



ESG principles in the activities of KTZ Express

JSC "KTZ Express" views the principles of sustainable development as an important area of strategic and operational management. The company consistently integrates the ESG approach (environmental responsibility, social responsibility, and corporate governance) into all aspects of its operations, relying on the philosophy of continuous improvement (kaizen).

KTZ Express aims to reduce environmental impact, develop human capital, and improve its management system. In 2024, the company covered 12 out of the 17 UN Sustainable Development Goals, confirming the systematic implementation of ESG principles in practice.



Environment (E): Commitment to Environmental Care

 The company's website features a CO₂ calculator that allows users to estimate emissions generated during cargo transportation and assess the environmental efficiency of rail routes.

 In 2024, total pollutant emissions amounted to 3.49 tons — 14 times lower than the permissible level of 50.6 tons.

 Waste recycling programs have been introduced: 683 kg of paper, 60 kg of plastic, and 38 kg of batteries were collected for safe disposal.



part of environmental initiatives, more than 1,480 trees and shrubs were planted, and 60 kg of fluorescent lamps were safely recycled.



Rainwater is used for irrigation purposes — 120 m³ was collected throughout the year, reducing pressure on public utility resources.



On May 17 and October 11, 2025, company employees, with the support of the Astana City Akimat, took part in the "Taza Kazakhstan" environmental campaign aimed at improving ecological conditions and beautifying public areas.

Together with Kazakhstan Temir Zholy, KTZ Express promotes eco-friendly technologies and supports corporate volunteering, fostering a culture of environmental responsibility.



Social Responsibility (S): Developing Human Capital and Society

KTZ Express consistently builds a responsible and safe corporate environment, creating conditions for employees' professional growth and supporting social initiatives.



In 2024, KZT 1.4 million was allocated for charitable purposes through voluntary contributions from employees and subsidiaries.



No cases of occupational injuries were recorded during the year, confirming the effectiveness of the company's occupational safety system.



A total of 965 employees completed corporate training, and 115 employees participated in retraining and professional development programs.



Among the seven members of the Management Board, two are women, reflecting the company's commitment to gender equality.



Three employees with special needs are employed by the company, provided with equal opportunities and comfortable working conditions.



Sixty-six employees have been included in the talent pool, contributing to the development of a strong managerial potential.



Employees engaged in hazardous work receive additional compensation to enhance their social protection.

KTZ Express actively participates in community initiatives, strengthens corporate culture, and promotes social responsibility across its regions of operation.



Corporate Governance (G): Transparency and Efficiency

Corporate governance is a key element of KTZ Express's sustainable development. The company builds its management system on the principles of transparency, accountability, and business ethics, following the best practices of the Kazakhstan Temir Zholy Group.

KTZ Express consistently enhances its internal control mechanisms, anti-corruption standards, and ethical business principles. The company adheres to a zero-tolerance policy toward corruption and financial misconduct.

Regular training seminars and meetings are held to prevent financial violations, strengthen the anti-corruption culture, and improve employees' legal literacy. These sessions involve representatives of government bodies, security and compliance experts, as well as employees of the company's headquarters and regional branches.

Such initiatives help foster a culture of integrity, personal responsibility, and adherence to corporate values.

According to the company's strategic plans through 2029, KTZ Express will continue improving its corporate governance system, developing risk management mechanisms, and enhancing transparency in non-financial reporting.

KTZ Express believes that effective governance and a culture of integrity form the foundation of trust from clients, partners, and investors, and are essential for the company's long-term sustainability.

KTZ Express's Contribution to Sustainable Development

KTZ Express takes an active approach to sustainable development, combining economic efficiency with social and environmental responsibility.

By integrating ESG principles into its operational processes, the company not only reduces its environmental impact but also strengthens stakeholder trust and contributes to the development of a sustainable logistics system in Kazakhstan.

KTZ Express continues to improve its internal processes, implement innovative solutions, and enhance operational efficiency, thereby contributing to the achievement of national and global sustainable development goals.

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