

## **Results of the internal analysis of corruption risks in the activities of Qazaqstan Investment Corporation JSC for 2022**

### **Name of the object of internal analysis of corruption risks:**

The activities of Qazaqstan Investment Corporation JSC (hereinafter – the Company) in the process of "Recruitment, adaptation and retention of personnel" for 2022.

### **The basis for conducting an internal analysis of corruption risks:**

Order of the Chairman of the Management Board of the Company "On conducting an internal analysis of corruption risks" dated November 15, 2023 No. 83-P.

**The analyzed period:** From January 1 to December 31, 2022.

The internal analysis of corruption risks was carried out in the following areas:

- 1) identification of corruption risks in internal regulatory documents affecting the Company's activities in the search and selection of personnel;
- 2) identification of corruption risks in the organizational and managerial activities of the Company for the search and selection of personnel.

The Company's activities in the search and selection of personnel are regulated by the following regulatory legal acts and internal regulatory documents:

- 1) The Labor Code of the Republic of Kazakhstan;
- 2) The rules on personnel management of Qazaqstan Investment Corporation Joint-Stock Company, approved by the decision of the Board of the Company dated May 30, 2019 extract No. 17/19;
- 3) Regulations on the recruitment, selection, hiring and adaptation of personnel approved by the resolution of the Company's Management Board dated April 7, 2015;
- 4) The rules for the selection of candidates for vacant positions of the Internal Audit Service, Anti-Corruption Compliance Service and Corporate Secretary, accountable and/or subordinate to the Board of Directors of Qazaqstan Investment Corporation Joint-Stock Company approved by the resolution of the Board of Directors of the Company dated June 29, 2021 extract No. 10/21.

Based on the results of an internal analysis of corruption risks in the process of "Recruitment, adaptation and retention of personnel", we inform you that there are no identified corruption risks within the framework of the analyzed business process. At the same time, in order to increase the transparency of the candidate selection process, recommendations were sent to the owner of the business process on further improvement of the process in terms of regulating the process of searching and selecting employees under civil contracts, providing feedback to candidates for vacant positions, supplementing the Company's IRs with a requirement for mandatory verification of potential candidates for the prevention of conflicts of interest, and establishing business reputation (reliability).