

**REPORT ON THE IMPLEMENTATION OF
THE WORK PLAN AND DECISIONS OF THE BOARD OF DIRECTORS OF ALMATY POWER STATIONS JSC * FOR 2021.**

The work plan of the Board of Directors of Almaty Electric Stations JSC for 2021 provided 43 issues to be considered, of which 43 were reviewed.
There were 50 off-schedule issues.
Total: 93 issues.

№	Issue to be submitted to the Board of Directors	Resolutions adopted by the Board of Directors/Supervisory Board	Measures taken by the Company to implement the decisions of the Board of Directors	Consideration time	Executions
1	2	3		4	
1.	Review of the report on risk management with description and analysis of key risks, as well as information on the implementation of plans and risk minimization programs of Almaty Electric Plants JSC for the 4th quarter of 2020	Take note of and approve the Risk Management Report with a description and analysis of key risks, as well as information on the implementation of plans and programs to minimize risks of Almaty Electric Stations JSC for the 4 th quarter of 2020.	Noted	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.
2.	On consideration of the report on the results of financial and economic activities and the report on the achievement of target values of key performance indicators of Almaty Electric Stations JSC for 2020	1. Take note of the report on the results of financial and economic activities and the report on the achievement of target values of key performance indicators of the Company for 2020," in accordance with the appendix to this decision. 2. Chairman of the Management Board of the Company (Mukhamed-Rakhimov N.T.), to ensure the posting of the results of financial and economic activities and the achievement of target values of key performance indicators of the Company for 2020 on the corporate Internet resource of the	Noted	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.

		Company.			
3.	Preliminary approval of annual financial statements of AIES JSC for 2020 and submission of proposals to the Sole Shareholder on the procedure for distribution of net income of AIES JSC for the past financial year and the amount of dividend for the year per common share	<p>1. Preliminary approve the annual financial statements of the Company for 2020 in accordance with the appendix to this decision.</p> <p>2. to recommend to the Sole Shareholder - Samruk-Energo JSC the net profit of the Company received at the end of 2020 in the amount of 15% or KZT 852 740 854 (eight hundred fifty-two million seven hundred forty thousand eight hundred fifty-four) to pay dividends, the remaining part in the amount of 85% or 4 832 198 170 (four billion eight hundred thirty-two million one hundred ninety-eight thousand one hundred seventy) to send to capital investments and repayment of investment loans in full.</p> <p>3. The Chairman of the Management Board of the Company (Mukhamed-Rakhimov N.T.), in accordance with the established procedure, submit the annual financial statements of the Company for 2020 for approval by the Sole Shareholder (Samruk-Energo JSC) of the Company.</p>	Issue after approval by ALES Board of Directors submitted to the Management Board of Samruk-Energo JSC	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.
4.	On concluding a pledge agreement with JSC Halyk Bank of Kazakhstan as a major transaction, as well as increasing the Company's liabilities by ten percent or more of its equity capital	<p>1. Enter into a major transaction, as well as increasing the Company's obligations by an amount amounting to ten percent or more of the size of its equity capital with Halyk Bank of Kazakhstan JSC (hereinafter referred to as the Bank), namely, the pledge agreement for the following property:</p> <p>- money received in the future under contracts for the purchase and sale of electric energy (No. 2021K0031U dated 29.12.2020, concluded between the Company and Almatyenergosbyt LLP, and No. 2021K0027U dated 23.12.2020, concluded between the Company and Alatau ZharykKompaniyasy JSC) as security for the repayment of the loan (the "Loan") made pursuant to Credit Line Agreement No. KS 02-14-39 entered into on November 26, 2014 between the Bank and the Company</p>	Noted	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.

