

**APPROVED BY**  
**Chairman of the Board**  
**JSC "Almalyk MMC"**  
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**POLICY**  
**on Sustainable Development at JSC "Almalyk MMC"**

JSC "Almalyk Mining and Metallurgical Complex" (hereinafter referred to as the "Company") is a modern enterprise and the largest producer and supplier of copper, zinc, and precious metals in the Republic of Uzbekistan.

The Company recognizes its role as an important participant in ensuring sustainable development, not only of its own activities but also of society as a whole. The Company strives for economic growth, social responsibility, and environmental protection. Innovation, efficient resource use, and support for community development are key principles in its operations.

**Terms and Definitions**

- **Sustainable Development (of enterprises):** A set of measures aimed at meeting current needs while carefully managing the environment and resources, thus achieving the set goals without harming future generations (Program document of the UN Summit "On Sustainable Development" of 2015).
- **ESG (environmental, social, governance):** A set of rules and approaches to doing business that promote sustainable development.
  - **Environment:** Careful attention to the environment;
  - **Social:** Social responsibility;
  - **Governance:** Responsible corporate governance.

**MISSION AND VALUES OF THE COMPANY**

The mission of the Company is to become a leader in sustainable development by implementing innovative approaches and strategies aimed at ensuring economic prosperity, social equality, and protection of natural resources for current and future generations, inspiring other companies to make changes towards a more sustainable future.

**KEY PRINCIPLES OF SUSTAINABLE DEVELOPMENT ACTIVITIES**

The main principles of the Company are:

- Ensuring the protection of workers' rights in accordance with universally recognized principles and norms of national law;
- Managing ESG issues at all levels of the organizational structure;
- Addressing the Company's climate risks;
- Supporting the principles of equal employment opportunities;
- Zero tolerance for all forms of corruption and other illegal actions, including extortion and bribery;
- Enhancing safety at production sites for all employees and minimizing health and wellbeing risks;
- Rational use of resources;
- Knowledge and experience sharing as a means of raising awareness and developing the competencies needed to implement sustainable solutions;
- Respect for and recognition of the diverse cultural and social values of various communities (religious, political, economic, moral, aesthetic) in accordance with universally recognized principles and integrating them into strategies and projects;
- Interaction with stakeholders, including local communities, government bodies, NGOs, and other companies, to implement the sustainable development strategies adopted by the Republic of Uzbekistan based on dialogue, cooperation, and consensus;
- Transparent reporting on its activities, impacts, and achievements in the field of sustainable development.

## **COMPANY OBJECTIVES**

The objective of the Company is responsible environmental management, high social responsibility, high-quality corporate governance, and economic efficiency in all types of activities.

## **TASKS AND COMMITMENTS**

In its activities to ensure sustainable development, JSC "Almalyk MMC" sets the following tasks:

- Gradual implementation of ESG principles in all structural units of the Company and at all levels of management;
- Integration of best practices in sustainable development into the Company's regulatory framework;
- Compiling a register of climate risks and finding solutions to them;

- Monitoring climate conditions and changes related to climate, as well as their impact on business;
- Financial assessment of climate risks - evaluating potential financial losses the Company may incur due to climate events or changes in climate conditions;
- Managing risks in the ESG sphere in social, environmental, and governance areas;
- Creating a stakeholder map and interacting with stakeholders;
- Setting goals and key performance indicators (KPIs) in sustainable development;
- Developing initiatives and activities in sustainable development;
- Integrating sustainable development into business processes to balance short-term and long-term interests, as well as considering environmental, social, and governance aspects in decision-making processes;
- Conducting regular evaluation and monitoring of sustainable development efforts;
- Enhancing the qualifications of the Company's employees in sustainable development;
- Organizing the process of annual sustainability reporting;
- Measuring performance in sustainable development and obtaining an ESG rating;
- Continuously improving activities in sustainable development.