

«META University»  
Jaýapkershiligi shekteýli  
seriktestigi



Limited Liability Partnership  
«META University»

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**APPROVED** by the  
**President's Decree**  
«META University»  
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## **SUSTAINABLE DEVELOPMENT POLICY**

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## Terms and Definitions

<b>The term</b>	<b>Definition</b>
<b>TOO «META University»</b>	Limited Liability Partnership "META University"
<b>UN Global Compact</b>	An international initiative in the field of sustainable development, the purpose of which is to introduce ten basic principles in the field of human rights, labor relations, environmental protection and anti-corruption into the activities of the business community.
<b>Kpi</b>	performance indicators of META University LLP or its structural divisions, which allow to measure the degree of achievement of the set strategic goals in terms of effectiveness and efficiency.
<b>United Nations (United Nations)</b>	an international organization established to maintain and strengthen international peace and security, as well as to develop cooperation between states;
<b>Media</b>	mass media;
<b>Sustainability</b>	the organizational principle of achieving the goals of META University LLP, in which the needs and its stakeholders are met with the preservation and development of human and natural resources necessary to meet the needs of future generations;
<b>(SDGs) Sustainable Development Goals</b>	these are globally accepted goals aimed at eliminating poverty and destitution, combating inequality and injustice, as well as protecting the planet and ensuring peace and prosperity for all people;
<b>ESG (Environmental, Social, Governance)</b>	is a set of management characteristics of META University LLP, which achieves the involvement of students and employees in solving environmental, social and governance problems and sustainable development: the principles of the UN Global Compact.
<b>ESG risk (Environmental, Social and Governance)</b>	is a type of risk that determines the sustainable development of META University LLP in terms of environmental, social and corporate governance risks
<b>SDGs (Sustainable Development Goals) or SDGs (Sustainable Development Goals)</b>	which are a set of 17 interrelated goals developed in 2015 by the UN General Assembly as a "blueprint for achieving a better and more sustainable future for all".

### 1. GENERAL PROVISIONS

1.1 This Sustainability Policy of META University LLP (hereinafter referred to as the Policy) has been developed in order to establish the main principles, goals, direction and objectives of the University's activities in the field of ESG and sustainable development, to describe the management system of these activities and approaches to interaction with stakeholders.



## 2. SCOPE OF APPLICATION

2.1 This Policy has been developed taking into account the main global ESG (environmental, social and corporate governance) principles, requirements and provisions.

2.2 This Policy is the main document that systematizes the approaches of META University LLP to activities in the field of ESG and sustainable development.

2.3 The requirements of this Policy are mandatory for all structural divisions of META University LLP when planning and implementing their activities within the framework of ESG and sustainable development.

2.4 This Policy is a public document available on the Internet resources of META University LLP.

2.5 The owner of the business process regulated by this Policy is the Sustainable Development Working Group, which is a permanent collegial body of META University LLP.

## 3. MAIN AREAS

3.1 Reducing the carbon footprint is a gradual reduction in greenhouse gas emissions associated with the university's activities through the development of resource-efficient infrastructure, the introduction of energy-efficient technologies and the digitalization of processes that reduce the burden on the physical environment.

3.2 Improving the efficiency of resource use – transition to a systematic model of material and technical resource management, including optimization of the use of educational and administrative premises, the introduction of electronic document management and digital services, as well as the development of the principles of rational and cyclical consumption.

3.3 Formation of an environmental culture of students and employees – integration of the principles of sustainable development, environmental responsibility and rational use of resources into educational programs, research and project activities, including the use of the campus as a practical learning environment.

