**APPROVED**
President of
JSC «KazUTB named after K. Kulazhanov»
_____ E.T. Kulazhanov
«11» мая 2026

# SUSTAINABLE DEVELOPMENT POLICY JSC «KAZUTB NAMED AFTER K. KULAZHANOV» KazUTB-DSD-4.1–2026-04

**AGREED**
Rector of
JSC «KazUTB named after K. Kulazhanov»
_____ L.K. Baibolova
«11» мая 2026

**Astana, 2026**

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## 1. TERMS AND DEFINITIONS

| The term | Definition |
|---|---|
| **JSC «KazUTB named after K. Kulazhanov»** | Joint-Stock Company «Kazakh University of Technology and Business named after K. Kulazhanov» |
| **UN Global Compact** | An international initiative in the field of sustainable development, the purpose of which is to introduce ten basic principles in the field of human rights, labor relations, environmental protection and anti-corruption into the activities of the business community. |
| **KPI** | performance indicators of JSC «KazUTB named after K. Kulazhanov» or its structural departments, which allow measuring the degree of achievement of the set strategic goals in terms of effectiveness and efficiency. |
| **UN (United Nations)** | an international organization established to maintain and strengthen international peace and security, as well as to develop cooperation between states; |
| **Media** | mass media; |
| **Sustainable Development** | organizational principle of achieving the goals of JSC «KazUTB named after K. Kulazhanov», in which the needs and its stakeholders are met with the preservation and development of human and natural resources necessary to meet the needs of future generations; |
| **(SDGs) Sustainable Development Goals** | these are globally accepted goals aimed at eliminating poverty and destitution, combating inequality and injustice, as well as protecting the planet and ensuring peace and prosperity for all people; |
| **ESG (Environmental, Social, Governance)** | is a set of management characteristics of JSC «KazUTB named after K. Kulazhanov», which achieves the involvement of students and employees in solving environmental, social and governance problems and sustainable development: the principles of the UN Global Compact. |
| **ESG risk (Environmental, Social and Governance risks)** | it is a type of risk that determines the sustainable development of JSC «KazUTB named after K. Kulazhanov» within the framework of environmental, social, and corporate governance risks |
| **SDGs (Sustainable Development Goals) or SDGs** (Sustainable Development Goals) | which are a set of 17 interrelated goals developed in 2015 by the UN General Assembly as a "blueprint for achieving a better and more sustainable future for all". |

## 2. GENERAL PROVISIONS AND PROCEDURE DESCRIPTION

2.1 This Policy in the field of sustainable development of JSC «Kazakh University of Technology and Business named after K. Kulazhanov» (hereinafter referred as the Policy) is developed in order to establish the main principles, goals, directions and objectives of the university's activities in the field of ESG and sustainable development, to describe the management system of these activities and approaches to interaction with stakeholders.

## 3. SCOPE OF APPLICATION

3.1 This Policy has been developed taking into account the main global ESG (environmental, social and corporate governance) principles, requirements and provisions.

3.2 This Policy is the main document that systematizes the approaches of JSC «KazUTB named after K. Kulazhanov» to activities in the field of ESG and sustainable development.

3.3 The requirements of this Policy are mandatory for all structural divisions of JSC «KazUTB named after K. Kulazhanov» when planning and implementing their activities within the framework of ESG and sustainable development.

3.4 This Policy is a public document available on the Internet resources of JSC «KazUTB named after K. Kulazhanov».

3.5 The owner of the business process regulated by this Policy is the Sustainable Development Working Group, which is a permanent collegial body of JSC «KazUTB named after K. Kulazhanov».

## 4. MAIN DIRECTIONS

4.1 Reducing the carbon footprint is a gradual reduction in greenhouse gas emissions associated with the activities of educational buildings.

4.2 Increasing the efficiency of resource use - transition to a cyclical consumption model and energy-efficient technologies.

4.3 Formation of environmental culture of students and employees - integration of environmental aspects into educational programs and research activities.

