



TENGIZCHEVROIL

fueling progress

Corporate responsibility report 2023





CORPORATE RESPONSIBILITY REPORT

2023

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PREFACE BY THE LEADERSHIP TEAM

Traditionally, Tengizchevroil LLP (TCO) shares the results of its activities in an annual Corporate Responsibility Report. This year marks a special place in our company's history, with the celebration of TCO's 30th anniversary.

Kevin Lyon
TCO General Director

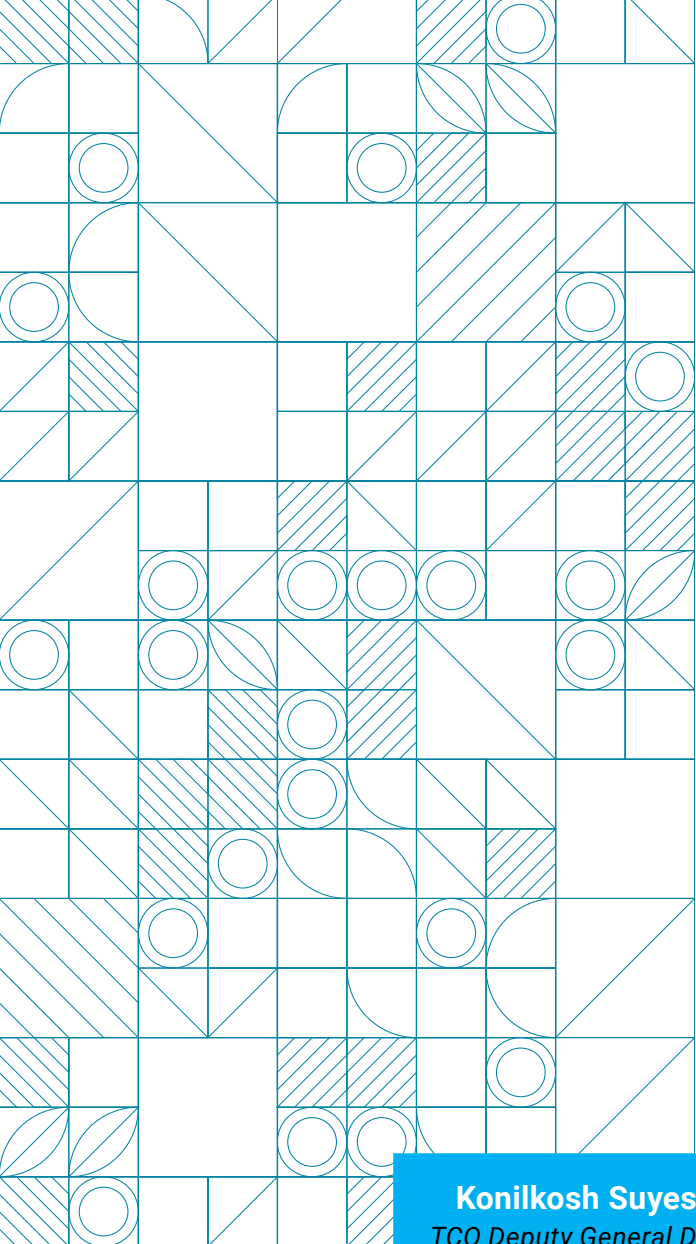


Over three decades, TCO has helped fuel Kazakhstan's socio-economic development with direct financial payments to the country of more than \$190 billion. An independent study covering a 12-year period, showed that TCO stimulates up to 11% of Kazakhstan's gross domestic product. In addition, TCO and its contracting companies account for up to 30% of all tax revenues to the budget of the Republic of Kazakhstan.

For the second year in a row, the State Revenue Committee of the Ministry of Finance of the Republic of Kazakhstan recognized Tengizchevroil LLP as the best taxpayer in Kazakhstan in Subsoil User category for flawless performance of tax obligations. TCO's direct payments to Kazakhstan for 2023 alone amounted to approximately \$14 billion, including wages to

Kazakhstani employees, purchases of goods and services from domestic producers and suppliers, payments to state-owned enterprises, dividend payments to the Kazakhstan partner, as well as in the form of taxes and royalties transferred to the state budget.

We are proud TCO's track record of investing in its main asset – its people. Currently, Kazakhstani citizens hold 95% of positions in TCO's base business and Kazakhstani managers and supervisors represent almost 87% of our company's managerial workforce. As a result of investment in talented domestic employees, since 2007, more than 450 Kazakhstani specialists have replaced foreign colleagues in key management and technical positions. In a large-scale independent study of employer brand perception, TCO



Konilkosh Suyessinov
TCO Deputy General Director



has been recognized as the most attractive employer in Kazakhstan for the third year in a row.

In 2023, TCO successfully completed one of the most complex turnarounds in its history, ahead of schedule. More than 5,200 Kazakh specialists were involved in it. Furthermore, for the first time in TCO's history, Kazakhstani companies manufactured and replaced an approximately 100-ton, 37-meter-tall vessel with a new metallurgically modern column, in addition to three sweet gas mole sieve dryers. This demonstrates the tremendous industrial potential within the country.

Since TCO founding, over \$385 million has been invested in more than 120 social infrastructure projects aimed at building and improving social facilities such

as schools, hospitals, recreation areas, kindergartens, and other public facilities in Atyrau Oblast. In 2023 alone TCO financed the construction of 2 schools in Atyrau oblast with combined seating capacity of over 600 as well as a fully equipped 75-bed central regional hospital in Kulsary.

TCO's 2023 corporate responsibility activities continue to bring about positive change in the region. We would like to thank the Republican of Kazakhstan authorities for the tremendous partnership focused on our common goal of supporting the wellbeing of local residents.

We hope you enjoy reading this year's corporate responsibility report as much as we have.

TCO ACHIEVEMENTS IN 2023

Fueling economic progress in Kazakhstan

Direct payments to the Republic
of Kazakhstan of

~\$14
billion

In 2023, TCO purchased goods
and services from Kazakhstani
suppliers amounting to

~\$4
billion

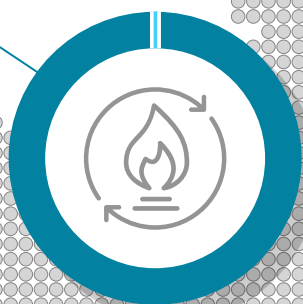
Since 1993, TCO has purchased
goods and services from
Kazakhstani suppliers worth

>\$47.6
billion

Managing environmental performance

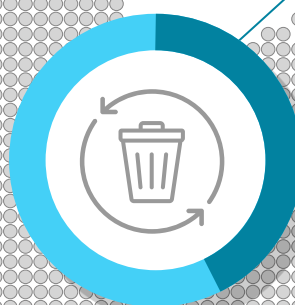
99.5%

TCO gas
utilization rate



43%

Waste reuse/recycling rate



45%

Water reuse rate



Investing our workforce

Kazakhstani personnel in the Base Business



87.1%

Share of Kazakhstani top and middle managers in the Base Business

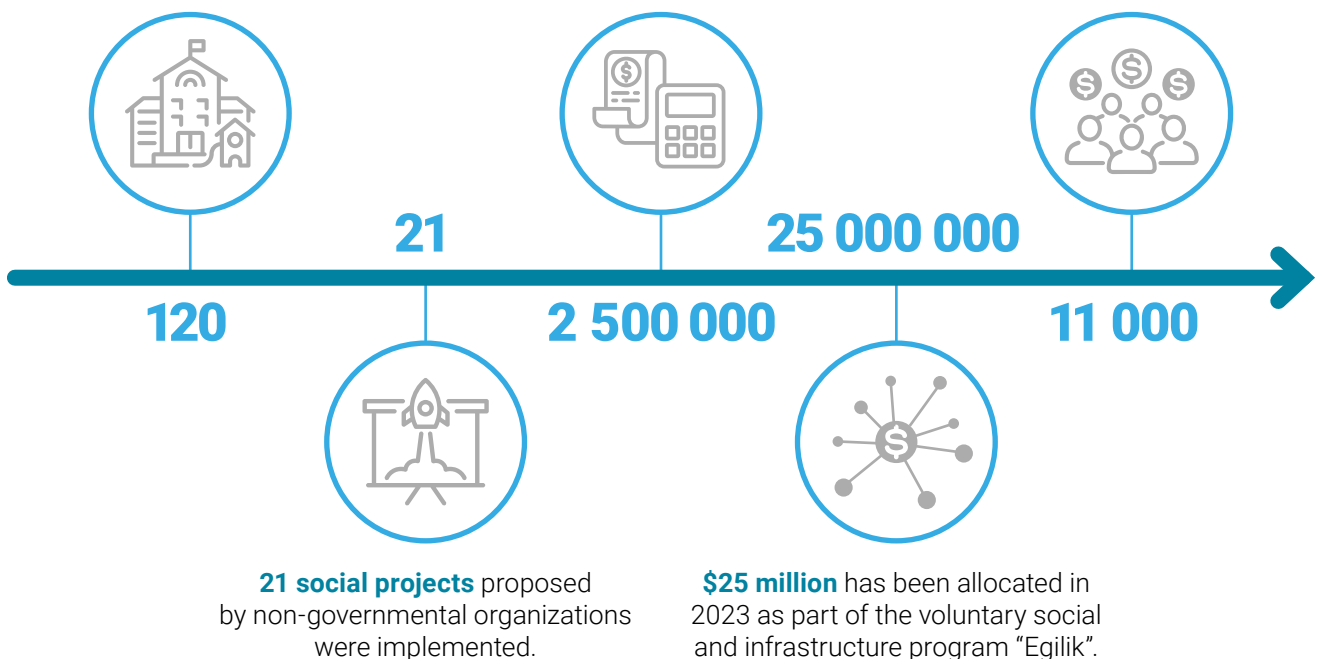


Improving the wellbeing of communities where we operate

More than **120 new social facilities** were built since TCO inception.

Community Investments Program Budget in 2023 of **\$2.5 million**.

Positively impacting about **11,000 beneficiaries**.