### 3.4 Directions of implementation

GOAL	PRINCIPLES AND APPROACHES OF META UNIVERSITY LLC
SDG 1 No Poverty	Ensuring equal opportunities in education and career through the development of a student-centered model of education, a system of academic support and social assistance to students, including support along the entire educational route.
SDG 2 Zero Hunger	Formation of a culture of rational consumption and sustainable nutrition practices in the university environment, as well as the integration of food sustainability topics into educational and project activities.
SDG 3 Health and Well-being	Creating a safe and supportive educational environment, including access to medical and psychological services, developing well-being, burnout prevention and building resilience for students and employees.
SDG 4 Quality Education	Implementation of a student-centered learning model using modern educational technologies, digital solutions and individual development trajectories, ensuring the inclusiveness and accessibility of education, including support for students with disabilities and the development of women in STEM.
SDG 5 Gender Equality	Ensuring equal opportunities and non-discrimination in the educational and working environment, developing a culture of respect, equality and support for diversity among students and employees.



SDG 6 Clean water	Rational use of water resources, ensuring access to drinking water and implementing consumption reduction practices, including the rejection of excessive use of plastic materials.
SDG 7 Affordable and clean energy	Improving the energy efficiency of the university's infrastructure, introducing modern energy saving technologies and supporting educational and scientific projects in the field of sustainable energy.
SDG 8 Decent Work	Development of human capital through the introduction of a systematic approach to personnel management, advanced training, development of competencies and ensuring decent working conditions and career growth.
SDG 9 Innovation and Infrastructure	Development of modern educational and digital infrastructure within the framework of the Smart University model, which ensures the efficiency of processes, supports innovation and improves the quality of the educational environment.
SDG 10 Reduced inequalities	META University team actively supports inclusion, ensuring access for vulnerable groups students to quality education.
SDG 11 Sustainable Cities	The staff of META University LLP promotes the transition to environmentally friendly fuels by participating in scientific projects that meet modern environmental standards, as well as landscaping and developing the campus, participating in the implementation of projects aimed at ensuring the safety of students' life using modern equipment.
SDG 12 Responsible Consumption	Implementation of the principles of rational use of resources through educational programs, digitalization of processes and support for student and scientific initiatives in the field of sustainable consumption.
SDG 13 Climate Action	Taking urgent measures to combat climate change and its consequences, the team of META University LLP adheres to the principles of precaution and prevention of negative impact on the environment, promoting the development and dissemination of environmentally friendly technologies.
SDG 14 Life Below Water	
SDG 15 Life on Land	
SDG 16 Peace, Justice and Strong Institutions	Promoting peaceful and inclusive societies for sustainable development, ensuring access to justice for all and creating effective, accountable and participatory institutions at all levels. The team of META University LLP has a Conciliation Commission to protect the interests of its employees.
SDG 17 Partnerships for the Goals	The team of META University LLP has adopted standards of corporate governance, ethical behavior and interaction with stakeholders (stakeholders). The "Policy of Corporate Ethics, Transparency and Partnership" is in effect.



### 3.5 Statement of Purpose

3.5.1 META University LLP considers sustainable development as the basis of a long-term strategy and recognizes the need for ESG transformation to ensure the quality of education, human capital development and institutional sustainability.

3.5.2 The university is focused on creating long-term value for all stakeholders – students, employees, partners, society and the state – through responsible resource management and the development of the educational environment.

3.5.3 META University LLP integrates modern technologies, digital solutions and ESG approaches into all areas of activity, ensuring improved management efficiency, transparency and quality of processes.

3.5.4 The team of META University LLP understands its importance in the economy of the Republic of Kazakhstan and takes into account the unique opportunities and responsibilities associated with this, striving to best realize its potential and use the opportunities for ESG transformation of business and the country.

3.5.5 The main goal of ESG activities is to form a sustainable, human-centered and digitally-oriented university model capable of ensuring high quality education, human capital development and effective management in the long term.

