

Principles of the UN Global Compact

Samruk-Energy JSC implements the principles of environmental protection, social responsibility and best corporate governance in all areas of activity taking into account the principles of the UN Global Compact, which the Company joined in 2011.

Principles of the Global Compact	Section of the Report
Businesses should support and respect the protection of internationally proclaimed human rights	Respect for human rights
Business should not be complicit in human rights violations	
Businesses should support freedom of association and real recognition of the right to collective bargaining	Investments in human capital Procurement management
Businesses should advocate for the elimination of all forms of forced and compulsory labour	
Businesses should advocate for the total elimination of child labour	
Businesses should advocate for the elimination of discrimination in labour and employment	Caring for our planet Contribution to climate change mitigation
Businesses should support a precautionary approach to environmental issues	
Businesses should undertake initiatives to increase environmental responsibility	
Businesses should promote development and dissemination of environmentally sound technologies	Business ethics and anti-corruption
The business community must stand up to all forms of corruption, including extortion and bribery	

Our contribution to the UN Sustainable Development Goals

Samruk-Energy JSC has integrated the Principles of Sustainable Development into its activities, and is also committed to the 17 UN Sustainable Development Goals. The Company, carrying out its activities, endeavours to contribute to the achievement of the following UN Sustainable Development Goals.

01

Eradicate poverty in all its forms everywhere



UN SDG targets

- 1.1 By 2030, eradicate extreme poverty for all people worldwide, currently measured by the number of people living on less than \$2.15 a day.
- 1.2 By 2030, reduce by at least half the proportion of men, women and children of all ages living in poverty in all its manifestations according to national definitions.
- 1.3 By 2030, ensure that all men and women, especially the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technologies.

Results 2024:

- The staff turnover rate in 2024 was 10.9%.
- The average salary of employees in the Group of companies of Samruk-Energy JSC increased by 15% and totalled KZT 561,704 per month. Salary indexation was 9.5%, with special attention paid to low-paid employees. During 2024, in accordance with the approved tariffs, additional indexation of wages by 10% was made for employees of Shardara HPP JSC, Moynak HPP JSC, Ekibastuz SDPP-1 LLP, Ekibastuz SDPP-2 JSC and Almaty Electric Stations JSC.
- The level of employees' social well-being (well-being index) reached 69%.
- Percentage of senior management hired from the local community at significant locations of operation was 100%.
- The share of the company's group in Kazakhstan's electricity market was 33.7%.
- The share of RES generation in the electricity market of Kazakhstan is 6.4 %.
- The company's share in production accounted for 38.1% of the total coal production in Kazakhstan.

Company projects/objectives/KPIs

- Job retention by controlling, set KPI "Staff turnover" not more than 14%.
- Ensuring competitive salaries, indexation of salaries.
- The Action Plan for Enhancing Social Stability of Samruk-Energy JSC.
- Monitoring of KPI "Ensuring compliance with the proportion of senior managers hired from the local community".
- Monitor the KPI "Staff Wellbeing Rate" at a minimum of 65%.
- The Company ensures uninterrupted power supply to all its regions of operation, including remote areas and settlements to enable sustainable farming of the local population.
- Research and Development (R&D) Activities.
- Study of the possibility of application of carbon capture and storage technologies at coal-fired power plants. Introduction of technology for oil-free firing of boiler units (plasma-fuel system).





04

Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all



UN SDG targets

4.4 By 2030, substantially increase the number of youth and adults with the necessary skills, including technical and vocational skills, for employment, decent work and entrepreneurship.

Company projects/objectives/KPIs

- The "Jas Energy" Youth Council is functioning.
- The Rules for Organisation and Conduct of Practice and Internship in Samruk-Energy JSC were approved.
- The Action Plan for the Implementation of the Youth Policy of Samruk-Energy JSC is in effect.
- The Rules for Professional Training and Employee Adaptation at Samruk-Energy JSC are in effect.
- The "Talent Pool" programme is being implemented within the Company.

