

Plan of Initiatives (as amended) in the field of sustainable development of AIES JSC for 2025

№	Activities	Efficiency / Form of Completion	UOM	Ratio calculation	Relation to the Company's strategic goals	Significant aspects	Responsible for providing information, SD	Source of information	2025
									Planned
Initiative 1: The Company's contribution to the country's economy									
1	Improvement of economic performance	EBITDA for the reporting period	thsd. KZT	EBITDA for the reporting period	Improving the efficiency of operational, financial and investment activities	Economic efficiency	ED	EBITDA Report on the implementation of the AIES JSC Development Plan for 2025-2029, form 2BK "Monthly income and expenditure report" (item 9 EBITDA)."	33 664 671
2	Ensuring socially responsible procurement	Granting a priority to purchase goods (when announcing purchases for the first time) from organizations of disabled persons (individuals - disabled persons engaged in entrepreneurial activities) (hereinafter - ODP), producing the goods to be purchased, when purchasing goods included in the list of goods produced by ODP, approved by the Operator of Samruk-Kazyna JSC on purchases	%	Number of conducted procurements with granting priority to purchase goods from OIN (when procurements are announced for the first time), producing the purchased goods, when procuring goods included in the list of goods produced by ODP, approved by the Operator of Samruk-Kazyna JSC on procurement / Total number of procurements for which it is possible to grant priority to purchase goods from ODP, except if otherwise provided for by the Procurement Category Strategy or if goods are included in the Nomenclature, as well as in case of re-conducted procurements.	Following ESG best practices	Economic efficiency	PD	Download from the website zakup.sk.kz (information on the number of concluded contracts with ODP) Procurement plan for the reporting year	100%
3	Investment management	Degree of realization of the investment projects	%	Actual volume of realization (development) of investment projects expressed as a percentage of the plan	Improving the efficiency of operational, financial and investment activities	Economic efficiency	Project dept.	Action Plan on implementation of priority projects approved by the Management Board of Samruk-Energy JSC	100%
Initiative 2: Decent pay and compensation									
4	Annual indexation of employees' salaries	Ratio of standard entry-level wages for employees of different genders to the established minimum wage at significant locations of operation of the organization	%	Standard minimum wage for entry-level employees of different genders / Established minimum wage at significant locations of operation of the organization	Following ESG best practices	Presence in markets	HRD	Numerator: Staff schedule of AIES JSC, approved by the decision of the Management Board of Samruk- Energy JSC Denominator: MHP, annually established in the Law of the RK "On the Republican Budget"	189%
Initiative 3: Energy Efficiency									
5	Energy consumption for own needs by energy producing organisations of Samruk- Energy JSC	Reduction of energy consumption for own needs	%	Own consumption, thousand kWh / Generation, thousand kWh * 100% (CH,%)	Improving the efficiency of operational, financial and investment activities	Energy	TD	"Approved Development Plan for 2022-2026. Monthly Electricity Acts"	13,1%
6	Implementation of energy saving measures	Benefits from the completed activities	mln. KZT	Physical units (e/e, t/e, coal, etc.) * Tariff	Improving the efficiency of operational, financial and investment activities	Energy	TD	Conclusion on the conducted energy audit	176,5
Initiative 4: Efficient use of materials, energy and water									
7	Reusable and recyclable water	Share of reusable and recycled water	%	Volume of reusable and recycled water / Total water withdrawal	Accelerated development of renewable energy sources and reduction of negative impact on the environment	Water and wastewater	TD	Reporting form 2-TP water management	15,6%
8	Ensuring waste utilisation	Volume of consumer waste transferred for recycling	%	Volume of consumer waste transferred for disposal	Accelerated development of renewable energy sources and reduction of negative impact on the environment	Water and wastewater	EPD	Annual Waste Inventory Report for the reporting period	100%
Initiative 5: Compliance with environmental obligations									

9	Reduction of greenhouse gas emissions	Specific greenhouse gas emission factor per unit of output	kg/kWh	Volume of CO2 emissions / Volume of electricity production	Accelerated development of renewable energy sources and reduction of negative impact on the environment	Emissions	EPD	Calculation of specific greenhouse gas emission factor achieved as a result of emission reduction initiatives for the reporting period signed by the Head of the EPD of ALES JSC	Coal - 0,985; Gas – 0,620