ABOUT TCO

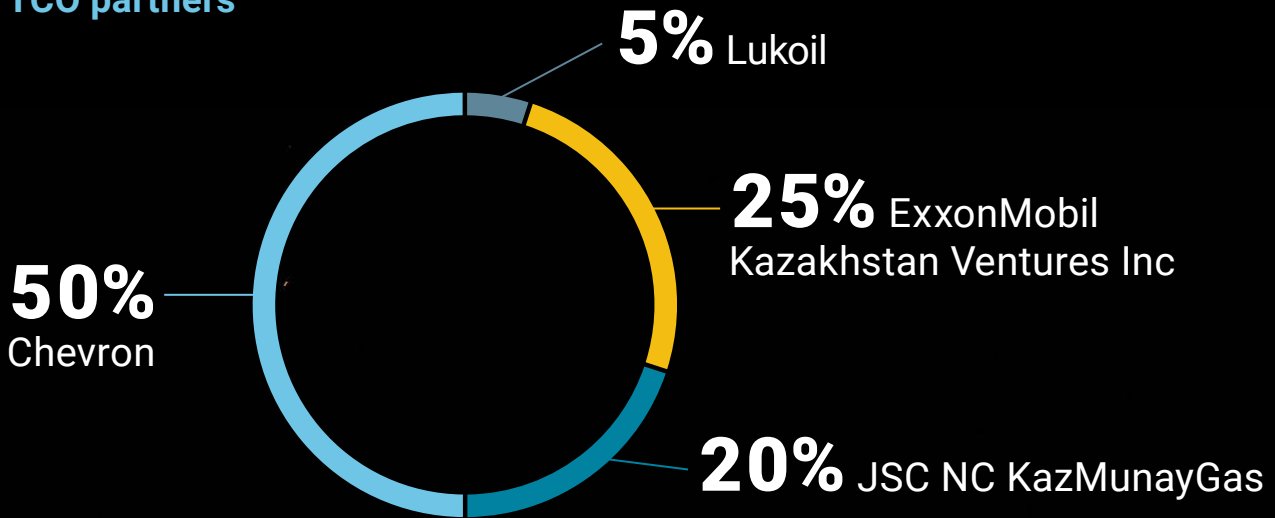
History of TCO

A history of fueling progress

The Tengiz oil field, located in the western part of Kazakhstan, was discovered in 1979. Tengizchevroil LLP (TCO) was formed in April 1993 as a result of the signing of an agreement between the original founding partners, the Government of the Republic of Kazakhstan and Chevron Corporation.



TCO partners



About the oil field

The areal extent of the Tengiz reservoir is large, measuring **20 kilometers (12 miles)** by **21 kilometers (13 miles)**. Total recoverable crude oil in the Tengiz and Korolev fields is estimated to be **1.4 billion tons (11.5 billion barrels)**. The estimated oil in place in the Tengiz field reservoir is **3.1 billion tons (25 billion barrels)**. The Tengiz field is the world's deepest giant oil field, with the top of the reservoir standing at a depth of about **4,000 m (13,000 ft)**.

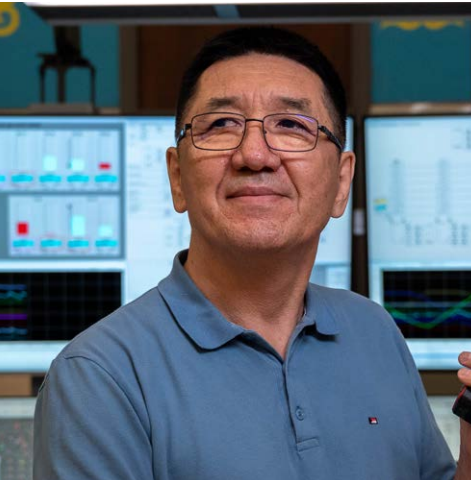


Vision

To be the safest, most efficient and profitable oil and gas enterprise in the world, most admired for its people, partnership and performance.

Mission

Our mission is to create superior value for the Republic of Kazakhstan, our shareholders and employees.



The TCO Way

Getting Results the Right Way

The TCO Way explains who we are, what we believe, how we achieve our mission and where we aspire to go.

It establishes a common understanding of our values and behaviors not only for us, but for all who interact with us.

Strategies

Our strategies guide our actions to deliver industry leading results.

Values

Our values define us and guide our actions in delivering results. We conduct our business in a socially and environmentally responsible manner, respecting the law and benefitting the communities where we work.

People

Invest in people to develop and empower a highly competent workforce that delivers results the right way.

Execution

Deliver superior results through disciplined operational excellence, capital stewardship and cost efficiency.

Growth

Develop reserves to grow profits and returns by using our competitive advantages and high performance behaviors.

Technology and Functional Excellence

Differentiate performance through technology, ingenuity, and functional expertise.

Diversity and Inclusion

We have an inclusive work environment that respects the uniqueness and diversity of cultures, and values individual talents, experiences and ideas.

Leading Performance

We are striving for Leading Performance, leveraging three dimensions: Leadership – We Lead, Teaming – One Team, and Focus on what matters – Competitive Performance. We enable our path to Leading Performance demonstrating One TCO Winning Behaviors.

Integrity and Trust

We are honest with ourselves and others. We earn trust by respecting and supporting each other and by operating with the highest ethical standards in all we do.

Partnership

We build trusting, productive and collaborative relationships with government, our shareholders, communities, business partners, customers and each other. We are most successful when we succeed together.

Protect People and the Environment

We have an unwavering commitment to personal and process safety, and protecting the environment. We strive for incident free operations with a focus on preventing high consequence events.



One TCO Winning Behaviors

Our Winning Behaviors support TCO Way values and enable teams for success.

- Clarify what matters
- Be open to adopting new ideas
- Discuss, decide and buy in
- Execute with pride

- Work on what delivers the highest value
- Set aspirational goals
- Learn and improve while executing
- Adapt, innovate and remove barriers



- Respect and care for one another
- Collaborate and contribute and challenge each other
- Provide and seek honest feedback
- Team across the value chain towards common goals

POSITIVE IMPACT ON COMMUNITIES WHERE WE OPERATE

TCO's (Tengizchevroil's) social impact initiatives are aimed at stimulating and unlocking the potential of every resident and the community of Atyrau Oblast. TCO strives to expand opportunities for people by providing access to and improving healthcare, the education system and economic development.

TCO invests in Atyrau Oblast's communities through two voluntary programs: the "Egilik" social infrastructure program and the Community Investments Program (CIP). The Egilik program focuses on constructing social infrastructure facilities such as kindergartens, schools, parks and more. On the other hand, the CIP aims to improve the quality and accessibility of healthcare and education systems, as well as the development of social entrepreneurship and civil society in Atyrau Oblast.

"Egilik" voluntary social infrastructure program

In 1999, TCO replaced the "BonusFund Atyrau" program, implemented as part of its obligations, with the voluntary social and infrastructure program called "Egilik". Within the framework of this program, the company builds and improves social facilities, such as schools, hospitals, recreation areas, kindergartens, and other public facilities in Atyrau Oblast.

In 2023, the budget of the "Egilik" program amounted to \$25 million. As part of the program, the construction of several facilities, including a 350-seat school annex in Tushchykudyk village of Issatai district, secondary school No. 1 named after M. Zhumabayev in Atyrau, and a fully equipped 75-bed central regional hospital in Kulsary, Zhylyoi district were completed. These facilities were then transferred to the responsible state agencies to ensure their continued operation and maintenance.





The new 300-seat school building for children is equipped with educational blocks for primary and secondary classes, a canteen with 110 seats, a sports hall with separate showers and changing rooms, a library with a reading room, as well as fully equipped classrooms for “Technology” classes. The school also features a football field, a racetrack, a military training field, and basketball and volleyball courts for outdoor activities. Additionally, there are equipped safe playgrounds for primary school students. One of the school’s unique features is an inclusive environment. The building features paths for visually impaired individuals, and Braille script is used throughout the school. An elevator and bathroom are also equipped for students with special needs. With these features, the school ensures that students of all abilities can learn in a safe and supportive environment.





Map of projects of the TCO “Egilik” program 2023–2024



350-seat school Annex named after Zh.Myrzagaliyev in Tushchykudyk village, Issatay district



300-seat school No.1 named after M.Zhumabayev in Atyrau



Sports and Recreation Center in Zhanatalap village, Atyrau city





Baibakty-ata Monument
in Dossor, Makat district



600-seat school
in Bereke micro district,
Kulsary city, Zhylyoi district



Central District Hospital
in Kulsary, Zhylyoi district



Shore protection
in Kursai river, Kulsary city,
Zhylyoi district

– The head of state Kassym-Jomart Tokayev emphasized the importance of providing people with access to high-quality healthcare. The opening of a hospital in Kulsary, equipped with modern facilities, will serve as a solution. This work will be continued for the benefit of our residents, – said **Mr. S. Shapkenov** Akim of Atyrau Oblast at the opening ceremony.

within the company, and the council members are renewed annually.

In 2023, the budget of the annual voluntary Community Investments Program was increased to \$2.5 million, which made it possible to implement 21 projects in Atyrau Oblast and in Zhylyoi district.

Over the years, the program has invested more than \$385 million in more than 120 social infrastructure projects.

Community Investments Program

TCO launched its second voluntary program, the Community Investments Program (CIP), in 2010. The program aims to support education, healthcare, the development of civil society, and the preservation and development of the cultural and historical heritage of the Kazakh people.

A key aspect of the CIP is that non-governmental organizations (NGOs), acting as a bridge between business, community, and government agencies, offer solutions to pressing community issues based on their research and observations. TCO provides financial support for implementation of projects. The selection of the projects is carried out in two stages.

The first stage involves checking the project for compliance with basic criteria, and the second stage is the assessment of each project by the Community Investments Council. The selection criteria are publicly available on the company’s official website. The Community Investments Council is a group of people gathered from various departments



'An innovation of the 2023 CIP was the release of a workbook – a manual designed to help all NGOs, without exception, submit an application for participation in the Community Investments Program correctly and on time. This workbook is meant to ensure that every NGO has access to the program and can easily participate in it.



Download notebook in PDF

CIP projects



Green School

PF "Ecologica"



Hippotherapy in Atyrau

**NGO "Atyrau.
Little country"**



Improving Treatment and Awareness of Non-communicable Diseases in the Zhylyoi District

Kazakhstan Association of Family Physicians (KAFP)



Rehabilitation Specialist Development in the Atyrau Oblast

PF "BolashakK"



Vocational Guidance – Choose and Manage your Future

PF "Personal growth Integrity"



Teachers' Scientific and Methodological Inclusive Education Support

Public association of psychologists "Oi-sana"



Public Spaces in the Zhylyoi District and Borankul Village

Eurasia Foundation of Central Asia (EFCA)



Atyrau Without Obstacles

PF "Biz de adambyz"



Zharkyra Social Entrepreneurship Development Program

PF "Fund for Social Programs and Innovations"



Zhas Kasipker – Jalynda

PF "Talaptan"

Atyrau EcoFair 2023 Scientific Exhibition

PF "Bilim Barine"



Effective Rehabilitation of People with Disabilities

PF "Biz de adambyz"



Hippotherapy in Kulsary

NGO "Little country"



Introduction of Early Intervention Program in the Atyrau Oblast

PF "BolashakK"



Electronic Alphabetic Braille Music Trainer

PFD "Sezual"



New Generation School

PF "Personal growth Integrity"



Public Spaces in Atyrau

Eurasia Foundation of Central Asia (EFCA)



Development of Corporate Volunteering "Teniz Juregi"

PF "Zhurekten zhurekke"



Women Support and Business Orientation Project "Qadam"

PF "Zeyin-Atyrau"



Shektelme

PF "Janasha"



Shabyt School of Crafts and Arts

PF "Ainalayyn Baladan"



NEW INITIATIVES – Zhylyoi Development Program

Tengizchevroil remains steadfast in pursuing its goals and at the end of last year, the company announced the launch of a new development program for Zhylyoi district.

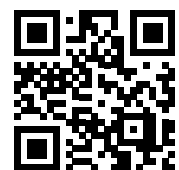


The first initiative of this program was the “Zhylyoi STEAM mekeni” project, which focused on the comprehensive development of STEAM education in the district.

