

People, Planet
and Prosperity

Corporate Social Responsibility Report

2024 Edition



INTRODUCTION

Welcome to the Corporate Social Responsibility (CSR) report for KATCO (the Company), a Kazakh uranium miner and the world's largest in situ recovery uranium operator. A joint venture between Kazakhstan's Kazatomprom and France's Orano, it serves as a showcase of a highly successful partnership between two of the world's leading nuclear operators.

As of the end of 2024, KATCO had more than 1,300 employees. The majority are from Kazakhstan's Turkestan region, where its operations are located. The Company also creates jobs for hundreds of local contractors, who provide supplementary services and assist with investment project implementation.

Founded 29 years ago, KATCO has grown through continual innovation and adherence to international best practice in health, safety and environmental (HSE) stewardship. The Company complies with Kazakh legislation, reports transparently under the Extractive Industries Transparency Initiative (EITI), of which Kazakhstan is a member, and conducts its operations in line with the International Council on Mining and Metals (ICMM) Principles.

KATCO is proud to make meaningful investments in local communities, prioritising projects that improve access to health, education, energy and water. Since 2009, it has contributed KZT6.3 billion towards such initiatives, including KZT1.5 billion in 2024.



The electronic version of the report is available at the link <https://katco.kz/en/csr/csr-reports-en>

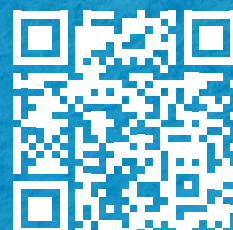


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MESSAGE FROM THE GENERAL DIRECTOR



Sustainability is the organising principle of our strategy. We prioritise health and safety, environmental stewardship, operational excellence and socio-economic value creation. This positions KATCO to meet rising uranium demand while upholding high standards for people, planet and shared prosperity in Kazakhstan.

SECURING LONG-TERM PRODUCTION

South Tortkuduk has resources to support more than a decade of production. With approvals in place, construction of the pumping station was completed on schedule and within budget in 2024. We started production under phase one in June 2024. Output is planned to ramp from over 2,300 tU in 2024, eventually reaching a capacity of around 4,000 tU.

In the reporting period, the project surpassed three million work-hours without a lost-time injury among KATCO employees and contractors, reflecting rigorous oversight.

STRENGTHENING GOVERNANCE AND OVERSIGHT

Shareholder site visits, quarterly management safety walks and frequent "Manager in the Field" inspections reinforced accountability. We also rolled out leadership safety audits under Orano's Operational Discipline programme.

To align with the EU Corporate Sustainability Reporting Directive, we expanded indicators and launched stakeholder surveys, improving the scope and comparability of disclosures for shareholders, regulators and other stakeholders.

Delivering for People, Planet and Prosperity

In 2024, KATCO advanced the South Tortkuduk project, continuing plant construction and starting first-phase production via the pumping station at the deposit. The year also saw stronger governance and faster progress towards a cleaner global energy mix.

SUPPORTING THE NUCLEAR RENAISSANCE

Geopolitics and reactor restarts influenced uranium prices in 2023-24. Spot values briefly exceeded US\$100 per pound in early 2024 before trading largely in the US\$80-100 range. They corrected to below US\$80 late in the year, closing the period at around US\$73.

Utilities are increasingly seeking long-term contracts from reliable jurisdictions. KATCO's ISR cost profile, secure logistics and the Orano-Kazatomprom partnership position us as a preferred supplier. These factors support energy security and decarbonisation while reducing exposure to short-term price swings.

SAFEGUARDING OUR PEOPLE

Our most important KPI continues to be "zero harm". South Tortkuduk's incident-free construction, ten accident-free years at Muyunkum and expanded virtual reality training show continued improvement.

We contained several process incidents during the reporting period. Root-cause analyses led to enhanced pipe-thickness monitoring, strengthened technical controls, improved mechanical-integrity tools and reinforced emergency drills. During the year, one lost-time injury occurred involving a contractor, prompting a review of existing processes and strengthened supervision practices.

Continuous monitoring confirmed that worker and public radiation doses remained well below the limits established by Kazakh regulators and the International Atomic Energy Agency.

PROTECTING THE ENVIRONMENT THROUGH RESPONSIBLE PRODUCTION

During the reporting period, KATCO signed agreements to have 50% of purchased electricity backed by I-REC certificates as of 2024. The Company also signed a power purchase agreement for solar electricity starting in 2026 through 2039.

In addition, we invested in a heat-pump system at South Tortkuduk, which will materially reduce diesel used for heating. We also improved water-use efficiency and launched a KZT1.016 billion dewatering programme for drilling fluids and cuttings to achieve zero waste being sent to mud pits, in line with new national regulations.

Meanwhile, we advanced afforestation across more than 13,000 hectares in southern Kazakhstan. This included over 11,000 hectares as compensatory planting for South Tortkuduk and the remainder under a voluntary initiative.

PURSUING OPERATIONAL EXCELLENCE

We are piloting artificial-intelligence tools for decision support and well-cleaning optimisation under Orano's innovation programme. In the reporting period, reverse-circulation drilling and an oxidation-unit trial improved recovery and extraction energy efficiency.

In addition, supply-chain resilience improved through multi-year acid contracts with a Kazatomprom subsidiary and increased local procurement. These efforts support competitive costs and disciplined capital allocation.

Pascal Bastien | General Director

EMPOWERING OUR EMPLOYEES

KATCO provides over 1,300 high-quality jobs, 70% for residents of Turkestan region. During the period, we refreshed the collective agreement, enhancing salaries, introducing paternity leave and adding flexible remote-work options.

In addition, leadership safety audits, the Orano Operational Discipline programme and Kazatomprom Safety Audits reinforced a proactive safety culture. Technical apprenticeships and scholarships for vulnerable youth support the next generation of ISR specialists.

Diversity also remains a priority. Women hold 19% of managerial roles, and we continue to promote equitable representation.

PARTNERING WITH RELIABLE SUPPLIERS

Local value creation remains another priority. In the reporting period, we signed new offtake agreements with domestic manufacturers of drill casings and protective equipment, and memoranda of understanding with international partners to localise well-completion materials and flowmeters.

Supplier-qualification audits now include climate-risk and human-rights criteria to promote ethical, sustainable practices across the supply chain.

ENGAGING MEANINGFULLY WITH COMMUNITIES

In the period, KATCO maintained significant social investment, focusing on education, medicine, energy and water. Highlights included extending the Invataxi service for children with disabilities, installing interactive science classrooms and constructing water wells in three villages.

A 2024 stakeholder survey helped to identify key concerns and expectations. Public meetings and mobile information units supported open dialogue with Sozak district residents. Independent surveys indicate broad community support for our operations.

FOCUSING ON LASTING VALUE

The shift to electrification and digital infrastructure is increasing demand for reliable, low-carbon baseload power. As South Tortkuduk ramps up, our priorities are to maintain strong health, safety and environmental performance; foster social stability through fair employment and engagement; and meet production and cost targets that support shareholder returns and national revenues.

I thank our employees, suppliers, contractors, communities and the authorities for their collaboration, and our shareholders – Orano and Kazatomprom – for their continued guidance.

Together, we will prioritise people, protect the planet and create lasting prosperity for Kazakhstan and the global clean-energy transition.



COMPANY OVERVIEW

MINING EXCELLENCE

KATCO develops uranium deposits in Kazakhstan through in situ recovery and employs more than 1,300 people in the country. Robust governance, ISO-certified management systems and a community-focused CSR programme underpin safe, reliable production and long-term stakeholder value.

KATCO PROFILE



MISSION

We aim to set an example for our employees and contractors by creating better workplaces and living conditions within the uranium mining industry. We are committed to using the safest and most environmentally responsible methods, drawing on the expertise and experience of our team, and incorporating international best practices and modern innovations. Our goal is to ensure a functional, credible and reliable management system.

To fulfil this mission, we foster a culture that prioritises occupational health and safety, industrial and fire safety, radiation protection, environmental stewardship and the rational use of natural resources.



VISION

To ensure our future with successful innovation and new production projects.



VALUES

- Sense of duty
- Taking care of each other
- Openness to change
- Enjoy and have fun
- Reliability and integrity

Founded in 1996, KATCO is a Kazakh-French joint venture formed to develop the Muyunkum deposit (Yuzhny and Tortkuduk uranium sites) in Kazakhstan's Turkestan region. Drawing on nearly 30 years of experience, the Company benefits from the deep technical and operational expertise of its shareholders: Orano Mining SAS (51%) and NAC Kazatomprom JSC (49%). KATCO's headquarters are in Astana.

Situated adjacent to KATCO's existing facilities, South Tortkuduk produced its first ton of uranium following the phase one launch in June 2024. This project will secure the Company's planned output for more than a decade to come. It also serves as proof of KATCO's expertise in the application of the in situ recovery (ISR) method for uranium mining. The ISR infrastructure at South Tortkuduk has been designed according to the highest international standards for environmental protection and operational performance.

Committed to Kazakhstan's long-term prosperity and the welfare of its local communities, KATCO has obtained approval for remediation plans across all three of its sites. In line with its CSR and licence obligations, the Company invests in locally led research and development, prioritises procurement of Kazakh goods and services, and continues to pursue innovative solutions for environmental preservation.

KATCO upholds equal opportunity irrespective of gender or ethnicity. It recruits most of its 1,300 employees from within Kazakhstan.

ABOUT ISR

The ISR method was first developed for uranium mining in the early 1960s and became widely adopted from the 1990s. It now accounts for almost half of global uranium production.

ISR has evolved under stringent operational and regulatory controls. It causes minimal surface disturbance and produces no tailings or waste rock. The method also requires lower capital investment and generates fewer carbon emissions than conventional techniques. However, it is only applicable where ore bodies lie between impermeable strata, as found in Kazakhstan, Uzbekistan and Mongolia.

KEY FIGURES 2024

Total production of uranium,
tons

2,388

Master Plan projects
implemented

14

ANNUAL EXPENDITURES

Total spending on local
purchases, bln KZT

126

Cumulative social spending
on communities, bln KZT (2009-24)

6.3

Social spending
on communities, mln KZT

1,547

Contribution to the state
budget, bln KZT

54

EMPLOYEES

Total employees,
people

1,300

Scope 1, 2 and 3 GHG emissions,
tonnes of CO₂ equivalent

71,164

WOMEN EMPLOYEES 165
LOCAL EMPLOYEES 1,287
EXPATRIATE EMPLOYEES 13

SAFETY

Near misses registered
in the workplace

34

LTIFR*

0.12

* Injury frequency rate: KATCO includes employees and contractors in its lost-time injury frequency rate (LTIFR) metric, which includes all lost-time injuries.

KATCO'S GOVERNANCE SYSTEM

KATCO's governance framework, as defined in its Charter, comprises the following bodies and functions.

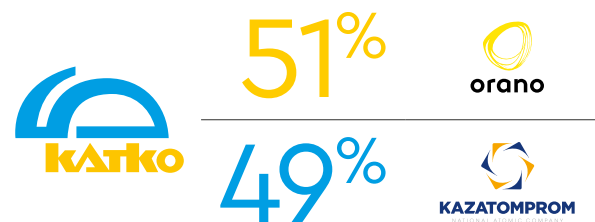
- **General Meeting of Participants (GMP):** Establishes the Company's strategic objectives and entrusts oversight responsibilities to the Supervisory Board.
- **Supervisory Board:** Monitors operational performance, verifies adherence to legal and regulatory obligations, and ensures alignment with shareholder expectations.
- **Technical Committee and Financial Committee:** Advise both the Supervisory Board and the GMP on technical, economic and financial issues, supporting decisions that comply with applicable laws and regulations.
- **General Director and Committee of Directors (CODIR):** Under the guidance of the Supervisory Board, they manage day-to-day operations and prepare forecasts. Assisted by the Compliance Department, they develop and enforce policies and procedures that uphold legal requirements and promote ethical conduct. CODIR members undertake ongoing CSR training.
- **Integrated environmental and safety management system:** Ensures conformity with environmental and safety regulations, and maintains ISO 14001:2015 and ISO 45001:2018 certifications.
- **Employees' Representative Body:** Provides a forum for staff to raise safety, human-resources and other workplace concerns, thereby supporting compliance with labour legislation.

- **Internal Control and Risk Management Department:** Oversees risk management and regularly assesses the internal control framework, collaborating with division heads and risk owners to refine control procedures.
- **Risk management function:** Identifies and mitigates risks across production, finance, safety, environmental and legal domains to ensure ongoing regulatory compliance.
- **Health and Safety Technical Inspector:** Performs independent technical evaluations to verify that operations consistently meet established health and safety standards.

During the reporting period, the Company refined certain contractual and operational arrangements. In 2023, the Foundation Agreement was amended to allow greater flexibility in offtake product management.

At the end of 2022, KATCO signed an addendum to its Subsoil Use Contract, introducing a pro rata liquidation fund methodology and reaffirming the launch of the South Tortkuduk processing plant. In April 2024, the Company signed a further addendum to align the work programme with the production plan.

KATCO OWNERSHIP STRUCTURE



BUSINESS ETHICS AND COMPLIANCE

KATCO's governance framework is designed to uphold all applicable Kazakh law, internationally recognised principles of corporate governance, the standards of its shareholders – Orano and Kazatomprom – and established good practices. The Company aims for alignment with the recommendations outlined in the ICMM Mining Principles, the Global Reporting Initiative (GRI), the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

A network of Supervisory Board-level and operational committees monitors legal developments, aligns policies and shares assurance findings to ensure continual compliance. External oversight is provided through routine inspections by Kazakhstan's Ministry of Energy, Atomic Energy Agency and other competent regulators covering environment, labour and industrial safety, as well as shareholder-led audits.

Open, transparent engagement with local communities is a core commitment. Residents can raise concerns through a formal grievance mechanism.

KATCO publishes tax, royalty and profit payments under the EITI. It also submits an annual ethics report to Orano Mining.

ANTI-BRIBERY AND CORRUPTION

KATCO prohibits bribery, corruption and all facilitation payments. Its Compliance Department, an independent function reporting directly to the General Director, implements a control system grounded in:

- United Nations Convention against Corruption (ratified by Kazakhstan in 2008)
- France's Sapin II Law (2016)
- Kazakhstan's Anticorruption Law (2015)
- Orano and Kazatomprom Codes of Ethics and associated CSR policies, and KATCO's Code of Ethics and Compliance Policy
- Orano, Kazatomprom and KATCO procedures governing conflicts of interest and whistleblowing

The Company's Compliance Policy, first adopted in 2010 and last updated in August 2022, embodies integrity, professionalism, confidentiality, honesty, respect and responsibility. Anti-bribery clauses are embedded in all contract templates. Additionally, procedures governing third-party due diligence, conflicts of interest and whistleblowing provide further safeguards.

TRAINING, AWARENESS AND REPORTING

Employees are provided annual e-learning on ethical business conduct and attend targeted workshops throughout the year. Reference documents and learning modules are hosted on the OPUS performance-review platform. Standards are reinforced via an annual Compliance Message from the General Director and by KATCO's Compliance Department.

A confidential whistleblowing system is available to staff and external stakeholders, enabling concerns to be lodged without fear of retaliation. Consistent with the requirements of KATCO's Whistleblowing Policy, the Compliance Department investigates every allegation. The Company takes disciplinary or remedial action where necessary and tracks outcomes to closure.

KATCO recorded 4 ethics incidents in 2023 and 7 in 2024, spanning competition-related issues, interpersonal relations and other matters. They were fully investigated and resolved in line with policy.

The Company provided routine compliance training on anti-corruption laws and ethical norms for 149 employees in 2023 and 150 employees in 2024.

