

5.6.3. Remuneration of the Management Board

GRI 2-19, 2-20

The conditions and order of payment of remuneration for the reporting period to managerial employees of the Company are regulated by the Rules of payment of remuneration based on the results of work for the reporting period to managerial employees of Kazakhtelecom JSC, approved by decision of the Board of Directors of 14.02.2023, protocol No. 2 (the Rules).

Key principles of the Rules:

- interrelation of remuneration with the fulfilment of tasks meeting the interests of the Company and its shareholders;
- simplicity and transparency of the principles of determination of the size of remuneration;
- dependence of remuneration on the results of the Company's activities and the personal performance of the employee.

For the assessment of the activities of managerial employees, motivational KPIs approved by the Board of Directors are applied and are correlated with the strategic goals and priorities of the Company. The period of execution applied for the assessment of variable compensation under short-term KPIs is 1 year. The list of such indicators includes the achievement of the EBITDA Margin level, the lost time injury frequency coefficient (LTIF), the share of in-country value in procurements of goods, works and services, the return on equity for the Group of companies, the share of Kazakhtelecom JSC on the market of fixed communications services, etc.

The Company also applies a separate approach to long-term KPIs. Part of the KPIs is of a long-term nature and is assessed over a multi-year horizon, ensuring orientation to sustainable development and the growth of the company's value. The period of execution applied for the assessment of variable compensation under long-term KPIs is 5 years. Such indicators include the implementation

of large investment projects, including the project "Construction of FOCL across the Caspian" with the period of implementation 2025–2026, the project "Development of the 5G network" with the period of implementation 2022–2025.

The Company does not apply the mechanism of deferral of part of the short-term remuneration of the Chairman of the Management Board. The short-term remuneration is paid in full without conversion into shares or options. Individual KPIs of the Chairman of the Management Board are related to risk management and cover the achievement of EBITDA Margin for the Group, the LTIF indicator and the achievement of the NPS loyalty index.

The procedure of assessment of the effectiveness of activities of managerial employees consists of the following stages:

- setting of motivational KPIs and their target values;
- approval of motivational KPIs;
- monitoring of performance;
- calculation and approval of actual performance.

Remuneration based on the results of work for the reporting period is paid within the limits of monetary funds provided for these purposes in the Company's budget, after approval in the established order of the results of financial and economic activities on the basis of the audited financial statements for the reporting period.

The maximum sizes of remunerations based on the results of work for the reporting period are determined in accordance with the structure of remuneration of labour.

The total amount of salaries and all types of monetary incentives paid to the members of the Management Board in 2025 amounted to KZT 504,079.625 thousand, net of taxes.

5.7. Information transparency

Kazakhtelecom JSC as a public Company, the largest player of the domestic telecom market and one of the portfolio companies of Samruk-Kazyna JSC — attaches the most important significance to issues of openness, transparency and transparency and builds communication with all interested target audiences (shareholders, investors, clients (external and internal), state bodies of the RK, mass media, public associations, representatives of the blogosphere, other parties interested in obtaining information about the company, its products and services) on the basis of the adopted and current "Information Policy" (<https://telecom.kz/ru/pages/12089/171752>).

The aim of the policy is the formation of a positive opinion about the company from recipients of information for building long-term, loyal relations with stakeholders, as well as enhancing the information transparency of the company and establishing a clear information flow between the company and target audiences.

Based on the results of 2025, according to the data of the Scano monitoring system, the number of mentions of the Company, its products, projects, services and services in various media (domestic, foreign, republican and regional) amounted to 15,441 units.

In its information policy, the Company adheres to the principles of:

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|-------------------|-------------------|--------------------|
| 1
Reliability | 2
Promptness | 3
Accessibility |
| 4
Completeness | 5
Independence | 6
Regularity |
| 7
Systemicity | 8
Proactivity | 9
Multimedia |