals in occupational safety and health. The course focuses on developing the leadership skills necessary for effective safety management in the workplace.

### **Procurement of Personal Protective Equipment (PPE)**

The need for procuring Personal Protective Equipment (PPE) arises from the fact that iQS employees (IT engineers) provide IT technical support and maintenance services while working at clients' hazardous industrial facilities (such as mining sites). This measure is a preventive element aimed at reducing the impact of harmful and dangerous industrial factors on iQS employees to an acceptable level.

The procurement of specialized protective clothing at iQS is carried out in accordance with international and national standards, which ensure employee protection based on the specific working conditions and nature of the tasks performed. The standards applied include European standards as well as Kazakhstan's national standards, which establish key criteria for selecting appropriate protective clothing for various types of work.

The procurement of specialized protective clothing must comply with several international and national standards that safeguard employees according to their working conditions and job types. The applicable standards include:

#### International Standards:

- ISO 13688 General requirements for protective clothing (ergonomics, sizing, labeling, harmlessness of materials).
- ISO 11612 Protective clothing against heat and flame.

### European Standards (EN):

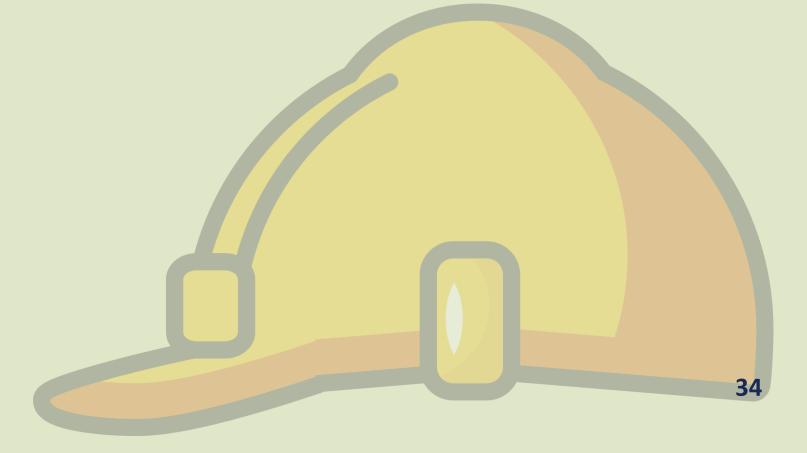
- EN 343 Clothing protecting against rain and moisture.
- EN 1149 Antistatic protective clothing.

### Kazakhstan National Standards:

- CT PK FOCT 12.4.280-2014 Special clothing protecting against mechanical impact.
- CT PK ΓOCT 12.4.191-2014 Clothing protecting against oil and petroleum products.
- CT PK 935-2012 Requirements for high-visibility clothing.

### Key Criteria for Selecting Protective Clothing:

- Compliance with international and national standards.
- Protection against hazardous factors (chemicals, dust, mechanical damage, temperature).
- Comfort and ergonomics for employees.
- High wear resistance and durability of materials.
- Resistance to external factors (fire, electricity, aggressive environments).



## **Carbon Footprint**

At iQS Engineering LLP, a carbon footprint monitoring procedure has been developed and implemented. This allows us to systematically analyze the environmental impact of our operations and work towards its reduction. Through this, we not only minimize our negative effect on nature but also uphold corporate responsibility and strive for a sustainable future.

# NEXT, THE RESULTS OF THE CARBON FOOTPRINT CALCULATION FOR THE PRODUCTION FACILITY OF "IQS ENGINEERING" LLP ARE PRESENTED.

The following baseline data were used to calculate CO2 emissions:

- Total natural gas consumption amounted to 4,088 m<sup>3</sup> (boiler:  $4,054 \text{ m}^3 + \text{kitchen}$ : 34 m<sup>3</sup>), which, calculated using an energy index of 9.1, equals:  $4,088 \text{ m}^3 \times 9.1 = 37,200.8 \text{ kWh}$ .
- Flight trips: calculated 6 times per year, economy class, on the Atyrau Almaty route, direct return flights.
- Mileage of the "GAZelle" vehicle (2018, gasoline) 22,364 km per year, for the production facility of "iQS Engineering" LLP.
- Mileage of the "TOYOTA HILUX" vehicle (2021, gasoline) 46,705 km per year, for the "CaspianOil" project of "iQS Engineering" LLP.
- Diesel consumption of the diesel emergency generator at the
   "iQS Engineering" LLP production facility 120 liters per year.