ASSURANCE AND CONTINUOUS IMPROVEMENT

KATCO operates a rolling programme of internal compliance audits and is subject to biennial on-site CSR audits under Orano Mining's assurance process. During the reporting period, the Company underwent an ESRS sustainability verification by Orano and an ESG audit under a key customer's duty of vigilance programme. Findings from all audits feed into action plans that are reviewed at the executive level.

GOVERNANCE, ACCOUNTABILITY AND POLITICAL NEUTRALITY

Sustainability objectives and key performance indicators are embedded in KATCO's integrated management system and overseen by senior management. No financial or in-kind political contributions are made, in accordance

with the Code of Ethics. A gifts register is maintained and scrutinised by the Compliance Department.

Through this structured and transparent approach, the Company seeks to foster a culture where ethical behaviour is integral to daily decision making, risks are effectively managed and long-term value is delivered to all stakeholders.

RISK MANAGEMENT

KATCO's integrated risk-management framework protects people, the environment and the business throughout the uranium-production cycle. It combines rigorous governance, internationally recognised management systems and continuous engagement with employees, contractors, regulators and neighbouring communities.

GOVERNANCE AND OVERSIGHT

Risk identification, evaluation and control are led by the Internal Control and Risk Management Department and governed by the Supervisory Board. Formal procedures cover business, HSE and social risks, including the Risk Management Procedure and the Procedure for Identification, Assessment, Monitoring and Control of Environmental Aspects and Risks. Third-party audits test their effectiveness and drive continual improvement.

ENVIRONMENT AND SOCIAL LICENCE

All industrial projects undergo an initial environmental survey, an ecological impact study and – in line with the Kazakh Ecological Code – a full Environmental Impact Assessment Procedure before construction. ISR mining, reinforced environmental monitoring and regular public disclosure help to minimise ecological disturbance. A stakeholder-mapping exercise underpins the Stakeholder Management Plan, which is refreshed to ensure transparent dialogue (most recently in 2024).

KATCO neither operates in nor sources from OECD-defined conflict-affected or high-risk areas.

PROCESS SAFETY MANAGEMENT

In 2024, KATCO continued to make progress on the deployment of Orano Mining's process safety management (PSM) standard. During the reporting period, the Company completed the roll-out of the seven-pillar PSM framework across all production assets.

In addition, building on PSM training that KATCO provided to every manager in 2021-22, it integrated safety-critical maintenance indicators into the site dashboard, giving leadership real-time visibility of risk. The Company then embedded these indicators in performance reviews to drive accountability.

During the period, KATCO continued to carry out detailed bow-tie analyses across its facilities where sensitive chemical reagents are used. This included scenario modelling and subsequent mitigation actions, including the modernisation of the ammonia-water circuit and the storage of ammonium nitrate. These assessments informed a series of targeted risk mitigation projects such as equipment upgrades and improved containment systems.

The Company also improved its emergency preparedness by conducting site-wide evacuation and scenario-based drills to test the crisis centre's functional response, certifying the Voluntary Emergency Response Team (VERT) in emergency rescue, upgrading the crisis centre and introducing new communication systems across the site to support coordination during emergencies. All VERT members passed training accredited by the Offshore Petroleum Industry Training Organisation (OPITO), conducted by a certified organisation.

CONTINUOUS IMPROVEMENT

Regular occupational, environmental and pre-job risk assessments, plus routine site inspections, support a proactive safety culture. Targeted research tracks the impacts on groundwater, surface water, soil, sediment and air, ensuring that mitigation measures remain proportionate and effective.

Through the disciplined application of these processes, alignment with the ICMM's broader governance framework and open engagement with stakeholders, KATCO seeks to uphold the highest standards of safety, environmental stewardship and social responsibility while delivering reliable production for shareholders.

CORPORATE SOCIAL RESPONSIBILITY

A ROBUST FRAMEWORK

KATCO manages its social and environmental responsibilities through a formal CSR Policy. This system sets measurable targets and clear governance controls that guide the Company's decisions and performance reporting.

CSR APPROACH

For nearly 30 years, KATCO has upheld strong commitments to every stakeholder, operating under its CSR Policy and Roadmap.

The Company's approach to corporate social responsibility is fully aligned with the responsibilities and good-practice standards embodied in the ICMM Principles.

Guided by Orano's six values, KATCO has iteratively refined its CSR practice. International benchmarks, Kazakh legislation, and the policies of Orano and Kazatomprom all inform the way that the Company works.

ORANO'S SIX VALUES



Social initiatives – including donations, sponsorships and scholarship programmes – are selected in line with the priorities defined in the CSR Policy and Strategy. They require approval from the General Director, the Social Committee or the Supervisory Board, depending on the amount involved.

KATCO has also adopted Orano's practice of tracking key performance indicators linked to a suite of CSR markers

for 2025 and targets for 2030. Framed around the 5C priorities – Community, Climate, Customer Growth, Competitiveness and Competencies – these commitments flow from the Company's mission and vision and echo Orano's purpose:

"To develop know-how in the transformation and control of nuclear materials for the climate and for a healthy and resource-efficient world, now and tomorrow."

ORANO'S FIVE COMMITMENTS



MATERIAL TOPICS

KATCO's shareholder Orano Mining last refreshed its Group materiality matrix in 2024, expressly aligning it with the CSRD's double-materiality guidelines. That Group exercise highlighted the priority issues for uranium mining, such as health and safety, water stewardship, climate and community dialogue. KATCO used those Group priorities as its starting point, ensuring full consistency with its shareholder's approach.

SITE-LEVEL ASSESSMENT

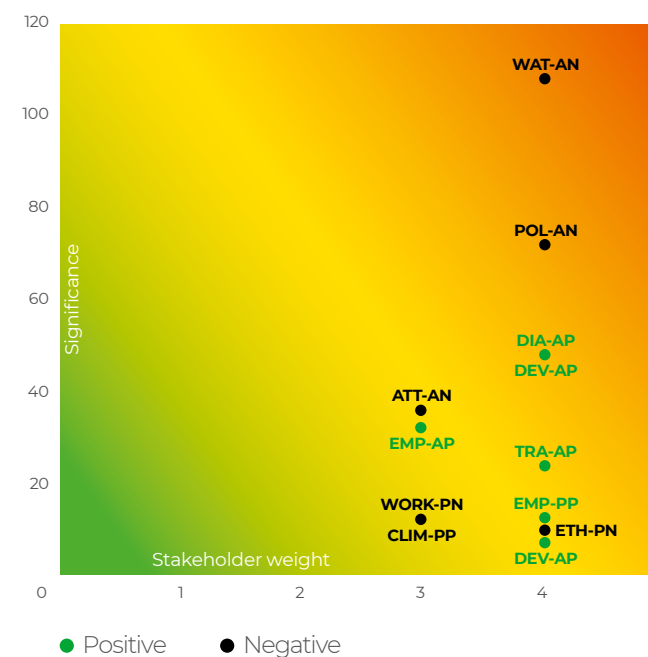
To ground the Group view in Kazakhstan's reality, KATCO undertook a dedicated site assessment in late 2024 that included:

- A materiality exercise comprising 32 semi-structured interviews with external and internal stakeholders: local communities, regulators, employees, suppliers and NGOs
- Independent stakeholder-mapping and expectation analysis, followed by a site-level action-planning workshop
- Integration of insights from routine community meetings, grievance-mechanism data and Orano employee engagement survey results

MATERIALITY MATRIX

KATCO has translated the interview and mapping data into a materiality matrix ranking each topic by impact significance. The matrix, together with the underlying methodology, informs both site-level risk-management processes and the Company's CSR approach and Policy. The stakeholder engagement plan will focus on the four priority topics identified through this process: water and marine resources; pollution and nuisances; dialogue and societal commitment; and economic development. KATCO will continue to engage and disclose material information about these topics, which are covered in greater detail in the following sections of this report: Environment and Responsible Production (see page 23); and Our Communities (see page 48).

MATERIALITY



AN	Actual negative
AP	Actual positive
PP	Potential positive
PN	Potential negative
WAT	Water and marine resources
POL	Pollution and nuisances
DEV	Economic development
DIA	Dialogue and societal commitment
ATT	Attractivity
EMP	Support for training and local employment
TRA	Transparency
ETH	Business and ethical conduct

HEALTH AND SAFETY

POLICY AND OBJECTIVES

POLICY

KATCO's priority is to safeguard the life, health and well-being of every person working at, living near or visiting its operations. Guided by its integrated Health, Safety, Environment and Radiation Protection (HSERP) Policy, the Company applies a 'safety first' approach in the design, construction, commissioning, operation and de-commissioning of all facilities and infrastructure.

KATCO's HSERP Policy covers three mutually reinforcing domains: occupational health, workplace and industrial safety, and radiation protection. It implements this through an enterprise-wide management system that aligns with recognised international standards and is supported by the safety frameworks of its shareholders.

The Company's senior management retains ultimate accountability while requiring every employee, contractor and visitor to act as a safety leader. The fundamental rules are codified in Orano's "5 Anchors and 7 Standards"; compliance is required. KATCO also has specific standards in place for special high-stake risks such as drilling. They are embedded in daily task planning and reinforced through visible-felt leadership actions such as the "Manager in the Field" (MIF) programme.

The Company ensures that all material hazards are identified, assessed and controlled under its integrated HSERP risk-management system. It also applies the process safety management (PSM) approach for high-hazard activities, such as those involving the potential for unwanted release of hazardous substances or process solutions, as well as fires or explosions.



SAFE BY DESIGN

Protecting people and the environment is KATCO's priority. A rigorous policy governing health, safety and radiation protection underpins every stage of production, from exploration to rehabilitation.

OBJECTIVES

KATCO's overarching goal is to prevent fatal and life-altering incidents across all operations. To this end, the Company upholds stringent labour and safety standards for employees and contractors.

KATCO strives to keep occupational and radiation doses for exposed personnel well below Kazakh regulatory limits, in line with the 'As Low As Reasonably Achievable' (ALARA) principle.

WELL-BEING AND READINESS

KATCO has fully equipped medical units at each site that provide 24/7 emergency care. The Company complements them with an employee assistance programme and on-site psychological counselling to address mental health. This ensures that every worker can consult a health professional without delay if necessary, taking their both physical and mental health into account.

KATCO maintains emergency preparedness through scenario-based drills covering fire, chemical release, radiation incident and medical evacuation. It captures lessons learned and shares them as widely as possible.

The Company also employs structured emergency-response plans that are rehearsed with external stakeholders.

PROACTIVE SAFETY CULTURE

KATCO provides all workers with role-specific training, including compulsory induction, refresher courses and first-aid instruction. The Company fosters a “bottom-up, top-down” dialogue through safety meetings, near-miss reviews and a ‘stop card’ system, which allows any person to halt work or report unsafe conditions without reprisal.

KATCO applies a targeted focus on high-energy and high-consequence activities. This includes key risk areas that the Company has identified such as drilling, working at height, rotating equipment and reagent handling.

KATCO has established a systematic process for the identification and management of high-potential (HIPO) events, ensuring that even incidents without immediate human consequences are thoroughly analysed and addressed to prevent future serious outcomes.

Occupational safety is monitored using Safety Pareto analysis based on Orano’s “5 Anchors”. This approach identifies exposure to key risk categories and informs targeted prevention measures.

RADIATION PROTECTION OF EMPLOYEES

KATCO requires all activities involving ionising radiation to be justified, optimised and subject to strict exposure limits. All doses are kept in line with the ALARA principle through engineering controls, zoning, personal protective equipment (PPE) and continuous monitoring of alpha and gamma levels.

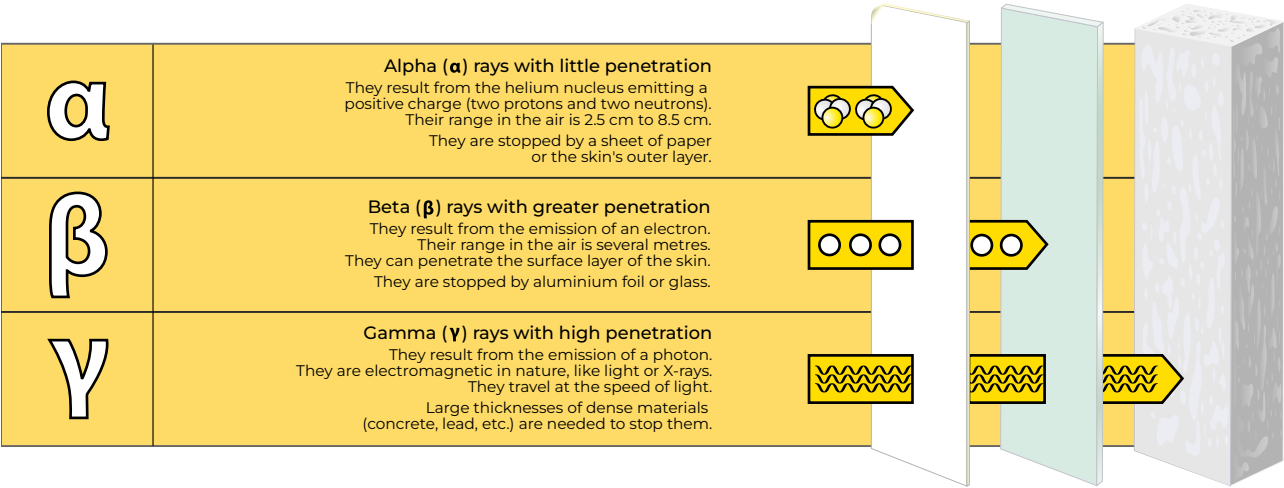
The Company classifies employees based on potential exposure. Group A (‘exposed employees’) are directly exposed to ionising radiation, while Group B personnel work in areas with potential for exposure.

Compartmentalisation is central to radiation-risk control. KATCO has zoned work areas by exposure category and has robust monitoring protocols in place. Personnel crossing zone boundaries follow mandatory de-contamination protocols.

To ensure transparency, the Company discloses radiation-monitoring data for its sites and the surrounding area to regulators and local communities.

IONISING RADIATION

Radioactivity is an intrinsic property of certain types of matter. Atoms in elements such as uranium are inherently unstable and emit ionising radiation. When this radiation interacts with other material, it can trigger ionisation: the removal of one or more electrons from the affected atoms.



KEY PERFORMANCE INDICATORS

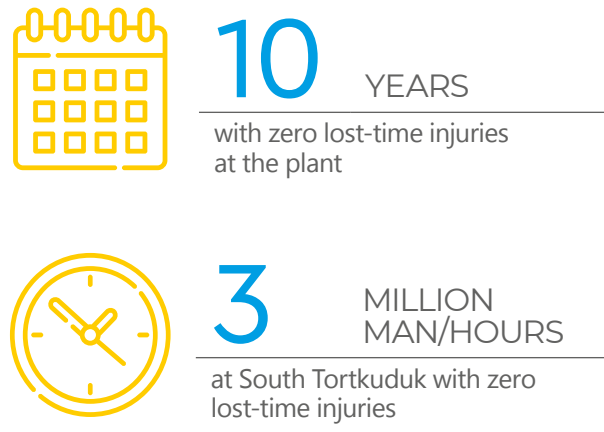
CONTINUOUS IMPROVEMENT AND RESULTS

KATCO monitors health and safety performance through a structured set of indicators aligned with international standards and shareholder requirements. The Company activated emergency protocols during several high-risk events in the reporting period, demonstrating operational readiness and effective incident management.