Results 2024:

- Samruk-Energy JSC and AUES have been jointly identifying talented youth for over 10 years through the Republican Olympiad in physics and mathematics.
- On 30 September 2024, a cooperation agreement was signed between AUES and Almaty Electric Stations JSC (AIES). The agreement provides for the organisation of student internships at AIES, followed by a placement at the University of Genoa (Italy). This initiative aims to deepen students' knowledge, enhance their professional skills, and provide international experience in the field of thermal power engineering.
- 700 students underwent training and production internships at the Company, and more than 60 students underwent dual training.
- For the purpose of social and professional development of personality through exchange of thoughts and experience, "III Youth Forum of Samruk-Energy JSC" was held with participation of 100 employees of the Company's group.
- Within the framework of implementation of the programme for development of Youth Policy in the Group of companies of Samruk-Kazyna JSC, 5 employees of the Company completed participation in the modular programme for development of young leaders "Zheti Qadam".
- The Company cooperates with 28 leading educational institutions, including Nazarbayev University, Al-Farabi Kazakh National University, Almaty University of Power Engineering and Telecommunications named after Gumarbek Daukeyev, and the Kazakh-British Technical University, as well as a number of technical colleges, ensuring the training of qualified specialists.

05

Achieve gender equality and empower all women and girls



UN SDG targets

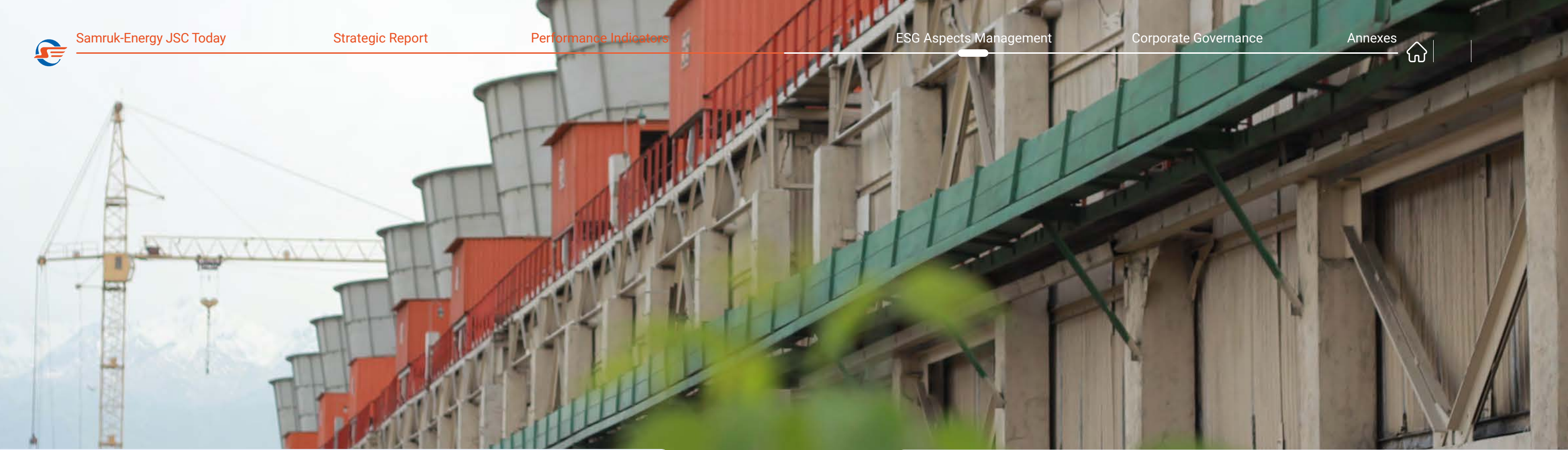
- 5.1 End all forms of discrimination against all women and girls around the world.
- 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other forms of exploitation.
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- 5.C Adopt and strengthen sound policies and enforceable legislation to promote gender equality and the empowerment of all women and girls at all levels.

Results 2024:

- There have been no confirmed cases of discrimination, harassment, or bullying.
- The share of women in the company is 35%.
- The share of women in the Board of Directors is 14%.
- In 2024, a united Women's Club was established in Samruk-Energy JSC to support and develop women.
- The I Forum of Samruk-Energy JSC Group of companies: 'Women in Power/Women's Energy' on the theme: "Women in Energy: Partnership, Progress, Prospects".