Type of emission source	and unit of	CO₂ emissions, tons/year
Electricity:	264 kWt	6,98
Natural gas:	37200 kWt	
Air travel: Round-trip economy class flights from Atyrau (Atyrau — Almaty via Astana)	6 перелетов	3, 95
Round-trip train travel	321 km	0.01
Carbon footprint calculator for two gasoline vehicles	69069 km	18,57
Diesel emergency generators (diesel fuel)	120 л	0,30
Total Carbon Footprint	29,81	

# Recycling of Plastic Collected by Group Employees

After the bottles are deposited into the Sparklo reverse vending machine, they go through the following process:



### **TRANSPORTATION**

The bottles are compressed inside the reverse vending machine and then transported for recycling.

ESG саясаты аясында КТ экологиялық ізін азайту және тұрақтылықты арттыруға бағытталған бастамаларды белсенді түрде жүзеге асыруда. Сол қадамдардың бірі — қызметкерлердің пайдаланылған пластик бөтелкелерін ерікті түрде жинауына қатысуы. Бұл процесс қызметкерлер бөтелкелерді мұқият жуудан басталады, оларды әрі қарай қайта өңдеуге дайындайды.

Одан кейін ҚжЕҚ қызметінің инженері жинақталған бөтелкелерді Sparklo автоматына тасымалдайды, онда олар қайта өңдеуден өтеді. Бұл процесс полигондарға түсетін пластик көлемін азайтып қана қоймай, Топтың экологиялық мақсаттарына жетуге көмектеседі, ресурстарды жауапкершілікпен пайдалануды қолдайды.

Осылайша, Топ компаниялары қызметкерлерін экологиялық тұрақты тәжірибелерге белсенді тарту арқылы ESG саясатына адалдығын көрсетеді, қоршаған ортамен өзара әрекеттестікті жақсарту және өмір сапасын арттыруға ұмтылады.



### **RECYCLING**

The compressed bottles are processed and turned into small granules, which are then used to produce new products.

In 2024, employees of the Almaty office collected 23 bags of bottles, totaling 602 pieces, which amounted to 23 kg. Upon delivery, at the Sparklo collection point near the Baluan Sholak Sports and Culture Complex, the Group ranked 5th in Almaty in terms of collection volume.



### **AS A RESULT**

The recycled bottles can be turned into toys, construction materials, and even clothing.



## Paper use compensation: tree planting

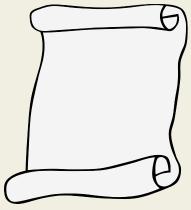
The Group of Companies places special emphasis on the efficient use of paper. In 2024, our back office carefully calculated the volume of paper consumed and decided to plant twice as many trees as the amount of paper used to compensate for this consumption.

Planting fast-growing trees helps to rapidly restore ecosystems and offset the environmental impact. When selecting trees, it is important to consider climate conditions, the purpose of planting (ecological compensation, shading, soil reinforcement, etc.), and the long-term viability of the plants.

THE OFFICE IN ALMATY USED 75,000 SHEETS OF PAPER











THUS, FOR THE 75,000 SHEETS OF PAPER USED, WE CAN PLANT 18 TREES IN RESPONSE.

The production base area of iQS Engineering in Atyrau city is planning to plant trees. Given the dry and hot climate, it is important to select trees that are resistant to high temperatures and drought, as well as capable of effectively purifying the air.

iQS Engineering has decided to plant decorative and fruit trees and shrubs. These include mint, tamarisk, rosehip, vinegar tree, pear, apricot, cherry, and rose. These plants are not only drought-tolerant and able to thrive in low-fertility soils but also have high decorative value.

Mint and tamarisk are highly resistant to heat and moisture deficiency, making them very suitable for creating green spaces in the conditions of the Atyrau region. Rosehip and vinegar tree do not require fertile soil, adapt easily, and brighten the area with their vibrant flowers. Pear, cherry, and apricot delight not only with their appearance but also with their fruits, while roses enhance comfort and aesthetics.

