

APPENDIX 3. SOCIAL INDICATORS

Social indicators	2021	2022	2023
Actual headcount, persons	44,650	44,688	46,603
Outstaffing, persons	2,787	2,838	3,107
Employees by gender and age, including			
Women, %	18	18	19
Men, %	82	82	81
under 30	12	11	11
from 31 to 50	59	59	58
over 50	29	30	31
Managers	11	10	10
Specialists	20	22	18
Workers	69	67	72
Fatal accident rate (FAR)	2.93	1.00	2.11
Social assistance to employees, KZT bln	22	24	27.65
Average hours of training per year per employee, hours	17	22	18
Expenses on development of regions of operation and social assistance under the subsoil use contract, KZT bln	5	12	5.6*

*not including funds from KMG Kashagan BV FCCO.