As part of the program, one of the schools in Kulsary was equipped with a modern STEAM chemical-biology and physics-mathematic laboratory, where children from all

over the district can acquire additional knowledge free of charge in a fun way. In addition, STEAM boxes were installed in all schools of Borankul village, Mangystau Oblast. Teachers were also trained on STEAM methods which they can apply not only in laboratory classes but also in other science and mathematics lessons. This ensures the sustainability of the project, as teachers can pass on the acquired knowledge and experience to more than one generation of young Zhylyoi residents.

The impact of the project was evident, as a “Merge” team from the Opornyi secondary school of Borankul village took 2nd place in the FIRST International Robotics Championship in Almaty. The teacher-mentor of this team was also recognized as the best mentor among all trainers. Additionally, the E=mc² team from secondary school No. 8 of Kulsary city participated in the FIRST Global Challenge robotics championship in Astana. And the project ended with a big celebration – on December 2, a regional festival Zhylyoi STEAM Fair was held with two streams of lectures from 18 speakers and a regional stage of the First competition, which was attended by 584 people.



*More about
the project*



The “Tandau” project is the second major initiative under the Zhylyoi Development Program. The project is a competition of business ideas for entrepreneurs of the Zhylyoi District, with winners receiving interest-free loans to implement their business projects. The loans are issued for the purchase of necessary equipment, which serves as collateral guarantee in case of non-repayment within the due time frame.

project will last for more than one year and demonstrate outstanding results. And I would like to wish the winners best of luck in their endeavors and note that the future of the project will depend on their success”.

One of the winners of the first round, Mafu RZabayeva, received a loan of 2.5 million tenge to open a laundry, which will allow her to provide jobs for district residents.

What is the amount of the loan?

Loans for purchase of equipment are approved in the following amounts:

- up to 2.5 million tenge for start-up (young) projects (entrepreneurs operating for less than a year)
- up to 4.5 million tenge for existing entrepreneurs

*“The Tandau project allowed me to learn more about marketing, finance and business management, as well as realize my dream of expanding my business. My goal is not just to expand the business, but above all to create new jobs, to support Kulsary residents, and women in need of comfortable work and pay. I would like to wish that there were as many such projects as possible in Zhylyoi district!”, – said **Mafu RZabayeva**.*

In one year, it is planned to support up to 30 people, with 10 participants in each training round. The first round of training began in October 2023, and by January 2024, 13 Kulsary residents were announced as winners. Among them, 6 people received financial assistance in the amount of up to 2.5 million tenge, and 7 entrepreneurs – up to 4.5 million tenge.

Gulnafis Aishuakova, Deputy Akim of Zhylyoi district, emphasized the importance of such a project for the region. *“The new year began with great news – thirteen entrepreneurs received grants for the implementation of their business projects. On behalf of the district administration, we express our gratitude to TCO for supporting small and medium-sized businesses. I hope that the*



Sponsorships and donations

In addition to the three main programs, TCO annually provides sponsorship and support upon the request of local executive bodies. In 2023, the total amount of sponsorships and donations was approximately \$2.6 million.

In the year of its 30th anniversary, the company implemented the “30 good deeds” project, within the framework of which TCO sponsored the purchasing of the six ambulances, four special vehicles to support an uninterrupted operation of housing and communal services, invataxi for movement of disabled people, as well as special wheelchairs for sports and dancing.

Under the auspices of Zhylyoi District Development Program, in 2023 summer, 60 children from Zhylyoi District had the opportunity to spend summer holidays in a camp at Kazakh British Technical University (KBTU) in Almaty.

The company also signed a memorandum to provide support to older generations, allowing 100 pensioners of the Oblast, including 50 from Zhylyoi district, to visit Atyrau sanatorium for health improvement.

TCO, as a socially responsible company, supports the social development of the region where its employees and their families live and work. The company provided



sponsorship assistance by purchasing and transferring two invataxi to the Regional Rehabilitation Center and the Center for Provision of Special Services No. 3. TCO also equipped an electrical engineering room at the University of Oil and Gas named after S. Utebaev and a technology room at the Regional Specialized Boarding School.

In addition to implementing targeted projects, funds raised through charitable events and programs initiated by TCO employees as part of the corporate volunteer movement are used to support orphans and children from socially vulnerable categories. Volunteers raised funds to purchase school supplies, winter clothes, a music system, sports equipment (balls, table hockey, games) and soft furniture for the recreation room in a boarding house in Koschagyl village of Zhylyoi district.





PROTECTING PEOPLE AND THE ENVIRONMENT

Ensuring the health and safety of employees, industrial safety and environmental protection are top priorities for TCO. The company strives to maintain incident-free operations.



Every employee has the right to stop work if he considers it unsafe. And he or she will not be punished. This is guaranteed by the General Director.

WITHOUT A MAJOR INCIDENTS DURING THE YEAR

116 mln
man-hours



In 2023, TCO is focused on continuously improving its safety culture so that every employee can do their jobs safely and return home safely to their families.

*TCO General Director **Kevin Lyon** said, "Safety remains TCO's core value, and our One TCO Safe Operations Program has laid a strong foundation for continuous improvement in this area. We will continue to evolve the program to achieve our goal of zero incidents and fatalities."*

PROTECTING PEOPLE

TCO has developed and implemented various processes, procedures, and Safety instructions, work programs for monitoring working conditions in Occupational Hygiene:

- ◆ Occupational Hygiene Industrial Control Program at TCO facilities
- ◆ Industrial Control Program for Ventilation and Air Conditioning Systems in Tengiz
- ◆ Occupational Safety and Health Procedure (OHS) – "Potable Water Safety"
- ◆ Industrial Control Program Potable Water Quality Monitoring in Tengiz and Atyrau
- ◆ TCO Food Safety Standard
- ◆ Program of Industrial Radiation Control at TCO Facilities

Sanitary and hygienic control of ventilation systems

TCO runs a program for the sanitary and hygienic control of ventilation systems. Within its framework, prevention, and control of the air environment state is carried out, including monitoring of harmful concentrations of vapors and gases, as well as monitoring of the microclimate of production sites to avoid potential explosions and fires.

In 2023, cleaning and disinfection work was implemented at eight production facilities and 10 TCO utility facilities in Tengiz.

Ensuring food safety

As there are thousands of employees in Tengiz field at the same time, ensuring their food safety is one of the priorities. In honor of "World Food Safety Day" in 2023, a large-scale Forum on Food Safety was held.

The forum provided an excellent opportunity for participants to share their experience and demonstrate the practice of implementing international standards of quality and food safety. Eight active and leading catering companies provided their practical experience and achievements in application of "HACCP" (Hazard Analysis and Critical Control Points) principles.

In addition to the informative sessions, an entertainment and educational program was organized for the forum participants. Catering companies of the Tengiz field exhibited their own products, and distributed incentive gifts, booklets, and educational brochures on food safety.

TCO supports the commitment of food service providers to food safety standards that demonstrate compliance with established Food Safety Management System (HACCP) requirements.

Industrial Control of Potable Water Quality Monitoring in Tengiz and Atyrau

The industrial control program establishes procedure for implementation of:

- ◆ Industrial control by Facility Owners/Business Partners at centralized and decentralized potable water supply facilities used for utility and drinking purposes, WTP/WTU operation at TCO facilities.
- ◆ Water treatment and water distribution processes.
- ◆ Potable water quality at water intake and outlet points in WTP/WTU going to the distribution system, and at water consumption points (installed control points).



Emergency response drills:

TCO conducts emergency response training sessions, drills and exercises as required by the RoK Civil Protection Law to make sure that personnel are prepared to any emergency situations. In 2023:

- ◆ 301 emergency response drills were conducted with the involvement of Facility On-scene Response Teams (ORT) at each site and TCO Emergency Response Team (ERT);
- ◆ 19 exercises were conducted with the involvement of Level 2 Emergency Management Teams (EMT Level 2), as well as TCO ORT and ERT.

Emergency Response Exercises with activation of EMT Level 2 and 3 in Tengiz and Atyrau

The main goal of all exercises is to organize and provide command and control over the execution of operations to eliminate an emergency or crisis.

In 2023 following trainings were conducted at all TCO facilities:

- 637 emergency response drills with the involvement of Facility On-scene Response Teams (ORT) of each facility and TCO ERT;

- 36 emergency rescue exercises (ERE), during which the Emergency Management Teams of the second level (EMT Level 2), as well as TCO ORT and ERT were activated at the Incident Command Center.

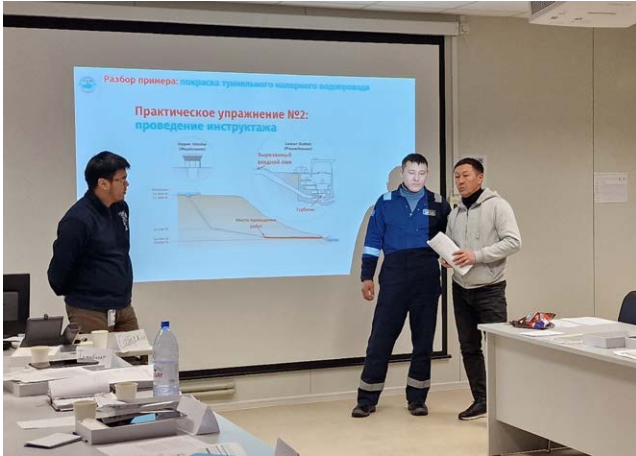
- a joint comprehensive training exercises with activation of EMT Level 2 and involvement of TCO ERT, personnel of Caspian Pipeline Consortium-K CJSC (CPC-K) and KazTransOil LLP. The companies have developed mutual notification systems and provision of mutual assistance in the event of an emergency between TCO and CPC on the basis of a mutual assistance agreement.

- for the first time in Atyrau, Facility On-scene Response Teams (ORT) were formed for each facility, and 7 emergency training sessions were conducted with their participation.

- full-scale drills on 3 topics with the participation of EMT Levels 2 and 3, EMT Atyrau and Atyrau Crisis Management Team (CMT).

During the training sessions, all groups and departments involved demonstrated good knowledge of emergency response processes, readiness to quickly conduct emergency response operations using safe and effective methods, good communication between groups involved in the emergency response process, and the ability to apply Incident Command System (ICS).

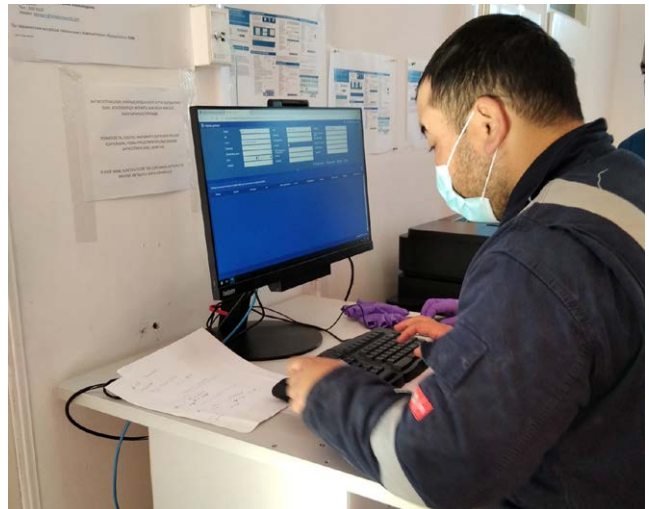




Incident Command System training ICS-220, ICS-300

237 TCO employees at the Tengiz field and in Atyrau passed Incident Command System ICS-220 and ICS-300 trainings in 2023.

