

"Samruk-Energy" JSC Plan of Sustainable Development Initiatives for 2022-2026

№	Activity	KPI / execution status	measurement unit	KPI calculation	Alignment with Company's Strategic Goals	Significant aspects	Structural unit responsible for information provision	Target value					
								2021 actual	2022	2023	2024	2025	2026
Initiative 1: Company's Contribution to the Country's Economy (Goal 1: No poverty; Goal 7: Affordable and Clean Energy; Goal 8: Decent Work and Economic Growth; Goal 11: Sustainable Cities and Communities; Goal 13: Climate Action)													
1	Market share of the company in the electricity market of Kazakhstan	Market Share of the Company in the Electricity market of Kazakhstan	%	Actual electricity generation volume of Samruk-Energy JSC / Actual electricity generation volume in Kazakhstan.	increase in productivity	economic performance	MDDPD	31,1%	29,5%	29,0%	29,0%	30,0%	31,0%
2	Economy decarbonization	Share of electricity generation from Renewable Energy Sources (RES) and Hydroelectric Power Plants (HPP)	%	Actual electricity generation volume from renewable energy sources (RES) and hydropower plants (HPP) of Samruk-Energy JSC / Actual electricity generation volume from RES and HPP in Kazakhstan.	Reduction of net carbon footprint	economic performance	MDDPD, RES&RD	7,7%	7,5%	9,0%	9,2%	8,5%	11,5%
3	Improvement of economic performance	Created economic value	thous.KZT	Sale proceeds + received interests	increase in productivity	economic performance	SEAD	465 805 586	523 006 842	587 748 248	733 955 569	809 922 211	1 011 435 321
4	Ensuring Socially Responsible Procurements	Giving priority to the procurement of goods, especially when announcing purchases for the first time, from organizations of disabled people (individuals with disabilities engaged in entrepreneurial activities, hereinafter referred to as ODP), producing the goods being procured, when purchasing goods that are part of the list of items produced by ODP, as approved by "Samruk-Kazyna" JSC Operator for procurement	%	The number of procurements conducted with a priority for purchasing goods from ODP which produce the procured goods, especially when announcing purchases for the first time, and when purchasing goods that are included in the list of goods produced by ODP, as approved by the Operator of "Samruk-Kazyna" JSC for procurement/the total number of procurements where it is possible to give priority to the acquisition of goods from ODP, excluding cases where it is specified otherwise in the Procurement Category Strategy or when the goods are included in the Nomenclature, as well as in the case of repeated procurements.	increasing productivity	economic performance	Д/УЗ	-	100%	100%	100%	100%	100%
5	Investment Management	Degree of Implementation of Investment Projects	%	Actual volume of implementation (development) of investment projects as a percentage of the plan	increasing the net asset value	economic performance	PPMD	31%	100%	100%	100%	100%	100%
6	Improvement of Corporate Management System	Certification According to International Standards ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 37001	-	-	increasing the net asset value	General information	EDD	-	compliance certificate	-	-	-	-
Initiative 2: Development of Innovation and Digitization (Goal 7: Affordable and Clean Energy; Goal 9: Industry, Innovation, and Infrastructure; Goal 11: Sustainable Cities and Communities; Goal 12: Responsible Production and Consumption; Goal 13: Climate Action)													
7	Implementation of the project "Carbon Capture and Storage Technologies at Coal/Gas Power Plants, as well as Gasification and Syngas Production for Coal Chemistry" (R&D)	R&D results	project	-	Reduction of net carbon footprint	economic performance	PED	-	A report containing an analytical overview of existing and prospective technologies for capturing CO2 from power plant flue gases, the advantages and disadvantages of these technologies, and an analysis of the possibility of integrating them into the existing technological schemes of power plants in Kazakhstan.	-	-	-	-