10	Reduction of pollutant emissions into the atmosphere	Specific coefficient of pollutant emissions into the atmosphere per unit of output	kg/kWh	Emissions of NOX, SOX, CO, dust / Electricity production volume	Accelerated development of renewable energy sources and reduction of negative impact on the environment	Emissions	EPD	Calculation of specific emission factor of hazardous substances into the atmospheric air per 1 kWh of production for the reporting period signed by the Head of the EPA of ALES JSC	9,090
11	Compliance with environmental legislation and regulatory requirements	Amount of damages compensated	mln. KZT	Amount of penalties imposed by authorised environmental protection authorities for violations of environmental legislation in the Republic of Kazakhstan	Accelerated development of renewable energy sources and reduction of negative impact on the environment	Compliance with environmental standards	EPD	Information on penalties imposed by the authorised environmental protection authority (Minutes/Resolutions/Inspection Reports)	0
12	Significant impacts of activities on biodiversity. Reproduction of fish resources	Preservation and strengthening of water resource ecosystems	%	Number of measures implemented / Total number of measures planned	Accelerated development of renewable energy sources and reduction of negative impact on the environment	Biodiversity	EPD	Information on measures taken to restock fish stocks at the Kapshagai HPP	100%
13	Disposal of ash and slag waste for reuse	Reduction in the volume of waste disposed of at own landfills	tons	Volume of dry ash and slag waste transferred in accordance with requests	Reducing negative impact on the environment	Waste	EPD	Information on the amount of dry ash and slag waste from CHPP-2 and CHPP-3 transferred for reuse to interested companies	5 000
Initiative 6: Human Rights and Equal Opportunities									
14	Increasing the number of women in the labour force	Female labor force participation	%	Number of women / Total headcount	Following ESG best practices	Non-discrimination	HRD	Information on the number of women for the reporting period signed by the Head of HRD of ALES JSC	20%
15	Ensuring an optimal number of women in leadership positions	Proportion of women in senior management	%	Number of women in senior positions / Number of senior positions	Following ESG best practices	Non-discrimination	HRD	Information on the number of women for the reporting period signed by the Head of HRD of ALES JSC	12,5%
16	Ensuring compliance with the proportion of senior managers recruited from among representatives of the local population	Proportion of women in senior management	%	Number of senior managers hired from the local population / Number of vacancies for senior management positions	Following ESG best practices	Presence in markets	HRD	Information on the number of senior managers hired from among the local population during the reporting period, signed by the Head of Human Resources of ALES JSC	100%
17	Increasing the number of women in the talent pool	Proportion of women in the internal talent pool	%	Number of women in the personnel reserve / Total number of reserves	Following ESG best practices	Non-discrimination	HRD	Order of the Chairman of the Management Board of ALES JSC on approval of strategic personnel reserve of ALES JSC	20%
18	Reduction in the number of cases of labour law violations	Number of complaints about labor practices filed, processed and validated, resolved through external formal grievance mechanisms (government agencies, law enforcement and judiciary)	pcs.	-	Following ESG best practices	Human rights assessment	HRD, Ombudsman Compliance Officer,	Information on labour disputes of ALES JSC for the reporting period	0
Initiative 7: Countering all forms of corruption									
19	Prevention of corruption	Confirmed cases of corruption	pcs.	-	Following ESG best practices	Prevention of corruption	Compliance Officer, SD	“SD Report for the Reporting Period Report of the Compliance Officer for the reporting period”	0
20	Ensuring implementation of the Plan to minimise corruption risks identified by risk analysis results	Ratio of the number of implemented tasks of the Plan to minimise corruption risks identified based on the results of risk analysis to the planned number of tasks	%	Number of completed tasks of the Plan / total number of the planned tasks of the Plan	Following ESG best practices	Prevention of corruption	Responsible executors of the Plan	Report on the implementation of the Corruption Risk Minimization Plan identified based on the results of the risk analysis for the reporting year	100%
21	Reduction of cases of ethics violations, corruption, etc.	Number of other grievances (corruption, ethics, etc.) filed, acknowledged, processed and resolved through formal grievance mechanisms	pcs.	-	Following ESG best practices	Prevention of corruption	Compliance Officer, Ombudsman	“1. Report of the Ombudsman for the reporting year, approved by the Board of Directors of the "ALES" JSC. 2. Report on considered appeals/complaints received at the Hotline regarding ALES JSC, taken into account by the Board of Directors of ALES JSC”.	0