During the ICS-220 sessions, EMT members had a chance to demonstrate teamwork skills, do some practical exercises on proposed emergency scenarios, get familiar with digital information displays. They learned how to fill out ICS forms to ensure effective emergency management and supervision, how to ensure safety at the incident scene, how to arrange and run on-site response operations.



Protecting the environment

Environmental management is a comprehensive approach to protecting natural resources, minimizing impacts on the environment and promoting sustainable development. To implement this process, TCO has created a special Environmental Protection Council comprising key company Leadership Teams.

The purpose of the Council is to develop and implement strategies, programs and activities aimed at improving the environmental performance and sustainable development of the company.

The Council holds regular meetings where the issues related to the company’s environmental policy and activities are discussed, and strategic decisions are made in accordance with our values specified in the TCO Way.

Managing air emissions

Tengizchevroil LLP while operating always strives to follow and achieve the values specified in TCO Way. *“We conduct our business by maintaining social and environmental responsibility, as well as compliance with laws and benefiting the communities where we operate.”*

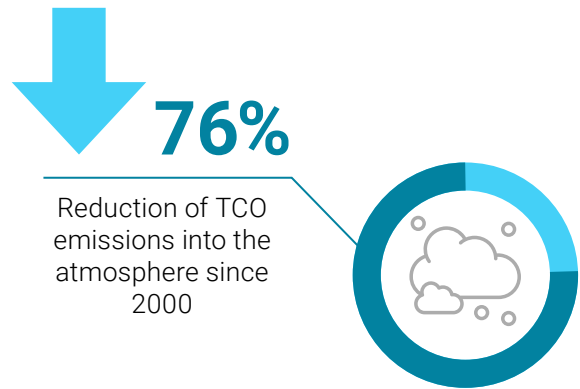
TCO is working intensively to improve technology and consistently increase the company’s capacity while systematically improving its environmental performance.

Reducing air emissions

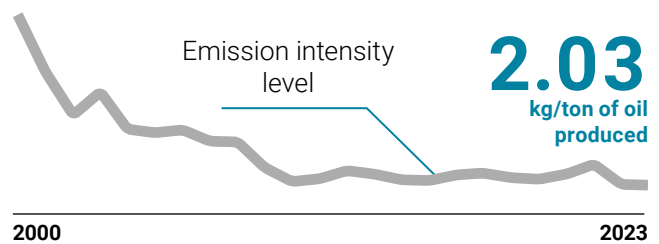
In 2023, the company achieved record low emissions intensity and gas flaring volumes compared to 2000.

Currently, more than 99% of produced gas is sent to consumers and/or used for TCO’s internal needs.

For 24 years the company has permanently been investing in environmental protection and integration of effective management system, which has resulted in reducing CO’s air emissions by 76% per ton of crude oil produced.



At the end of 2023, the emission intensity level is the lowest in the history of TCO



Managing greenhouse gas emissions

TCO supports Kazakhstan’s aspirations and initiatives on achievement of carbon neutrality and transition to a green economy. To reduce greenhouse gas emissions, TCO also implements various activities and projects.

One of those projects is a replacement of natural gas blankets with nitrogen in tanks at the Crude Oil Tank Farm facility. This project will help reduce methane emissions at the Oil Tank Farm facility to almost zero.

TCO continues to seek out opportunities to reduce the emissions through operational improvements while striving to maintain safe and reliable production as well as meeting our commitments to the Republic of Kazakhstan.

Rational use of water resources

One of TCO's priorities in the field of environmental protection is the rational use of water resources. To achieve this, the company implements several measures aimed at reducing the consumption of water coming from the Magistralnyi Vodoprovod (MV). To minimize use of fresh water and reduce discharged wastewater volumes, a local closed circulation water supply and water reuse water systems are provided at the existing facilities, and additional organizational measures are taken for rational use of water resources.

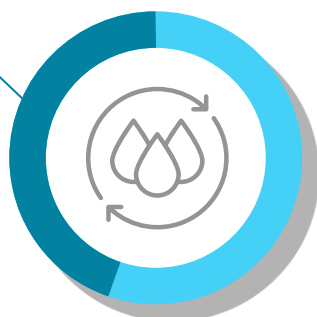
Reuse of water resources



In Tengiz, treated domestic water from the Wastewater Treatment Facility flows to the Water Recycling Facility, where it undergoes additional purification by reverse osmosis until it reaches technical water quality standards, meeting the production needs of plant facilities. Also, the water obtained from the tail gas purification process is reused for production needs.

45%

The water reuse rate at TCO facilities in 2023



Organizational measures to support rational use of water resources

TCO has been continuously executing campaigns to improve the culture of water resources conservation and rational water use among the TCO and Contractor companies' employees. It includes both explanatory work and issuance of bulletins, information sheets, as well as installation of low water consumption equipment and metering devices that enables conservation of water resources. One of the successful examples of improving the water consumption metering system is the reduction of water consumption losses in Tengiz rotational camp as a result of implementation of a remote water consumption monitoring system, as well as modifications at the distribution pipeline.

Effective approach in waste management

TCO's waste management system is based on the use of generally accepted environmentally friendly waste management technologies and is carried out in accordance with the requirements of the Republic of Kazakhstan legislation and Chevron standards.

TCO strives to ensure safe waste management, while promoting the ideas of minimizing waste generation and increasing the volume of recycling and reuse.

In 2023 41 types of various wastes were processed and disposed of by both the company, and the third parties.

In 2023, waste reuse and recycling rate was 43%.



Protection and conservation of biodiversity

TCO contributes to conservation of biodiversity in the region where it operates.

In 2023, TCO continued to implement a bird nesting management program during their breeding season. The goal of the program is to protect nests. If active nests are detected at the company's facilities, protection measures are taken until the chicks hatch safely.

Protection of critically endangered birds

In the framework of FGP-WPMP's implementation, TCO finances an environmental project focused on improvement of conditions for successful nesting Sociable Lapwings.

This bird species, nesting almost exclusively in the steppes of Central Kazakhstan, is on the verge of extinction and is included in the Red Book of the International Union for Conservation of Nature and the Red Book of the Republic of Kazakhstan.

One of the objectives of the environmental project is satellite tracking of Lapwing migration. With the help of modern satellite transmitters, new nesting and wintering places of birds were identified, and previously unknown migration routes were determined. The data obtained open up new opportunities for ornithologists to better understand the patterns of migration processes and the habitat requirements of this species. The results of this project will be included in the plan for protection of this species in Kazakhstan and abroad.

Ural-Atyrau Sturgeon Hatchery Support

Since 2017 TCO has been implementing a program to preserve the sturgeon family by providing support

to the Ural-Atyrau sturgeon hatchery. The goal of this program is to steadily reduce the number of adult fish removed from the wild population and to increase the number of wild caught broodstock that are returned to the sea, as well as to release sturgeon baby fish into the Ural River.

TCO supports the hatchery by providing support in organization of technical seminars aimed at improving the competence of the hatchery employees, purchasing aerators for oxygen control in special artificial ponds, excavator for external dredging works, winter, and summer water coolers for closed water ponds, as well as providing high quality feed for baby fish and broodstock. In 2023, TCO supplied the hatchery with 3.5 tons of feed, and more than 21.7 tons of feed have been supplied in total over the past six years.

Collection of abandoned fishing nets and marine debris

Since 2017, TCO, together with the Institute of Hydrobiology and Ecology, has been implementing a project on collection of abandoned fishing nets and other marine debris from the Kazakhstan part of the northeastern Caspian Sea. The project is aimed at protecting and reducing the mortality of endangered species, namely the Caspian seal and fish of the sturgeon family.

As a result of the expedition in September 2023, more than 3 tons of abandoned fishing nets, as well as 8 tons of other marine debris, including 1.1 tons of plastic bottles, were collected in the coastal zone of the North-East part of the Caspian Sea. In total, during the period of this project, more than 900 abandoned fishing nets weighing more than 26.5 tons, 19 tons of other marine debris were retrieved, more than 500 square kilometers of the Caspian Sea were cleaned. In addition, 53 live sturgeon and 15 live seals have been freed and released into the sea.



Environmental monitoring at TCO

Research work to assess the state of atmospheric air in settlements of Zhylyoi district, that are located closely to the Tengizchevroil LLP facilities.

As part of the implementation of the Roadmap on comprehensive solution of environmental challenges in Atyrau Oblast, TCO conducted research work to assess the state of atmospheric air in the settlements of Zhylyoi district. These studies were carried out by the Republican Scientific Research Center of Atmospheric Air Protection (RNIC) during 2023.

The scope of work of these studies included the analysis of historical data on the results of atmospheric air monitoring by TCO and Kazhydromet RSE over the past 5 years, the development of an atmospheric air monitoring program in the settlements of Zhylyoi district, such as Kulsary city, Zhana Karaton and Koschagyl villages, as well as near the border of the TCO sanitary protection zone in Tengiz and the implementation of sampling and laboratory analysis of atmospheric air samples.

The report on these studies was submitted to the Atyrau Oblast Ecology Department.

Air Monitoring

Air monitoring is a crucial component of TCO's Environmental Industrial Control Program. TCO carries out several types of air monitoring within its area of operations and Sanitary Protection Zone (SPZ), as well as at personnel residences and in one of the nearest communities – Zhana Karaton village of Zhylyoi District.

- Underplume monitoring is performed to assess the potential impact of emissions sources from TCO production facilities.
- Air monitoring at the border of the sanitary protection zone. To assess the level of air emissions pollution and comply with the regulated norms, there are 11 mobile posts at the border of TCO SPZ.
- Air Monitoring at the air emissions sources is carried out at specially equipped sampling locations to ensure compliance with the established emissions limits.
- At TCOV, air samples are taken four times per day, while at Zhana Karaton village, samples are taken once per week.
- Impact Control Boundary TCO has a network of four Environmental Monitoring Stations (EMS)

strategically located at the boundary of the Sanitary Protection Zone (SPZ) to monitor air quality indicators.

- In addition to the boundary stations, TCO has eight EMS within its operational area.

Groundwater Monitoring

Groundwater samples are collected from 136 observation wells located near the industrial facilities at Tengiz and Korolev fields, as well as from 11 background wells installed at a distance from the production facilities.

Monitoring of Soil

To comply with the current Environmental Industrial Control Program, TCO production facilities have 63 sampling points, including background sites, to monitor soil conditions.

Wastewater Monitoring

TCO monitors wastewater on a regular basis to ensure compliance with established limits.

Automated Emission Monitoring System

TCO actively supports the RoK's initiative to implement an Automated Emissions Monitoring System (AEMS) at the air emission sources of production facilities.

