Approved
by decision of the Board of Directors
"AlES" JSC
dated June 25, 2026
Protocol №07/26

Draft Action Plan for the Sustainable Development of "AlES" JSC for 2026-2030

№	Measures	Efficiency / Completion form	UOM	Calculation of efficiency	Alignment with the Company's strategic objectives	Key aspects	SD, responsible for providing information	2026	2027	2028	2029	2030
Initiative 1: The Company's Contribution to Energy Security and the Country's Economy **(Goal 1: Eradicating poverty; Goal 7: Affordable and clean energy; Goal 8: Decent work and economic growth; Goal 9: Industrialization, innovation, and infrastructure; Goal 11: Sustainable cities and settlements; Goal 13: Combating climate change)**												
1	Improving the economic performance of operations	EBITDA for the reporting period	thsd.tg	EBITDA for the reporting period	Improving the efficiency of operational, financial and investment activities	Economic performance	Economics dept.	160 420 799	522 505 309	594 802 616	567 957 439	620 634 749
2	Ensuring socially responsible procurement	Granting priority for the procurement of goods (when a procurement procedure is announced for the first time) from organisations of persons with disabilities (individuals with disabilities engaged in business activities) (hereinafter referred to as 'OIN') that manufacture the goods being procured, when procuring goods included in the list of goods manufactured by OIN, approved by the Procurement Operator of Samruk-Kazyna JSC	%	Number of procurements conducted with priority given to purchasing goods from OINs (when the procurement is announced for the first time) that manufacture the goods being procured, when procuring goods included in the list of goods manufactured by OINs, as approved by the Procurement Operator of Samruk-Kazyna JSC / Total number of procurements for which priority may be given to purchasing goods from OINs, except where otherwise provided for in the Category Procurement Strategy or where the goods are included in the Nomenclature, as well as in the case of repeat procurements.	Adhering to ESG best practices	Economic performance	Procurement dept.	100%	100%	100%	100%	100%
3	Managing investment activities	Degree of implementation of investment projects	%	Actual volume of implementation (completion) of investment projects as a percentage of the plan	Improving the efficiency of operational, financial and investment activities	Economic performance	Project office	100%	100%	100%	100%	100%
4	Improving the Corporate Management System	Certificate of conformity with international standards ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 37001	-	Availability of certificates for compliance with international standards ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 37001	Adherence to ESG best practices	General information	УКРиР	-	-	-	+	-
Initiative 2: Development of Innovation and Digitalization **(Goal 7: Affordable and clean energy; Goal 9: Industrialization, innovation, and infrastructure; Goal 11: Sustainable cities and settlements; Goal 12: Responsible Production and Consumption; Goal 13: Combating climate change)**												
5	Implementation of the Roadmap on the implementation of projects using artificial intelligence within the "Samruk-Energy" JSC group of companies for 2025-2029	Share of implementation of the Roadmap for the implementation of projects using artificial intelligence within the "Samruk-Energy" JSC group of companies for 2025-2029 AlES JSC project in 2027; "Predictive Detection of Defects"	%	Number of actually completed activities / Number of planned activities	Improving the efficiency of operational, financial and investment activities	Economic performance	УБ, УЭк, УАСКУЭМиС	-	100	-	-	-
Initiative 3: Decent Payment and Compensation **(Goal 1: Eradicating poverty; Goal 8: Decent Work and Economic Growth)**												
6	Implementation of the annual pay rise for employees	The ratio of the standard entry-level salary for male and female employees to the statutory minimum wage in the organisation's key regions of operation	%	Standard starting salaries for male and female employees / Statutory minimum wages in key regions where the organisation operates	Adherence to ESG best practices	Market presence	HR Dept.	208,2%	221,8%	235,1%	246,8%	259,2%
Initiative 4: Energy Efficiency **(Goal 7: Affordable and Clean Energy, Goal 12: Responsible Production and Consumption)**												