### 3.6 ESG and sustainability principles

3.6.1 Based on the Development Plan, the team of META University LLP, in its activities in the field of ESG and sustainable development, is guided by seven principles:

1) **1) The principle of human-centricity and equal opportunities in education and career:** META University LLP is guided by the principle of equal access to quality education and professional development, providing social support to students and creating conditions for unlocking their potential. The university implements a student-centered model of education, ensures the continuity of education levels and the ability to choose an individual educational trajectory. The educational process is aimed at the formation of in-demand competencies and the development of the ability for continuous learning;

2) **Principle 2. The team of META University LLP ensures the observance of human rights, inclusion, diversity, fair and equal treatment of all in its activities:** The team of META University LLP guarantees the observance of human rights and equal treatment of all participants in the educational process. The University develops a barrier-free environment, increases the accessibility of education for vulnerable groups and takes into account the individual characteristics of students. education with equal opportunities in career and personal development. All initiatives are aimed at building a fair and diverse university community;

3) **Principle 3. The team of META University LLP takes care of the environment:** The team of META University LLP strives to minimize the negative impact on the climate and the environment. The university implements practices of energy and resource saving, rational use of water and materials, as well as effective waste management. Environmental and climate risk management measures are applied, and the development of a green and circular economy is supported. are aimed at creating a sustainable and safe educational environment for students and staff.

4) **Principle 4. The team of META University LLP develops responsible financing practices and effectively manages ESG risks:** the team of META University LLP implements an



integrated business model with ESG approaches, ensuring transparency and control of processes. The university applies cyclical monitoring and continuous improvement to increase efficiency and sustainability. Responsible financing practices, ESG risk management and comprehensive transformation are developed. are aimed at long-term competitiveness and creating value for all stakeholders.

5) **Principle 5. The team of META University LLP is responsible for the impact it has, complies with all applicable legal norms and fulfills its obligations:** The team of META University LLP acts in full compliance with the legislation of the Republic of Kazakhstan and international ESG standards. students, employees and partners. The University is committed to transparency and law-abiding practices in all areas of activity.

6) **Principle 6. The team of META University LLP follows ethical business approaches and implements the best practices of corporate governance:** The team of META University LLP is committed to conscientious, open and honest practices in all aspects of its activities. The University implements ethical approaches in higher and postgraduate education. Special attention is paid to information security, protection of personal data of students and employees. transparency and trust within the team and external partners.

7) **Principle 7. The team of META University LLP improves information openness and transparency:** The team of META University LLP strives for full information openness and transparency in its activities. Annual sustainability reports provide reliable information on the impact of the university on society, economy and the environment. The university actively interacts with stakeholders using a variety of communication channels. Information It is presented in formats that are convenient and understandable for all categories of stakeholders.

#### 4. AREAS OF SUSTAINABLE DEVELOPMENT OF META UNIVERSITY LLP

4.1 The main directions of META University LLP in the field of sustainable development are formulated taking into account the balance between the economy, society, the environment and corporate sustainability, as well as the strategic goals specified in the development plan of META University LLP and the vision of shareholders.

##### 1) **The general principle and approach of META University LLP:**

- development and implementation of a system for identifying, prioritizing and managing institutional risks;
- implementation of ESG risk management processes in the overall risk management system at META University LLP;
- training the staff and students in the principles of sustainable development and the principles of quality education;

##### 2) **Environmental Impact:**

- taking measures to improve resource and energy efficiency, as well as appropriate efficiency;
- prevention and reduction of negative impact on the environment in the course of the team's activities, including risk management;
- taking into account the environmental aspects of META University LLP;
- support for significant environmental initiatives and projects through student startups, hackathons, etc.

##### 3) **students:**

- creating value for learners and stakeholders through projects in various areas of science priorities, as well as sports and culture;



- to maintain inclusiveness, to develop a barrier-free environment, to increase the availability of educational services for vulnerable groups of the population, to create conditions for maintaining the availability of higher education for the population, taking into account intellectual development, psychophysiological and individual characteristics;

#### **4) Stakeholders:**

- communication and interaction with various stakeholders at the national and international levels;
- active role in improving financial literacy;
- Transparent Reporting TOO «META University» by issues of importance for its main stakeholders;