Company projects/objectives/KPIs

- Statement of support for the Women's Empowerment Principles developed through the UN Women and UN Global Compact partnership signed.
- The Action Plan on increasing the share of women in the Management Board of Samruk-Energy JSC and Management Boards, Supervisory Boards/Boards of Directors of subsidiaries and affiliated organisations of Samruk-Energy JSC up to 30% by 2030 was approved.
- Established KPIs: Increase the number of women in the labour force.
- KPIs have been set: Increase in the number of women in the talent pool.



06

Ensure availability and sustainable use of water and sanitation for all



UN SDG targets

- 6.3 By 2030, improve water quality by reducing pollution, eliminating waste dumping and minimising the release of hazardous chemicals and materials, halving the proportion of untreated wastewater and significantly increasing recycling and safe wastewater reuse worldwide.
- 6.4 By 2030, significantly improve water use efficiency in all sectors and ensure sustainable freshwater abstraction and supply to address water scarcity and significantly reduce the number of people suffering from water scarcity.

Company projects/objectives/KPIs

The Action Plan for the Management of Labour Protection and Environmental Protection Issues is in effect across the Group of companies of Samruk-Energy JSC.

Water Resources Management Plans are in place.

Objectives:

- reducing freshwater consumption;
- increasing the share of reusable and recycled water;
- reduction of wastewater discharge volumes and concentrations of harmful substances in wastewater; drainage (mine) water – additionally generated by Bogatyr Coal LLP;
- minimising risks in relation to water use;
- improving the quality of discharged wastewater.

Results 2024:

- In 2024, regular monitoring of the condition of water bodies was carried out by accredited specialised laboratories in accordance with the Industrial Environmental Control Programme, including determination of the chemical composition and quality of surface, ground and waste water.
- In the reporting period, no cases of exceeding maximum permissible concentrations of pollutants in wastewater discharges were recorded in EGRES-1 LLP, SEGRES-2 JSC, AIES JSC, Bogatyr Coal LLP, Moynak HPP JSC, Shardara HPP JSC, and AZhK JSC.
- All production enterprises have implemented Water Resources Management Plans with measures to reduce the use of fresh water, discharge of treated water, water losses during transport and introduction of wastewater reuse systems.

07

Access to affordable, reliable, sustainable and modern energy



UN SDG targets

- 7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.
- 7.2 By 2030, substantially increase the share of renewable energy in the global energy mix.
- 7.3 Double the global rate of energy efficiency improvements by 2030.
- 7.A By 2030, enhance international cooperation to facilitate access to clean energy research and technologies, including renewable energy, energy efficiency and advanced and cleaner fossil fuel technologies, and encourage investment in energy infrastructure and clean energy technologies.

Results 2024:

- Electricity production by RES facilities at the enterprises of the Group of companies of Samruk-Energy JSC increased by 4.2%.
- Electricity generation by RES facilities of Samruk-Energy JSC in 2024 totalled 578.1 million kWh, which corresponds to 7.7% of the total share of RES electricity generation in the Republic of Kazakhstan.
- Energy efficiency initiatives in Samruk-Energy JSC resulted in savings of 258.1 thousand tonnes of fuel equivalent and cost reduction by KZT 1.2 billion.
- The Company is implementing a number of investment projects aimed at increasing the share of renewable energy sources and ensuring access to reliable energy services. For more details, see the section: "Investment Activities".



08

Promote inclusive and sustainable economic growth, employment and decent work for all



UN SDG targets

- 8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for youth and people with disabilities, and equal pay for work of equal value.
- 8.7** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and ensure the prohibition and elimination of the worst forms of child labour, including the recruitment and use of child soldiers, and end child labour in all its forms by 2025.
- 8.8** Protect labour rights and promote safe and secure working conditions for all workers, including migrant workers, in particular migrant women, and those in vulnerable employment.

Results 2024:

- At the end of 2024, the Company employed 206 people with disabilities. At the end of 2024, 31 disabled persons were employed in subsidiaries and affiliates, which exceeds the established quota.
- The ratio of the minimum wage for women to men is 100%.
- In 2024, conditions were created at the Company's subsidiaries to improve accessibility for employees with disabilities, including parking spaces, ramps with call buttons, tactile paving, and adapted restrooms. Priority services are also provided for persons with disabilities, including the option to submit applications online.

