



306-2	Management of significant waste-related impacts
306-3	Waste generated
401-1	New employee hires and employee turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees
401-3	Parental leave
403-8	Workers covered by an occupational health and safety management system
403-9	Work-related injuries
404-1	Average hours of training per year per employee
404-3	Percentage of employees receiving regular performance and career development reviews
405-1	Diversity of governance bodies and employees
406-1	Incidents of discrimination and corrective actions taken
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

UNCTAD index

Area		Indicators	Performance indicators
A Economic area			
A.1	Revenue and/or (net) value added	A.1.1: revenue	573,490 KZT million
		A.1.2: value added	88,153 KZT million
		A.1.3: net value added	29,055 KZT million
A.2	Payments to the Government	A.2.1: taxes and other payments to the Government	93,424 KZT million
A.3	New investments/ expenditure	A.3.1: green investments	14.4 KZT billion
		A.3.2: community investments	347 KZT million
		A.3.3: total expenditures on research and development	-
A.4	Total cost of local supplier/procurement programmes	A.4.1: percentage of local procurement	98%
B Environmental area			
B.1	Rational use of water resources	B.1.1: water recycling and reuse	8,260 megalitres – volume of reused water; 3,541,091 megalitres – volume of recycled water.
		B.1.2: water use efficiency	The total volume of water withdrawn was 80,188,759.2 thousand m
		B.1.3: water stress	Water withdrawal in 2024: groundwater – 5,907.5 megalitres; surface water – 80,138,803 megalitres; Municipal and other water supply systems – 41,760.9 megalitres; Drainage/mine and quarry water – 2,010.3 megalitres.
B.2	Waste management	B.2.1: reduction of waste generation	In 2024, the total amount of waste generated by the Company was 108,784,900 tonnes.
		B.2.2: waste reused, remanufactured and recycled	Total volume of recovered waste In the Company – 9,843.86; Outside the Company – 25,945.88.
		B.2.3: hazardous waste	534 tonnes
B.3	Greenhouse gas emissions	B.3.1: greenhouse gas emissions (Scope 1)	32.007 million tonnes CO <sub>2</sub> -eq.
		B.3.2: greenhouse gas emissions (Scope 2)	0.014 million tonnes CO <sub>2</sub> -eq.

Area	Indicators	Performance indicators
B.4	Chemicals, including pesticides and ozone-depleting substances	B.4.1: Chemicals, including pesticides and ozone-depleting substances <div><div></div> NOx – 75,446,900 tonnes; <div></div> SOx – 214,202,600 tonnes; <div></div> Particulate matter – 49,109.156 tonnes; <div></div> CO – 6,426,460 tonnes; <div></div> Volatile organic compounds (VOCs) – 168.595 tonnes; <div></div> Other gaseous substances - 19,300 tonnes, <div></div> Persistent organic pollutants (POPs) – 0.</div>
B.5	Energy consumption	B.5.1: renewable energy  As of 1 January 2025, the installed capacity of the country's operated RES facilities exceeded 3,032 MW, providing 6.4% of the total electricity in the country. In the reporting period, there was an increase in electricity generation using solar and wind power plants, as well as small HPPs. Overall, in 2024, RES facilities (SES, WES, BGS, small HPPs) generated 7.5 billion kWh of electricity, which is 12.5% more than in 2023.
	B.5.2: energy efficiency	Total energy consumption – 195,156 thousand GJ.
C Social area		
C.1	Gender equality	C.1.1: proportion of women in managerial positions  Number of women in decision-making positions In 2024, the number of 495 people.  The share of women in the composition of Executive Bodies and the BOD/NS of the Samruk-Energy JSC Group in 2024 was 20%.  Women's representation in the Company's Board of Directors in 2025 is 14%.
C.2	Human capital	C.2.1: average hours of training per year per employee  The average number of hours spent on training per employee was 53 man/hour.
	C.2.2: expenditure on employee training per year per employee	KZT 30,430
	C.2.3: employee wages and benefits as a proportion of revenue, with breakdown by employment type and gender	Salary of an entry-level employee of the Company: <div><div></div> Men – KZT 279,837; <div></div> Women – KZT 276,080.</div>
C.3	Employee health and safety	C.3.1: expenditures on employee health and safety as a proportion of revenue  The amount of money spent to ensure industrial safety requirements in 2024 was KZT 4.648 billion.
	C.3.2: frequency/incident rates of occupational injuries	Number of registered accidents related to labour activity – 12.

Area	Indicators	Performance indicators
C.4	Coverage by collective agreements	C.4.1: percentage of employees covered by collective agreements <p>94% of the Company's employees are covered by Collective Bargaining Agreements.</p>
D Institutional area		
D.1	Corporate governance disclosure	D.1.1: number of board meetings and attendance rate <p>In 2024, the Company's Board of Directors held 19 meetings, including 11 in-person meetings and 8 meetings in absentia. Attendance of meetings by members of the Board of Directors was 100%.</p>
		D.1.2: number and percentage of women board members <p>0% at the end of 2024 and 14% in March 2025.</p>
		D.1.3: Board members by age range <ul style="list-style-type: none"><li>0-50 years – 57%;</li><li>50 years and over – 43%.</li></ul>
		D.1.4: number of meetings of audit committees and attendance rate <p>In 2024, the Committee held 8 in-person meetings at which 58 issues were considered. The main issues included the work of the Internal Audit Service, Compliance Service and Risk Management and Internal Control Department. The attendance of the Committee members with voting rights was 100%.</p>
		D.1.5: total compensation and compensation per member of the board of directors and management <p>Remuneration of Independent Directors for 2024 totalled KZT 55,948,000. Remuneration of key management personnel for 2024 totalled KZT 337,311,000.</p>
D.2	Anti-corruption practices	D.2.1: amount of fines paid or payable in accordance with the convictions <p>The total number of cases of non-compliance with legislation and regulations is 31. In all cases fines totalling KZT 913,051,000 were imposed. There were no cases where non-monetary sanctions were applied.</p>
		D.2.2: average hours of training on anti-corruption issues per year per employee <p>During the reporting period, more than 290 training events were held in the Group of companies of Samruk-Energy JSC, where anti-corruption measures were discussed. A total of 12,247 personnel representatives and 71 members of the Management Board and the Board of Directors were trained. Average number of training hours per employee – 53.47 hours.</p>