In February 2023, a passenger bus transporting 55 workers overturned near Sholakkorgan. Emergency services were mobilised within 10 minutes, and all personnel were safely evacuated, medically assessed and treated as necessary. The subsequent investigation confirmed that the driver was not at fault; the incident was caused by ice concealed beneath snow on the roadway. Root-cause analysis and the resulting action plan led to a series of corrective and preventive measures to strengthen road safety. These included subscribing to official governmental weather forecasts for Turkestan region to improve logistics planning during winter; enhancing the condition of contractor vehicle fleets; introducing on-bus video safety inductions to reinforce the mandatory use of seat belts; engaging a professional psychologist on-site; and conducting regular winter road accident safety drills. Road and driving conditions have been reviewed, and actions have been implemented to prevent recurrence.

In 2023 and 2024, several process incidents occurred without off-site impacts, primarily due to pipeline ruptures and overflows on existing production lines. The affected lines were promptly isolated, repaired and cleaned. Contaminated soil was excavated and properly disposed of. Following root-cause analyses, corrective and preventive measures were implemented, including addressing issues found with the affected lines and ensuring the removal of contaminated soil in accordance with laboratory analysis. For one incident involving corrosion of clamp bolt connections, production lines were inspected for metallic couplings, and a programme was developed for preventive or corrective replacement of couplings.

In March 2024, a severe lost-time injury occurred at the Muyunkum site when a drilling contractor’s assistant was struck during the connection of a mobile tank to a tractor, resulting in a fracture of the right leg. The injured contractor received prompt emergency care and was transferred to hospital for further treatment. A comprehensive joint investigation identified weaknesses in equipment, supervision and operational practices, and led to extensive corrective and preventive measures. Operationally, all coupling activities were reviewed, risk assessments updated, a dedicated procedure formalised, and a visual standard for towing developed, reinforced by targeted operator training. Technically, tow bars were modified with protective supports and rear-view systems are being installed to improve visibility. On the control side, coupling operations were integrated into the supervision schedule and machinery inspections strengthened to ensure sustained compliance.



CASE STUDY

South Tortkuduk Level II emergency drill

In October 2024, KATCO conducted a Level II emergency drill at the South Tortkuduk site, simulating a fire and explosion during fuel unloading. The scenario involved full evacuation and mobilisation of emergency response teams.

The drill tested cross-functional coordination, equipment readiness and incident communication protocols. It included management oversight and post-event debriefs to assess response times

and compliance with HSERP procedures.

Following the exercise, the Company took corrective actions to address identified gaps. Improvements included the installation of a crisis centre at the Shanyrak base camp, provision of tourniquets for emergency use and clarification of emergency exit procedures.

Further improvements were planned to follow the drill. These include equipping the emergency crisis room to display drone and CCTV footage automatically, without

specialist input. Mobile phones will be issued to key local crisis management team personnel, using a system that allows them to be contacted through a single emergency number.

These measures form part of KATCO's broader commitment to operational safety and continuous improvement. Through regular high-level emergency simulations and follow-up actions, the Company aims to strengthen site resilience, improve incident response and protect personnel and assets.



“The goal is not just to pass the drill, but to find areas for improvement so that we can strengthen them before a real emergency.”

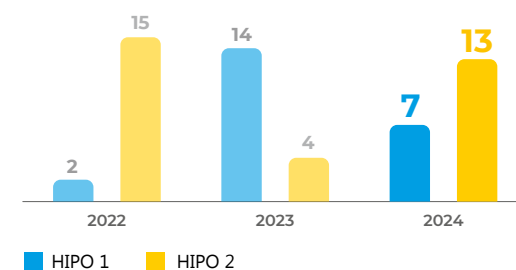
Aniyar Abulkassimov,
Health, Safety, Environment and Radiation Protection Director

INCIDENT CLASSIFICATION AND SEVERITY

KATCO applies an adapted incident pyramid model to classify and record safety events, including fatalities, lost-time injuries and cases requiring medical treatment or first aid. Each significant event is analysed to identify underlying causes, and the insights are used to strengthen

risk controls and embed improvements in processes and training. High-potential (HIPO) incidents are tracked separately, with lessons learned systematically integrated into preventive measures and shared across operational teams.

Incident pyramid, 2024

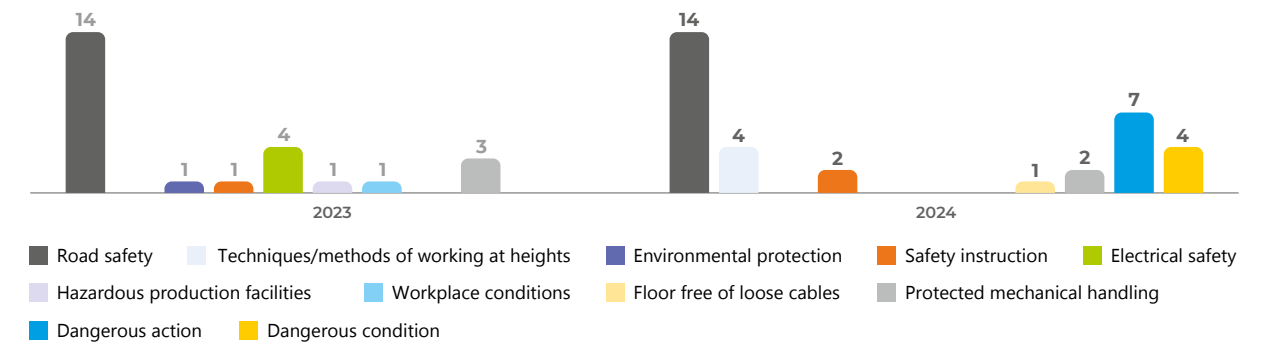
Monitoring of HIPO 1 and 2
(actual and potential events)

OCCUPATIONAL AND PREVENTATIVE HEALTH

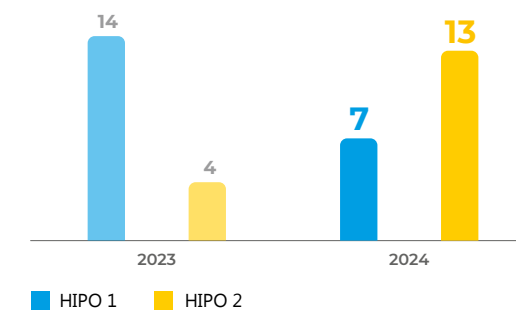
Medical readiness is supported by on-site units operating 24/7, staffed by 12 medical professionals. Services include routine pre- and post-shift health checks, as

well as additional monitoring for higher-risk personnel and follow-ups with workers. In 2024, 2,356 on-site medical consultations were carried out.

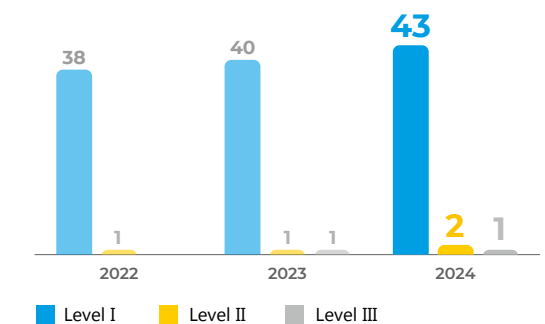
Safety Pareto: exposure to critical risks



Safety Pareto: HIPO 1 and 2



Safety drills



EMERGENCY PREPAREDNESS

KATCO has comprehensive emergency-response plans set out in the HSERP Significant Risk Management and Emergency Response Programme. The Company updates these plans as monitoring data, research and best practice evolve and tests them through multi-level drills:

- Level I – local drills, at least quarterly (43 conducted in 2024)
- Level II – site-wide exercises involving subsidiary leadership, held every two years (1 in 2024)
- Level III – corporate drills involving Orano Mining headquarters, conducted annually (1 in 2023)

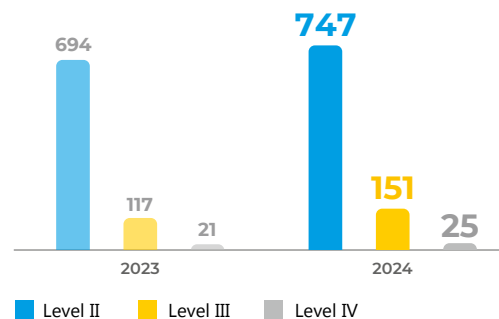
Both planned Level II/III emergency drills for 2023 and 2024 were completed successfully. After analysing the results of both drills conducted during the reporting period, action plans were developed to drive continuous improvement.

As part of these drills, KATCO conducts meetings and inspections to ensure adherence to HSERP guidelines. In 2024, the Company held 52 on-site HSERP meetings and 52 CODIR meetings dedicated to HSERP issues. It also performed 25 Level IV on-site HSERP inspections. Additionally, managers completed 154 MIF reports following site visits, and 119 STOP cards were submitted in response to identified unsafe conditions or activities.

Since the fourth quarter of 2024, KATCO CODIR members have conducted weekly workplace observation walks (known as Gemba walks, based on the practice used in Japan's automotive industry) to reinforce strict adherence to PPE standards, in line with Orano's Operational Discipline philosophy.

In 2024, KATCO provided 50,392 hours of HSERP training to on-site personnel through dedicated sessions covering industrial safety, labour safety, first aid, fire safety and safety culture. Findings from each exercise feed back into risk controls and training curricula. All 703 employees required to undergo first aid training completed the course.

HSERP inspections



For more information, see our data book on page 57

In October 2024, the Company conducted a Level II drill at the South Tortkuduk site (for more details, see page 20). It involved a simulated fire and explosion during fuel unloading. The scenario included full evacuation and coordination by emergency services and line management. Post-drill evaluations led to approved corrective actions.

RADIATION PROTECTION

KATCO maintains strict controls on ionising radiation in line with the ALARA principle. Employees are classified as Group A for those exposed and Group B for those with potential exposure, with designated zones and cleaning procedures in place to prevent cross-contamination. Radiation data is continuously monitored and reported to regulators and the public.

In 2024, the maximum radiation dose for Group A employees was 4.29 mSv, with an average dose of 1.59 mSv across all employees. Both figures were below the national regulatory limit of 20 mSv and within the Company's internal KPIs of 5 mSv for Group A and 2 mSv for all employees.

In 2023, the Company acquired additional equipment to strengthen radiation monitoring and control, including dosimeter, radiometers and flowmeter samplers.

For more information, see our data book on page 57

CASE STUDY

Sulfuric acid emergency drill

Following an incident involving sulphuric acid in 2023, KATCO planned an emergency response drill at the acid storage area of the South Tortkuduk site. The scenario simulated a short circuit and ignition of an electrical cable at the pumping station that would result in a sulphuric acid leak.

The drill tested the emergency readiness of the Company's site personnel and systems. Positive outcomes included the effective

use of chemical-resistant PPE, rapid arrival of emergency services and successful deployment of emergency self-help showers. Employees were evacuated promptly to the muster point, demonstrating strong procedural awareness.

KATCO identified initial areas for improvement during the drill. These included awareness among some contractor personnel of the Company's emergency contact number and familiarity

among ambulance drivers with the safest route to the incident site. Both issues were addressed during a follow-up drill.

To strengthen emergency response capacity, KATCO continues to invest in team training. In 2023 and 2024, 40 employees completed certified rescue training. These efforts support the Company's objective to ensure safe and coordinated responses during high-risk incidents.



“Every drill turns written procedures into instinctive actions that protect our people and the environment.”

Aniyar Abulkassimov,
Health, Safety, Environment and Radiation Protection Director

ENVIRONMENT AND RESPONSIBLE PRODUCTION



PROACTIVE STEWARDSHIP

KATCO embeds environmental stewardship across the full life-cycle of its ISR operations, aligning resource production with national regulation and leading international standards. The Company operates responsibly to safeguard water, land, climate and biodiversity while serving as a reliable uranium supplier to the global nuclear sector.

POLICY AND OBJECTIVES

POLICY

Environmental protection is integral to KATCO's business strategy and is embedded in its HSERP Policy. Eight internal environmental standards, aligned with Kazakh legislation, the Company's Subsoil Use Contract and leading international frameworks (ISO 14001, ISO 45001 and the ICMM Mining Principles), set clear expectations for all personnel and contractors.

KATCO aims to foster a culture of environmental risk prevention, requiring every employee to act responsibly, apply control measures and pursue continual improvement. The Company's key policy commitments include strict adherence to the "avoid – minimise – remediate/restore – offset" mitigation hierarchy; efficient use of water, energy and raw materials; effective management of radioactive and conventional waste; protection of biodiversity within and around all sites; and orderly, well-funded mine closure and post-closure stewardship.

OBJECTIVES

KATCO's overarching environmental objective is to minimise the footprint of its ISR operations while supporting Kazakhstan's transition to more sustainable resource development. In practice, this means maintaining vigilant monitoring of the Company's impacts. It also entails proactively managing identified risks and implementing measures that prevent, reduce and, where necessary, remediate any adverse effects on land, water, air or biodiversity.

Within that framework, KATCO seeks to use natural resources efficiently by optimising water and energy consumption, integrating renewable power where feasible and driving continuous improvements in process efficiency. The Company is equally committed to responsible materials stewardship. All conventional and radioactive wastes are to be prevented, reused, recycled or disposed of in accordance with international good practice and Kazakh regulations. Transparent traceability from generation to final treatment is also in place.

Recognising that protecting ecosystems is central to its licence to operate, KATCO's objectives extend to conserving and, where feasible, enhancing biodiversity in the semi-arid landscapes surrounding its sites. The Company follows the mitigation hierarchy, applies rigorous baseline studies and adapts management plans as new data emerges.

KATCO also understands that responsible mining must include a clear, well-funded plan for closure and post-closure care. From project design through to the end of operations, the Company embeds progressive rehabilitation, aquifer isolation and long-term monitoring so that former mine sites can be safely returned to productive use or as close to the natural state as practicable.

KATCO embeds best practices in mine closure by integrating rehabilitation requirements into design, operation and decommissioning, and by keeping each site-specific closure plan current. Additionally, the Company sustains product-stewardship leadership through rigorous hazard assessment, clear labelling, safe storage and transparent communication in line with the GHS and Kazakh regulations.

ENVIRONMENTAL MANAGEMENT PROCESS

Initial assessment and planning

Before development, KATCO has multidisciplinary teams carry out detailed physical, radiological, biological and socio-economic baseline surveys. The findings inform the Company's impact assessments and shape mine design, water balance models and preliminary closure concepts.

Project development and operations

Environmental considerations guide KATCO's decisions regarding infrastructure placement and wellfield design. During its minimally invasive ISR mining operations, the Company applies real-time data from observation wells, air-quality monitors and soil sampling to support proactive management. It also has ISO-certified systems in place to underpin continuous improvement.

Monitoring and compliance

KATCO uses the services of an accredited laboratory to conduct quarterly testing of water, air and emissions. The Company benchmarks the results against maximum permissible limits and discloses them to regulators and local communities.

Incident management and reporting

KATCO has a formal incident-response procedure embedded in its ISO-14001-certified HSE management system. It features 24-hour reporting lines, escalation to regulators and mandatory root-cause investigations for every environmental event.

Notably, the Company contained two process incidents that occurred in November 2023 and November 2024, with no off-site impacts. It followed up by completing root-cause analyses and implementing the necessary corrective actions.

WATER STEWARDSHIP

Efficient use and quality protection

KATCO manages water for ISR circulation in a closed circuit to maintain aquifer balance. The Company also monitors groundwater around wellfields continuously. Its accredited in-house laboratory samples domestic wastewater before discharge to filtration fields and storage ponds. Industrial wastewater is fully recycled in the production process.

Smart metering, improved waste sorting and de-watering/ re-injection systems have reduced drilling-fluid consumption and safeguarded aquifers.

Risk and opportunity management

Operating in an arid region, KATCO recognises that water scarcity is a material risk and has put in place scenario-based response plans. Responsible stewardship strengthens the Company's social licence to operate and can unlock cost savings.

