Address by the Chairman of the Board of "AlES" JSC E.K. Mashirov to the employees of "AlES" JSC regarding the importance of compliance with production safety requirements

Dear colleagues!

Ensuring safe working conditions, protecting employees' health, and minimizing risks in production are the highest priority of AlES JSC's activities. The effective functioning of the energy complex of Almaty and the Almaty region depends directly on the professionalism, discipline, and high safety culture of each of us.

Within the framework of implementing the company's strategic objectives, I remind you of the necessity of strictly adhering to the following regulations:

- *The absolute priority of life. No economic or production goals can be placed above the safety of people.*
- *Strict adherence to instructions. The strict fulfillment of labor protection and industrial safety requirements is mandatory for all employees.*
- *Principle of personal responsibility. Every leader and specialist is personally responsible for the preservation of the lives and health of their subordinates.*
- *Implementation of the right to stop unsafe work, application of "STOP CARDS". Every employee is required to immediately cease any work upon detecting life-threatening conditions.*
- *Full application of personal protective equipment. The use of certified personal and collective protective equipment is strictly mandatory.*
- *Constant risk monitoring. Identifying, recording, and eliminating potential hazards in workplaces in a timely manner.*

Production safety is a ongoing process that requires the conscious participation of every member of our multi-thousand-strong team. Our families, children, and loved ones are waiting for us all at home. Security begins with the conscious choice of each of us right now. Remember that not only the stability of the enterprise's operations but also the well-being of your families depends on your personal discipline.

Chairman of the Board of AlES JSC
Mashirov E. K.