Company projects/objectives/KPIs

Personnel Policy of Samruk-Energy JSC has been approved.

Non-Discrimination Policy is in effect.

Human Rights Policy is in effect.

Programme for Creating an Accessible and Inclusive Environment for Persons with Disabilities (PwDs) within the Group of companies of Samruk-Energy JSC has been approved.

09

Building sustainable infrastructure, promoting sustainable industrialisation and stimulating innovation



UN SDG targets

- 9.1** Develop quality, reliable, resilient and sustainable infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, emphasising affordable and equitable access for all.
- 9.4** By 2030, modernise infrastructure and upgrade industries to make them sustainable, improve resource efficiency and increase the adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action according to their capabilities.
- 9.5** Enhance research, build the technological capabilities of industrial sectors in all countries, especially developing countries, including by fostering innovation and significantly increasing the number of R&D workers per 1 million people and public and private R&D expenditure by 2030.

Results 2024:

- The Group of companies of Samruk-Energy JSC provided material assistance in the amount of KZT 800 million to eliminate consequences of floods in the regions of Kazakhstan. The funds were transferred to the Samruk-Kazyna Trust.
- KZT 89 million was the cost of maintaining production assets.
- KZT 136 million was allocated for the implementation of investment projects, including RES facilities.
- KZT 229 million was capital investments, including in RES.
- R&D under the project "Carbon Capture and Storage (CCS) Technologies, Production of Carbon Chemistry Products" is underway.



12

Ensure sustainable consumption and production patterns



UN SDG targets

- 12.2 By 2030, achieve sustainable management and efficient use of natural resources.
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
- 12.6 Encourage companies, especially large and multinational companies, to adopt sustainable practices and include sustainability information in their reporting cycle.

Company projects/objectives/KPIs

Corporate Standard on Environmental Protection Management in the Group of companies of Samruk-Energy JSC is in effect.

Action Plan for the Management of Labour Protection and Environmental Protection Issues in the Group of companies of Samruk-Energy JSC has been approved.

Results 2024:

- Environmental protection issues are managed at all levels of the Company through the environmental management system integrated into corporate governance and non-financial risk management. The Guidelines for Response to Environmental Emergencies have been approved. The system is regularly evaluated and improved with the participation of international experts.
- All types of waste at EGRES-1 LLP, SEGRES-2 JSC, AIES JSC and Bogatyr Coal LLP are identified on the basis of inventory.
- Bogatyr Coal LLP is reducing overburden disposal by utilising internal waste dumps and conducting insulation to prevent spontaneous combustion.
- Ash and slag is buried with dust suppression and reclamation measures, part of it is recycled for construction.
- No radioactive waste is generated. Quarterly radiation monitoring is carried out at the enterprises and in the sanitary protection zones; no exceedances of the permissible level have been recorded.
- The Company annually prepares Integrated Reports, where it discloses its impact of resource consumption in the Group of companies of Samruk-Energy JSC in 3-year dynamics.
- Adopted adapted forms for collection of information on waste management in accordance with international requirements for reporting on sustainable development (GRI).

13

Take urgent action to combat climate change and its impacts



UN SDG targets

- 13.1 Build resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.
- 13.3 Improve education, awareness raising, and human and institutional capacity for climate change mitigation, adaptation, impact reduction and early warning.

Company projects/objectives/KPIs

Samruk-Energy JSC's Energy Transition Program until 2060.

Results 2024:

- In accordance with Samruk-Energy's Energy Transition Programme until 2060, the Company envisages gradual change of the generation structure, systematic increase in the share of generation from renewable sources, application of the best available technologies, study and application of carbon capture and storage technologies at the Company's coal-fired plants, as well as implementation of measures to improve energy efficiency and energy saving.
- Climate risks at key production facilities were assessed. Adaptation measures were developed and implemented.
- The company actively participates in national and international climate forums, sharing its experience in reducing its carbon footprint and adapting to climate change.
- On 28 November, a corporate seminar on "Climate Risks for Energy Sector Enterprises" was held, organised by the Risk Management and Internal Control Department with the involvement of a training organisation.