WATER RISKS AND OPPORTUNITIES

General information	
Site	KATCO
Country	Kazakhstan
Climate	Cold desert
Köppen Classification	
Activities	ISR mining and uranium processing
Context	
Main water uses in 2024	Sanitary water production, elution process, drilling
Water consumption types	Process losses, sanitary, evaporation
Risks and opportunities	
Overall water risk*	Extremely high (4-5)
Water stress*	Arid and low water use
Water stress future trend, business as usual*	2050: high (40-80%)

* *Aqueduct WRI, 2023*

WASTE, MATERIALS AND CIRCULARITY

Management framework

KATCO ensures that all wastes are classified, stored and tracked to final disposal or recovery, applying the "prevent-reuse-recycle-dispose" hierarchy. All low-radioactive wastes generated during KATCO's operations are diverted to licensed low-level waste facilities. In 2024, 58% of all domestic wastes were sent to recycling facilities.

Reduction initiatives

KATCO now recycles around 60% of drilling fluids. To support its zero-waste target, the Company has launched a programme to apply oil and gas best practices to ISR drilling activities.

ENERGY AND CLIMATE

Consumption profile

Roughly 90% of KATCO's electricity – traditionally sourced from the coal-based Kazakh grid – is used to pump uranium solution between the wellfield and the plant. The Company also uses diesel and petrol to power mobile equipment and standby generators. Initiatives are currently underway to transition to renewable energy sources and offset carbon emissions.

Decarbonisation pathway

KATCO has numerous low-carbon projects under various stages of evaluation and implementation, including renewable power purchase agreements, variable-speed pumps and heat-recovery systems.

In 2024, the Company began to use I-REC certificates for purchased electricity, covering 50%, with the share set to rise. A solar-power offtake agreement signed in 2024 further mitigates Scope 2 emissions. A heat-pump system using process water will replace diesel boilers at the new South Tortkuduk processing plant, reducing Scope 1 fuel use (for more details, see page 30).

These, alongside behavioural measures, are expected to help achieve KATCO's emissions reduction objectives and align with Orano's net-zero ambition for 2050.

BIODIVERSITY AND LAND STEWARDSHIP

Protection measures

KATCO neither explores nor develops new operations within UNESCO World Heritage Sites or other officially protected areas.

However, the Company's licence area lies around 100 kilometres from the Karatau Nature Reserve in the Western Tien Shan range, a UNESCO-designated cultural heritage site managed as a strict nature reserve under International Union for Conservation of Nature (IUCN) Category 1a. The nearby Syrdarya-Turkestan Regional Park, classified as IUCN Category 2, forms part of the local conservation network.

Meanwhile, KATCO's mining site is situated in a landscape governed by IUCN Category 6 principles, designating protected areas where ecosystems are conserved while permitting carefully managed, low-impact use of natural resources. To limit local environmental impacts, the Company applies measures such as controlled lighting, vehicle speed limits and strict vegetation-clearing protocols.



ESG RECOGNITION

In 2023, KATCO was recognised as one of Kazakhstan's leading companies in environmental protection, receiving a Bronze Medal in the large business category at the prestigious Paryz Awards.

In 2024, the Company was awarded third place for Best ESG Strategy at the Golden Hephaestus competition, recognising excellence in the mining and metallurgical industry.



Monitoring and engagement

KATCO maintains an active dialogue with the Kazakh authorities on biodiversity matters. It has reduced the interval for comprehensive biodiversity studies from ten to five years and promotes awareness through an annual employee competition that encourages staff to identify and champion conservation opportunities around its sites.

Enhancement initiatives

KATCO has planted saxaul trees around Muyunkum, Tortkuduk, Turkestan region and near the Aral Sea, as well as other trees in Sholakkorgan along the Turkestan-Sholakkorgan highway (for more details, see page 31). Each year, it continues to make progress on this important ecological work.

The Company also holds annual Earth Day events to engage employees and local schools in further planting and recycling activities.

MINE CLOSURE AND REHABILITATION

From exploration through to relinquishment, KATCO plans for closure in accordance with Kazakh regulations and international best practice. Each site has a rehabilitation plan that gets updated as new technologies or stakeholder expectations emerge. Key activities include progressive dismantling of surface facilities as production wells are retired, restoration of mining lands, and long-term

environmental and radiological monitoring. The Company shares the results of these efforts publicly.

Research on natural attenuation and the treatment of low-level radiologically contaminated soils support KATCO's aim of achieving ALARA conditions. Engagement with local government authorities and residents ensures that technical solutions address social as well as environmental aspects.

Strategic approach

The Remediation Programme, embedded in KATCO's Subsoil Use Contract, covers assessment, ISR operations, closure, dismantling and monitored natural attenuation of aquifers. A ring-fenced liquidation fund provides financial assurance.

Execution and innovation

The Company has committed to dismantle all infrastructure, backfill wells to isolate aquifers and revegetate wellfields. Reactive-transport modelling supports decisions on passive versus accelerated attenuation techniques.

Post-closure monitoring

KATCO's long-term surveillance of water, soil, air and vegetation verifies the success of rehabilitation and triggers corrective action if required. Public hearings ensure transparency and stakeholder input throughout the process.

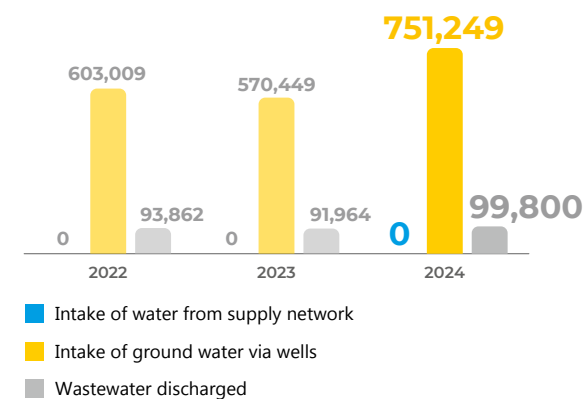
KEY PERFORMANCE INDICATORS

WATER MANAGEMENT

In 2024, total water consumption across KATCO operations was 751,249 cubic metres, compared with 570,449 cubic metres in 2023. The increase was caused by greater drilling activity and the construction of new production facilities.

During the reporting period, the Company invested in 14 new metering systems and contactless fixtures to improve water tracking and reduce unnecessary use. KATCO also upgraded its wastewater system through the installation of new high-capacity treatment units to support improved environmental performance.

Inbound and outbound water, m³



WASTE MANAGEMENT

In 2024, total waste generated was 770 tonnes, excluding drilling cuttings and low-radioactive wastes, with 58% recycled. KATCO now also recycles around 60% of drilling fluids.



60 %

of drilling fluids already recycled

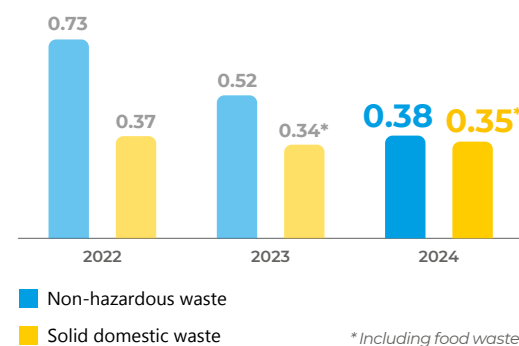
The Company also piloted a project during the reporting period to recover uranium from low-level radioactive slurry. The aim is to reduce radioactive waste volumes by 50%.

In 2023, KATCO improved waste segregation, deploying new colour-coded containers for plastics and paper. Additionally, it developed educational videos on waste sorting for staff.

Domestic waste

Domestic waste at KATCO includes general refuse such as food waste and office materials. It is collected using designated bins located across all operational sites.

Domestic waste, tonnes



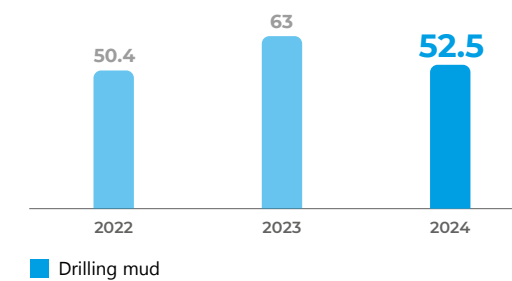
Industrial waste

Industrial waste includes scrap wood, used tyres and construction materials generated through operational and maintenance activities on-site.



New drilling mud recycling facility launched in 2024

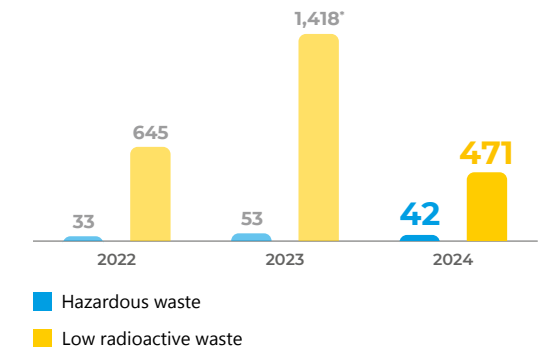
Industrial waste, tonnes



Radioactive and hazardous waste

Low-level radioactive waste (LRW) is separated at the point of generation and stored in designated secure areas before being transferred to Kazakhstan's national radioactive waste repository. LRW includes contaminated sand, filters, personal protective equipment, resin and laboratory materials.

Radioactive and hazardous waste, tonnes



* Increased due to cleaning of ponds, which takes place once every three years

During the reporting period, KATCO began replacing conventional ion-exchange resin with more efficient alternatives. This is expected to lower electricity consumption and cut emissions by an estimated 10-15% through improved energy efficiency.

For more information, see our data book on page 57

EMISSIONS

In 2024, KATCO's Scope 1 GHG emissions totalled 43,571 tCO₂e, including fugitive emissions and land-use change emissions of 29,616 tCO₂e, though the latter may be overestimated. The Company also reports total GHG emissions, including Scope 2, on a market-based framework. It has committed to accelerating decarbonisation projects and strengthening operational controls to maintain emissions within targeted levels.

KATCO energy consumption (MWh)

	2022	2023	2024	Delta 2024 vs 2023
Energy consumed	160,666	167,626	171,282	2.2%
Fossil energy consumed	49,158	46,570	49,654	6.6%
Electricity consumed	111,513	121,056	121,628	0.5%
From non-renewable energy sources	111,508	121,051	121,623	0.5%
From renewable energy sources	5	5	5	–
Ratio of energy consumed/tU	63	80	72	-8

BIODIVERSITY

KATCO maintains ongoing biodiversity monitoring near its sites. The most recent independent survey from 2021 confirmed that ISR activities had negligible impact on local ecosystems. The Company also holds annual biodiversity competitions and Earth Day events with employees and local schools.



0 tCO₂e

All purchased electricity is now covered by I-REC certificates

Threatened species

KATCO monitors species classified as at risk under Kazakhstan's Red Book and relevant international criteria. Based on the latest surveys, conducted in 2021,

the Company's licence area overlaps with the potential range of two reptile and amphibian species, 19 bird species and seven mammal species identified as at risk. These species are included in KATCO's biodiversity management plans and are considered in project design.

Species at risk (per taxa)

Taxon	IUCN Red List Threatened Species				Red Book of Kazakhstan				
	Critically Endangered	Endangered	Vulnerable	Near Threatened	Cat 1	Cat 2	Cat 3	Cat 4	Cat 5
Reptiles and amphibians	0	0	1	0	0	0	1	0	0
Birds	0	3	2	1	2	1	7	1	2
Mammals	1	0	2	0	0	0	4	0	0

CASE STUDY

Heat without hydrocarbons

As part of its efforts to decarbonise operations and reduce Scope 1 emissions, KATCO invested during the reporting period in a heat pump system at the newly launched South Tortkuduk plant. The system will capture residual heat from process water and transfer it to be used for heating plant infrastructure. It is designed to eventually replace diesel-fired boilers.

This initiative supports KATCO's alignment with UN Sustainable

Development Goal 13, which calls for urgent action to address climate change. Operating in a fragile arid ecosystem, the Company is directly exposed to climate risks and continues to implement measures to limit its environmental impact.

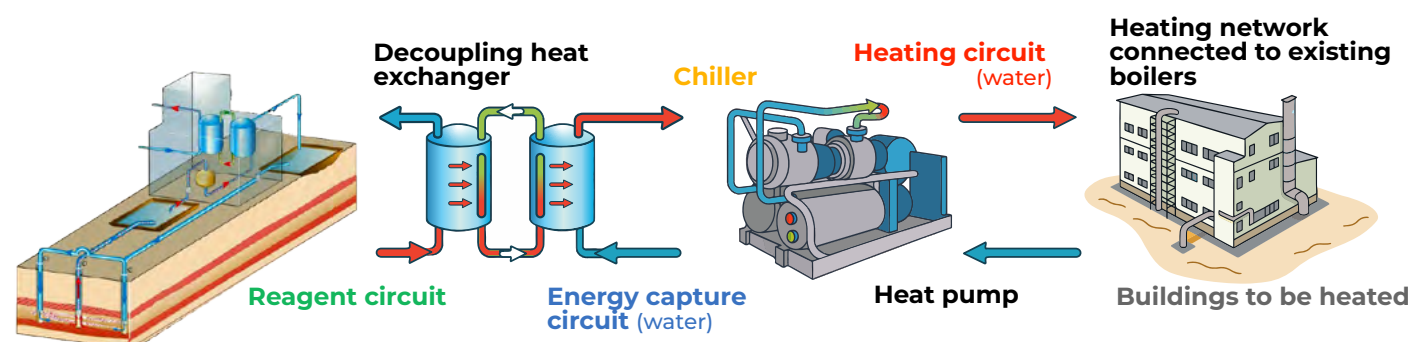
Environmental impact, particularly in terms of CO₂ emissions, is now a key factor in all development plans. Safety processes, equipment needs and emissions outcomes are

assessed at each stage of project planning.

Once fully operational, the heat pump system is expected to contribute to the site's decarbonisation targets. Combined with measures to reduce electricity use and increase reliance on renewable sources, the project supports broader efforts towards low-emission development.

“Once fully operational, the system is expected to reduce annual diesel consumption, contributing to a reduction in CO₂ emissions.”

Denis Lyubchenko,
Technical Director



CASE STUDY

Creating a new forest on the dry bed of the Aral Sea

In 2024, KATCO continued to advance Kazakhstan's flagship "ODAM" (Dry Bed of the Aral Sea) initiative, which aims to re-establish vegetation across the desiccated seabed. The Company has been implementing this project in partnership with the Ministry of Ecology and Natural Resources, the regional akimats of Turkestan and Kyzylorda, and with technical support from Kazatomprom.

Under this initiative, KATCO launched a large-scale programme to cultivate saxaul and other endemic species in newly created nurseries on the exposed seabed. The activity forms part of the Company's statutory compensatory planting obligations for ISR uranium mining and is fully aligned with Kazakhstan's target to plant 2 billion trees by 2027.

Prior to committing to ODA, KATCO contributed to the Green Belt project in Turkestan region. Under this initiative, the Company supported regional environmental efforts by planting 2,058 hectares of trees as part of its compensatory obligations.

The transition of these obligations from the Green Belt project to the forest reclamation work in the Aral Sea area was the result of strategic dialogue between KATCO's shareholders – Orano Mining and Kazatomprom – and the Ministry of Ecology and Natural Resources. This led to a five-party agreement, signed on 20 December 2024, which enabled the Company to redirect its efforts to an area of greater ecological need.



KATCO has supported various afforestation projects, including nursery infrastructure, seed collection, field operations and drilling of irrigation wells.