Beyond their decorative function, the trees and shrubs play an important ecological role: they purify the air, trap dust, reduce noise levels, and improve the microclimate – all of which is especially important for industrial areas and urban environments.

# Social Aspect





# Charitable Activities of the iQS Group of Companies

We adhere to the principles of social responsibility and believe that even small but purposeful actions can bring positive change to society.

Our charitable initiatives are the result of collective efforts aimed at supporting the community. We strive to assist vulnerable groups, provide support to those in difficult situations, and inspire others to take part in such efforts.

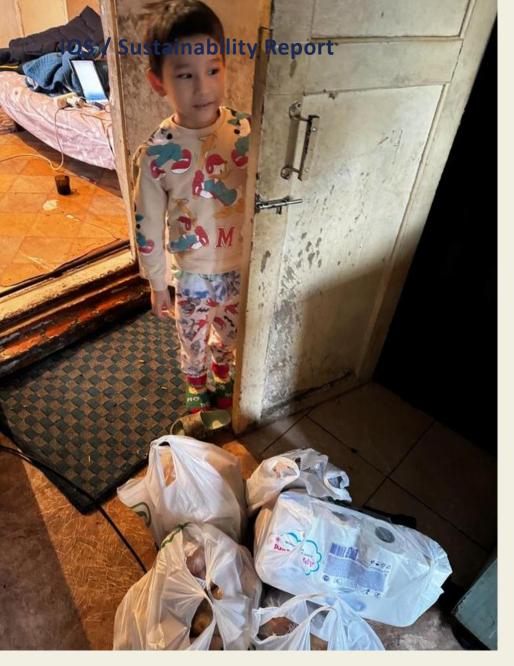
### **Group initiatives:**

- **1.i**Q-Solutions and iQS Engineering, in collaboration with the social service center "Ayala", organized a New Year celebration event. The program included a festive concert and a generous holiday table, creating a warm and joyful atmosphere for all participants. Our company donated diapers for those in need, which the "Ayala" center then distributed to families and institutions facing urgent needs.
- 2. We also supported a social initiative focused on developing children's creativity. As part of our corporate social responsibility program, the Group donated acoustic and electric guitars to a children's home for kids with disabilities.
- 3. In addition, our employees collected and delivered food baskets to low-income families. Each basket contained essential items to support families during difficult times.
- 4. The Group provided assistance to the Public Foundation for WWII Veterans, Homefront Workers, and War Children. Company employees visited veterans, offering not only material support but also attention, empathy, and warm human connection by listening to their life stories and needs.

- 5. In support of sustainable development and ESG principles, we regularly organize clothing collection drives among our employees. Good-quality clothing is gathered and distributed to people in need.
- 6. As part of the New Year corporate celebration, a fruit collection campaign was held. The collected fruit was donated to the Ayala Social Service Center and the Public Foundation for WWII Veterans, Homefront Workers, and War Children. Additionally, our colleagues in Atyrau delivered fruit to the "Ömir Güli" (Flower of Life) charity foundation.

### Total donations in figures:









# Charity Event Photo Archive of the Group of Companies









### The ESG report may be of interest to the following stakeholders:



- **1.Company participants** to assess the company's sustainability and long-term attractiveness.
- **2.Company management** to make strategic decisions aimed at enhancing corporate sustainability.
- **3. Partners and suppliers** to evaluate environmental and social responsibility within business cooperation.
- **4. Clients/customers** for participation in tenders.
- **5. Employees** to increase awareness and engagement in corporate social responsibility.
- **6. Government bodies and regulators** to monitor compliance with regulatory requirements and standards.
- **7.End users and consumers** to understand how the company addresses environmental and social issues in its operations.
- **8. Media and the general public** to obtain information about corporate initiatives and their impact on sustainable development.
- **9. Auditing and consulting firms** to conduct independent assessments and provide recommendations.
- **10.Environmental organizations** to analyze the company's environmental impact and develop joint initiatives for improvement.