- On 10 December 2024, McKinsey conducted training for Board members, top management and executives on "Climate Change and Energy Outlook".
- Emissions of fluorinated greenhouse gases in terms of CO₂-equivalent (tonnes) have been accounted for:

Name of fluorinated GHG	2024
Hydrofluorocarbons (HFCs)	526.7
Perfluorocarbons (PFCs)	0
Difluorochloromethane (CHClF ₂)	424.9
Sulphur hexafluoride (SF ₆)	258.5
Nitrogen trifluoride (NF ₃)	0
Tetrafluoromethane (CF ₄)	216.8
Total for Samruk-Energy JSC	1,426.9



15

Sustainable forest management, combating desertification, halting and reversing land degradation, halting biodiversity loss



UN SDG targets

- 15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, including forests, wetlands, mountains and drylands, in accordance with obligations under international agreements.
- 15.5 Immediately take meaningful measures to curb the degradation of natural habitats, halt the loss of biodiversity, and ensure the conservation and prevention of endangered species by 2020.

Results 2024:

- To protect aquatic ecosystems, all hydroturbines are equipped with fish protection devices, and during dark hours the water intake is illuminated to deter fish.
- To protect birds, power lines are being reconstructed with the installation of insulated wires.
- HPP operation modes are coordinated with water and environmental authorities to reduce the impact on ecosystems.
- Environmental impact is taken into account when designing wind turbines: light pollution is minimised and lighting is limited to parking lights.
- Subsidiaries and affiliates annually implement biodiversity conservation programmes, including reclamation, abandonment of wells, landfills and other facilities.
- According to the monitoring data, no significant impacts on vulnerable ecosystems were recorded in 2024.

Company projects/objectives/KPIs

Corporate Standard on Environmental Protection Management in the Group of companies of Samruk-Energy JSC has been approved.

Action Plan for the Management of Labour Protection and Environmental Protection Issues in the Group of companies of Samruk-Energy JSC has been approved.

16

Promote just, peaceful and inclusive societies



UN SDG targets

- 16.5 Significantly reduce corruption and bribery in all its forms.
- 16.10 Ensure public access to information and protect fundamental freedoms in accordance with national legislation and international agreements.
- 16.B Promote and enforce non-discriminatory laws and sustainable development policies.

Results 2024:

- There were no confirmed cases of corruption and bribery in the reporting period.
- More than 290 training events were held to explain changes in anti-corruption legislation, tax declaration and hotline procedures.

Company projects/objectives/KPIs

Compliance officers have been appointed in the Group of companies of Samruk-Energy JSC, whose terms of reference include, inter alia, issues of anti-corruption expertise and work.

Corruption risks are analysed on an annual basis.

Compliance officers conduct compliance due diligence of counterparties, including their involvement in corruption offences.

Explanatory work on anti-corruption issues is carried out.

Equal opportunities in employment, career development and pay apply.

Ethical standards and non-discrimination are regularly assessed.



17

Strengthen the global partnership for sustainable development

17 PARTNERSHIPS FOR THE GOALS



UN SDG targets

17.16 Strengthen the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources to support the achievement of sustainable development goals in all countries, especially developing countries.

Company projects/objectives/KPIs

The Company is a member of the following national and international organisations:

- CIS Electric Power Council;
- Kazakhstan Electric Power Association;
- National Chamber of Entrepreneurs of the Republic of Kazakhstan;
- Membership in the KAZENERGY Association;
- Union of Machine-Builders of Kazakhstan;
- ECOJER Association;
- World Energy Council;
- UN Global Compact.