As confirmed in an official letter from the Deputy Minister of Ecology and Natural Resources, KATCO not only fulfilled but exceeded its obligations under the compensation planting programme. It did this by establishing 13,888 hectares instead of the required 11,830 hectares, and by additionally financing halophyte seed sowing over 120,000 hectares. This demonstrates the Company's strong commitment to social and environmental responsibility.

Reforestation of the Aral seabed addresses one of Central Asia's most acute environmental legacies. Since the 1960s, the lake has shrunk to a tenth of its original size, leaving highly saline sediments that generate an estimated 100 million tonnes

of wind-blown dust each year. Saxaul is uniquely suited to these conditions. Its deep root system can anchor up to 4 tonnes of sand per tree. It can reduce wind speed by more than 20% within a year of planting and almost eliminates dust movement once stands reach seven years of age.

Beyond local health and livelihoods, the programme contributes to climate-change mitigation. Modelling shows that a 13-year-old saxaul stand sequesters nearly 5 tonnes of CO₂. It also produces around 4 tonnes of oxygen per hectare annually. Meanwhile, halophytes initiate soil formation and improve micro-climatic conditions across adjacent croplands.

This continuing commitment underlines KATCO's broader strategy to integrate biodiversity restoration into its uranium production lifecycle and to deliver measurable ESG value for stakeholders.

“By surpassing our planting requirements, KATCO will show that responsible uranium production can drive meaningful restoration of the Aral Sea ecosystem and deliver lasting environmental value for Kazakhstan.”

Pascal Bastien,
General Director



OPERATIONAL EXCELLENCE

POLICY AND OBJECTIVES

POLICY

KATCO's approach to operational excellence is founded on a commitment to safe, responsible and productive uranium production. It is guided by aspects of the Company's HSERP Policy; its Master Plan for Improving the Culture of Handling Non-Recyclable Waste and Analysing Water Consumption; product-stewardship procedures based on the UN Globally Harmonised System of Classification and Labelling of Chemicals (GHS); and alignment with the ICMM Mining Principles.

Throughout its operational excellence efforts, KATCO aligns with Orano's culture. It is guided by Opteam26, the Group's performance plan focused on improving execution across all activities using tools originating from the automotive industry as part of its daily standards. These include Kaizen, 5S, A3, 5 Why, Kanban, value stream mapping and Gemba walks. The use of these methods supports continuous improvement, visual management and team accountability, reinforcing a culture of discipline and performance throughout the organisation.

Launched in early 2024, Opteam26 forms the first pillar of Orano's 2024-26 strategic plan: improving performance across all activities and projects. At KATCO, this is reflected in tighter operational control, better coordination between functions and a focus on measurable outcomes through local application of Opteam26 priorities.

This collective framework underpins KATCO's day-to-day decision making and its long-term investment in technology, research, people and partnerships. It also defines how the Company embeds continuous improvement in production methodologies and management systems; safeguards the health and safety of employees, contractors and communities; minimises environmental impacts over the lifecycle of its ISR operations; and uses energy, water, raw materials and reagents efficiently in support of Kazakhstan's climate-change and circular-economy goals.

OBJECTIVES

Through its operational-excellence efforts, KATCO drives efficiency and sustainability by advancing innovative projects that enhance HSERP performance while optimising operating costs.

The oxidation project supports this objective by using hydrogen peroxide (H₂O₂) to increase uranium concentration and accelerate extraction. Originally initiated by Orano in 2013 and transferred to KATCO in 2021, the project targets measurable gains in uranium yield and lower environmental impact. Construction of the first oxidation unit began in February 2024.

INNOVATION, RESEARCH AND DEVELOPMENT

Innovation at KATCO is the disciplined search for better ways of working that deliver measurable HSE benefits and economic value. The Company leverages multicultural expertise through Orano's international centres of excellence, which specialise in materials, corrosion, welding, radiochemistry and thermal-hydraulic testing.

Joint research and development efforts with Orano and Kazatomprom focus on Kazakhstan-specific challenges, including projects addressing natural attenuation in post-leaching aquifers and low-radioactive waste reduction.

The Company's Master Plan, based on Orano's 5C Commitments, encourages employees to develop improvement ideas with management support.

RESOURCE EFFICIENCY

KATCO integrates resource efficiency into project design, operation and decommissioning. An example of this is the South Tortkuduk project, where the Company will be using a geothermal heat-pump to capture heat from ISR process fluids to warm plant buildings in winter. The initiative will displace most of the diesel previously needed for space heating. The concept is also being assessed for future ISR projects in Uzbekistan and Mongolia.

For more information, see our data book on page 57



33
Master Plan projects implemented in 2023-24

EFFICIENCY THROUGH INNOVATION

KATCO combines continuous innovation with rigorous HSERP standards. This integrated approach drives efficiency, lowers costs and minimises environmental impacts across the full lifecycle of its ISR operations.

KEY PERFORMANCE INDICATORS

MASTER PLAN IMPLEMENTATION

KATCO's multi-year Master Plan unifies waste-management, water-efficiency and aquifer-remediation workstreams to hard-wire resource stewardship and post-closure planning into everyday operations.

During the reporting period, the Company completed a comprehensive audit of on-site waste streams and rolled out a single visual standard and colour-coded labelling for all materials. It also procured blue and yellow Euro-spec containers while remapping more than 40 collection points.

Additionally, KATCO installed 14 new water meters, along with spray-pistol cleaning units and contact-less mixers, giving finer control over usage and enabling targeted actions at high-consumption areas. The Company further prevented losses by repairing the waterproof lining at evaporation ponds.

Under its research and development partnership with Orano and Kazatomprom, KATCO also mobilised the first phase of the aquifer-remediation roadmap in the Master Plan. This included completing baseline data consolidation, defining new drill locations and launching mineralogical sampling to underpin updated reactive-transport models.

RESEARCH AND DEVELOPMENT

Soil decontamination and uranium recovery technology

KATCO is developing an in-situ system to decontaminate soil containing naturally occurring radionuclides while recovering residual uranium. If successful, the programme could shrink the volume of material classified as low-radioactive waste, decrease storage costs and reduce legacy environmental liabilities, directly supporting the Company's ESG objectives.

Closed-loop dewatering of drill cuttings

KATCO's dewatering project aims to separate liquid from drill cuttings, recycle the recovered fluid to recharge ISR solutions and reuse the dried solids on-site. This closed-loop approach lowers the volume of waste requiring

disposal, reduces fresh-water abstraction and aligns with Kazakhstan's national water-conservation policy. As of today, 60% of the drilling fluids are recycled through the ongoing project.

Mobile solution concentrator modules

KATCO is installing a fleet of modular concentrators to pre-concentrate productive leach solutions, boosting uranium recovery and cutting energy consumption for pumping. Each mobile unit processes the uranium-bearing solution close to the well field, shortening liquid circuits and improving economics. The project aims to increase extraction and reduce annual energy use. The first module entered service in 2023 and the second was commissioned in 2024.

Hydrogen-peroxide oxidation units

KATCO's oxidation unit project uses hydrogen peroxide to create a more reactive chemical environment, which speeds up uranium extraction, reduces the need for acid and lowers the carbon footprint. It is a core lever in the Company's plan to sustain 4,000 tU annual production while meeting decarbonisation goals.

The first oxidation unit was fabricated and launched in December 2024. KATCO also completed the procedures, storage infrastructure and supply contracts in 2024. The Company has decided to further scale the project.



South Tortkuduk development

In August 2022, KATCO received formal approval to develop the South Tortkuduk parcel of the Muyunkum deposit, located close to its existing sites. This approval marked an important step in securing the Company's long-term uranium production.

Commercial production under the project's first phase began in June 2024. With estimated reserves of 46,000 tU, the site is expected to support operations for at least 15 years. The target is to gradually increase annual output to 4,000 tU over the next 10 years.

Construction involved 310 kilometres of hydraulic networks and 65 kilometres of electrical lines. The project adopted a structured approach based on international

standards and previous operational experience.

Key areas of focus were occupational safety, radiation protection, emergency response, fire safety and legal compliance. Safety measures included virtual reality training on acid handling and a revised acid storage and distribution unit. Additionally, the site layout was specifically designed to ensure that hazardous facilities, trucks and equipment were located away from areas accessed by personnel, supporting safe operations and reducing exposure risks.

The project has had a notable impact on the regional economy, particularly in Turkestan region. It has supported job creation and increased demand for local goods and services,

including orders for equipment such as pipes. It has also contributed to tax revenues and encouraged other firms to invest in the region.

Waste management was upgraded, with a focus on wastewater treatment. As of the end of the reporting period, the South Tortkuduk project had recorded more than 3 million work-hours without a lost-time injury, consistent with KATCO's "zero-harm" policy.

Environmental and social contributions were integrated into the project from the outset. In line with national law, the Company has completed a reforestation programme covering an area double the size of the South Tortkuduk site as ecological compensation.

For more details, see page 31



Receiving the green light to begin mining at South Tortkuduk marks the beginning of a new and bright chapter for KATCO.

Azamat Shaizhanov,
Director of Project Direction

South Tortkuduk expansion

2021

Detailed design approved

2022

Land permit granted

2023

New plant construction started
• 2 million man hours
• 600 construction workers

2024

Acid storage completed

2025

First new plant production in June and completion of the South Tortkuduk project by December 2025

+15 years of operations



4,000 tY annual production

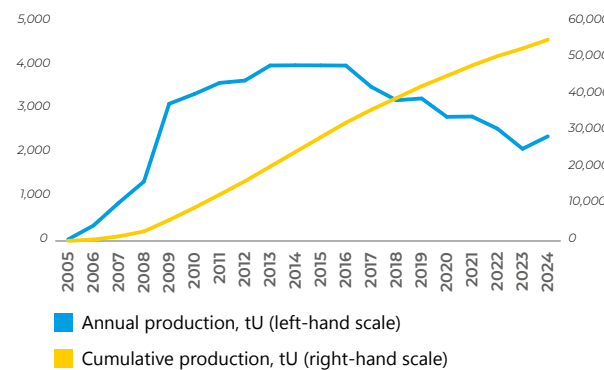


RENEWED PRODUCTION MOMENTUM

KATCO's operational excellence efforts have been a key aspect of its work to restore production momentum and maximise the benefits of the South Tortkuduk project. After a stable plateau of around 4,000 tU per year in 2013–16, output stepped down as legacy wellfields matured and COVID-19 restrictions took effect.

Stricter wellfield discipline and other operational-excellence levers – including early results from some of the research and development projects mentioned above – helped to slow the decline. South Tortkuduk entered commercial service in mid-2024 and the Company has targeted a gradual return to the 4,000 tU nameplate level over the coming decade through more efficient operations.

KATCO production, tU



CASE STUDY

Using AI to monitor a moving wellfield

As part of its operational safety improvements, KATCO introduced a range of upgrades during the reporting period to improve monitoring across its wellfield activities. Building out South Tortkuduk's ISR infrastructure involved over 50 drilling rigs working simultaneously across a decentralised area covering more than 50 kilometres. With drilling taking place 24/7 and equipment moving daily, maintaining operational vigilance is a constant priority.

To improve oversight and coordination of activities, the Company invested in full 4G

coverage across the site. It now monitors a significant portion of mobile equipment – such as service vehicles, rigs and diesel generators – in real time, enabling supervisors to respond immediately to any potential deviations. Field patrols and inspections are recorded digitally using mobile phones, creating a live database of safety checks and compliance actions. KATCO aims to achieve full coverage by the first quarter of 2026.

Building on this real-time data tracking capability, artificial-intelligence algorithms now monitor 5,000 wells. This makes it possible to both optimise

production and eliminate manual data processing. A separate system enhances industrial-process control.

AI now monitors 5,000 wells, cutting manual data checks by days

KATCO also established a dedicated team of 12 safety and quality control specialists to monitor wellfield operations day and night. Their focus is on ensuring that drilling activities comply with KATCO and Orano standards, including the working and living conditions of contractor personnel.



“Real-time data collection and analysis enable KATCO staff to promptly make the best decisions in the field, ensuring compliance with KATCO and Orano standards. The people in the field make the difference.”

Matthieu Riou,
Chief Engineer

OUR EMPLOYEES

DEVELOPING PEOPLE SUSTAINABLY

KATCO's people strategy is based on local employment, professional development and equal opportunity. The Company seeks to attract and retain skilled personnel through competitive conditions, a supportive culture and transparent career pathways.

POLICY AND OBJECTIVES

POLICY

KATCO is committed to maintaining a safe, inclusive and fair workplace for all employees. Its human resources policy is aligned with international labour standards, national legislation and the operational frameworks of its shareholders.

The Company ensures equal opportunities in all employment decisions, including hiring, promotion, training and access to benefits. Priority is given to supporting local employees, who make up most of the workforce, as well as women, manual workers and individuals from vulnerable backgrounds.

These commitments are embedded in KATCO's collective agreement, which is renegotiated every three years with employee representatives and reviewed quarterly. The Company also promotes workplace engagement through open feedback channels and targeted well-being initiatives.

Training at KATCO is built into the broader approach to workforce capability, with senior staff expected to take part in regular development programmes. These include leadership and technical sessions run by Orano, alongside specialised courses such as Change Maker, delivered by a renowned international business school. The focus is on building practical skills for current roles while preparing employees for future responsibilities.

OBJECTIVES

KATCO aims to be an employer of choice by building a workforce rooted in the local community, based on fairness and supported by transparent career development. Recognising its broader responsibility to society, the Company integrates social and human rights considerations into its operations. It works to attract, retain and develop skilled personnel through clear policies, competitive conditions and inclusive practices, in close coordination with employees and stakeholders.

HUMAN RIGHTS

KATCO's human-rights agenda is anchored in internationally recognised frameworks. The Company follows the ICMM Mining Principles, the UN Guiding Principles on Business

and Human Rights and the Voluntary Principles on Security and Human Rights.

These commitments are embedded in a single Compliance Policy that draws on Orano's and Kazatomprom's Codes of Ethics, the UN Universal Declaration of Human Rights and a strict zero-tolerance stance on corruption and fraud.

KATCO aims to assure delivery of its human rights commitments through clear governance and routine oversight. Each year, the General Director issues a compliance reminder, while the Code of Ethics is available to employees on the intranet, as well as to external stakeholders on Orano's website and via contract templates.

Mandatory e-learning modules form part of the Company's annual appraisal cycle. Targeted compliance training – including modules on labour rights and discrimination – is refreshed annually.

KATCO's policy framework is reinforced by a whistleblowing mechanism, a structured grievance process and regular risk assessments. The Company is also subject to annual inspections by the Kazakh Labour Inspectorate.

REMUNERATION AND BENEFITS

KATCO's remuneration policy is based on fairness, transparency and market alignment. In addition to competitive salaries and bonuses adjusted for inflation, employees receive statutory benefits such as health insurance, pension contributions and paid leave. Further support is available through collective agreements covering voluntary medical insurance, parental leave, retirement payments and other allowances. Additional compensation is provided for overtime, public holidays and on-call duties.

PERFORMANCE AND RECOGNITION

KATCO conducts regular performance reviews to assess employee development, support talent planning (including international mobility and cross-entity rotation) and identify candidates for advancement. Staff contributions are also recognised through internal awards and external commendations, reinforcing a culture of performance and retention.

LOCAL EMPLOYMENT AND RETENTION

KATCO is building a stable, locally rooted workforce by prioritising recruitment from the surrounding region and creating conditions that support long-term retention. The Company seeks to minimise staff turnover to ensure continuity and reduce operational disruption.

INCLUSION AND EQUALITY

KATCO applies a zero-tolerance policy towards discrimination and harassment. Equal opportunities are promoted across all HR processes: from hiring and promotion to benefits and training. Special emphasis is placed on empowering women, blue-collar staff and employees from vulnerable backgrounds.