#### **5) employees of META University LLP:**

- continuous improvement of approaches in the field of human rights and labor relations;
- advanced training of employees and training in in-demand skills;
- monitoring employee satisfaction and ensuring fair remuneration (financial and non-financial) by conducting regular surveys to monitor employee satisfaction;
- ensuring equal opportunities and respect for gender, race, ethnicity and other equality, including in wages;
- involvement of META University LLP employees at all levels;
- conducting trainings for employees of META University LLP on risks and procedures in the field of ESG;
- training of employees of META University LLP in ethical standards;
- training of employees of META University LLP in information security standards;
- mandatory familiarization of employees and all interested with the requirements of the internal regulatory documents of META University LLP;
- ensuring healthy and safe working conditions for employees of META University LLP in the course of their work.

#### **6) Corporate Sustainability Management:**

- integration of ESG principles into the internal processes of META University LLP in order to ensure the consistency of the economic, environmental and social goals of META University LLP for sustainable development in the long term;
- ensuring control over employees' compliance with the ethical standards of META University LLP, as well as conducting periodic audits, including those carried out by the internal audit unit of META University LLP on a risk-based basis.

## **5. STAKEHOLDER ENGAGEMENT**

5.1 Interaction with stakeholders is an integral condition for the implementation of this Policy by META University LLP. META University LLP is confident that achieving sustainable development goals is impossible without partnership. The activities of META University LLP in the field of ESG and sustainable development are focused on taking into account the interests of all stakeholders and creating long-term value. For this purpose, META University LLP conducts an open dialogue with all stakeholders, determines the most convenient ways of interaction and communication channels for representatives of stakeholders.

5.2 When interacting with its stakeholders, the Company is guided by the following approaches:



- 1) **Risk minimization:** reducing negative consequences for stakeholders;
- 2) **maximization of benefits:** improving the quality of taught disciplines, which are an integral part of the educational programs of META University LLP, in turn, graduates of educational programs will further contribute to the social and economic development of the country;
- 3) **consistency and integration:** ensuring the effectiveness and unified approach to managing corporate social responsibility and sustainable development;
- 4) **complexity:** META University LLP interacts with stakeholders in three areas of sustainable development: quality education, responsible consumption and ecology;
- 5) **sociality:** assistance in the activities of META University LLP both for individual social groups and for society as a whole;
- 6) **openness and response:** ensuring the transparency of the work of META University LLP by providing relevant, reliable and meaningful information for stakeholders, as well as timely and prompt response to critical assessments and comments of stakeholders;
- 7) **Accountability:** Responsibility for commitments made to stakeholders.

5.3 Based on current approaches and practices, META University LLP identifies 11 stakeholder groups that are significant for the Society and on which META University LLP influences:

- 1) **shareholders.** META University LLP is a joint-stock company. The influence of shareholders is determined by the current legislation of the Republic of Kazakhstan and the applied corporate governance practice, the observance and protection of their rights and legitimate interests is an integral condition for improving the image of META University LLP;
- 2) **employees and teaching staff.** Taking care of employees and faculty is a key task of META University LLP, since employees and faculty are the main asset of META University LLP, directly interact with students and form the reputation of META University LLP. In addition, the employees and teaching staff of META University LLP ensure the implementation of the strategic goals and objectives of the Development Plan for 2024-2029 of META University LLP;
- 3) **Media.** The media help to reflect the activities of META University LLP in the media space, contribute to effective communication with stakeholders and the dissemination of information necessary for the successful implementation of educational programs and all possible projects in the field of ESG and sustainable development;
- 4) **international partners in the field of ESG and sustainable development.** International partners and initiatives in the field of ESG and sustainable development, including their representative offices in the Republic of Kazakhstan, acting as partners and drivers of the development of META University LLP in this area;

## **6. MANAGEMENT OF THE ESG SYSTEM AND SUSTAINABLE DEVELOPMENT OF META UNIVERSITY LLP**

6.1 The ESG and sustainability management system of META University LLP includes strategic and operational planning processes, a system of goals and KPIs, including KPIs for management, monitoring, performance evaluation, adjustment and reporting. The successful functioning of the ESG and sustainability management system also involves continuous activity on three end-to-end approaches:

### **1) Continuous interaction with stakeholders:**

META University LLP takes into account the interests of a wide range of stakeholders, including vulnerable groups of the population, when planning and managing activities in the field of ESG and



sustainable development, in order to take into account socially significant goals and improve the quality of decisions made, interaction is carried out through an open dialogue at various meetings of collegial bodies and through participation in joint projects;

2) **Provision of communication support and information campaigns:**

META University LLP, adhering to the principle of information transparency, regularly informs all target audiences about its plans and performance results, actively interacts with the media, conducts communication campaigns, reports on achievements in the field of ESG and sustainable development;

3) **conducting educational and awareness-raising programs in the field of ESG and sustainable development:**

META University LLP contributes to raising the level of awareness, gaining knowledge and developing the competencies of its employees, as well as faculty, students and partners on ESG and sustainable development issues. With the help of educational programs, META University LLP not only increases the general level of awareness, but also provides an opportunity to obtain special skills and abilities that are in demand for ESG transformation at different levels.

6.2 To implement this Policy, META University LLP develops and will annually update an ESG and Sustainability Action Plan, which ensures the implementation of the principles in all processes and involves monitoring the implementation of the provisions of this Policy by the authorized representatives of JV META UNIVERSITY LLP. The Action Plan contains specific targets, programmes, projects and initiatives aimed at achieving the ESG and sustainability objectives set out in this Policy. The progress in the implementation of the ESG and Sustainable Development Action Plan will be regularly assessed, taken into account in the KPI system and reflected in the sustainability report of META University LLP.

6.3 **The purpose of the ESG and sustainability management system of META University LLP is:**

1) ensuring the sustainable development of META University LLP, i.e. balanced long-term development taking into account environmental, social, governance parameters, which is aimed at minimizing the negative impact, effective management of ESG risks, as well as searching for growth points and new opportunities in interaction with society and the environment;

2) compliance with regulatory requirements and obligations, including legal requirements and voluntary obligations enshrined in legislative acts and international treaties and documents of META University LLP;

3) development of the potential of META University LLP to create the greatest value for all stakeholder groups through the implementation of this Policy;

4) strengthening stakeholder relations and developing partnerships for sustainable development at all levels.

6.4 **The mechanisms of the ESG and sustainability management system of META University LLP are:**

1) Development Plan for 2024-2029 META University LLP development and implementation of this Policy and Action Plan aimed at its implementation, including the development and improvement of the methodology for assessing and selecting ESG initiatives;

2) determination of target indicators and deadlines for their achievement in areas and objectives of activity;

3) formation of internal regulations and procedures necessary for the implementation of this Policy and Action Plan;



- 4) determination of resources necessary for the implementation of tasks;
- 5) determining the roles and assigning responsibility for ESG and sustainable development activities in the Company's structural divisions;
- 6) monitoring, control and evaluation of the implementation of the Action Plan and the achievement of targets;
- 7) organization of regular communication and promotion of the Action Plan;
- 8) organization of regular interaction with stakeholders;
- 9) development and implementation of educational programs for stakeholders;
- 10) adjustments and improvements to improve performance in the light of lessons learned and changing conditions;
- 11) expanding the knowledge, competencies and practical skills of members of the Board of Directors and heads of structural divisions of META University LLP on ESG and sustainable development issues.