		<p>(hereinafter referred to as the "Agreement"), and all payments due under it to the Bank, including on the terms of the Agreement changed in the future (increase in the amount, term of the Loan, amount of remuneration, intended use, change in the composition of collateral, etc.).</p> <p>2. Provide consent to the Bank for the out-of-court sale of the property pledged to the Bank on the basis of the pledge agreement specified in this decision.</p> <p>3. To empower the Chairman of the Management Board of the Company and the Managing Director for Economics and Finance of the Company on behalf of the Company independently, without additional approval of the Board of Directors of the Company, to perform at its discretion any actions/transactions related to the implementation of this decision.</p>			
5.	On concluding a pledge agreement with JSC Halyk Bank of Kazakhstan as a transaction increasing the liabilities of JSC ALEC by ten percent or more of the size of its equity capital	<p>1. Enter into a transaction increasing the Company's liabilities by an amount constituting ten or more percent of the size of its equity capital with Halyk Bank of Kazakhstan JSC (hereinafter referred to as the Bank), namely, the pledge agreement for the following property:</p> <ul style="list-style-type: none"> - money received in the future under contracts for the provision of services for the production of thermal energy No. 2021K0023U dated 21.12.2020 and <p>for the provision of services for the supply of water through trunk pipelines No. 2021K0024U dated 21.12.2020 concluded between the Company and Almaty Heating Networks LLP as loan repayment security (hereinafter referred to as the "Loan") made pursuant to Credit Line Agreement No. KS 02-14-39 entered into on November 26, 2014 between the Bank and the Company (hereinafter referred to as the "Agreement"), and all payments due under it to the Bank, including on the terms of the Agreement</p>	Pledge Agreement was concluded with Halyk Bank of Kazakhstan JSC by providing	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.

		<p>changed in the future (increase in the amount, term of the Loan, amount of remuneration, intended use, change in the composition of collateral, etc.).</p> <p>2. Provide consent to the Bank for the out-of-court sale of the property pledged to the Bank on the basis of the pledge agreement specified in this decision.</p> <p>3. To empower the Chairman of the Management Board of the Company and the Managing Director for Economics and Finance of the Company on behalf of the Company independently, without additional approval of the Board of Directors of the Company, to perform at its discretion any actions/transactions related to the implementation of this decision.</p>			
6.	On approval of the Report to the Action Plan for the withdrawal of AIES JSC to the green risk zone by the end of 2020	<p>1. Approve the Report to the Action Plan for the withdrawal of AIES JSC to the green risk zone by the end of 2020 in accordance with Appendix No. 1 to this decision.</p> <p>2. The Chairman of the Management Board of the Company (N.T. Mukhamed-Rakhimov) shall take measures to implement this decision in accordance with the established procedure.</p>	Accepted for accounting in work	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.
7. 8.	On consideration of the report on the results of the implementation of the Corrective Measures Plan based on the results of the Social Stability Index study of Almaty Electric Stations JSC for 2020 and approval of the Corrective Measures Plan for 2021 based on the results of the Social Stability Index 2020 study at AIES JSC	<p>1. Take note of the Report on the results of the implementation of the Corrective Measures Plan based on the results of the Social Stability Index study of Almaty Electric Stations JSC for 2020 in accordance with Appendix 1 to this decision.</p> <p>2. To approve the Plan of Corrective Measures for 2021 based on the results of the Social Stability Index 2020 study at AIES JSC in accordance with Appendix 2 to this decision.</p> <p>3. The Chairman of the Management Board of JSC "AIES" Mukhamed-Rakhimov N.T. in the prescribed manner to take the necessary measures arising from this decision.</p>	Noted and revised Plan approved	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.
9.	Review of the Report on Compliance/Non-Compliance of AIES	1. To take into account the Report on compliance/non-compliance by the Company with	Noted	March	Minutes of the Board of Directors