7	Timely conduct of energy audits	Conducting energy audits in accordance with the frequency established by law	pc.	Number of energy audits conducted	Improving the efficiency of operational, financial and investment activities	Energy	Technical Management	0	0	0	1	0
8	Energy intensity	Reduction of specific energy consumption as a result of implementing the Energy Saving and Energy Efficiency Program	t.u.t./ mln. tenge	Consumption of fuel and energy resources, t.u.t. / Gross commodity output	The accelerated development of renewable energy and the reduction of environmental impact	Energy	Technical Management	15,0	14,5	14,0	13,5	13,0
9	Energy consumption for own use by Samruk-Energo JSC's power-generating organisations	Reduction in energy consumption for internal use	%	Own consumption, thousand kWh / Generation, thousand kWh * 100% (own consumption, %)	Improving the efficiency of operational, financial and investment activities	Energy	Technical Management	13,8	5,2	5,2	5,2	4,7
10	Implementation of energy-saving measures	Benefits of the measures implemented	mln. tenge	Physical units (kWh, MWh, tonnes of coal, etc.) * Tariff	Improving the efficiency of operational, financial and investment activities	Energy	Technical Management	105,2	57,8	121,5	93,6	83,1
11	Reuse and recycling of water	Proportion of water reused and recycled	%	Volume of water reused and recycled / Total volume of fresh water abstracted	The accelerated development of renewable energy and the reduction of environmental impact	Water and wastewater	Technical Management	14%	14%	13%	13%	14,0%
12	Ensuring waste disposal	Volume of consumer waste sent for recycling	%	Volume of waste from consumption sent for disposal	The accelerated development of renewable energy and the reduction of environmental impact	Wastewater and waste	Environmental Protection Department	100%	100%	100%	100%	100%
Initiative 5: Compliance with environmental obligations **(Goal 13: Combating climate change; Goal 15: Conservation of terrestrial ecosystems; Goal 16: Peace, justice, and effective institutions)**												
13	Reduction of greenhouse gas emissions	Сокращение удельных выбросов ПГ от деятельности Общества по сравнению с базовым 2021 годом.	%	Объем выбросов CO2-экв (г)/ Объем выработки э/э (кВт*ч)*100%	The accelerated development of renewable energy and the reduction of environmental impact	Выбросы	Environmental Protection Department	-2%	-41%	-57%	-57%	-51%
14	Reduction of pollutant emissions into the atmosphere	Specific greenhouse gas emissions per unit of output	kg/kWh	CO_2 emissions / Electricity generation	The accelerated development of renewable energy and the reduction of environmental impact	Emissions	Environmental Protection Department	9,06	3,89	3,83	3,80	3,68
15	Compliance with environmental legislation and regulatory requirements	Specific emissions of atmospheric pollutants per unit of output	g/kWh	NOx, SOx, CO and particulate matter emissions / Electricity generation	The accelerated development of renewable energy and the reduction of environmental impact	Emissions	Environmental Protection Department	0	0	0	0	0
16	Significant impacts of operations on biodiversity. Fish stock restoration	Total compensation paid	million tenge	Total fines imposed by the competent environmental protection authorities for breaches of the Republic of Kazakhstan's environmental legislation	The accelerated development of renewable energy and the reduction of environmental impact	Compliance with environmental standards	Environmental Protection Department	-	100%	-	100%	-
17	Transfer of ash and slag waste for reuse	Conservation and enhancement of aquatic ecosystems	%	Number of measures implemented / Total number of planned measures	The accelerated development of renewable energy and the reduction of environmental impact	Biodiversity	Environmental Protection Department	Annual Monitoring Report	Annual Monitoring Report	Annual Monitoring Report	Annual Monitoring Report	Annual Monitoring Report
18	Ensuring the implementation of the Environmental Protection Management Action Plan within the "Samruk-Energy" JSC Group of Companies	Reduction in the volume of waste disposed of at our own landfill sites	tons	Volume of dry ash and slag waste transferred in accordance with requests	The reduction of environmental impact	Waste	Environmental Protection Department	100%	100%	100%	100%	100%
Initiative 6: Human rights and equal opportunities **(Goal 5: Gender Equality; Goal 8: Decent work and economic growth; Goal 16: Peace, justice, and effective institutions)**												
19	Increasing the number of women in the workforce	Proportion of women in the total workforce	%	Number of women / Total number of staff	Adherence to ESG best practices	Absence of discrimination	HR Dept.	100%	100%	100%	100%	100%