SKILLS AND CAREER DEVELOPMENT

The Company prioritises technical and leadership training for blue-collar employees to support career advancement within the organisation. A new leadership model introduced in 2024 aims to strengthen performance management and promote internal mobility. Increasing the number of women in management, particularly within technical departments, remains a key focus.

ENGAGEMENT AND WELL-BEING

Employee satisfaction is supported through open feedback channels, including quarterly meetings with employee representatives. Well-being initiatives such as fitness programmes and voluntary medical insurance are available to all employees. These measures are reviewed regularly under the terms of KATCO's collective agreement.



KEY PERFORMANCE INDICATORS

WORKFORCE STRUCTURE AND STABILITY

KATCO employs 1,300 people and offers long-term employment. Nearly 60% of staff have worked at the Company for more than 10 years. Voluntary turnover remains low at 7% per year.

For more information, see our data book on page 57

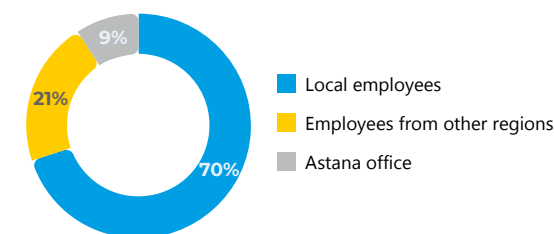
KATCO aims to maintain a stable workforce with minimal disruption. The General Director has identified social stability as a strategic priority. The Company looks to maintain its voluntary turnover rate below 6% per year to support operational continuity and reduce recruitment costs.

For more information, see our data book on page 57

LOCAL RECRUITMENT

KATCO is proud that 99% of its employees are Kazakh nationals. The Company prioritises recruitment from nearby villages and towns.

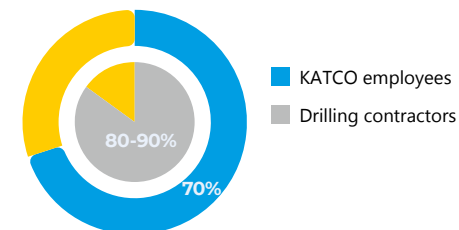
Employment numbers at year-end



Committed to hiring locally

KATCO maintains a workforce that is 70% local, with a focus on recruiting from Turkestan region. Drilling teams are already composed of 80-90% local personnel.

Workforce origin: Turkestan region



REMUNERATION

KATCO applies a structured and transparent remuneration policy aligned with Kazakh labour law and shareholder requirements. The 2024 collective agreement introduced additional financial incentives and holiday allowances.

Additionally, during the reporting period, compensation for annual leave was increased. Further allowances were introduced to support employees with children, including a school preparation stipend per child, payments for childbirth and marriage, and enhanced bereavement support.

For more information, see our data book on page 57

TRAINING INVESTMENT AND SOCIAL INCLUSION

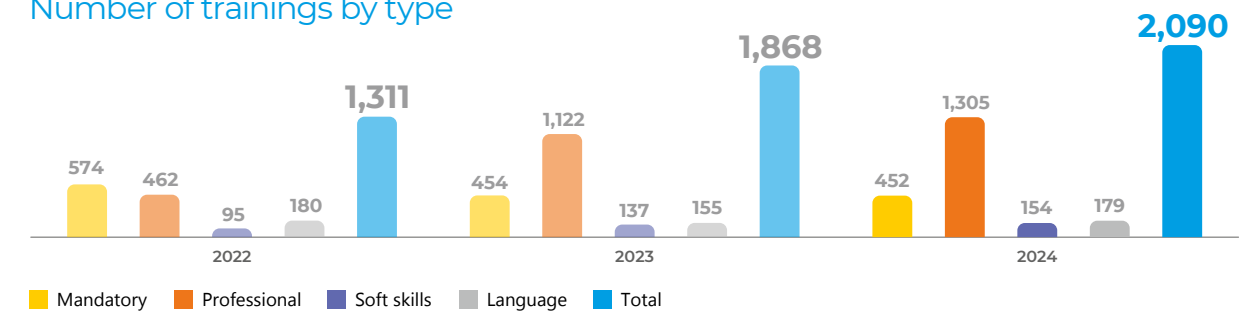
In 2024, KATCO allocated KZT419.7 million to training, 70% of which was directed to its own employees. The remaining 30% was designated for training 122 individuals among socially vulnerable groups, children of KATCO and Kazatomprom employees, and students of Kazakh National Research Technical University, in line with updated Ministry of Energy regulations.

As part of Kazakhstan's "Year of the Skilled Worker" initiative, specific leadership training was provided for 100 blue-collar employees.

Of the total training delivered, 56% focused on professional development, 23% on mandatory courses, 8% on behavioural skills and 13% on language learning.

For more information, see our data book on page 57

Number of trainings by type



PERFORMANCE REVIEWS

KATCO maintains a performance-linked review system that supports annual salary adjustments and career development. All employees undergo formal evaluations, which inform pay decisions and eligibility for annual bonuses. Yearly salary increases were based on individual appraisals, and a new system of production-based bonuses was introduced from April 2024.

The Company's review process helps to identify development needs, align performance with organisational goals and support succession planning. It also contributes to internal promotions and international mobility. This structured and transparent system ensures consistent recognition of employee contributions and supports long-term operational priorities.

For more information, see our data book on page 57

DIVERSITY AND HUMAN RIGHTS

In 2024, women comprised 14% of KATCO's employees. Efforts to increase their participation in technical and leadership roles continued, including a women's leadership programme held in Mongolia.

The Company maintains policies against discrimination and harassment and ensures equal access to career opportunities for all employees, including those from vulnerable backgrounds. This is supported by training on preventing sexual harassment and sexist behaviour.

KATCO upholds human rights through policies that prohibit forced labour, child labour and discrimination. These commitments are reinforced through a collective agreement that was updated in 2024. Quarterly meetings with employee representatives also support ongoing social stability.

For more information, see our data book on page 57

EMPLOYEE BENEFITS

KATCO provides a range of benefits to support the financial, medical and personal well-being of its employees. These benefits are set out in the Company's collective agreement and apply equally to permanent and temporary staff.

In 2024, KATCO changed its voluntary health insurance provider, expanding coverage for employees. The revised plan includes access to paediatric care, chronic disease treatment, physiotherapy, teeth cleaning and therapeutic health-resort services.

Reimbursement limits were increased by 33.3% for dental and pharmaceutical expenses, and by 44.4% for medically prescribed residential rehabilitation at accredited health resorts. The Company also made improvements in on-site living conditions (see below).

For more information, see our data book on page 57



16 people
Number of employees
on parental leave in 2024



15 calendar days
Minimal notice period regarding
operational change, unless labour
or collective agreements provide
for a longer notice period.

Benefits package

Category	Benefit
Healthcare	1. Compulsory social health insurance paid for by the employer for all employees in accordance with Kazakh law 2. Agreement with a medical provider covering the employee and up to two family members (permanent employees only)
Disability coverage	Short-term disability payments in accordance with the collective agreement upon termination of employment Long-term disability payments in accordance with the collective agreement upon termination of employment
Parental leave	Place of work and length of service maintained under the Kazakh Labour Code until the child reaches the age of three
Retirement provision	1. Mandatory pension contributions: 10% of salary paid by the employee and an additional 5% paid by the employer for those working in potentially hazardous conditions 2. One-time payments in accordance with the collective agreement, depending on length of service, upon termination of employment
Vacation	Two extra days of paid leave for shift workers and six for employees on a five-day schedule, in addition to entitlements under the Kazakh Labour Code
Children's education	At an employee's request, the Company may provide funds for children's education, subject to salary deduction
Collective agreement	Seniority payments and financial assistance for childbirth, death and marriage Meal compensation for employees based in Astana

CASE STUDY

Enhanced base camp conditions

KATCO recognises that reliable, comfortable accommodation underpins both safety and operational excellence at its remote uranium deposits in Kazakhstan. In 2024, the Company accelerated its multi-year programme to modernise base-camp infrastructure for employees and contractors working on its existing sites, as well as at the South Tortkuduk plant construction area.

At the Shanyrak base camp, ten new, factory-built bungalows were commissioned, lifting capacity by 40 beds. A fully enclosed multi-sport complex – designed with heating, cooling and ventilation to guarantee all-season use – was opened in parallel. Together, these assets provide residents with year-round access to football, basketball and fitness training, supporting physical health and social cohesion.

Core amenities were upgraded in tandem. Canteen kitchens were

refitted with energy-efficient appliances, laundry services were expanded through modern washers and dryers, and Wi-Fi coverage was extended to all accommodation blocks. Similar enhancements were completed at the Tortkuduk site, where a covered football and basketball pitch now complements 485 existing rooms, and at Muyunkum, which offers 211 rooms. On the South Tortkuduk construction site, a field canteen adjacent to drilling rigs now serves up to 60 personnel, reducing travel time and improving hygiene standards.

Each camp now delivers a comprehensive suite of services – canteen, launderette, rest areas, cinema, library, music room, 4G internet and medical support – benchmarked against international best practice.

KATCO also introduced a unified set of requirements to standardise living conditions at contractor base camps in line with its policies governing

health, safety and environmental performance. These requirements cover key areas such as accommodation density, sanitation, fire safety and waste management. All contractors are now assessed through a structured rating system, subject to regular inspections to monitor compliance. The Company is working closely with each contractor to address gaps and support necessary upgrades. The overall aim is to ensure that all personnel – regardless of employer – benefit from consistent, high-quality living conditions that promote well-being and operational continuity.

By sustaining comfortable living conditions in harsh desert environments, KATCO protects its workforce, strengthens contractor partnerships and mitigates project-execution risk.



“Our latest upgrades transform the camps from basic accommodation into communities that foster well-being, engagement and safety for every employee and contractor.

Akbota Kozhabayeva,
Head of the Facility Management Service



CASE STUDY

People first

In 2024, KATCO maintained its focus on employee well-being, viewing it as both a core responsibility and a factor in improving retention and performance. A key development during the year was the renewal of the collective agreement, a central element of the Company's CSR and social dialogue efforts.

Revised every three years through formal negotiations with employee representatives and reviewed quarterly, the agreement sets out core working conditions and benefits. The 2024 update introduced increased financial allowances, new support measures and greater flexibility. A focus was placed on ensuring equal conditions for staff at both the operational

site and headquarters, including changes to medical insurance, accommodation and remote working.

KATCO employs 1,300 people, around 70% of whom are from the Turkestan region. Annual staff turnover remains low at 7%. In response to employee feedback, including insights from internal staff surveys, the Company simplified several HR procedures and introduced new well-being measures. It improved the voluntary health insurance option, while continuing to offer fitness programmes to support work-life balance.

KATCO also increased its investment in professional development. Under

Kazakhstan's "Year of the Skilled Worker" initiative, 100 blue-collar staff received technical and soft-skills training. A new leadership model was introduced to support career progression. In 2024, the Company invested KZT349 million in training, including a women's leadership programme and additional initiatives across its joint venture operations.

Support for vulnerable families was expanded in 2024, with increased financial aid for children's higher education. This benefit was extended beyond KATCO staff to include employees of partner joint ventures and local communities. In 2024, paternity leave was introduced, while childbirth and marriage allowances were each increased by 33%.



“Four times per year, top management meets with employee representatives to discuss improvements to working conditions.

Aliya Yerbayeva,
Human Resources Director

OUR SUPPLIERS

LOCAL VALUE THROUGH RESPONSIBLE SOURCING

KATCO's supplier strategy is designed to maximise the local economic contribution of its operations while upholding strict health, safety and environmental standards. The Company promotes localisation by prioritising Kazakh vendors and contractors wherever feasible and works to build their long-term capacity in line with national development goals.

ise



POLICY AND OBJECTIVES

POLICY

KATCO's procurement and contractor policy reflects its commitment to responsible sourcing and economic development in Kazakhstan. The Company actively supports the growth of domestic suppliers and seeks to develop sustainable relationships with partners in Turkestan region and Sozak district.

All suppliers are required to meet KATCO's quality and compliance standards, including alignment with the Company's HSE golden rules for contractors. These expectations cover workplace safety, environmental protection and social performance. Local vendors are encouraged to strengthen these practices through continuous improvement and regular audits.

The Company's approach is guided by national legislation, its subsoil use agreement and Orano's responsible purchasing framework. It balances operational efficiency with efforts to localise spending and strengthen regional business ecosystems. KATCO also applies a duty of vigilance in its supplier oversight, requiring contractors to comply with its health, safety, environmental and social standards throughout the project lifecycle.

OBJECTIVES

KATCO aims to meet or exceed its contractual localisation commitments by prioritising the use of Kazakh suppliers, particularly regional vendors. The Company contributes to local employment and skills development through its contractor network.

KATCO assesses supplier performance based on cost, quality, reliability and compliance, with an emphasis on long-term partnerships. The Company supports local vendor development by sharing best practices, providing technical assistance and working with suppliers that demonstrate strong local presence.

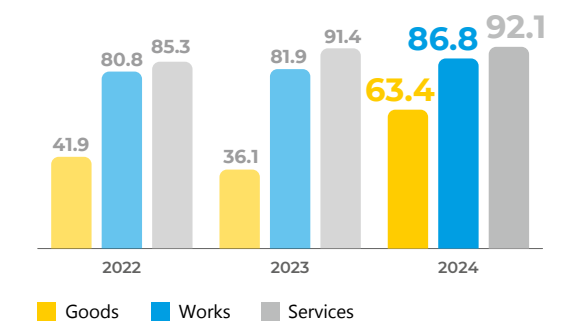
HSE OVERSIGHT

All contracting organisations are required to comply with KATCO's HSE standards, including the golden rules on workplace safety, incident prevention and environmental protection. HSE performance is a key criterion in both the awarding and renewal of contracts. The Company applies the same standards to contractors as to its own employees, reinforcing a consistent culture of safety and accountability across the supply chain.

LOCAL CONTENT

KATCO prioritises the use of Kazakh suppliers to maximise local value creation. The Company aims to meet or exceed localisation thresholds defined in its contractual obligations, with a focus on building long-term commercial relationships with regional vendors. Through transparent procurement and structured engagement, KATCO supports the growth of local businesses and their integration into its supply chain. *For more information, see our data book on page 57*

Share of local content, %



CAPACITY BUILDING

The Company provides targeted support to help domestic suppliers meet operational and compliance standards. This includes technical assistance, performance feedback and joint improvement plans. The goal is to strengthen the capabilities of Kazakh enterprises to deliver high-quality goods and services across the full project lifecycle.

ETHICAL PROCUREMENT

All suppliers are required to operate in line with KATCO's ethical, legal and environmental expectations. The Company enforces strict anti-corruption standards, contract compliance and human rights protections throughout the supply chain.

KATCO also continues to strengthen supplier oversight by embedding duty of vigilance standards and fostering a culture of continuous improvement in safety, environmental and human rights performance.

KEY PERFORMANCE INDICATORS

LOCAL ECONOMIC SUPPORT

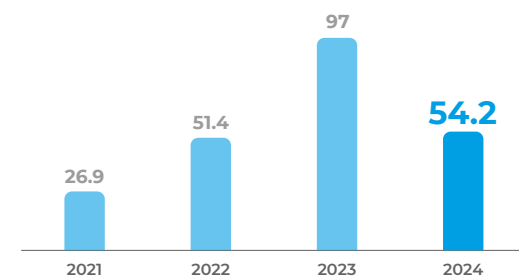
Under the terms of its subsoil use contract, KATCO is required to purchase at least 40% of goods and 80% of works and services from Kazakh suppliers. The Company seeks to exceed these mandatory minimums by prioritising goods and services manufactured by Kazakh vendors.