### 4.4 DIRECTIONS OF IMPLEMENTATION

| Goals | Principles and approaches of JSC «KazUTB named after K. Kulazhanov» |
|---|---|
| SDG 1 No Poverty | Creating the principles of equal opportunities in education and career, using social support for students. |
| SDG 2 Zero Hunger | Ending hunger and ensuring food security. the importance of ensuring food security, good nutrition and sustainable food systems as a key element of sustainable development of society and university environments. |
| SDG 3 Good health and well-being | Ensure healthy lives and promote well-being for all at all ages. Support and accessible medical support for staff and students, the development of accessible medicine in general, and ensuring healthy lifestyles and promoting well-being for all at all ages. |
| SDG 4 Quality Education | Implementation of quality education by adapting modern curricula, creating equal and accessible conditions for students with disabilities, and the use of inclusive educational technologies, ensuring equal opportunities in education and career. Supporting Women in STEM |
| SDG 5 Gender Equality | Ensuring gender equality. Students and employees of JSC «KazUTB named after K. Kulazhanov» support gender equality and provide equal opportunities for everyone. |

| | |
|---|---|
| SDG 6<br>Clean water and sanitation | Providing access to clean drinking water to eliminate the use of plastic bottles. Introduction of energy-efficient technologies. Reduced water consumption. |
| SDG 7<br>Affordable and clean energy | Ensuring universal access to affordable, reliable, sustainable and modern energy for all Actively promoting the transition to clean fuels by supporting scientific projects in the field of green energy. |
| SDG 8 Decent work and economic growth | Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all |
| SDG 9 Industry, innovation, and infrastructure | Build resilient infrastructure, promote inclusive and sustainable industrialization and promote innovation |
| SDG 10 Reduced inequality | Staff of JSC «KazUTB named after K. Kulazhanov» actively supports inclusion, ensuring access for vulnerable groups students to quality education. |
| SDG 11 Sustainable Cities and communities | The staff of JSC «KazUTB named after K. Kulazhanov» promotes the transition to environmentally friendly fuels by participating in scientific projects that meet modern environmental standards, as well as landscaping and developing the campus territory, participating in the implementation of projects aimed at ensuring the safety of students' life using modern equipment. |
| SDG 12 Responsible consumption and production | Ensuring the transition to rational models of consumption and production through educational and scientific activities, the team of JSC «KazUTB named after K. Kulazhanov» supports initiatives and scientific projects in the field of responsible consumption of resources and production, raising awareness of students. |
| SDG 13 Climate Action | Taking urgent measures to combat climate change and its consequences, the team of JSC «KazUTB named after K. Kulazhanov» adheres to the principles of precaution and prevention of negative impact on the environment, promoting the development and dissemination of environmentally friendly technologies. |
| SDG 14 Life Below Water | |
| SDG 15 Life on Land | |
| SDG 16 Peace, Justice and Strong Institutions | Promoting the building of peaceful and inclusive societies for sustainable development, ensuring access to justice for all and creating effective, accountable and participatory institutions at all levels. The staff of JSC «KazUTB named after K. Kulazhanov» has a Conciliation Commission to protect the interests of its employees. |
| SDG 17 Partnerships for the Goals | The staff of JSC «KazUTB named after K. Kulazhanov» has adopted standards of corporate governance, ethical behavior and interaction with stakeholders (stakeholders). The "Policy of Corporate Ethics, Transparency and Partnership" is in effect. |

## 4.5 STATEMENT OF PURPOSE

4.5.1 The staff of JSC «KazUTB named after K. Kulazhanov» is aware that the long-term sustainable development of the university depends on solving global problems in the social, environmental and economic spheres and the transition to a new, more sustainable model of the economy, which is possible on the basis of ESG transformation.

4.5.2 The team of JSC «KazUTB named after K. Kulazhanov» supports the modern understanding of the need to move from creating current value for shareholders to creating long-term value that is meaningful for a wider range of stakeholders, including shareholders, employees, customers, counterparties, local communities, and the government.

4.5.3 The team of JSC «KazUTB named after K. Kulazhanov» recognizes the role of companies in the financial and technological sector in the transition to more sustainable development models based on the integration of the latest technologies, environmental and social aspects in all areas of activity, processes, effective corporate governance, ESG risk management and the development of responsible financing practices.