	JSC with the Principles and Provisions of the Corporate Governance Code/and the Reasons for Non-Compliance with Each of Them by the End of 2020	<p>the principles and provisions of the Corporate Governance Code/and on the reasons for non-compliance with each of them by the end of 2020 in accordance with the appendix to this decision.</p> <p>2. Include a brief version of this report on the Company's compliance/non-compliance with the principles and provisions of the Corporate Governance Code in the 2020 Annual Report.</p> <p>3. The Chairman of the Management Board of the Company (N.T. Mukhamed-Rakhimov) shall take measures to implement this decision in accordance with the established procedure.</p>			No. 02/21 dated 19 March 2021.
10.	On consideration of the Report on the results of the work of the Ombudsman of AIES JSC for 2020, as well as the Report on compliance by employees with the Code of Conduct	<p>1. Take note of the Report on the results of the work of the Ombudsman of the Company for 2020, recognizing the work of the Ombudsman in 2020 as satisfactory.</p> <p>2. Take note of the Report on compliance by the Company's employees with the Code of Conduct.</p> <p>3. Chairman of the Board of the Company (Mukhamed-Rakhimov N.T.) in 2021 to take into account the proposals of the Ombudsman in their work.</p>	Noted	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.
11.	On consideration of the Report for 2020 on the execution of the Plan of communications with stakeholders of Almaty Electric Power Plants JSC	Take into account the Report for 2020 on the implementation of the Plan of communications with stakeholders of Almaty Electric Stations JSC, in accordance with the appendix to this decision.	Noted	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.
12.	On consideration of the Report for 2020 on the execution of the Plan of communications with stakeholders of Almaty Electric Power Plants JSC	Take into account the Report for 2020 on the implementation of the Plan of communications with stakeholders of Almaty Electric Stations JSC, in accordance with the appendix to this decision.	Noted	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.
13.	Review of the performance evaluation report of the Board of Directors, its Committees, as well as the Chairman, members of the Board of Directors and the Corporate Secretary of AIES JSC	<p>1. Take note of the Performance Assessment Report of the Board of Directors, the Chairman, members of the Board of Directors and the Corporate Secretary of the Company for 2020 in accordance with the appendix to this decision.</p> <p>2. To recognize the work of the Board of Directors and its Committees as satisfactory.</p> <p>3. Recognize the work of the corporate secretary as</p>	Noted, Following the results of the assessment, the Action Plan for the Development of the Board of Directors and the Corporate Secretary of the	March	Minutes of the Board of Directors No. 02/21 dated 19 March 2021.

		<p>satisfactory.</p> <p>4. To approve the Action Plan for the Development of the Board of Directors and the Corporate Secretary of the Company for 2021 in accordance with the appendix to this decision.</p> <p>5. To approve an individual development plan for members of the Board of Directors for 2021 in accordance with the appendix to this decision.</p>	Company for 2021 was approved		
14.	On Consideration of the Report on Fulfillment of the Goals Map of the Corporate Secretary of AIES JSC for 2020	To take note of the report on the fulfillment of the corporate secretary's goals map for 2020 in accordance with the appendix to this decision.	Noted	March	Minutes of the Board of Directors No. 03/21 dated 29 March 2021.
15.	Review of the 2020 Report on the implementation of the Corporate Governance Improvement Plan of JSC AIES for 2020-2021	<p>1. Take note of the 2020 Report on the implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021.</p> <p>2. Chairman of the Management Board of the Company (Mukhamed-Rakhimov N.T.), to ensure further implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021.</p>	Accepted for accounting in work	March	Minutes of the Board of Directors No. 03/21 dated 29 March 2021.
16.	On Consideration of the 2020 Report on the Implementation of the Action Plan to Minimize Corruption Risks of AIES JSC	Take note of the Report for 2020 on the implementation of the Action Plan to minimize the risks of corruption.	Accepted for accounting in work	March	Minutes of the Board of Directors No. 03/21 dated 29 March 2021.
17.	On taking note of the Report on the state of labor protection and environmental protection in JSC "Almaty Electric Stations" for the 4th quarter of 2020	Take note of the Report on the state of labor protection and environmental protection in Almaty Electric Stations JSC for the 4 th quarter of 2020.	Accepted for accounting in work	March	Minutes of the Board of Directors No. 03/21 dated 29 March 2021.
18.	On taking note of the Report on the State of Occupational Safety, Industrial Injuries and Environmental Protection at Almaty Stations JSC for the 1st quarter of 2021	<p>1. Take note of the Report on the state of labor protection and environmental protection in AIES JSC for the 1st quarter of 2021.</p> <p>2. The Chairman of the Management Board of the Company (E.A. Kirkinbayev) to take measures to eliminate the comments of the members of the Board of Directors, as well as to provide the Report on the implementation of the Action Plan based on the results of the audit of the Internal Audit Service</p>	Adopted for consideration in the work, it is recommended to pay attention to the Report on the implementation of the Action Plan based on the results	June	Minutes of the Board of Directors No. 05/21 dated 02 June 2021.

