

Approved by the decision of the Board
of the "E-Finance Center" Joint-Stock Company
" ____ " _____ 2025 (Minutes No. ____)

The Action plan in the field of Sustainable development Policy of the "E-Finance Center" joint-stock company for 2025

№	Event	Responsible structural unit	Deadlines	Actions taken	Information on the implementation of the event
The economic component of sustainable development					
1	Improving process efficiency	TMIMD	During the year	As part of the monitoring of the operability and testing of IS supported by the Company, efficiency is being improved and profitability is being ensured for the Company's projects to the Customer.	
2	Ensuring the profitability of the "E-Finance Center" joint-stock company	ISD	According to the terms stipulated by the purchase agreement	Provision of "Services for maintenance and administration of the hardware and software complex for ensuring information security of information systems of the Treasury Committee", under the Public Procurement Agreement No. 41 dated February 23, 2024 (concluded with the Ministry of Finance of the Republic of Kazakhstan).	
		Responsible structural unit, structural divisions	During the year	Timely fulfillment of the Company's revenue contracts.	
The ecological component of sustainable development					
The use of environmentally friendly, energy- and material-saving technologies					
1	Minimizing the impact on biological and physical natural systems	TMIMD	During the year	Automation of the Company's business processes, which minimize the use of paper media	

2	Use of atmospheric-safe refrigerants without ozone-depleting substances in air conditioning systems	TAD	During the year	Preparation of documentation to meet the necessary requirements for the purchase of goods and services	
3	The use of batteries with absorbed electrolyte in uninterruptible power supplies to prevent leakage	TAD	During the year	Preparation of documentation to meet the necessary requirements for the purchase of goods and services	
4	The use of high-tech and modern technology in the infrastructure of Company, which is standardized and has a high efficiency corresponding to the required consumption of electric energy	TAD	During the year	Preparation of documentation to meet the necessary requirements for the purchase of goods and services	
5	Reducing the carbon footprint through resource optimization	MDMD	During the year	Reducing paper usage by switching to electronic notes, etc.	
The social component of sustainable development					
1	Implementation of internal and external social programs	TMIMD	During the year	Automation of the Company's HR business processes on the corporate portal	
2	Creating a comfortable and safe working environment	Responsible structural unit, structural divisions	During the year	Ensuring accessibility of physical and psychological health programs for employees.	
3	Development of corporate culture and engagement	Responsible structural unit, structural divisions	During the year	Conducting activities to strengthen team spirit. Implementation of an employee feedback system.	
4	Ensuring transparent competitive procedures, as	PMD, responsible structural units	During the year	Implementation of measures within the framework of the Rules for the Selection and Adaptation of employees of the E-Finance Center JSC	

	well as equal employment opportunities			Ensuring compliance with the provisions of the approved internal regulatory documents "Rules for the selection and adaptation of employees", "Rules for the preparation, conclusion, execution of contracts and management of legal support processes for the Company's activities", updating them if necessary	
				Conducting an interview according to the qualification requirements and the standard questionnaire/questionnaire / test, regardless of age, gender and other criteria.	
5	Professional development of employees	PDD	During the year	Conducting training in accordance with the "Training and Advanced Training Plan of E-Finance Center JSC" for 2025 approved by Order No. 265 dated December 25, 2024.	
		CC	During the year	Conducting staff training on the functionality of the supported IS on an ongoing basis by staff methodologists, allocating additional time for training. Conducting audio monitoring and analyzing its results.	
6	Ensuring the safety and labor protection of employees	Responsible structural unit	During the year	Conducting an introductory briefing for accepted employees	
7	Conducting training in the requirements of the anti-corruption legislation of the Republic of Kazakhstan for the Company's employees	Compliance Service	During the year	Organizing and conducting training in the requirements of the anti-corruption legislation of the Republic for the Company's employees.	
Risk management system					
1	Risk management system and corporate governance	Risk Manager, ISD	On an ongoing basis	Within the framework of the RMS of the "E-Finance Center" joint-stock company, through organizational (IRD of the Company and the information security management system) and technical measures (means of the operational information security center), risks	

				that may affect the achievement of corporate goals are minimized.	
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* Company –"E-Finance Center" joint-stock company