4.5.4 The team of JSC «KazUTB named after K. Kulazhanov» understands its importance in the economy of the Republic of Kazakhstan and takes into account the unique opportunities and responsibilities associated with this, striving to best realize its potential and use the opportunities for ESG transformation of business and the country.

4.5.5 The main goal of the team of JSC «KazUTB named after K. Kulazhanov» in the field of ESG and sustainable development is: to become a leader in systemic changes in the field of ESG at the national and international levels to create an economy of prosperity that is effective for society and the preservation of the environment based on the interest, cooperation and development of our employees, students, shareholders, partners and the state.

## 4.6 ESG AND SUSTAINABILITY PRINCIPLES

4.6.1 Based on the Development Plan, the team of JSC «KazUTB named after K. Kulazhanov» is guided by seven principles in its activities in the field of ESG and sustainable development:

**Principle 1. The staff of JSC «KazUTB named after K. Kulazhanov» is guided by the principle of equal opportunities in education and career, using social support for students:** team contributes to the development of equal rights of all to receive quality higher education; continuity of the educational process, ensuring the continuity of its levels; free choice of individual learning trajectory and acquisition of skills and competencies through continuing education;

**Principle 2. The staff of JSC «KazUTB named after K. Kulazhanov» ensures the observance of human rights, inclusiveness, diversity, fair and equal treatment of all in its activities:** JSC «KazUTB named after K. Kulazhanov» respects and protects human rights in its own activities. JSC «KazUTB named after K. Kulazhanov» supports inclusivity, develops a barrier-free environment, increases the availability of educational services for vulnerable groups of the population, creates conditions for maintaining the availability of higher education education for the population, taking into account intellectual development, psychophysiological and individual characteristics;

**Principle 3. The staff of JSC «KazUTB named after K. Kulazhanov» takes care of the environment:** the team observes its constitutional rights, and in accordance with Article 37, adopted on March 15, 2026 by the Constitution of the Republic of Kazakhstan, prevents, minimizes or compensates for its own negative impact on the climate and other components of the environment, improving environmental and climate risk management practices, implementing measures to increase the efficiency of use materials, energy and water, and waste management. Society participates in the formation of a "green" and circular economy.

**Principle 4. The team of JSC «KazUTB named after K. Kulazhanov» develops responsible financing practices and effectively manages ESG risks:** the team implements an integrated business model, which is aimed at ensuring the preservation of the principles of QMS and ESG approaches in its activities. The main engine of such an integrated system allows to ensure the principle of continuous improvement and cyclical monitoring of the processes of JSC «KazUTB named after K. Kulazhanov», which in turn helps to ensure transparency in the management of processes. JSC «KazUTB named after K. Kulazhanov» increases its long-term sustainability and competitiveness through ESG transformation, development of responsible financing, comprehensive and systematic management of ESG risks.

**Principle 5. The staff of JSC «KazUTB named after K. Kulazhanov» is responsible for the impact it has, complies with all applicable legislative norms and fulfills its obligations: the** team acts in strict accordance with the legislation of the Republic of Kazakhstan, international ESG standards in its activities.

**Principle 6. The staff of JSC «KazUTB named after K. Kulazhanov» follows ethical business approaches and implements the best practices of corporate governance:** the team is committed to conducting and disseminating conscientious, open and honest practices, including ethical practices of higher and postgraduate education.

**Principle 7. The team of JSC «KazUTB named after K. Kulazhanov» improves information openness and transparency:** the team strives to disclose clear, accurate and reliable information about its activities in terms of impact on society, economy, and environment in the annual sustainability report parties.

## 5. DIRECTIONS OF SUSTAINABLE DEVELOPMENT TO JSC «KAZUTB NAMED AFTER K. KULAZHANOV»

5.1 The main directions of JSC «KazUTB named after K. Kulazhanov» in the field of sustainable development are formulated taking into account the balance between the economy, society, the environment and corporate sustainability, as well as the strategic goals specified in the development plan of JSC «KazUTB named after K. Kulazhanov» and the vision of shareholders.