# REQUIREMENTS OF THE GRI STANDARDS



Corporate Governance and Responsible  Business	GRI 2
Economic Section	GRI 201
Environmental Section	GRI 300
Social Aspects	GRI 400

iQS / Sustainability Report

APPENDIX NO. 1

# A RANGE OF INTERNATIONAL STANDARDS AND REGULATORY LEGAL ACTS OF THE REPUBLIC OF KAZAKHSTAN (RK) THAT REGULATE THE ACTIVITIES OF THE GROUP OF COMPANIES (GC) IN THE FIELD OF OCCUPATIONAL SAFETY AND HEALTH

#### ILO CONVENTIONS ON OCCUPATIONAL SAFETY AND HEALTH:

- CONVENTION NO. 155 (1981) OCCUPATIONAL SAFETY AND HEALTH AND THE WORKING ENVIRONMENT
- ESTABLISHES GENERAL PRINCIPLES OF OCCUPATIONAL SAFETY POLICY.
- INCLUDES OBLIGATIONS OF THE STATE AND EMPLOYERS TO CREATE SAFE WORKING CONDITIONS.
- CONVENTION NO. 187 (2006) PROMOTIONAL FRAMEWORK FOR OCCUPATIONAL SAFETY AND HEALTH CONVENTION
- AIMS TO DEVELOP NATIONAL POLICIES AND PROGRAMS IN THE FIELD OF OCCUPATIONAL SAFETY AND HEALTH.

#### INTERNATIONAL STANDARDS:

- ISO 9001:2016 QUALITY MANAGEMENT SYSTEMS. REQUIREMENTS
- ISO 45001:2019 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS. REQUIREMENTS AND GUIDANCE FOR USE
- ISO 14001:2016 ENVIRONMENTAL MANAGEMENT SYSTEMS. REQUIREMENTS AND GUIDANCE FOR USE

#### MAIN LAWS OF THE REPUBLIC OF KAZAKHSTAN ON OCCUPATIONAL SAFETY AND HEALTH:

- 1.LABOR CODE OF THE REPUBLIC OF KAZAKHSTAN, CHAPTER 10 OCCUPATIONAL SAFETY AND HEALTH. DEFINES THE RESPONSIBILITIES OF EMPLOYERS AND EMPLOYEES IN ENSURING SAFE WORKING CONDITIONS.
- 2.LAW OF THE REPUBLIC OF KAZAKHSTAN "ON CIVIL PROTECTION." DEFINES MEASURES FOR PREVENTION AND ELIMINATION OF EMERGENCIES RELATED TO LABOR SAFETY.
- 3.LAW OF THE REPUBLIC OF KAZAKHSTAN "ON INDUSTRIAL SAFETY AT HAZARDOUS PRODUCTION FACILITIES." ESTABLISHES SAFETY REQUIREMENTS FOR ENTERPRISES WITH INCREASED RISK (MINING, OIL AND GAS, CHEMICAL INDUSTRIES).
- 4.LAW OF THE REPUBLIC OF KAZAKHSTAN "ON SAFETY AND OCCUPATIONAL HEALTH" (DRAFT DOCUMENT). A NEW LAW INTENDED TO REPLACE SEVERAL OLD REGULATIONS AND TO REFLECT MODERN SAFETY STANDARDS.

#### BYLAWS AND REGULATORY DOCUMENTS:

- RULES FOR OCCUPATIONAL SAFETY AND HEALTH. APPROVED BY ORDERS OF THE MINISTRY OF LABOR AND SOCIAL PROTECTION OF THE POPULATION OF THE REPUBLIC OF KAZAKHSTAN.
- SANITARY NORMS AND RULES (SANPIN). SET SANITARY REQUIREMENTS FOR WORKING CONDITIONS, LIGHTING, MICROCLIMATE, AND HARMFUL FACTORS.
- STATE STANDARDS (ST RK) IN THE FIELD OF OCCUPATIONAL SAFETY
- ST RK GOST 12.0.230-2007 OCCUPATIONAL SAFETY STANDARDS SYSTEM. BASIC PROVISIONS.

### FOR THE PRESENTATION OF THE COMPANIES (INTRODUCTION TO STAKEHOLDERS)

Our group of companies strives to align with the Global Sustainable Development Agenda and has committed to implementing five of the UN Sustainable Development Goals. In the context of global changes and growing focus on sustainability, we integrate ESG principles (Environmental, Social Responsibility, Governance) into our core operations. This includes minimizing environmental impact, supporting social initiatives, and enhancing transparency in governance. By adhering to these principles, we adapt to global trends and prepare for a future where sustainability and social responsibility will be key factors of success.