TCO is implementing an AEMS Roadmap for 2022-2024 at the air emission sources of TCO production facilities in agreement with the Committee for Environmental Regulation and Control of the Ministry of Ecology and Natural Resources of the Republic of Kazakhstan. Currently, all activities are in line with the schedule and are on track.



You can find more information on TCO's environmental protection in **TCO's environmental brochure**



SUPPORTING DEVELOPMENT OF LOCAL BUSINESSES

TCO contributes not only to development of oil and gas industry and the national economy, but also to development of domestic producers of goods and suppliers of various services. In 2023, TCO spent about \$4 billion to purchase Kazakhstani goods, works and services, representing 70% local content performance.

Over the past 30 years, TCO has created hundreds of thousands of jobs, as well as used local goods and services, which in turn has stimulated economic activity not only in Atyrau Oblast, but also in other regions of Kazakhstan. According to a study conducted by the international consulting company S&P Global*, \$1 million of local TCO spending stimulated further trading activity by \$1 million and supported 59 jobs in Kazakhstan.

How to become a supplier to TCO?

TCO applies a fair and transparent contract conclusion process that uses capabilities of the Supplier's Expression of Interest portal (SEOI) to identify potential business partners. TCO encourages all interested parties to register on the SEOI portal for current and future proposals. During tender processes, TCO uses the SEOI database to select companies according to the terms of the tender. Moreover, TCO annually publishes its contract and procurement plan on an external website in order to promote ideas of transparent business management and ensure market awareness of potential opportunity to cooperate with TCO.

TCO aims to develop and maintain strong business relationships with customer-oriented suppliers with strong safety culture, reliable reputation and cost management skills. Potential suppliers are required to provide quality goods and services at competitive prices, along with innovative entrepreneurial solutions. Tengiz is a difficult field to operate, hence TCO sets high standards and expectations not only for its work, but also for the activities of business partners in order to ensure its effective management. TCO operations affect lives of tens of thousands of people across the Republic of Kazakhstan, as well as affects

our customers from all over the world, who rely on safety-compliant and reliable energy supply.

Local procurement and supplier development

Constant development of the Kazakhstani market of goods and services in accordance with high international standards is the cornerstone of a sustainable development strategy implemented by TCO that allows to bring great benefits to the Republic of Kazakhstan. TCO Kazakhstani Content development programs are aimed at creating sustainable and meaningful local content, as well as expanding its capabilities. Investing in our suppliers contributes to local economic growth and helps the company meet its business needs. TCO believes that in order to fulfill the objectives of the Kazakhstani Content, the company must create long-term prospects for suppliers of goods and services. TCO will continue to support sustainable development of Kazakhstani suppliers by contributing to appropriate investments in infrastructure development, training of Kazakhstani employees and creation of new jobs.

TCO Supplier Development Program

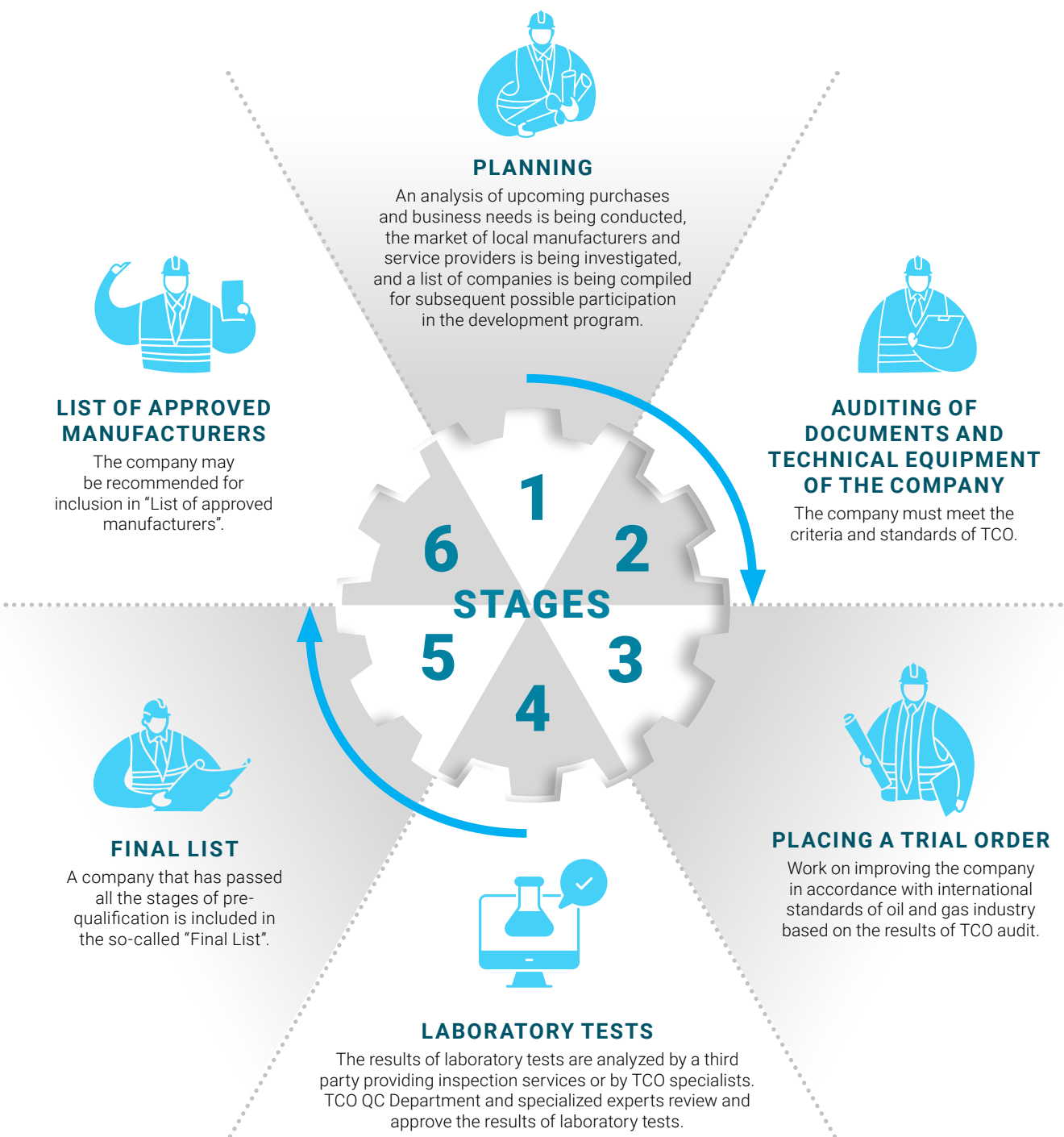
One of the main aspects of Kazakhstani Content development strategy is to work with existing and potential suppliers to ensure that they understand technical requirements, quality and safety standards that must be met to conduct business in the oil and gas industry. The purpose of TCO supplier development program is professional growth of Kazakhstani suppliers by eliminating certain inconsistencies between the supplier's existing capacities and TCO requirements for goods, works and services.

Internal Supplier Development Program

TCO has an internal supplier development program or a pre-qualification program. The pre-qualification of local suppliers consists of several stages.

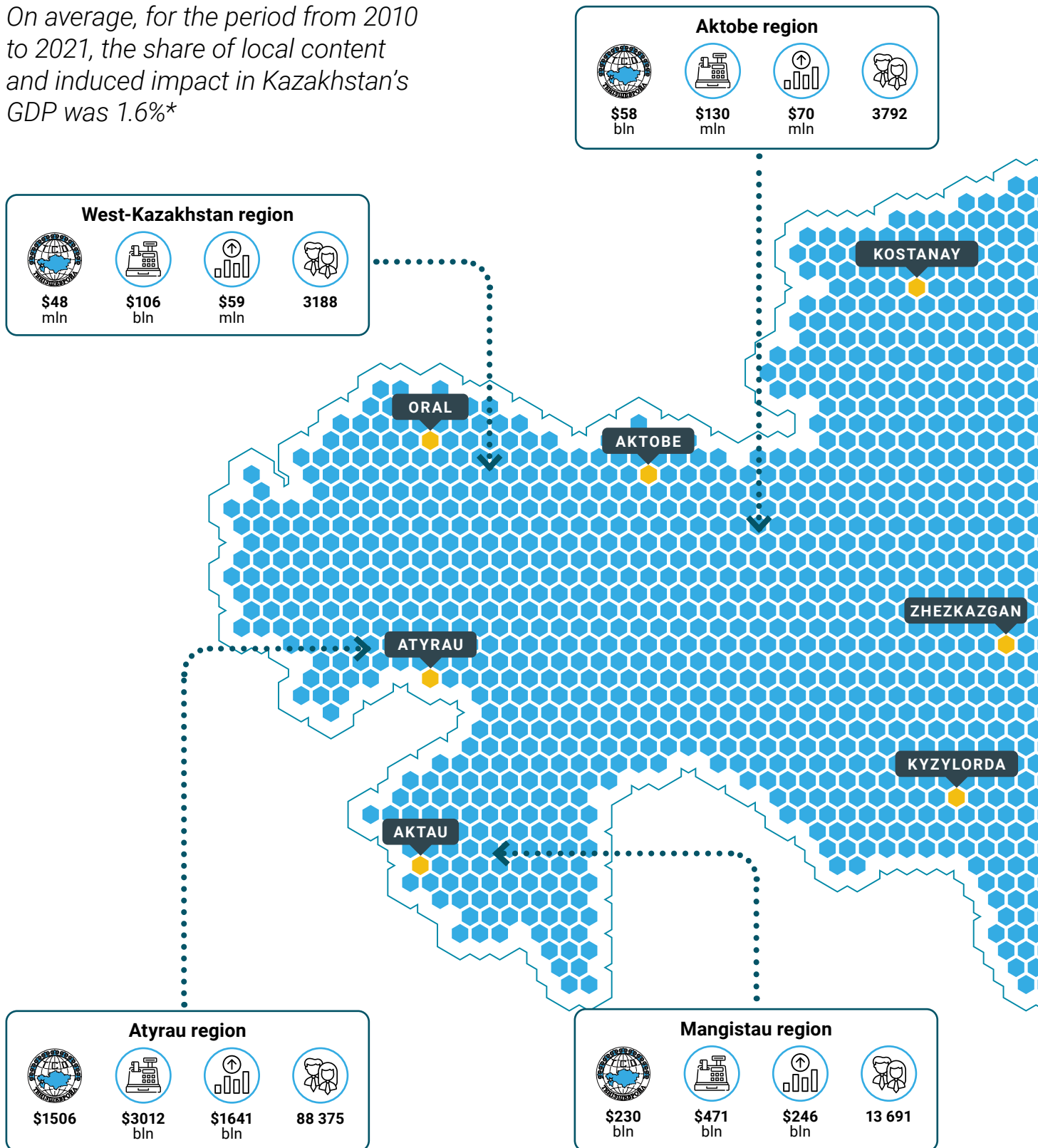
In 2023, TCO developed more than 20 product and service lines in categories such as:

- ◆ protective equipment (gas detectors, fire extinguishers, fireproof blankets);
- ◆ electrical equipment (LED lighting, engine repair services, low-voltage cables, electrical substations);
- ◆ production of tube bundles;
- ◆ construction (steel products and anti-corrosion paints);
- ◆ Maintenance, Turnaround and operation (seamless pipes, ball valves, studs and bolts, pipe flanges and fittings).
- ◆ railway materials (bars).