6.5 META University LLP has an effective corporate governance system that covers all areas of the university's activities. In accordance with best practices and international standards, ESG and sustainability management functions are integrated into the corporate governance architecture. META University LLP is developing a multi-level ESG and sustainability management structure:

- 1) The Board of Directors of META University LLP determines approaches to the integration of sustainability factors into the strategy, consolidates and promotes the implementation of relevant procedures and practices in the work of META University LLP in sustainable development issues in the relevant functional areas, mechanisms for determining and monitoring thematic key performance indicators of META University LLP. In accordance with the internal regulatory documents of META University LLP, the Board of Directors is competent to approve top-level documents, including this Policy. The Board of Directors of META University LLP monitors the implementation of the Development Plan, including the implementation of the Action Plan to achieve sustainable development goals;
- 2) The Strategic Development Department of META University LLP develops and approves the ESG and Sustainable Development Action Plan, as well as operational control over its implementation by the structural units of META University LLP;
- 3) Strategic Development Department of META University LLP, responsible for the implementation of ESG initiatives, which implement a systematic approach to ESG and sustainability management, manage the implementation of the standards-based action plan, provide expert support to other structural units in the field of ESG, and are responsible for monitoring and reporting in this area;
- 4) The Strategic Development Department coordinates the process of managing ESG risks, develops and submits proposals for the identification and assessment of ESG risks within the framework of this Policy;
- 5) structural units participating in the Action Plan, responsible for the activities of META University LLP, implement thematic ESG initiatives and provide substantive support to their target audiences;



## 7. LIABILITY

7.1 The Strategic Development Department is responsible for monitoring and evaluating the effectiveness of the processes regulated by this Policy, the timeliness and adequacy of updating this Policy.

## 8. MONITORING AND REPORTING

8.1 Striving for openness and information transparency, as well as taking into account the interests of stakeholders, META University LLP recognizes the importance of monitoring and reporting on various aspects and results of activities in the field of ESG and sustainable development.

8.2 The annual ESG and sustainability report of META University LLP will be published on the official website in Kazakh, Russian and English, which will ensure its availability to a wide range of stakeholders around the world.

8.3 The external environment, regulatory requirements and stakeholder requests can change over time. Accordingly, META University LLP will monitor and, if necessary, adjust certain aspects and objectives in the field of ESG and sustainable development, adapting this Policy in accordance with the current situation and taking into account the ongoing changes, as well as when updating strategic documents.

## 9. FINAL PROVISIONS

9.1 Issues not regulated by this Policy shall be resolved in accordance with the procedure established by the current legislation of the Republic of Kazakhstan.

9.2 This Policy is subject to revision as the internal processes governed by it change. If, as a result of changes in the legislation of the Republic of Kazakhstan, certain provisions of this Policy come into conflict with the current legislation, these provisions shall become invalid and until amendments to this Policy are made, it is necessary to be guided by the current legislation of the Republic of Kazakhstan.

## 10. RISKS ASSOCIATED WITH THE PROCESS AND RISK PREVENTION ACTIONS

10.1 Risks associated with:	10.2 Risk Prevention Actions:
<ul style="list-style-type: none"><li>• Policies are adopted "formally" but are not enforced within the team.</li><li>• Declaration of environmental goals without real action.</li><li>• ESG initiatives (energy saving, grants) require a budget.</li><li>• Data loss or leakage of confidential information with 100% digitalization.</li><li>• Staff may negatively perceive new requirements (rejection of paper, reporting).</li><li>• Focusing on one group (e.g., low-income) can create a sense of injustice in other groups of students.</li></ul>	<ul style="list-style-type: none"><li>• Implementation of a strict audit system. Publication of not only plans, but also photo/video reports, disposal acts and other things.</li><li>• Training of employees and students. Appointment of ESG ambassadors at each faculty who will promote culture.</li><li>• Phased implementation: first, low-cost measures (EDM, separate collection), then reinvestment of paper/energy savings in new projects.</li><li>• Strengthening IT infrastructure, using secure cloud storage and data encryption systems.</li><li>• Motivation system: employee KPIs should include items for contribution to sustainable development (certificates, bonuses, allowances).</li><li>• Development of a clear system of criteria for</li></ul>



"need" and expansion of support measures to talented students (meritocracy).

## 11. PRIVACY

11.1 The Academic Policy is an internal regulatory document of META University LLP and is not subject to submission to other parties, except for experts of certification bodies during a certification audit, consumer partners with the permission of the Rector of META University LLP.