		of Samruk-Energo JSC.	of the audit of the Internal Audit Service of Samruk-Energo JSC.		
19.	Review of the risk management report describing and analyzing key risks, as well as information on the implementation of plans and risk minimization programs of AIES JSC for the 1st quarter of 2021	Take note of and approve the Risk Management Report with a description and analysis of key risks, as well as information on the implementation of plans and programs to minimize risks of Almaty Electric Stations JSC for the 1 st quarter of 2021.	Accepted for accounting in work	June	Minutes of the Board of Directors No. 05/21 dated 02 June 2021.
20.	On consideration of the report on the results of financial and economic activities and the report on the achievement of target values of key performance indicators of AIES JSC for the 1st quarter of 2021	1. Take note of the report on the results of financial and economic activities and the report on the achievement of target values of key performance indicators of the Company for the 1 st quarter of 2021 in accordance with the appendix to this decision. 2. The Chairman of the Management Board of the Company (E.A. Kirkinbayev) shall ensure the posting of the results of financial and economic activities and the achievement of target values of key performance indicators of the Company for the 1 st quarter of 2021 on the corporate Internet resource of the Company.	Accepted for accounting in work	June	Minutes of the Board of Directors No. 05/21 dated 02 June 2021.
21.	On reviewing the 2020 Report on the implementation of the Sustainable Development Initiative Plan of JSC AIES for 2020-2021	1. Take note of the 2020 Report on the implementation of the Sustainable Development Initiative Plan of AIES JSC for 2020-2021. 2. to the Chairman of the Management Board of the Company (E.A. Kirkinbayev), to ensure further implementation of the Sustainable Development Initiative Plan of AIES JSC for 2020-2021.	Accepted for accounting in work	June	Minutes of the Board of Directors No. 05/21 dated 02 June 2021.
22.	On approval of the new version of the Regulations on the Nomination and Remuneration Committee of the Board of Directors of AIES JSC.	1. To approve the new version of the Regulations on the Nomination and Remuneration Committee of the Company's Board of Directors in accordance with the appendix to this decision. 2. Invalidate the Regulations on the Nomination and Remuneration Committee of the Company's Board of Directors approved by the decision of the Company's Board of Directors dated October 31,	The new version of the Regulation on KNV was approved	June	Minutes of the Board of Directors No. 06/21 dated 11 June 2021.

		2014 (Minutes No. 08/14).			
23.	On approval of the Annual Report on the results of AIES JSC activities for 2020	1. To approve the Annual Report on the results of the Company's activities for 2020. 2. The Chairman of the Management Board of the Company (E.A. Kirkinbayev) shall take measures to implement this decision in accordance with the established procedure.	Annual Report approved	June	Minutes of the Board of Directors No. 07/21 dated 30 June 2021.
24.	On reviewing the Report for the 1st quarter of 2021 on the implementation of the Action Plan to Minimize Corruption Risks	Take into account the Report for the 1 st quarter of 2021 on the implementation of the Action Plan to minimize corruption risks.	Accepted for execution	June	Minutes of the Board of Directors No. 07/21 dated 30 June 2021.
25.	Review of the Report for the 1st quarter of 2021 on the implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021	1. Take note of the Report for the 1st quarter of 2021 on the implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021. 2. Chairman of the Management Board of the Company (E.A. Kirkinbayev), to ensure further timely implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021.	Accepted for accounting in work	June	Minutes of the Board of Directors No. 07/21 dated 30 June 2021.
26.	On approval of the new version of the Regulation on the Health, Safety and Environmental Committee	1. Approve the new Regulation on the Health, Safety and Environmental Committee. 2. The Chairman of the Management Board of Almaty Electric Stations JSC (E.A. Kirkinbayev) shall take measures to implement this decision in the prescribed manner.	Revised Regulation approved	June	Minutes of the Board of Directors No. 07/21 dated 30 June 2021.
27.	On consideration of the report on the results of financial and economic activities and the report on the achievement of target values of key performance indicators of AIES JSC for the 1 half of 2021	1. Take note of the Report on the results of financial and economic activities and the Report on the achievement of target values of key performance indicators of the Company for the 1 half of 2021 in accordance with the annexes to this decision. 2. The Chairman of the Management Board of the Company (E.A. Kirkinbayev) shall ensure that the results of financial and economic activities and achievement of the target values of the key performance indicators of the Company for the 1 st half of 2021 are posted on the corporate Internet resource of the Company.	Accepted for accounting in work	August	Minutes of the Board of Directors No. 08/21 dated 31 August 2021.
28.	Review of the risk management report	Take note of and approve the Risk Management Report	Accepted for	August	Minutes of the