Average annual economic contribution of local content and induced impact by region

On average, for the period from 2010 to 2021, the share of local content and induced impact in Kazakhstan's GDP was 1.6%*



*According to S&P Global data

NATIONAL RESULTS (million US dollars and jobs)



\$2,6 bln
TCO local expenses



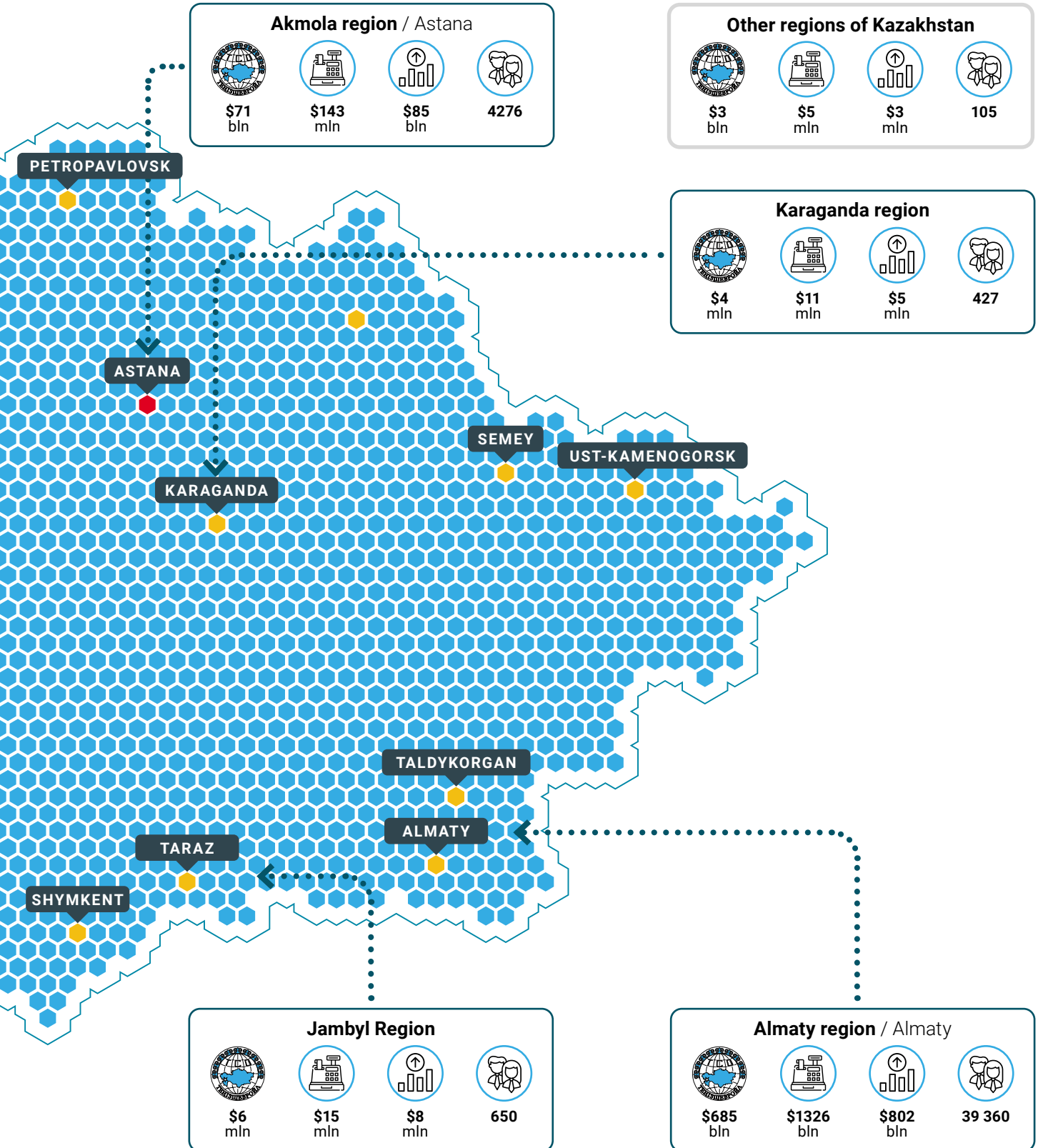
\$5,2 bln
Total sales volume



\$2,9 bln
(1,6% Kazakhstan GDP)



154 thousand
Jobs



Local content impact on the economy of the Republic of Kazakhstan

Despite the fact that TCO operates in Atyrau Oblast, the company has a tangible economic effect not only in western Kazakhstan, but in many other regions of the country. For example, TCO orders lubricants in Shymkent, oilfield grade casing pipes in Mangystau, safety equipment in North Kazakhstan Oblast, heating, ventilation and air conditioning services and pipeline construction services in Taraz, liners for railway transportation from Novopack in Kokshetau, construction materials and passenger rail transportation services from Aktobe Oblast, including services for transportation by pipelines and freight rail transportation from Astana etc. And each of these companies has its own history, in which working with TCO occupies a special place, and in some case even determines the further development of businesses.

To date, TCO cooperates with over 2,000 local companies and continues to contribute to the development of local suppliers. The company continues its work in establishing links with the business community and involving various associations such as Petrocouncil, KazService, Union of Machine Builders of Kazakhstan, as well as with management of various businesses in order to identify the next wave of Kazakhstani business partners throughout the Republic.



International Machine Building Center (IMBC)

In addition to the internal supplier development program, TCO cooperates in conjunction with the International Machine Building Center (IMBC). The IMBC was established with the support of the Government of the Republic of Kazakhstan in 2021.

The IMBC is working on plans to develop potential of local producers, which consists of certain steps





to achieve the required level of product quality in accordance with international standards and technical specifications of operators. Major oil and gas operators such as TCO, KPO and NCOC have entrusted the IMBC with collecting their general data on projected demand, including the right to combine information for analysis in order to determine similarities in requests. The Center qualifies local manufacturers and, based on the availability and readiness of the market, recommends the possibility of localization of goods in the country for current and future projects.

In 2022, the IMBC qualified local manufacturers, and in 2023 released the first plans for developing the potential of a group of products including electrical equipment, instrumentation and valves. In 2023, the TCO team began checking and applying the IMBC reports. Manufacturers have been qualified under TCO procedures, trial orders have been placed.

OEM Localization

TCO considers one of its priorities to support industrialization in import substitution as part of localization of international goods, recommending that original equipment manufacturers (OEMs) organize joint ventures with Kazakhstani companies and encourage nationalization and purchase of local goods.

Initiatives of TCO strategic partners on localization in 2023:

One of TCO strategic partners, WIKA Group (WIKA), of which WIKA Kazakhstan LLP is a part, supplies

high-precision instruments for measuring pressure and temperature. In 2023, the company opened a new facility in Kazakhstan for assembly of pressure gauges, resistance thermometers, thermocouples, membrane seals, as well as their repair service. The measurement solutions are suitable for a wide range of applications and industries. It is expected that 25 local residents will be trained and then employed by 2025. In addition, WIKA signed a Memorandum of Understanding (MOU) on strengthening academic and educational cooperation with Atyrau Oil and Gas University named after S. Utebayev.

Rosen has opened new branch offices in Kazakhstan: a data assessment office in Almaty and a workshop in Atyrau. Rosen Company has been providing services for conducting inspections of internal condition of pipes of all TCO pipelines at Tengiz field for the past 20 years.

To date, this office is the only facility of Rosen in the CIS. The data assessment office in Almaty consists entirely of local staff conducting data analysis.

The equipment manufacturer Erreesse Valves, in cooperation with a local company – Caspian Oilfield Valves, has opened a joint venture for production of valves in Atyrau. Erreesse Valves is an Italian manufacturer of valves that are supplied to industrial companies around the world. They have been working in oil and gas industry market for over 10 years. Combining the experience of both companies, Erreesse Valves is going to manufacture products and structures that will meet the quality and safety standards of oil and gas industry.



Kazakhstani content in FGP-WPMP

In 2023, TCO purchased goods, works and services worth \$2.3 billion from Kazakhstani suppliers only within framework of FGP-WPMP. Thus, TCO is currently exceeding the goal that was set in the Memorandum of Understanding between TCO and Republic of Kazakhstan.

FGP-WPMP training and professional development

FGP-WPMP Training Implementation Group is aimed at increasing trained human resources that are needed by Kazakhstani oil and gas industry. In addition, the objective of the project is to leave a legacy in a form of skills in project design, construction and other technical professions for upcoming projects throughout Kazakhstan. During a period from 2019 to 2023, TCO organized 12 stages of basic vocational training in Mangystau Oblast, as well as 9 stages of basic vocational training and 4 stages of special vocational training in Atyrau Oblast. In 2023, FGP-WPMP workforce were successfully trained, 3,638 people were evaluated and 4,465 were trained. During these events, the project produced over 42,000 evaluations and about 34,500 trainings, which is a rare achievement in this industry.

According to the Roadmap developed jointly with Akimat of Atyrau Oblast within framework of a trilateral commission for employment of business partner employees released from FGP-WPMP and, accordingly, to reduce the unemployment rate, TCO has been training



in demanded working specialties since 2019. In 2023, employees of business partners released from FGP-WPMP will be trained in one of 5 elective disciplines: a welder of metal structures, a welder of pipelines, a pipe fitter, an electrician and an instrumentation technician. The duration of the course varies from two to four months, depending on the chosen discipline. The training is divided into stages and is conducted by accredited training centers of FGP: Aktau Training Center (with a subcontractor represented by APEC Training Center) and APEC PetroTechnic Higher College.



TCO's collaboration with business associations

TCO participation in industry events

TCO is open to a dialogue with market to further build trust and business relationships with domestic companies. TCO actively participates not only in industry exhibitions and conferences, but also in other events at a national level, but also organizes forums where it actively shares information on how to become TCO business partner. Such events provide an opportunity not only for the development of Kazakhstani companies, but also contribute to meeting the company's future strategic needs for relevant products and services.

In 2023, TCO initiated several forums and meetings for potential business partners.

TCO Round table on Maintenance, Turnaround, Operations and Safety

TCO held a round table for over 50 Kazakhstani companies providing services in maintenance, turnaround and operations and supply of protective materials. Within framework of the round table, TCO Supply Chain group highlighted in detail TCO's strategy for procurement of materials, explained the requirements for business partners and provided recommendations regarding the submission of a tender offer. In addition, detailed information was provided on what TCO expects from potential business partners in Kazakhstani Content Development.

– Our suppliers must continuously work to increase Kazakhstani Content and maximize use of existing capacities and capabilities of Kazakhstani companies. This can be achieved through creation of joint ventures with Kazakhstani manufacturers, providing advantages to local suppliers of goods and services, as well as through technology transfer and localization of production in Kazakhstan, – said **Daniel Zholdybayev** Director of Kazakhstani Content Development of Tengizchevroil LLP.