Despite some minor unavoidable imports, 97% of purchases were made from Kazakh suppliers in 2024, including 28% from Turkestan region, reflecting KATCO's commitment to equitable procurement. By steadily increasing partnerships with suppliers in Turkestan region and Sozak district, the Company is injecting capital directly into local economies, stimulating growth and improving community livelihoods.

In 2024, KATCO awarded contracts to 803 Kazakh suppliers. The total value of local purchases during the year was KZT123 billion. This included a wide assortment of products, such as acid, ammonia, benzene, cables, cement, cleaning materials, diesel fuel, electricity, generators, laboratory equipment, petrol, spare parts for equipment, pipes and protective gear. It also covered various services, such as catering, lodging, equipment and vehicle maintenance, support, training, translation, transportation and medical services.

In 2024, KATCO's direct contribution to the Kazakh economy was KZT125.9 billion, representing 97% of its global procurement. Of this, KZT35.9 billion, or 28.5%, was spent in Turkestan region, with the remainder in other regions of the country.

Contribution to the state budget, KZT billion



DOMESTIC PRODUCTION PARTNERSHIPS

In collaboration with international technology and equipment providers, KATCO seeks to advance the domestic assembly and fabrication of key inputs. Localising production reduces

logistics expenses and carbon emissions, while broadening the portfolio of domestically made goods that satisfy the Company's high local-content thresholds.

KATCO's strategy leverages Kazakhstan's cost-competitive, skilled workforce and strategic Eurasian location. It also fosters new capabilities among regional manufacturers and reinforces the resilience of the Company's supply chain.

During the reporting period, KATCO moved decisively from planning to execution on an initiative aimed at attracting international manufacturing partners to develop in-country value.

In July 2024, the Company established a dedicated localisation project team under the supply chain function, supported by Orano. The team completed the framing phase, defining technical and financial baselines, cost drivers and a clear roadmap for practical implementation.

These milestones demonstrate tangible progress towards embedding sustainable, high-value manufacturing in Kazakhstan's uranium-mining supply chain.

VIGILANCE COMPLIANCE

In 2024, as part of Orano's Duty of Vigilance Plan, KATCO teams – supported by Orano Mining – launched a review of selected on-site contractors. The Company tasked internal experts from multiple departments to develop an assessment questionnaire focused on safety, environmental and human rights risks, in line with the Duty of Vigilance framework.

The first round of assessments was conducted locally, involving internal control and supply chain teams from KATCO and Orano Mining. These evaluations also provided an opportunity to engage senior managers and site staff on recent developments in European duty of vigilance legislation and its application in Kazakhstan. Initial findings were positive, with no major risks identified among suppliers. The Company will continue to iterate its supplier review practices to ensure robust and proactive oversight.

KATCO applies the same HSE standards to contractors as to employees

KATCO is required to purchase ≥40% of goods and ≥80% of works and services from Kazakh suppliers

CASE STUDY

Duty of vigilance in action

KATCO continues to improve its contractor oversight, in line with its duty of vigilance obligations. The Company aims to maintain high safety and welfare standards across all operations, regardless of employment status. During the reporting period, it introduced a range of measures to improve conditions for contractors. These efforts form part of a broader strategy to reduce risk and ensure compliance across the workforce.

To support safe and stable working conditions, KATCO has tripled its payments for drilling services since 2022. Part of this funding has been used to improve living conditions and raise contractor salaries in line with market rates. It has also helped to reduce reliance on overtime, which had previously been identified as a potential safety risk. Since implementation, staff turnover among drilling contractors has decreased significantly.

In December 2024, the Company also introduced a third-party vehicle inspection programme to improve road safety. All contractor vehicles, particularly older fleet equipment, are now subject to quarterly audits focused on brakes, seatbelts and other critical systems. Non-compliant vehicles are suspended until corrective actions are completed.



“We impose high standards on our contractors. It is our responsibility to support them in meeting those expectations as partners.”

Nurtay Nurzhanov,
Deputy Chief Engineer

Independent assurance of a growing local partner

During the reporting period, KATCO commissioned an operational compliance audit of its local waste-management contractor Artukov Group.

The Company has partnered with this Shymkent-based SME since 2007. Through the years, it has evolved from a four-person catering firm to a 35-strong service provider.

The assessment, undertaken by the KATCO team in 2024, reviewed Artukov's own facilities and the specialist waste treatment plants it engages for recycling paper and plastic. It also checked

the municipal landfill that the contractor uses for solid waste disposal.

The audit confirmed that the paper waste recycling plant processes around 60 tonnes of wastepaper a day and converts it into packaging-grade rolls. The plastic recycler converts 7-8 tonnes of waste daily into HDPE granulate for pipe manufacture.

Both sites hold valid environmental permits, maintain ISO-aligned safety procedures and have recorded accident-free performance for the last three years.

Residual, non-recyclable material is transferred under licensed transport to the state landfill 300 kilometres from KATCO's operations, in accordance with Kazakh regulations.

By partnering with a fast-growing local enterprise and verifying its performance through regular audits, the Company is reducing its environmental footprint, strengthening supply-chain resilience and contributing to socio-economic development in southern Kazakhstan.



“Our long-term partnership with Artukov Group shows how nurturing Kazakh SMEs can strengthen supply-chain resilience and generate measurable socio-economic value.”

Alinur Mukatayev,
Supply Chain Director

OUR COMMUNITIES

STRATEGIC PARTNERSHIPS, SHARED PROSPERITY

KATCO's community strategy is based on long-term, structured partnerships with stakeholders in Sozak district and Turkestan region. The Company targets high-impact investments in healthcare, education, energy and water infrastructure, with the objective of supporting sustainable regional development aligned with national priorities.

POLICY AND OBJECTIVES

POLICY

KATCO supports the sustainable development of local communities through responsible investment, structured engagement and long-term planning. Community involvement is a key component of the Company's ESG strategy, aligned with the ICMM Principles and national legislative requirements.

KATCO prioritises projects with lasting social impact, developed in consultation with local authorities and residents to address clearly defined needs. Key areas include healthcare, education, water and energy infrastructure. Planning and budgeting are conducted annually within an agreed framework, with all investments monitored for compliance, impact and transparency.

Implementation is supported through regular stakeholder meetings, site visits, project evaluations and outreach activities. All initiatives are formally recorded and outcomes are communicated publicly to ensure accountability.

OBJECTIVES

KATCO supports sustainable development in Sozak district by investing in long-term infrastructure and essential services. The Company aligns its social investment with national and regional development priorities, ensuring that its contributions deliver lasting impact where they are most needed.

LOCAL CAPACITY BUILDING

KATCO's approach to community development extends beyond aid, with an increasing focus on strengthening the long-term capacity of local institutions and service providers. Support includes providing equipment, training and technical assistance. In line with Orano Mining's education strategy – targeting 20% of social expenditures – the Company prioritises projects that enhance local skills and knowledge, supporting sustainable development programmes. It collaborates with local partners to ensure that investments are sustainable and public services can be maintained effectively over time.

STAKEHOLDER ENGAGEMENT

Community investment planning is conducted annually through joint working groups with regional authorities and other stakeholders. This participatory approach enables KATCO to align its funding decisions with documented needs and ensure consistency with state and local development strategies.

Engagement includes meetings in key local communities, direct public consultations during project scoping and regular coordination with regional government representatives. The Company also conducts stakeholder interviews as part of the materiality assessment process to further inform its CSR priorities.

TRANSPARENCY AND ACCOUNTABILITY

All community investment is governed by a formal framework and monitored for compliance and effectiveness. Projects are tracked against defined objectives, with oversight by internal teams and external stakeholders to ensure responsible use of funds and measurable public benefit.

KATCO speaks with local community members frequently – including at four regular meetings in nearby villages each year – to present progress, gather feedback and reinforce transparency. The Company also takes part in public meetings hosted by local authorities with community representatives. In addition, community investments are subject to routine audits to ensure the responsible use of funds and delivery of measurable public benefit.



KEY PERFORMANCE INDICATORS

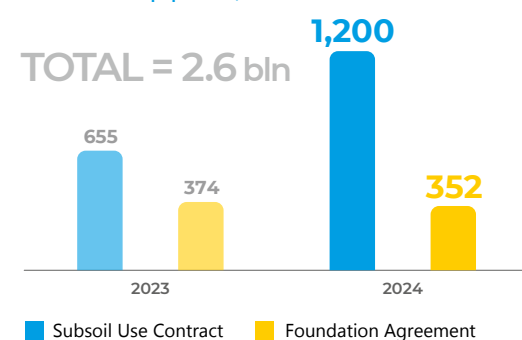
STRONGER COMMUNITIES

KATCO's Subsoil Use Contract obliges it to allocate 2% of CAPEX, excluding plant construction costs, towards development initiatives in Turkestan region. Additionally, the Foundation Agreement stipulates that the Company must contribute around KZT300 million annually for the development of social projects in Sozak district, where its mining operations are located, in collaboration with district authorities. This agreement is set to be renewed at the end of 2025 for a further three years.



~6.3 KZT billion
allocated to support social initiatives since 2009

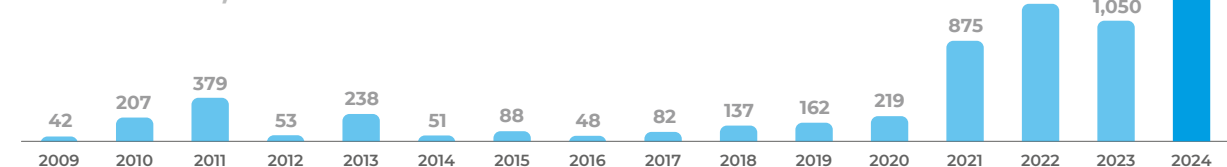
Social support, KZT million



In line with its CSR Policy, KATCO provided donations throughout the reporting period that contributed to strengthening medical infrastructure, expanding access to education, promoting renewable energy initiatives and ensuring clean water supply within local communities.

Social investments, KZT million

TOTAL = 6,339



Meanwhile, the Company's sponsorship efforts were directed toward supporting veterans, advancing child welfare and education programmes, upgrading public facilities and delivering emergency assistance to families in need.

In 2024, KATCO made substantial contributions towards the following categories of donations and sponsorships, in alignment with the priorities determined in the Company's CSR Policy:

- infrastructure development: KZT152 million
- access to education: KZT42 million
- access to energy: KZT23 million
- access to water: KZT73 million
- nature: KZT23 million
- sponsorship and charity: KZT39 million

Notably, higher production and the South Tortkuduk investment lifted KATCO's tax and social investment payments to a total of KZT54.2 billion in 2024. Regular governmental and shareholder visits underscore the Company's position as a major taxpayer and key driver of the regional economy.

KATCO's significant allocations towards community initiatives demonstrate its unwavering commitment to supporting local stakeholders and upholding its corporate values. These investments are underpinned by the Company's comprehensive approach to community engagement.

ENHANCED EDUCATIONAL OPPORTUNITIES

KATCO recognises that quality education is the cornerstone of long-term social and economic progress, equipping individuals with the skills and knowledge needed to thrive in a modern workforce. By investing in learning infrastructure and support programmes, the Company helps to foster innovation, social mobility and community resilience, in alignment with Orano Mining's education strategy.

During the reporting period, KATCO established a scholarship scheme covering tuition fees and monthly stipends for 11 low-income students from the villages of Tasty and Shu in Sozak district.

In 2024, the Company also partnered with National Geographic Qazaqstan under a trilateral agreement with the Sozak region Mayor's Office and the Zeynet Charity Fund to provide magazine subscriptions and student workshops for the area. All 35 schools in the Sozak region received 228 issues each (7,980 total), while science and financial literacy workshops reached over 900 students and 2,500 Kazakh-language finance books were distributed.

As part of its HR education programme, the Company funds one year of education for children from socially vulnerable groups, in line with Subsoil Use Contract rules requiring 30% of training budgets to support non-employees. In 2024, the programme supported 48 children of KATCO staff and 29 from Kazatomprom. The remaining funds were used to finance 45 socially vulnerable students at the Kazakh National Technical University in Almaty.

DEPENDABLE ENERGY SUPPLIES

KATCO understands that reliable energy provision is fundamental to community well-being and economic stability, especially in areas like Turkestan region with severe winter conditions. By securing consistent, affordable heating sources and exploring sustainable alternatives, the Company helps to protect vulnerable households and support long-term regional resilience.

Each year, KATCO implements a programme to purchase and supply coal – the primary source of heating fuel in the region – to help local families endure the winter months.



~300 KZT million
allocated annually to support social initiatives in Sozak district

EXPANDED ACCESS TO WATER

KATCO believes that secure access to clean water underpins public health, agricultural productivity and overall quality of life, particularly in rural communities facing seasonal shortages. By developing reliable water infrastructure, the Company helps to safeguard livelihoods, promote sustainable farming and strengthen local resilience.

In 2024, KATCO financed the construction of water wells in the villages of Kykti, Tasty and Shu. All wells passed laboratory testing by the Sozak Akimat. The Kykti well is linked to Tasty's water purification unit, while the wells in Tasty and Shu are intended for farming and tree-watering use.

AFFORESTATION PROJECTS

KATCO regards halting desertification and restoring native ecosystems as essential to local community welfare. In 2024, KATCO enhanced roadside greenery for local residents by planting 5,000 tree saplings along the Sholakkorgan-Turkestan highway. The trees are protected by fencing to ensure survival against grazing by local wildlife. This initiative reinforces the Company's dedication to landscape restoration and the ecological well-being of its communities. For more details about the Aral Sea project, see page 31.

STAKEHOLDER SURVEY AND ENGAGEMENT MANAGEMENT PLAN

In 2024, KATCO conducted a structured stakeholder survey across internal and external groups to understand perceptions of the Company's impacts, alongside expectations and concerns. The survey followed Orano's materiality approach, which is aligned with CSRD and GRI recommendations. To guide prioritisation, it applied a weighting of stakeholder groups by their influence and exposure to operations. Findings were consolidated into clear impact statements to support action planning and transparent feedback to participants.

Based on the survey results, KATCO is instituting an engagement management plan, which covers a period of three to five years and will be reviewed annually. The plan defines specific actions to address stakeholder concerns, sets the cadence and channels for dialogue, and assigns accountabilities. As part of the plan, the Company is also



2 %
of CAPEX reinvested in local infrastructure and services in Turkestan region

committing to sharing results and planned responses with stakeholders and to monitoring delivery against defined indicators. For more information about the materiality assessment process, see page 15.

STAKEHOLDER GRIEVANCES

KATCO is committed to providing accessible and transparent channels for stakeholders to raise concerns related to its activities, in line with the UN Guiding Principles on Business and Human Rights and its CSR Policy. Since 2021, the Company has maintained a formal grievance mechanism – overseen by the CSR team and supported by relevant departments – that registers, analyses and tracks each report from receipt to resolution.

External stakeholders may submit grievances via email, post or telephone, and, where feasible, in person during community meetings. Throughout the process, complainants receive regular updates on the status of their issue and any corrective actions agreed. This review procedure ensures full traceability of communications and reinforces accountability.

In 2023 and 2024, KATCO received no eligible grievance reports.

Grievances received in 2023-24



Grievance mechanism contacts

Claims and grievance reports can be submitted through the following methods:

- By phone (local calls within Kazakhstan): 8-7172-69-21-21 (30-11)
- By email: katco_grievance@orano.group
- By mail: KATCO JV LLP, Communications and Corporate Social Responsibility Department, Geydar Aliyev Street, Building 16, Astana



CASE STUDY

Inclusive mobility for disabled children

As part of its commitment to social inclusion, during the reporting period, KATCO funded the acquisition of a specially equipped vehicle to provide dedicated transport for children with disabilities in Sozak district. The Company developed the Invataxi initiative in partnership with the local Department of Employment and Social Programmes to address the lack of accessible transport to essential support services.