20	Ensuring an optimal number of women in leadership roles	Proportion of women in senior management	%	Number of women in management positions / Total number of management positions	Adherence to ESG best practices	Absence of discrimination	HR Dept.	18,9%	18,9%	18,9%	19%	19%
21	Ensuring that the proportion of senior managers recruited from the local population is appropriate	Proportion of senior managers in key regions where the organisation operates who are recruited from the local population	%	Number of senior managers recruited from the local population / Total number of senior management vacancies	Adherence to ESG best practices	Market presence	HR Dept.	16,6%	16,6%	16,6%	16,6%	16,6%
22	Increasing the number of women in the talent pool	Proportion of women in the internal talent pool	%	Number of women in the talent pool / Total number of talent pool members	Adherence to ESG best practices	Absence of discrimination	HR Dept.	21%	22%	23%	24%	25%
23	Reducing the number of breaches of labour law	Number of complaints regarding labour practices received, processed and substantiated, and resolved through external formal complaint mechanisms (government bodies, law enforcement and judicial authorities)	pc.	-	Adherence to ESG best practices	Assessment of human rights	HR Dept., Ombudsman Compliance officer,	0	0	0	0	0
Initiative 7: Combating all forms of corruption (Goal 16: Peace, Justice, and Effective Institutions)												
24	Preventing incidents of corruption	Confirmed cases of corruption	pc.	-	Adherence to ESG best practices	Combating corruption	Compliance Officer, Safety dept.	0	0	0	0	0
25	Reducing the number of incidents involving breaches of ethical standards, corruption, etc.	Number of other complaints (corruption, ethics, etc.) submitted, confirmed, processed and resolved through official complaint mechanisms	pc.	-	Adherence to ESG best practices	Combating corruption	Ombudsman, Compliance Officer	0	0	0	0	0
Initiative 8: Safety and Health (Goal 8: Decent Work and Economic Growth)												
26	Ensuring the implementation of the Action Plan to achieve zero injuries within the "Samruk-Energy" JSC group of companies	Ratio of the number of completed tasks of the Action Plan to achieve zero injuries to the total number of tasks in the "Samruk-Energy" JSC group of companies	%	Number of completed tasks in the Plan / total number of planned tasks in the Plan	Adherence to ESG best practices	Health and safety	Industrial Safety and Occupational Safety Department, Environmental Protection Department	100%	100%	100%	100%	100%
27	Reducing the rate of workplace injuries	LTIFR	coeff.	Number of accidents resulting in loss of work capacity for a period exceeding 24 hours / Total actual duration of staff working time (in hours)	Adherence to ESG best practices	Health and safety	Industrial Safety and Occupational Safety Department, Environmental Protection Department	0,24	0,23	0,23	0,22	0,22
28		FIFR	coeff.	Number of days of temporary disability caused by industrial accidents * 1000000 / Total duration of employee working time (in days)	Adherence to ESG best practices	Health and safety	Industrial Safety and Occupational Safety Department, Environmental Protection Department	0	0	0	0	0
29		LDR	coeff.	Number of days of temporary disability caused by industrial accidents * 1000000 / Total duration of employee working time (in days)	Adherence to ESG best practices	Health and safety	Industrial Safety and Occupational Safety Department, Environmental Protection Department	200	199	198	197	196
Initiative 9: Employer Attractiveness (Goal 8: Decent Work and Economic Growth)												
30	Ensuring the annual study of the "SAMRUK RESEARCH SERVICES" index	Индекс "SAMRUK RESEARCH SERVICES"	%	According to the methodology of the Center for Social Interaction and Communications	Adherence to ESG best practices	General information	HR Dept.	70%	70%	71%	72%	72%
31	Ensuring the conduct of an annual study on the well-being of the AUP	Engagement rating	%	According to the methodology of the Center for Social Interaction and Communications	Adherence to ESG best practices	General information	HR Dept.	62%	62%	63%	64%	65%

32	Ensuring the implementation of the 2026 Action Plan for Social and Labor Relations of "Samruk-Kazyna" JSC	Ratio of the number of completed tasks in the Social and Labor Relations Action Plan for 2026 of "Samruk-Kazyna" JSC to the planned ones	%	Number of completed tasks in the Plan / total number of planned tasks in the Plan	Adherence to ESG best practices	General information	HR Dept.	100%	100%	100%	100%	100%
33	Ensuring the planned level of staff turnover	Staff turnover	%	Number of employees who terminated labor relations on the grounds of turnover/Actual number	Adherence to ESG best practices	staff turnover	HR Dept.	13%	13%	13%	13%	13%
Initiative 10: Effective engagement with stakeholders (Goal 11: Sustainable Cities and Settlements, Goal 17: Partnership for Sustainable Development, Goal 16: Peace, Justice, and Effective Institutions)												
34	Effective interaction with local communities when implementing new projects	Information in the Annual Report on Implemented External Social Projects	-	-	Adherence to ESG best practices	Local communities	Industrial Safety and Occupational Safety Department, Environmental Protection Department	once in a year	once in a year	once in a year	once in a year	once in a year
35	Participation in external social projects	1. Stakeholder Engagement Plan Report	-	-	Adherence to ESG best practices	General information	УКРиР HR Dept.	Information in the Annual Report	Information in the Annual Report	Information in the Annual Report	Information in the Annual Report	Information in the Annual Report