TCO Maintenance Forum

In 2023, TCO held a forum for over 60 Kazakhstani companies specializing in Production and Maintenance to provide them with detailed information on technical requirements for participation in TCO procurement procedures, updated strategy for determining a scope of work.

We would like to attract highly qualified and competitive local companies to participate in tender, which will be able to effectively support and improve our new scopes of work and services, – highlighted **Olzhas Lukmanov** Head of Kazakhstani Content Development group and interaction with stakeholders.

The forum was a good opportunity to convey to potential suppliers an idea of TCO's need to switch to lean manufacturing and change a maintenance model. TCO puts efforts to constantly search for ways to build trust and clarity about TCO work in the local market, and also makes a positive contribution to a stable growth of KC shares in goods, works and services.

Business association events

In 2023, TCO team participated in several events organized by oil and gas associations to discuss openly with the local market and build trust and clarity on cooperation with TCO. Thus, a webinar was held for small and medium-sized businesses, organized jointly by "Atameken" State Chamber, PetroCouncil and TCO. The webinar was attended by more than 200 representatives of local small and medium-sized businesses. In addition, TCO took part in the events of the Kazservice Business Association.





INVESTING IN PEOPLE AND CAPABILITIES

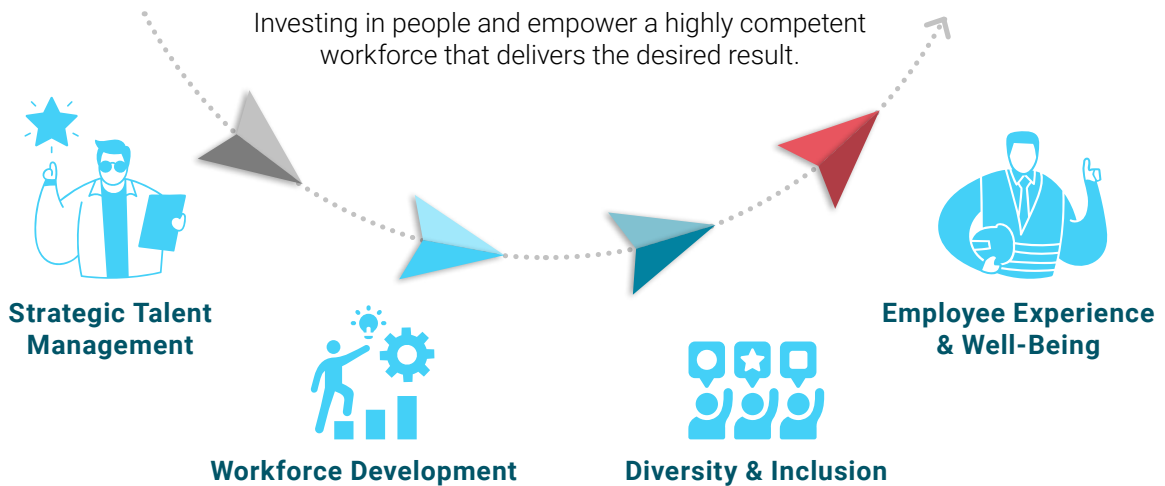


“Employee experience and well-being is at the core of our people strategy. We constantly strive to enhance our processes and policies to ensure that we continue to remain one of the best employers in Kazakhstan”.

Kamshat Baizhanova, General Manager of Human Resources Management Department, TCO

Workforce Strategy

Investing in people and empower a highly competent workforce that delivers the desired result.



Strategic Talent Management

TCO constantly works on further development of its strategic frameworks and processes for people development and talent management. These frameworks help TCO to meet its current and future business needs by attracting, developing, and retaining a highly competent national workforce and continuously grow organizational capabilities.



Resourcing Strategy

Our Resourcing Strategy outlines how TCO attracts, retains, and develops employees to meet its strategic and performance objectives. The strategy combines workforce planning, recruitment, and talent management processes to:

- ◆ identify present and future talent and critical/key competencies needs given business priorities and goals;
- ◆ and create and utilize a holistic and strategic approach to attract, develop, and retain talent with or capable of acquiring the knowledge, skills and behaviors needed to deliver the results in a right way and to meet current and long-term business needs.

Succession Planning and Nationalization

TCO implements strategic programs and processes to ensure that at any time the organization has “a robust pool” with the ability, knowledge, skills, leadership behaviors and experiences necessary to step into key leadership and key technical positions. For the period since 2007 **over 450 national TCO employees** were appointed to positions of managers, mid-managers and key technical positions, replacing expatriate personnel.

TCO provides talented national employees with an opportunity to get domestic and international work experience in TCO’s Partner Organizations and ensure assignees’ exposure to diverse experiences and development of unique competencies, knowledge of international standards, technologies, and best practices so that they can further step into senior leadership and technical positions. In total, **over 470 TCO National employees** have been on temporary international and domestic assignments since 1999.



Career Development Planning

Career Development Planning process in TCO aims to align employees' career aspirations with TCO's

business objectives and provide them with the right career growth opportunities to accelerate their leadership and technical/professional development by:

- ◆ identifying strengths and areas for improvement.
- ◆ setting and agreeing development goals between employees and supervisors; and;
- ◆ providing relevant inputs to the succession planning and other Talent Management processes.

Retention Strategies

To attract and retain talent, TCO offers a robust benefits and social package, implements talent management and well-being strategies, and sustains an organizational culture that supports diversity & inclusion, integrity & trust, and teaming.

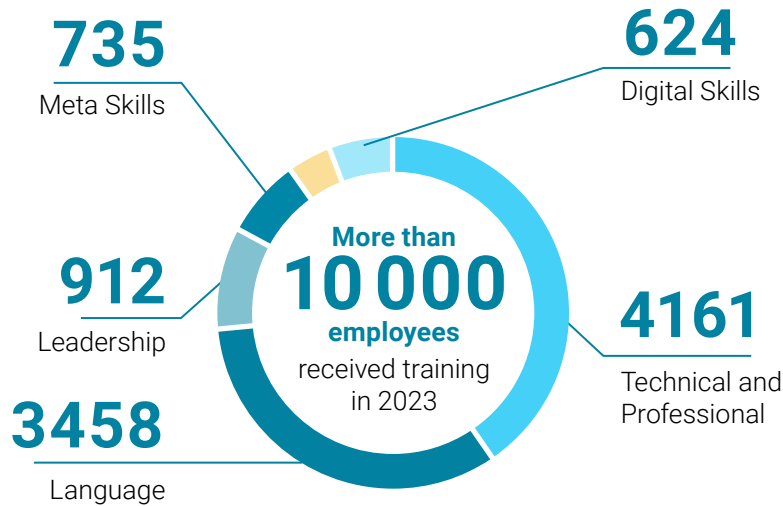
Change Management

A team of certified Change Management professionals provide centralized support for the people side of change of major organizational change initiatives to help employees accept and adopt change in their day-to-day work.



Workforce Development

TCO is dedicated to inspiring and empowering its employees to continuously evolve as a world-class professional that deliver high performance both as individuals and teams in everchanging business environment.



Onboarding Program

Onboarding Program is a structured mandatory program that helps new employees (including agency personnel) to integrate into an organization smoothly and effectively. It provides them with the necessary knowledge of TCO's structure, culture, goals, and overall mission, as well as with the tools and resources they need to ultimately succeed in their new role.

Technical and Professional Development

Technical and Professional Development of TCO employees includes a combination of formal onsite and offsite training, mentoring, on-the-job learning, and competency assessments where each of these elements reinforces the other. In addition, there is a 5-year TCO Horizons Program designed for accelerated development of technical competencies of employees in Petro Technical functions.

Leadership Development

Leadership Development Program is carried out to advance and cultivate employees' leadership behaviors

in the alignment with We Lead competency model. TCO strives to deliver results in the right way, and Leadership Development Programs helps to ensure that. The Program includes in-house training courses on a set of We Lead competencies tailored to various organizational levels and complemented by mentoring, individual and team coaching services, New Leader Assimilation Process, First Time Supervisor Program, and 360 Feedback.

Language Courses

Language courses (Kazakh & English) are offered to employees to maintain effective communication at all levels of the organization and to conduct business both locally and globally.

Meta Skills Training

A breakthrough learning program aimed at developing uniquely human skills which help prepare our workforce for new challenges of the ever changing and unpredictable world and be successful in the future.

Healthy Lifestyle and Sports Programs

To promote a healthy lifestyle, all TCO employees have the opportunity to use the services of fitness and wellness programs. In addition to this, the internal Health and Wellness program led by Kemel Team helps and encourages employees to achieve personal health and wellness goals. "Kemel" is a Kazakh word for "to strive for perfection". This program is built around three pillars: Healthy life, Active life, Leisure life.

Over the last year, Kemel Group has held a variety of events and tournaments involving **more than 29,000 participants**. These included Kemel:

- ◆ Fitness daily classes
- ◆ Tournaments and Competitions (volleyball, tennis, streetball, swimming, chess, etc.)
- ◆ 5K Run & Walk and 10 000 Steps Challenge Recharge with Kemel Program
- ◆ Nutrition and Weight Management Program Wellness Webinars and Screenings
- ◆ Kemel Health days in Atyrau HQ
- ◆ Art therapy, karaoke, intellectual games, language and dancing classes, and concerts.

Finished the season of sports tournaments dedicated to the 30th anniversary of TCO. Successfully held

competitions in chess, streetball, volleyball, billiards, futsal, table tennis and running and walking competitions. A total of 14 tournaments were held in Tengiz and Atyrau. It is noteworthy that these competitions were available not only to TCO employees and recruitment agencies, but also to numerous TCO business partners, which significantly increased the number of participants and responsibilities.

Medical Insurance

TCO provides all its employees and their dependents with a comprehensive medical insurance package.

Medical Services at Tengiz

Extensive medical services are provided for employees working at Tengiz on rotation basis. Ambulance, paramedic and emergency response capabilities ensure we can quickly respond to emergencies.

Well-Being Allowance

In order to improve the well-being and maintain an active and healthy lifestyle of employees and their children, we provide an annual allowance to cover employees sport activities and recreational/ development activities of their children.

TCO Pensioner

Pensioner status is given to former TCO employees who reached retirement age working at the Company. TCO Pensioners are entitled to the allowance paid two times per year.

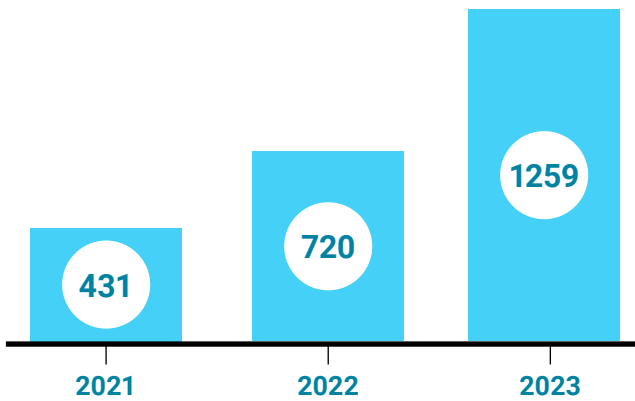


Long Service Award Program

As employees achieve certain milestones based on years of service, this Program enables supervisors and managers to recognize, reward and personally thank an employee who has worked and contributed to the TCO's success.