**1. The general principle and approach of JSC «KazUTB named after K. Kulazhanov»:**

- development and implementation of a system for identifying, prioritizing and managing institutional risks;
- implementation of ESG risk management processes in the overall risk management system at JSC «KazUTB named after K. Kulazhanov»;
- training the staff and students in the principles of sustainable development and the principles of quality education;

**2. Environmental Impact:**

- taking measures to improve resource and energy efficiency, as well as proper waste management;
- prevention and reduction of negative impact on the environment in the course of the team's activities, including risk management;
- taking into account the environmental aspects of JSC «KazUTB named after K. Kulazhanov»;
- support for significant environmental initiatives and projects through student startups, hackathons, etc.

**3. Students:**

- creating value for learners and stakeholders through projects in various areas of science priorities, as well as sports and culture;
- to maintain inclusiveness, to develop a barrier-free environment, to increase the availability of educational services for vulnerable groups of the population, to create conditions for maintaining the availability of higher education for the population, taking into account intellectual development, psychophysiological and individual characteristics;

**4. Stakeholders:**

- communication and interaction with various stakeholders at the national and international levels;
- active role in improving financial literacy;
- Transparent Reporting JSC «KazUTB named after K. Kulazhanov» by issues of importance for its main stakeholders;

**5. Employees of JSC «KazUTB named after K. Kulazhanov»:**

- continuous improvement of approaches in the field of human rights and labor relations;
- advanced training of employees and training in in-demand skills;

- monitoring employee satisfaction and ensuring fair remuneration (financial and non-financial) by conducting regular surveys to monitor employee satisfaction;

- ensuring equal opportunities and respect for gender, race, ethnicity and other equality, including in wages;

- involvement of employees of JSC «KazUTB named after K. Kulazhanov» at all levels;

- conducting trainings for employees of JSC «KazUTB named after K. Kulazhanov» on risks and procedures in the field of ESG;

- training of employees of JSC «KazUTB named after K. Kulazhanov» in ethical standards;

- training of employees of JSC «KazUTB named after K. Kulazhanov» in information security compliance standards;

- mandatory familiarization of employees and all interested with the requirements of internal regulatory documents of JSC «KazUTB named after K. Kulazhanov»;

- ensuring healthy and safe working conditions for employees of JSC «KazUTB named after K. Kulazhanov» in the process of work.

**6. Corporate Sustainability Management:**

- integration of ESG principles into the internal processes of JSC «KazUTB named after K. Kulazhanov» in order to ensure the consistency of economic, environmental and social goals of JSC «KazUTB named after K. Kulazhanov» for sustainable development in the long term;

- ensuring control over compliance by employees with the ethical standards of JSC «KazUTB named after K. Kulazhanov», as well as conducting periodic audits, including those carried out by the internal audit unit of JSC «KazUTB named after K. Kulazhanov» on a risk-based basis.

## 6. STAKEHOLDER ENGAGEMENT

6.1 Interaction with stakeholders is an integral condition for the implementation of this Policy by JSC «KazUTB named after K. Kulazhanov is confident that achieving sustainable development goals is impossible without partnership. The activities of JSC «KazUTB named after K. Kulazhanov» in the field of ESG and sustainable development are focused on taking into account the interests of all stakeholders and creating long-term value. For this purpose, JSC «KazUTB named after K. Kulazhanov» conducts an open dialogue with all stakeholders, determines the most convenient methods of interaction and communication channels for representatives of stakeholders.

6.2 When interacting with its stakeholders, the Company is guided by the following approaches:

**1. Risk minimization**: reducing negative consequences for stakeholders;

**2. Maximization of benefits**: improving the quality of taught disciplines, which are an integral part of the educational programs of JSC “KazUTB named after K. Kulazhanov”, in turn, graduates of educational programs will further contribute to the social and economic development of the country;

**3. Consistency and integration**: ensuring the effectiveness and unified approach to managing corporate social responsibility and sustainable development;

**4. Comprehensiveness:** JSC “KazUTB named after K. Kulazhanov” interacts with stakeholders in three areas of sustainable development: quality education, responsible consumption and ecology;

**5. Sociality:** assistance in the areas of activity of JSC "KazUTB named after K. Kulazhanov" both for individual social groups and for society as a whole;