The vehicle is fully adapted for children with physical and developmental disabilities and is operated by the district's Social

Service Centre. It offers transport to the regional psychological and pedagogical correction office and other specialist institutions. The service currently supports 40 children with disabilities and 20 enrolled in education programmes.

KATCO's direct funding outside the standard state procurement model enabled faster implementation and a tailored vehicle specification. The project aligns with the Company's social investment priorities in health and education, and reflects its broader commitment to equity and accessibility in host communities.

The Invataxi service was launched in 2023. At the handover ceremony, attended by the Akim of Sozak district, local authorities recognised KATCO's contribution to social cohesion and inclusive development.



“We are proud to support accessible transport solutions that make a meaningful difference for families in Sozak district.”

Sholpan Koldasbekova,
CSR Manager

CASE STUDY

Vital community infrastructure

KATCO pursues a long-term, partnership-based approach to social investment, focusing on infrastructure that lifts community quality of life. Guided by consultations with local stakeholders, the Company directs capital to projects that benefit the widest possible population and can be maintained efficiently over time.

Since 2017, KATCO has financed the construction of 23 modern sports and children's play facilities across 14 rural settlements in Turkestan region's Sozak district. The programme, valued at KZT370 million, delivers mini-football pitches

alongside safe play areas for pre-school and primary-age children. By giving residents year-round access to organised recreation close to home, the facilities encourage healthy lifestyles and foster social cohesion among young people.

Complementing this investment, since 2022, the Company has installed new street-lighting networks on 30 roads in six Sozak district settlements. The KZT239 million project combines conventional transformers with selected renewable-energy units to lower operating costs and emissions. Reliable lighting has improved night-time safety for pedestrians

and drivers, enabled longer trading hours for local businesses and enhanced the sense of security in outlying neighbourhoods.

Together, the sportsground and lighting initiatives illustrate KATCO's strategy of targeting practical infrastructure gaps that communities themselves identify. By funding the construction of amenities that residents use every day, the Company not only supports regional development goals but also strengthens its social licence to operate.



“Strong communities underpin stable operations. By supporting the construction of lighting networks and multi-purpose sports facilities chosen by residents themselves, KATCO translates sustainability principles into concrete benefits.”

Ainash Chengelbayeva,
Head of Communications and CSR Department

GRI CONTENT INDEX

Statement of use	KATCO has reported the information cited in this GRI content index for the period 1 January 2023 through 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

The page references given below might not be exhaustive.

DISCLOSURE	Pages
GRI 2: General Disclosures 2021	
2-1 Organizational details	52, 62
2-4 Restatements of information	20, 21, 22, 28, 29, 36, 41, 45, 46, 50, 52, 58, 59
2-5 External assurance	11, 48
2-6 Activities, value chain and other business relationships	1, 4, 5, 6, 8, 44, 45, 46, 47, 61
2-7 Employees	6, 9, 37, 38, 39, 40, 41, 42, 43, 58, 59, 60, 61
2-8 Workers who are not employees	40, 42, 45, 46, 47, 58, 59
2-9 Governance structure and composition	10, 11, 12, 61
2-12 Role of the highest governance body in overseeing the management of impacts	12
2-13 Delegation of responsibility for managing impacts	10, 11, 12
2-15 Conflicts of interest	11
2-16 Communication of critical concerns	10, 11, 38, 51, 52
2-19 Remuneration policies	38, 40
2-20 Process to determine remuneration	38, 40
2-21 Annual total compensation ratio	60
2-22 Statement on sustainable development strategy	4
2-23 Policy commitments	11, 17, 24, 33, 38, 45, 49
2-24 Embedding policy commitments	17, 18, 24, 25, 26, 27, 33, 38, 39, 45, 49
2-25 Processes to remediate negative impacts	8, 24, 27, 34
2-26 Mechanisms for seeking advice and raising concerns	10, 11, 38, 51, 52
2-27 Compliance with laws and regulations	1, 10, 11, 35, 40, 42
2-29 Approach to stakeholder engagement	4, 6, 11, 12, 15, 38, 49, 51, 52
2-30 Collective bargaining agreements	6, 38, 39, 40, 41, 42, 43
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	15, 49, 51
3-2 List of material topics	15, 49, 51
3-3 Management of material topics	15, 49, 51
GRI 101: Biodiversity 2024	
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101-2 Management of biodiversity impacts	23-31
101-3 Access and benefit-sharing	23-31
101-4 Identification of biodiversity impacts	23-31
101-5 Locations with biodiversity impacts	23-31
101-6 Direct drivers of biodiversity loss	23-31
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GRI 102: Climate Change 2025	
102-1 Transition plan for climate change mitigation	26
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102-4 GHG emissions reduction targets and progress	9, 29, 59
102-5 Scope 1 GHG emissions	9, 26, 29, 30, 59
102-6 Scope 2 GHG emissions	26, 29, 59
102-7 Scope 3 GHG emissions	9
102-9 GHG removals in the value chain	29
GRI 103: Energy 2025	
103-1 Energy policies and commitments	1, 6, 24, 26, 29, 30, 50, 51
103-2 Energy consumption and self-generation within the organization	5, 24, 26, 29, 30, 34
103-5 Reduction in energy consumption	5, 24, 26, 29, 30, 34

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GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	9, 46, 50
201-3 Defined benefit plan obligations and other retirement plans	38, 41, 42, 43
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	48-53
203-2 Significant indirect economic impacts	44-53
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	9, 46, 61
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	45
205-2 Communication and training about anti-corruption policies and procedures	11
205-3 Confirmed incidents of corruption and actions taken	11
GRI 301: Materials 2016	
301-2 Recycled input materials used	26, 28, 34
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	24, 29
302-4 Reduction of energy consumption	24, 26, 29
302-5 Reductions in energy requirements of products and services	24, 26, 29
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	1, 6, 15, 24, 25, 27, 28, 33, 34, 49, 50, 51
303-2 Management of water discharge-related impacts	25, 28, 35
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GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	5, 8, 26, 35
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GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	9, 26, 29, 30, 59
305-2 Energy indirect (Scope 2) GHG emissions	26, 29, 59
305-3 Other indirect (Scope 3) GHG emissions	9
305-5 Reduction of GHG emissions	29
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	26, 28, 29
306-2 Management of significant waste-related impacts	5, 24, 25, 26, 34, 35, 42, 47
306-3 Waste generated	28, 29
306-4 Waste diverted from disposal	28, 34, 47
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GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	6, 45
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GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	40, 43, 60
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	39, 42, 43, 44
401-3 Parental leave	6, 38, 41, 42, 43
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GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	8, 10, 12, 17, 18, 19, 21, 33, 35
403-2 Hazard identification, risk assessment, and incident investigation	12, 17, 19, 24, 38
403-3 Occupational health services	18, 21, 41, 42, 43, 46, 58
403-4 Worker participation, consultation, and communication on occupational health and safety	18, 21, 38, 58
403-5 Worker training on occupational health and safety	5, 12, 18, 19, 20, 21, 22, 35, 38, 40, 41, 58, 60
403-6 Promotion of worker health	38, 39, 41, 42, 43
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5, 17, 19, 22, 24, 33, 36, 42, 45, 46, 47, 58, 59

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403-8 Workers covered by an occupational health and safety management system	18, 21, 41,42, 43, 46, 58
403-9 Work-related injuries	5, 9, 19, 20, 58, 59
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	60
404-2 Programs for upgrading employee skills and transition assistance programs	5, 10, 11, 12, 18, 19, 21, 22, 35, 38, 39, 40, 41, 43, 51, 58, 60
404-3 Percentage of employees receiving regular performance and career development reviews	60
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	6, 9, 38, 39, 41, 60, 61
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	1, 8, 11, 15, 18, 25, 38, 43, 49, 50, 51, 53
413-2 Operations with significant actual and potential negative impacts on local communities	15, 18, 21, 25, 27
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	6, 45
414-2 Negative social impacts in the supply chain and actions taken	15
GRI 415: Public Policy 2016	
415-1 Political contributions	12 (none made)
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	15
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	24, 33

People, Planet
and Prosperity

Corporate Social Responsibility Report

2024 Edition

APPENDICES: DATA BOOK



HEALTH AND SAFETY

HSERP TRAINING IN 2024

	Target group	Duration, hours	Participants	Total hours
Industrial safety	Workers	10	358	3,580
	Engineers	40	253	10,120
Labour safety	Workers	40	358	14,320
	Engineers	72	141	10,152
First aid	All	6	611	3,666
Fire safety	All	12	611	7,332
Safety culture	All	2	611	1,222
Total	–	–	–	50,392

RADIATION PROTECTION RESULTS

	2022	2023	2024
Maximum permissible radiation for Kazakhstan (mSv)	20	20	20
Workers exposed to a dose exceeding 20 mSv	0	0	0
Maximum annual level of exposure for KATCO personnel (mSv)	2.93	4.42	4.29
Average annual level of exposure for KATCO personnel (mSv)	1.22	1.36	1.59
Maximum annual level of exposure for contractors (mSv)	1.98	1.75	1.47
Average annual level of exposure for contractors (mSv)	0.98	0.70	0.77

KATCO LTIFR and TRIFR ratios and KPIs (2023 and 2024)

	2023	2024		KATCO	Contractors
LTIFR (Lost Time Injury Frequency Rate) 12-month rolling (KATCO + contractors)	≤0.5	≤0.5	Medical consultations, 2023	2,800	713
KPI LTIFR (KATCO + contractors)			Medical consultations, 2024	2,356	628
TRIFR (Total Recordable Injury Frequency Rate) 12-month rolling (KATCO + contractors)	≤1.5	≤1.5			
KPI TRIFR (KATCO + contractors)	1.18	1.11			

KATCO TF1 and TF2 ratios and KPLs in 2023 - 2024

KPI description	2019		2020		2021		2022		2023		2024	
	Plan	Act	Plan	Act	Plan	Act	Plan	Act	Plan	Act	Plan	Act
1 Frequency rate of incidents TF1 (KATCO + contractors)	≤ 0.25	0.45	≤ 0.5	0	≤ 0.5	0.84	≤ 0.5	0.17	≤ 0.5	0	≤ 0.5	0.12
2 Frequency rate of incidents TF2 (KATCO + contractors)	<1	0.45	<7	2.22	x	1.05	x	0.17	x	0.27	x	0.12
3 Inspections on safety, ERP according to levels - IV	20	29	24	17	24	23	16	27	20	21	20	25
4 Inspections on safety, ERP according to levels - III	96	198	104	207	104	176	96	83	155	117	155	151
5 Inspections on safety, ERP according to levels - II	1320	1597	2548	2591	2548	2617	1976	2753	650	694	650	747
6 Fatalities	x	0	x	0	0	1	0	0	0	0	0	0
7 Near misses	100	117	100	80	x	54	x	39	x	27	x	34
8 On-site meetings dedicated to HSERP issues	52	48	53	50	x	50	x	50	x	52	x	52
9 CODIR meetings dedicated to HSERP issues	52	52	53	53	x	50	x	50	x	52	x	52
10 Number of planned drills	34	34	34	33	8	33	38	38	38	39		
11 Number of second- and third-level emergency drills	2	2	2 1	1 1	1	1	2	1	2	2	2	2
12 Complex planned and target inspections					x	144	x	139	x	133	x	119

ENVIRONMENT AND RESPONSIBLE PRODUCTION

KATCO EMISSIONS

	Unit	2023	2024
Scope 2, location-based			
Indirect emissions related to electricity consumption	tCO ₂ e	64,487	64,791
Indirect emissions related to the consumption of steam, heat or cold	tCO ₂ e		
Indirect greenhouse gas emissions	tCO ₂ e	64,487	64,791
Scope 2, market-based			
Renewable energy certificates* (RECs) acquired and used for the fiscal year	MWh	–	69,830
Indirect emissions from electricity consumption	tCO ₂ e	64,487	27,593
Indirect emissions related to the consumption of steam, heat or cold	tCO ₂ e	-	-
Indirect greenhouse gas emissions	tCO ₂ e	64,487	27,593
Scopes 1 and 2, location-based			
Total greenhouse gas emissions, Scope 1 and Scope 2, location-based	tCO ₂ e	93,444	108,363
Scopes 1 and 2, market-based			
Total greenhouse gas emissions, Scope 1 and Scope 2, market-based	tCO ₂ e	93,444	71,164

* Certificates are a virtual electricity traceability system. In concrete terms, when an operator produces one megawatt-hour of electricity from renewable capacities and sells it to electricity distributors, an approved independent organisation issues a 1 MW/h certificate. Certificates may or may not be acquired at the same time as the electricity. This environmental attribute enables the kWh to be counted as 0 in Scope 2, market-based.

OUR EMPLOYEES

New hires by gender, age group and region

New hires by age group and gender	Gender		Age group			Region			Total
	Female	Male	Under 30 years old	30-50 years old	Over 50 years old	Muyunkum	Tortkuduk	Astana	
Total number of new hires in 2024	10	70	30	47	3	11	57	12	80
Rate of new hires 2024	13%	88%	38%	60%	4%	14%	71%	15%	7%

Employee turnover by gender, age group and region

	Gender		Age group			Region			Total
	Female	Male	Under 30 years old	30-50 years old	Over 50 years old	Muyunkum	Tortkuduk	Astana	
Total number of departures in 2024	21	59	16	45	19	17	48	15	80
Turnover rate, 2024	10.1%	6.5%	24.2%	5.9%	4.1%	4.9%	6.8%	15.3%	7.0%

Training hours

	Female	Male	Workforce	Managers	Total
Total number of training hours provided to employees	5,568	33,867	12,245	27,190	39,435
Total number of permanent employees trained	118	782	172	728	900
Average hours of training per employee	47	43	71	37	44

Performance reviews

	Female	Male	Managers	Workforce	Total
Number of employees receiving regular performance and career development reviews	157	1,097	172	1,082	1,254
Percentage	13%	87%	14%	86%	–

Split of employees by contract type

	2024	Percentage
Permanent employees (Cat A employees)	1,155	89%
Temporary employees	145	11%
Employees on long-term leave (Cat B employees)	38	3%
Full-time employees	1,300	100%
Part-time employees	0	0%
Total number of employees at year-end	1,300	100%

Breakdown of employees by gender, age and region

	Gender		Age group			Region			Total	%
	Female	Male	Under 30 years old	30-50 years old	Over 50 years old	Muyunkum	Tortkuduk	Astana		
Permanent employees (Cat A employees)	148	1,007	99	759	297	262	799	91	1,155	89%
Temporary employees	15	130	82	60	3	49	86	10	145	11%
Employees on long-term leave (Cat B employees)	28	10	6	31	1	–	–	–	–	–
Full-time employees	163	1,137	181	819	291	311	885	101	1,300	100%
Part-time employees	–	–	–	–	–	–	–	–	–	0%
Total number of employees at year-end	163	1,137	181	819	291	311	885	101	1,300	100%

Employment diversity

Category		Total	Percentage
Managers and professional staff	Number	444	38%
Administrative staff	Number	135	12%
Non-specialist workers	Number	576	50%
Total	Number	1,155	100%

Employees involved in governance bodies by gender and age group

Individuals within the organization's governance bodies (CODIR) in each diversity category	Gender		Age group			Total
	Female	Male	Under 30 years old	30-50 years old	Over 50 years old	
Number	2	8	0	9	1	10
Percentage	20%	80%	0%	90%	10%	100%

OUR SUPPLIERS

Local content report

	Amount, bln KZT	Share
Goods	65.0	63.4%
Works	27.0	86.8%
Services	12.5	92.1%
Total	104.5	97%



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