Initiative 8: Health and safety									
22	Ensuring the implementation of the Action Plan for the management of labour protection and environmental protection issues in ALES JSC	Отношение количества выполненных задач Плана мероприятий по управлению вопросами охраны труда и охраны окружающей среды в АО "АлЭС"	%	Number of completed tasks of the Plan / total number of planned tasks of the Plan	Following ESG best practices	Health and safety	OSHA, EEO	Report on the state of occupational safety, industrial injuries and environmental protection at AIES JSC for the 1st, 2nd, 3rd and 4th quarters of the reporting year (to be considered by the Board of Directors of AIES JSC)	100%
23	Reduction of the occupational injury rate	LTIFR	coefficient	Number of accidents resulting in incapacity for work for more than 24 hours / Total actual working hours of personnel (in hours)	Following ESG best practices	Health and safety	OSHA	Report on the state of occupational safety, industrial injuries and environmental protection at AIES JSC for the 1st, 2nd, 3rd and 4th quarters of the reporting year (to be considered by the Board of Directors of AIES JSC)	0,25
24	Reduction of the occupational injury rate	LDR	coefficient	Number of fatal accidents related to production activities) * 1000000 / Total actual working time of personnel	Following ESG best practices	Health and safety	OSHA	Report on the state of occupational safety, industrial injuries and environmental protection at AIES JSC for the 1st, 2nd, 3rd and 4th quarters of the reporting year (to be considered by the Board of Directors of AIES JSC)	200
25	Reduction of the occupational injury rate	FIFR	coefficient	Number of days of temporary incapacity for work caused by industrial accidents * 1000000 / Total working time of personnel (in days)	Following ESG best practices	Health and safety	OSHA	Report on the state of occupational safety, industrial injuries and environmental protection at AIES JSC for the 1st, 2nd, 3rd and 4th quarters of the reporting year (to be considered by the Board of Directors of AIES JSC)	0
Initiative 9: Attractiveness of the employer									
26	Ensuring the implementation of the Comprehensive Action Plan for Ensuring Social Stability of AIES JSC	Ratio of the number of fulfilled tasks of the Action Plan for Increasing Social Stability of ALES JSC to the planned one	%	Number of completed tasks in the Plan / Total number of planned tasks in the Plan	Following ESG best practices	General information	HRD	Report on the implementation of the Action Plan to improve the social stability and staff engagement index, approved by the Chairman of the Board of AIES JSC	100%
27	Ensuring the conduct of the annual SAMRUK RESEARCH SERVICES index survey	SAMRUK RESEARCH SERVICES Index	%	According to the methodology of the Centre for Social Interaction and Communications	Following ESG best practices	General information	HRD	Results of the study for the reporting period, provided by the Centre for Social Interaction and Communications	67%
28	Ensuring the conduct of the annual AUP well-being survey	Engagement rating	%	According to the methodology of the Center for Social Partnership	Following ESG best practices	General information	HRD	Results of the study for the reporting period, provided by the Centre for Social Interaction and Communications	45%
29	Ensuring the planned level of staff turnover	Staff turnover	%	Number of employees who terminated labor relations on grounds of turnover / Actual number of employees	Following ESG best practices	Employment	HRD	Report on staff turnover at AIES JSC for the reporting period, signed by the Head of Human Resources at AIES JSC	less than 14%
30	Ensuring the elimination of IR screening discrepancies	Improvement of social and housing conditions	%	In accordance with the Comprehensive Plan of Corrective Measures to Increase Social Stability and Improve Social and Living Conditions for the Samruk-Energy Group of Companies	Increased productivity	General information	HRD	Report on the implementation of the Comprehensive Plan of Corrective Measures to Improve Social Stability and Social and Domestic Conditions at the Samruk-Energy JSC Group of Companies	100,0%
Initiative 10: Effective stakeholder engagement									
31	Участие во внешних социальных проектах	Информация в Годовом отчете о реализованных внешних социальных проектах	-	-	Following ESG best practices	General information	HRD CDRMD	1) Report on social initiatives sent to EA/EU (DKUUR), 2) Information in the Annual Report	at least once a year
32	Effective interaction with local communities when implementing new projects	1. Report on Stakeholder Engagement Plan 2. Report on the Stakeholder Communication Plan	-	-	Increase in net assets value	Local communities	1. Project dept. 2. CDRMD 3. EPD	"Report on implementation of the Project Stakeholder Engagement Plan for the reporting period (Project dept.); Report on implementation of the Stakeholder Communication Plan for the reporting period (CDRMD); Protocol on Public Hearings (EPD)".	at least once a year