**6. Openness and responsiveness:** ensuring the transparency of the work of JSC “KazUTB named after K. Kulazhanov” by providing relevant, reliable and meaningful information for stakeholders, as well as timely and prompt response to critical assessments and comments of stakeholders;

**7. Accountability**: Responsibility for commitments made to stakeholders.

6.3 Based on current approaches and practices, JSC «KazUTB named after K. Kulazhanov» identifies 11 groups of stakeholders that are significant for the Company and which are influenced by JSC «KazUTB named after K. Kulazhanov»:

**1. Shareholders**. JSC «KazUTB named after K. Kulazhanov» is a joint-stock company. The influence of shareholders is determined by the current legislation of the Republic of Kazakhstan and the applied corporate governance practice, the observance and protection of their rights and legitimate interests is an integral condition for improving the image of JSC «KazUTB named after K. Kulazhanov»;

**2. Employees and teaching staff**. Taking care of employees and teaching staff is a key task of JSC «KazUTB named after K. Kulazhanov», since employees and teaching staff constitute the main asset of JSC «KazUTB named after K. Kulazhanov», directly interact with students and form the reputation of JSC «KazUTB named after K. Kulazhanov». In addition, the employees and teaching staff of JSC «KazUTB named after K. Kulazhanov» ensure the implementation of the strategic goals and objectives of the Development Plan for 2024-2029 of JSC «KazUTB named after K. Kulazhanov»;

**3. Media**. The media help to reflect the activities of JSC «KazUTB named after K. Kulazhanov» in the media space, contribute to effective communication with stakeholders and the dissemination of information necessary for the successful implementation of educational programs and all possible projects in the field of ESG and sustainable development;

**4. International partners in the field of ESG and sustainable development**. International partners and initiatives in the field of ESG and sustainable development, including their representative offices in the Republic of Kazakhstan, acting as partners and drivers of the development of JSC «KazUTB named after K. Kulazhanov» in this area;

## 7. MANAGEMENT OF THE ESG SYSTEM AND SUSTAINABLE DEVELOPMENT OF JSC "KAZUTB NAMED AFTER K. KULAZHANOV"

7.1 The ESG and sustainable development management system of JSC «KazUTB named after K. Kulazhanov» includes strategic and operational planning processes, a system of goals and KPIs, including KPIs for management, monitoring, performance evaluation, adjustment and reporting. The successful functioning of the ESG and sustainability management system also involves continuous activity on three end-to-end approaches:

**1. Continuous interaction with stakeholders:**

JSC «KazUTB named after K. Kulazhanov» takes into account the interests of a wide range of stakeholders, including vulnerable groups of the population, when planning and managing activities in the field of ESG and sustainable development, in order to take into account socially significant goals and improve the quality of decisions made, interaction is carried out through an open dialogue at various meetings of collegial bodies and through participation in joint projects;

**2. Provision of communication support and information campaigns:**

JSC «KazUTB named after K. Kulazhanov», adhering to the principle of information transparency, regularly informs all target audiences about its plans and performance results, actively interacts with the media, conducts communication campaigns, reports on achievements in the field of ESG and sustainable development;

**3. Conducting educational and awareness-raising programs in the field of ESG and sustainable development:**

JSC «KazUTB named after K. Kulazhanov» contributes to raising the level of awareness, gaining knowledge and developing the competencies of its employees, as well as faculty, students and partners on ESG and sustainable development issues. With the help of educational programs, JSC «KazUTB named after K. Kulazhanov» not only increases the general level of awareness, but also provides an opportunity to obtain special skills and abilities that are in demand for ESG transformation at different levels.

7.2 To implement this Policy, JSC «KazUTB named after K. Kulazhanov» develops and will annually update the ESG and Sustainable Development Action Plan, which ensures the implementation of the principles in all processes and involves monitoring the implementation of the provisions of this Policy by the authorized SD JSC «KazUTB named after K. Kulazhanov». The Action Plan contains specific

targets, programs, projects and initiatives aimed at solving ESG and ESG tasks and reflected in this Policy. The progress in the implementation of the ESG and Sustainable Development Action Plan will be regularly assessed, taken into account in the KPI system and reflected in the sustainable development report of JSC «KazUTB named after K. Kulazhanov».