	describing and analyzing key risks, as well as information on the implementation of plans and risk minimization programs of AIES JSC for Q2 2021	with a description and analysis of key risks, as well as information on the implementation of plans and programs to minimize risks of AIES JSC for the 2 nd quarter of 2021.	accounting in work		Board of Directors No. 08/21 dated 31 August 2021.
29.	On reviewing the Report for Q2 2021 on the implementation of the Action Plan to minimize corruption risks	Take note of the Report for Q2 2021 on the implementation of the Action Plan to minimize corruption risks.	Accepted for accounting in work	August	Minutes of the Board of Directors No. 08/21 dated 31 August 2021.
30.	Review of the Report for Q2 2021 on the implementation of the Corporate Governance Improvement Plan of JSC AIES for 2020-2021	1. Take note of the Report for Q2 2021 on the implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021. 2. Chairman of the Management Board of the Company (E.A. Kirkinbayev), to ensure further timely implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021.	Accepted for accounting in work	August	Minutes of the Board of Directors No. 08/21 dated 31 August 2021.
31.	On approval of the new version of the Regulations on the Corporate Secretary of AIES JSC.	1. To approve the Regulations on the Corporate Secretary of the Company in a new version in accordance with the appendix to this decision. 2. Invalidate the Regulations on the Corporate Secretary of the Company approved by the decision of the Board of Directors of the Company dated June 2, 2017 (Minutes No. 3/17) from the date of this decision.	Accepted for accounting in work	August	Minutes of the Board of Directors No. 08/21 dated 31 August 2021.
32.	Review of the Report on the State of Occupational Safety, Industrial Injuries and Environmental Protection at Almaty Electric Stations JSC for the 2nd quarter of 2021	1. Take note of the Report on the state of labor protection, industrial injuries and environmental protection in AIES JSC for the 2nd quarter of 2021. 2. the Chairman of the Management Board of the Company (E.A. Kirkinbaev), by October 27, 2021, to establish the reasons for the identified systematic violations of the executive discipline in the direction of "Labor Protection and Industrial Injuries" and consider the issue of compliance with the qualification requirements and positions held by the Company's responsible employees.	Accepted for accounting in work In September, the head of the Department of Industrial Safety and Labor Protection was certified, following which a competition was held for the head and approved by the Sole Shareholder	September	Minutes of the Board of Directors No. 09/21 dated 30 September 2021.
33.	Review of the Risk Management Report with description and analysis of key risks, as well as information on the	Take note of and approve the Risk Management Report with a description and analysis of key risks, as well as information on the implementation of plans and	Accepted for accounting in work	November	Minutes of the Board of Directors No. 10/21 dated 12

	implementation of plans and risk minimization programs of AIES JSC for the 3rd quarter of 2021	programs to minimize risks of Almaty Electric Stations JSC for the 3 rd quarter of 2021.			November 2021.
34.	Approval of the Risk Register, Risk Map, Action Plan for Minimizing Key Risks, Tolerance Levels in Relation to Key Risks, Key Risk Indicators of AIES JSC for 2022	1. To approve the Risk Register of the Company for 2022, the Risk Map of the Company for 2022, the Action Plan for minimizing key risks and the levels of tolerance in relation to key risks of the Company for 2022, the key risk indicators of the Company for 2022 as amended in accordance with the annexes to this decision. 2. The Chairman of the Management Board of the Company (E.A. Kirkinbayev) shall take measures to implement this decision in accordance with the established procedure.	Accepted for accounting in work	November	Minutes of the Board of Directors No. 10/21 dated 12 November 2021.
35.	On approval of general risk appetite of AIES JSC for 2022	1. Approve the general risk - the Company's appetite for 2022 in accordance with the appendix to this decision. 2. The Chairman of the Management Board of the Company (E.A. Kirkinbayev) shall take measures to implement this decision in accordance with the established procedure.	Accepted for accounting in work	November	Minutes of the Board of Directors No. 10/21 dated 12 November 2021.
36.	On consideration of the Report for the 3rd quarter of 2021 on the implementation of the Action Plan to minimize the risks of corruption of AIES JSC	Take into account the Report for the 3 rd quarter of 2021 on the implementation of the Action Plan to minimize the risks of corruption of the Company.	Accepted for accounting in work	November	Minutes of the Board of Directors No. 10/21 dated 12 November 2021.
37.	Review of the Report for Q3 2021 on the implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021.	1. Take note of the Q3 2021 Report on the implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021. 2. Chairman of the Management Board of the Company (E.A. Kirkinbaev), to ensure further timely implementation of the Corporate Governance Improvement Plan of AIES JSC for 2020-2021.	Accepted for accounting in work	November	Minutes of the Board of Directors No. 10/21 dated 12 November 2021.
38.	On approval of the Work Plan of the Board of Directors of AIES JSC for 2022	1. To approve the Work Plan of the Company's Board of Directors for 2022 in accordance with the appendix to this decision. 2. The Chairman of the Management Board of the Company (E.A. Kirkinbaev) shall ensure timely submission of materials on issues stipulated by the Work Plan approved by Clause 1 of this Decision for consideration by the Board of Directors of the Company.	Accepted for accounting in work	November	Minutes of the Board of Directors No. 10/21 dated 12 November 2021.