Number of employees received Long Service Award



Miras Kindergarten

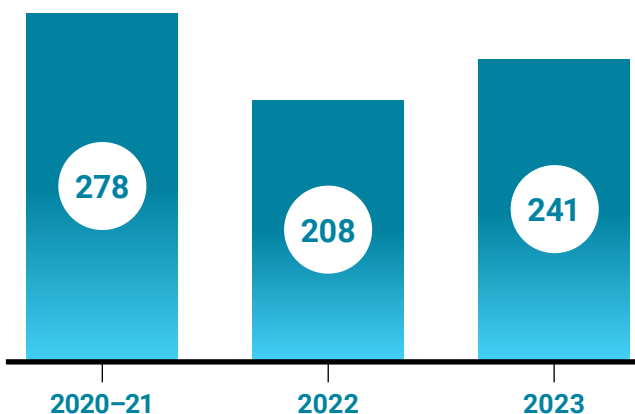
TCO funded the construction of the Miras Atyrau Kindergarten in 2014, which provides daycare for children of TCO employees living in Atyrau.



Housing Loan Assistance Program

For many years, TCO has been implementing a housing loan assistance program by issuing interest-free loans to purchase housing and improve housing conditions of our employees.

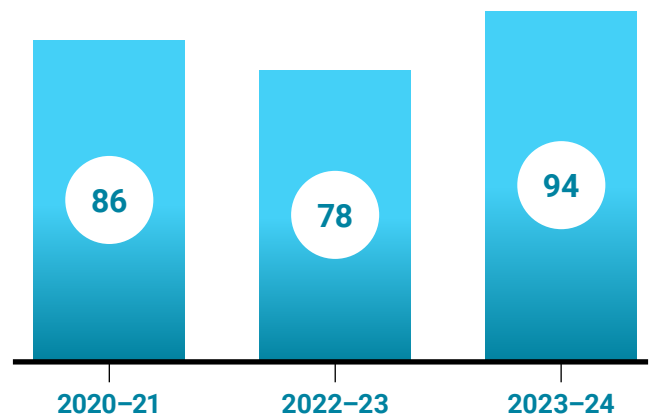
Number of employees received Housing Loan



Zhas Urpak Program

The program aims to provide financial assistance to the children of our employees in obtaining higher education in national and foreign universities and colleges. Since 1998, TCO has allocated **\$7.9 million** as financial assistance in obtaining higher education.

Number of students that took part in the Program

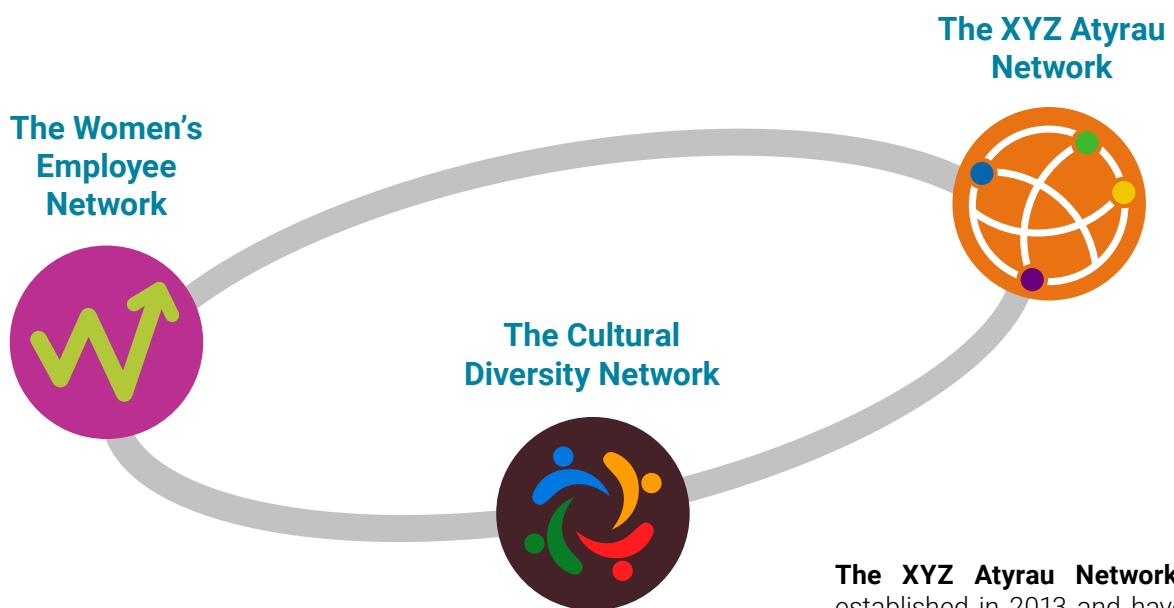


Workforce diversity & inclusion

As an organization with a multinational workforce, we are proud to constantly strive to maintain and develop an inclusive work environment that respects the uniqueness and diversity of cultures, and values individual talents, experiences, and ideas. Our corporate culture evolves around diversity & inclusion, partnership, integrity, trust, high performance, and protection of people and environment. We believe that each of our employees brings tremendous value to the workplace through the diversity of their experiences, nationalities, ethnicities, genders, ages, education and socioeconomic backgrounds, religious and political beliefs, and individual personalities

TCO Employee Networks

TCO Networks create additional opportunities for employees to learn, develop and transfer knowledge and experience within the Company. Beyond that, TCO networks provide an environment for personal self-fulfillment of employees, experience exchange, professional development, charity, and many more to positively impact on company culture as well as local community. We have three Employee Networks in TCO. These networks are: Cultural Diversity Network (CDN), XYZ Network and Women's Employee Network (WEN). Each of the employee networks are sponsored by one the of the TCO Leadership Team members who actively supports and promotes network's mission and activities.

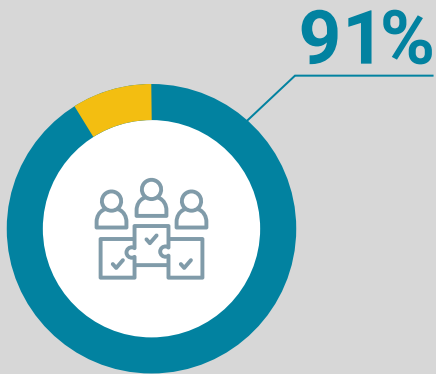


The Women's Employee Network has been established in 2013 at TCO and pursues a goal to empower, inspire and develop TCO workforce by advancing opportunities for increasing awareness among the TCO society on challenges and opportunities women face at the workplace.

The Cultural Diversity Network fosters an environment of cultural inclusion and harmony between diverse cultural backgrounds of TCO workforce, focusing on highlighting our commonalities while understanding our differences.

The XYZ Atyrau Network was established in 2013 and have over 700 members both in Tengiz and Atyrau. Its mission is to connect, develop and inspire TCO's next generation to ensure the future success of our people and company. XYZ Network connects different generations of our workforce with each other to unlock potential, amplify voices, and build environment in which ideas can flourish.

Employee Engagement



Per 2023 TCO Pulse Survey our Employee Engagement Score

In 2023, Employee Networks delivered various events to promote diversity, inclusion, and well-being of our employees as well as community. Some of the events include:

- ◆ Coffee Break sessions with TCO Leadership on Diversity & Inclusion
- ◆ 5K Walk & Run event
- ◆ TCO Kids Day
- ◆ Clean-Up Day
- ◆ November Charity Month which was aimed to support “Center for Special Social Services” KSU of the No.3 of the Department of Coordination of Employment and Social Programs of Atyrau Region”
- ◆ Open talks with TCO’s female leaders and with external speakers to address the issues of professional development and personal growth of women in the cultural context, improving their competitiveness, balancing career, and gender roles, pay gap, and other issues of significance.





DIGITALIZATION AND DEVELOPMENT OF DIGITAL CULTURE

Throughout its 30-year history, TCO, as the Operator of technologically complex Tengiz field, continues to actively introduce advanced technologies, contributing to development of digitalization in oil and gas industry.

“From paper to digital: electronic Work Permit”

As an important step towards digital transformation, TCO has successfully implemented an electronic Work Permit (ePTW) system, which has become a significant progress in optimizing operational processes. This convenient digital solution brings the company and its users many advantages.

Transition to digitalization in workplaces is a testament to TCO’s commitment to efficiency and safety. The ePTW system replaces a traditional paper-based authorization process, allowing users to seamlessly request, view and approve permissions using a user-friendly interface. This not only speeds up workflow, but also increases accuracy of permission management and operational discipline.

One of the key advantages of launching ePTW is reducing number of human errors and delays.

The electronic system has proven its effectiveness during the last major Turnaround. TCO safely and ahead of schedule completed the Turnaround in 2023.

– Being at our production sites, we are able to provide instant access to available data via smartphones or tablets. During the last Turnaround of Complex Technological Line-5, we issued over 33,000 electronic work permits, which contributed to safe and timely completion of the works, – *highlighted Konilkosh Suyessinov, TCO Deputy General Director.*

The ePTW system is a bright example of successful integration between all Chevron business units, demonstrating benefits of technology adoption to improve both the organization and its workforce.

Digital transformation at TCO is being developed with a constant focus on safe production, safety of the

workforce and technological processes, as well as environmental protection. But the main component of TCO digital transformation is invariably people. Every year, TCO organizes a “Digital Yurt”, where employees not only study, but also develop skills and apply them during an internal Hackathon designed to solve real business challenges.


The Digital Yurt – is an idea & innovation management platform to enable TCO to crowdsource breakthrough ideas from the employees that know our business best. It is a vehicle to enable people at all levels in our company to participate in our digital transformation.


“Hack-a-thon” is one of the tools included in the Digital Yurt platform, which makes it possible to get people interested in developing applications in the new digital world and open up possibility of developing applications for colleagues who traditionally did not have such a set of skills.


One of the great initiatives implemented as part of the enterprise Digital Organizational Capability plan is the Digital Scholar Program, which helps us to prepare emerging leaders for the future of digital operations. In partnership with the notable universities such as Massachusetts Institute of Technology (MIT) and Rice University, our employees take one-year Master of Science (MS) degree program with focus on engineering, management and digital technology. This program provides an opportunity not only to gain a knowledge and digital competencies, but also to create a network with other global Chevron digital scholars, learn their experience and maintain connection with Chevron’s digital strategy. Upon program completion, employees take the positions and functions with the focus of the program they took, to accelerate the integration of digital innovation across the organization. As of 2023, 6 employees graduated from the program and 2 employees are taking the course.



CONTACTS


 The Republic of Kazakhstan
3 Satpayev street, Atyrau

 +7 (712) 227 1212
+7 (712) 302 6000
+7 (712) 302 6752

 tcoinfo@tengizchevroil.com

 tengizchevroil.com

For media:

 press@tengizchevroil.com