**7.3 The purpose of the ESG and sustainable development management system of K. Kulazhanov KazUTB JSC is:**

1. ensuring the sustainable development of JSC «KazUTB named after K. Kulazhanov», i.e. balanced long-term development taking into account environmental, social, and governance parameters, which is aimed at minimizing the negative impact, effective management of ESG risks, as well as searching for growth points and new opportunities in interaction with society and the environment;

2. fulfillment of regulatory requirements and obligations, including legislative requirements and voluntary obligations enshrined in legislative acts and international treaties and documents of JSC «KazUTB named after K. Kulazhanov»;

3. development of the potential of JSC «KazUTB named after K. Kulazhanov» to create the greatest value for all stakeholder groups through the implementation of this Policy;

4. strengthening stakeholder relations and developing partnerships for sustainable development at all levels.

**7.4 The mechanisms of the ESG and sustainable development management system of JSC «KazUTB named after K. Kulazhanov» are:**

1. Development Plan for 2024-2029 of JSC «KazUTB named after K. Kulazhanov» development and implementation of this Policy and Action Plan aimed at its implementation, including the development and improvement of the methodology for assessing and selecting ESG initiatives;

2. determination of target indicators and deadlines for their achievement in areas and objectives of activity;

3. formation of internal regulations and procedures necessary for the implementation of this Policy and Action Plan;

4. determination of resources necessary for the implementation of tasks;

5. determining the roles and assigning responsibility for ESG and sustainable development activities in the Company's structural divisions;

6. monitoring, control and evaluation of the implementation of the Action Plan and the achievement of targets;

7. organization of regular communication and promotion of the Action Plan;

8. organization of regular interaction with stakeholders;

9. development and implementation of educational programs for stakeholders;

10. adjustments and improvements to improve performance in the light of lessons learned and changing conditions;

11. expanding the knowledge, competencies and practical skills of members of the Board of Directors and heads of structural divisions of JSC «KazUTB named after K. Kulazhanov» on ESG and sustainable development issues.

7.5 JSC «KazUTB named after K. Kulazhanov» has an effective corporate governance system that covers all areas of the university's activities. In accordance with best practices and international standards, ESG and sustainability management functions are integrated into the corporate governance architecture. JSC «KazUTB named after K. Kulazhanov» is developing a multi-level ESG and sustainable development management structure:

1. The Board of Directors of JSC «KazUTB named after K. Kulazhanov» determines approaches to the integration of sustainable development factors into the strategy, consolidates and promotes the implementation of relevant procedures and practices in the work of JSC «KazUTB named after K. Kulazhanov» in sustainable development issues in the relevant functional areas, mechanisms for determining and monitoring thematic key performance indicators of JSC «KazUTB named after K. Kulazhanov» In accordance with the internal regulatory documents of JSC «KazUTB named after K.

Kulazhanov», the competence of the Board of Directors includes the approval of top-level documents, including Policy. The Board of Directors of JSC «KazUTB named after K. Kulazhanov» monitors the implementation of the Development Plan, including the implementation of the Action Plan to achieve sustainable development goals;

2. The Department of Strategic Development of JSC «KazUTB named after K. Kulazhanov» develops and approves the Action Plan in the field of ESG and sustainable development, as well as operational control over its implementation by the structural divisions of «K. Kulazhanov KazUTB» JSC;

3. Strategic Development Department of JSC «KazUTB named after K. Kulazhanov», responsible for the implementation of ESG initiatives, which implement a systematic approach to ESG and sustainable development management, manage the implementation of a standards-based action plan, provide expert support to other structural units in the field of ESG, are responsible for monitoring and reporting in this area;

4. The Strategic Development Department coordinates the process of managing ESG risks, develops and submits proposals for the identification and assessment of ESG risks within the framework of this Policy;

5. structural divisions participating in the Action Plan, responsible for the activities of JSC «KazUTB named after K. Kulazhanov», implement thematic ESG initiatives and provide substantive support to their target audiences.

## 8. LIABILITY

8.1 The Strategic Development Department is responsible for monitoring and evaluating the effectiveness of the processes regulated by this Policy, the timeliness and adequacy of updating Policy.