39.	On consideration of the Report on the results of financial and economic activities and the Report on achievement of the target values of key performance indicators of AIES JSC for 9 months of 2021	<ol style="list-style-type: none"> 1. Take note of the Report on the results of financial and economic activities and the Report on the achievement of target values of key performance indicators of the Company for 9 months of 2021 in accordance with Appendices 1 and 2 to this decision. 2. To the Chairman of the Management Board of the Company (E.A. Kirkinbayev), to ensure the posting of the results of financial and economic activities and the achievement of target values of key performance indicators of the Company for 9 months of 2021 on the corporate Internet resource of the Company. 	Accepted for accounting in work	December	Minutes of the Board of Directors No. 11/21 dated 07 December 2021.
40.	On approval of the Main parameters of the treasury portfolio of AIES JSC for 2022-2023	<ol style="list-style-type: none"> 1. To approve the main parameters of the Company's treasury portfolio for 2022-2023 in accordance with the appendix to this decision. 2. The Chairman of the Management Board of the Company (E.A. Kirkinbaev) shall take measures to implement this decision in accordance with the established procedure. 	The parameters of the Company's treasury portfolio for 2022-2023 were approved	December	Minutes of the Board of Directors No. 11/21 dated 07 December 2021.
41.	On performance assessment of the Board of Directors and its committees, Chairman, members of the Board of Directors and Corporate Secretary of the Board of Directors of AIES JSC for 2021	<ol style="list-style-type: none"> 1. Assess the performance of the Board of Directors, its committees, the Chairman, each member of the Board of Directors of the Company and the Corporate Secretary based on the results of work in 2021 until March 1, 2022. 2. Assess the performance of the Board of Directors, its committees, Chairman, and each member of the Board of Directors of the Company on its own by means of questionnaires and interviews. 3. Review the performance of the Board of Directors, its committees, Chairman, each member of the Company's Board of Directors and the Corporate Secretary no later than 30 April 2022. 	Accepted for evaluation	December	Minutes of the Board of Directors No. 11/21 dated 07 December 2021.
42.	On reviewing the Report on the State of Occupational Safety, Industrial Injuries and Environmental Protection in JSC AIES for the 3 rd quarter of 2021	To take into account the Report on the state of labor protection, industrial injuries and environmental protection in the Company for the 3 rd quarter of 2021.	Accepted for accounting in work	December	Minutes of the Board of Directors No. 12/21 dated 30 December 2021.
43.	On approval of the individual development plan and the map of goals of the Corporate Secretary of AIES JSC for 2022	<ol style="list-style-type: none"> 1. To approve the map of goals of the Corporate Secretary of the Company for 2022 in accordance with the appendix to this decision. 2. The Individual Development Plan of the Corporate Secretary shall be approved in the 2 quarter of 2022 after the assessment of the Corporate Secretary's performance 	COP Target Map Approved	December	Minutes of the Board of Directors No. 12/21 dated 30 December 2021.

		based on the results of the 2021 year.			
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