Results 2024:

- 14 October 2024 participated in the 7th Vienna Energy Security Dialogue.
 - 08 November 2024 took part in the VI International Forum on Energy Saving in Astana.
 - 13 November participated in COP-29 on climate change.
- In 2024, the management of Samruk-Energy JSC actively interacted with state bodies, profile associations and international organisations, taking part in a number of significant events:
- 16 January – meetings of the Energy Council under the President of Kazakhstan and the Government of Kazakhstan on the development of the electric power industry;
 - 31 January – meeting of the Council of the KAZENERGY Association;
 - 8 February – General Meeting of the EcoJer Association;
 - 22–25 April – participation in the 26th World Energy Congress, Rotterdam (Netherlands);
 - 25 April – QMS Machine Builders Forum;
 - 3 May – meeting of the Energy Council under the President of the Republic of Kazakhstan;
 - 30 May – International RES Forum “Qazaq Green Fest”, Shchuchinsk;
 - 6 June – 64th meeting of the CIS Electric Power Council, St. Petersburg;
 - 14 June – General Meeting of the Union of Machine Builders of Kazakhstan;
 - 18–19 June – II International Forum “Thermal Power Engineering Central Asia 2024”, Almaty;
 - 11 July – meeting on electric power industry chaired by the Vice-Minister of Energy of the RK;
 - 18 July – General Meeting of the JMC;
 - 14 August – meeting on problematic issues of the oil and gas industry chaired by the Prime Minister of Kazakhstan;
 - 1–4 October – event on experience exchange in the field of AI and neural networks in the fuel and energy sector, Novosibirsk;
 - 18 November – meeting of the Energy Council under the President of the Republic of Kazakhstan;
 - 4 December – meeting of the Council of the KAZENERGY Association;
 - 10 December – meeting of the CIS EES Working Group on Low Carbon Development of the Electricity Sector;
 - 20 December – meeting of the Coordination Council of the JMC and the kick-off meeting of the working group of the Ministry of Energy of the Republic of Kazakhstan on amendments to the legislation in the field of RES;
 - During 2024, attendance at CEA Board of Directors meetings.

Stakeholder engagement

GRI 2-29

Stakeholder engagement is a key element of our approach to doing business. This approach fosters trust and transparency, helping us to better understand external changes, market expectations and new opportunities and risks.

Systematic work with stakeholders and analyses of their views on economic, social, environmental, ethical, and human rights issues allow us to take into account their needs and effectively manage both direct and indirect impacts on Samruk-Energy JSC. This strategic approach helps build long-term relationships with key partners, prevent or mitigate negative consequences and ensure business success. By creating value for all stakeholders, including employees, customers and society as a whole, we develop a sustainable business model that links success with the well-being of the entire ecosystem.

Guided by the best international practices in the field of stakeholder engagement (AA1000 series standard, GRI), the Company applies a number of principles to build effective stakeholder engagement, which allow it to take into account the interests of all stakeholders at all stages of the Company's operations management process.

We identify the key stakeholders with whom we interact within the framework of our activities. To assess their importance, we use the Mitchell, Agle and Wood model, dividing stakeholders into internal and external groups. Based on the analysis and identification, we form a Stakeholder Map, including the most important groups for the Company. This approach allows us to take into account their expectations and build long-term partnerships.

Basic principles of stakeholder engagement:

- respecting and taking into account the interests, opinions and preferences of stakeholders;

- timely and regular informing of stakeholders;
- responsible fulfilment of the obligations undertaken.

We regularly gather stakeholder views, inviting them to discuss critical issues and strategic priorities. This is done by setting up special groups to assess the impact of our business on stakeholders and identify key aspects to manage.

We have various channels of stakeholder engagement working across departments and teams. This includes information and feedback from day-to-day operations.

We are committed to transparency and ethics in our stakeholder engagement. Our Business Principles set clear standards of integrity, respect and responsibility. With transparency in mind, as part of our stakeholder engagement, we review the balance and completeness of the information disclosed in the annual report, and identify topics and issues that have a material impact on the Company and its stakeholders each year after the issuance of the annual report.

We ensure responsible and sustainable business conduct through a comprehensive corporate governance framework, including regularly updated policies and a Human Rights Policy.

We emphasise open communication and encourage feedback, responding promptly to issues as they arise. Our employees receive in-depth training on data protection, non-discrimination and privacy, which fosters a culture of trust.

External audits confirm our commitment to high ethical standards, providing stakeholder confidence in our operations. In a changing business landscape, we remain flexible, building trust through transparent and responsible practices.