## 9. MONITORING AND REPORTING

9.1 Striving for openness and information transparency, as well as taking into account the interests of stakeholders, JSC «KazUTB named after K. Kulazhanov» recognizes the importance of monitoring and reporting describing various aspects and results of activities in the field of ESG and sustainable development.

9.2 The annual ESG and sustainable development report of JSC «KazUTB named after K. Kulazhanov» will be published on the official website in Kazakh, Russian and English, which will ensure its availability to a wide range of stakeholders around the world.

9.3 The external environment, regulatory requirements and stakeholder requests can change over time. Accordingly, JSC «KazUTB named after K. Kulazhanov» will monitor and, if necessary, adjust certain aspects and objectives in the field of ESG and sustainable development, adapting this Policy in accordance with the current situation and taking into account the ongoing changes, as well as when updating strategic documents.

## 10. FINAL PROVISIONS

10.1 Issues not regulated by this Policy shall be resolved in accordance with the procedure established by the current legislation of the Republic of Kazakhstan.

10.2 This Policy is subject to revision as the internal processes governed by it change. If, as a result of changes in the legislation of the Republic of Kazakhstan, certain provisions of this Policy come into conflict with the current legislation, these provisions shall become invalid and until amendments to this Policy are made, it is necessary to be guided by the current legislation of the Republic of Kazakhstan.

## 11. PROCESS RISKS AND RISK PREVENTION ACTIVITIES

| 11.1 Risks associated with: | 11.2 Risk Prevention Actions: |
|---|---|
| - policies are adopted "formally" but are not enforced within the team;<br>- declaration of environmental goals without real action;<br>- ESG initiatives (energy saving, grants) require a budget;<br>- data loss or leakage of confidential information with 100% digitalization;<br>- staff may negatively perceive new requirements (rejection of paper, reporting);<br>- focusing on one group (e.g., low-income) can create a sense of injustice in other groups of students. | - implementation of a strict audit system. Publication of not only plans, but also photo/video reports, disposal acts and other things;<br>- training of employees and students. Appointment of ESG ambassadors at each faculty who will promote culture;<br>- phased implementation: first, low-cost measures (EDM, separate collection), then reinvestment of paper/energy savings in new projects;<br>- strengthening IT infrastructure, using secure cloud storage and data encryption systems;<br>- motivation system: employee KPIs should include items for contribution to sustainable development (certificates, bonuses, allowances);<br>- development of a clear system of criteria for "need" and expansion of support measures to talented students (meritocracy). |

## 12. PRIVACY

12.1 The Academic Policy is an internal regulatory document of JSC «KazUTB named after K. Kulazhanov» and is not subject to submission to other parties, except for experts of certification bodies during the certification audit, of consumers-partners with the permission of the rector of JSC «KazUTB named after K. Kulazhanov».

**F. DSD - 7.5 – 2026 – 01 - 02 (mandatory)**

APPROVAL SHEET

| Position | Full name | Date | Signature |
|---|---|---|---|
| Vice-Rector for AA | Askarbekov E.B. | 08.05.2026 | |
| Vice-Rector for R&I | Aibuldinov Y.K. | 08.05.2026 | |
| Vice-Rector for SA&SD | Berdigaliuly S. | 08.05.2026 | |
| Director of the DSD | Orazalina D. K. | 08.05.2026 | |
| Head of the QMSD | Ernst A. | 08.05.2026 | |

**F. DSD - 7.5 – 2026 – 01 - 03 (mandatory)**

**FAMILIARIZATION SHEET**

| Position | Full name | Date | Signature |
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**F. DSD - 7.5 – 2026 – 01 - 04 (mandatory)**

**CHANGE REGISTRATION SHEET**

| Change Number | Change Notice Number | Number of sheets (pages) | | | | Total sheets (after changes) | Date of entry | Full name of the person making the changes | Signature of the person who made the changes |
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| | | modified | replaced | new | cancelled | | | | |
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**F. DSD - 7.5 – 2026 – 01 - 05 (mandatory)**

**PERIODIC INSPECTION RECORD SHEET**

| Verification Date | full name of the person, who performed the check | Signature who performed the Verification | Formulation Comments |
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