8	The execution of the project "Analysis of commercial losses in grids using data analytics"	The Order on putting the system into operation. Project completion report	the number of service receivers per day	The number of unique subscribers processed by the operator per day	increase in productivity	economic performance	EDD	100	0	28 000	28 000	28 000	28 000
Initiative 3: Fair Pay and Compensation (Goal 1: No Poverty; Goal 8: Decent Work and Economic Growth)													
9	Annual Indexation of Employee Salaries	The ratio of the standard starting salary for employees of different genders to the established minimum wage in significant regions of the organization's operations.	%	The standard starting salary of employees of different genders/the established minimum wage in significant regions of the organization's operations.	Performance improvement	presence in markets	HRD	319%	320%	321%	322%	323%	324%
Initiative 4: Energy Efficiency (Sustainable Development Goal 12: Responsible Production and Consumption)													
10	Timely conduct of energy audit	Conducting an energy audit in accordance with the frequency established by law	number	Number of conducted energy audits	increase in productivity	Energy	PED	1	2	2	2	1	1
11	Energy intensity	Reduction in specific energy consumption as a result of implementing the Energy Efficiency and Energy Saving Program	t of specific fuel/ mln.KZT	Consumption of fuel and energy resources, metric tons of equivalent fuel / Gross volume of goods produced	increase in productivity	Energy	PED	27,8	29,9	29,5	29	28,7	-
12	Energy consumption for in-house needs by energy-producing organizations of "Samruk-Energy" JSC	Decrease in energy consumption for in-house purposes	%	Own consumption, thousand kWh / Generation, thousand kWh * 100% (Specific Consumption,%)	increase in productivity	Energy	GFD, RES&DD	4,96%	4,82%	4,90%	4,88%	4,86%	4,84%
13	Implementation of energy-saving measures	Benefits from implemented measures	mln.KZT	Physical units (electricity, heat, coal, etc.) * Tariff	increase in productivity	Energy	PED	2 321 113	1 400 000	1 500 000	1 500 000	1 500 000	-
Initiative 5: Efficient Use of Materials, Energy, and Water (Goal 12: Responsible Production and Consumption)													
14	Multiple and repeated use of water	Percentage of water that is reused multiple times	%	Volume of recycled and reused water / Total volume of water intake	Reduction of net carbon footprint	Water and wastewater	PED	27%	27%	27%	20%	35%	35%
15	Ensuring waste utilization	Volume of consumption waste sent for disposal	%	Volume of consumer waste transferred for disposal	Reduction of net carbon footprint	Wastewater and waste	PED	100%	100%	100%	100%	100%	100%
Initiative 6: Compliance with Environmental Commitments (Goals 13: Climate Action; 15: Life on Land; 16: Peace, Justice, and Strong Institutions)													
16	Reduction of Greenhouse Gas Emissions	Specific Greenhouse Gas Emission Rate per Unit of Production	g/kW*h	Volume of CO2 emissions / Volume of electricity generation	Reduction of net carbon footprint	emissions	PED	0,86	0,92	0,92	0,92	0,88	0,86
17	Reduction of Emissions of Pollutants into the Atmosphere	Specific Emission Rate of Pollutants into the Atmosphere per Unit of Production	g/kW*h	Volume of NOX, SOX, CO, dust emissions / Volume of electricity generation	Reduction of net carbon footprint	emissions	PED	9,7	10,1	9,8	9,7	9,6	9,6
18	Acquisition of Offset Units	Number of Offset Units	thous.tons	Actual volume of offset units	Reduction of net carbon footprint	emissions	PED,EDD	-	120	120	120	120	120
19	Compliance with environmental laws and regulatory requirements	Total amount of damages compensated	mln.KZT	-	Reduction of net carbon footprint	compliance with environmental standards	PED	38	0	0	0	0	0
20	Significant effects of operations on biodiversity	Ensure the effective oversight of initiatives carried out within the context of biodiversity.	%	Number of completed events / Total number of planned events	Reduction of net carbon footprint	biodiversity	PED	-	100%	100%	100%	100%	100%
21	Development and monitoring of the Action Plan for the Energy Transition Program of "Samruk-Energy" JSC	Action plan for the Energy Transition Program of "Samruk-Energy" JSC	-	-	Reduction of net carbon footprint	emissions	EDD	-	Plan approved by the authorized body	Quarterly monitoring report	Quarterly monitoring report	Quarterly monitoring report	Quarterly monitoring report

Initiative 7: Human rights and equal opportunities (Goal 5: Gender equality; Goal 8: Decent work and economic growth; Goal 16: Peace, justice, and strong institutions)													
22	Ensuring compliance with the proportion of top-level executives hired from the local population.	The proportion of top-level executives in significant regions where the organization operates, hired from the local population.	%	number of top-level executives hired from the local population / number of vacancies for top-level executive positions	increase in productivity	presence in market	HRD	100%	100%	100%	100%	100%	100%
23	Increasing the number of women in the workforce.	Percentage of women in the total workforce	%	number of women / total workforce	increase in productivity	zero discrimination	HRD	26%	27%	28%	29%	30%	31%
24	Ensuring an optimal number of women in executive positions.	Percentage of women in senior management	%	Number of women in leadership positions / Total number of leadership positions	increase in productivity	zero discrimination	HRD	9%	9%	10%	11%	12%	13%
25	Увеличение количества женщин в составе кадрового резерва	Percentage of women in the internal talent pool	%	Number of women in the talent pool / Total number of individuals in the talent pool	increase in productivity	zero discrimination	HRD	27%	27%	28%	29%	30%	31%
26	Reducing the Number of Labor Law Violations	number of complaints on labor practices filed, processed, and confirmed, resolved through external official complaint mechanisms (government agencies, law enforcement, and judicial authorities)	number	-	increase in productivity	Assessment of human rights	HRD, Compliance, Ombudsman	4	0	0	0	0	0
Initiative 8: Combating all forms of corruption (Goal 16: Peace, justice and strong institutions)													
27	Preventing cases of corruption	confirmed cases of corruption	number	-	increasing the net asset value	combating corruption	Compliance, SD	1	0	0	0	0	0
28	ensuring the implementation of the plan on reducing the risks of corruption and fraud	The ratio of the number of completed tasks from the Plan on minimizing the risks of corruption and fraud to the planned number.	%	Number of completed tasks from the Plan / Total number of planned tasks from the Plan	increasing the net asset value	combating corruption	Compliance, SD	100%	100%	100%	100%	100%	100%
29	Reducing the number of cases of violation of ethical standards, corruption, etc.	The number of other complaints (corruption, ethics, etc.) filed, confirmed, processed, and resolved through official complaint mechanisms.	number	-	increasing the net asset value	combating corruption	Compliance, Ombudsman	8	0	0	0	0	0
Initiative 9: Safety and Health (Goal 8: Decent Work and Economic Growth)													
30	Ensuring the execution of the Action Plan for addressing occupational health and safety and environmental protection issues within "Samruk-Energy" JSC group of companies	The ratio of the number of completed tasks from the Action Plan for managing OHS and environmental protection issues in "Samruk-Energy" JSC group of companies to the planned number	%	Number of completed tasks from the Plan / Total number of planned tasks from the Plan	increase in productivity	Health and Safety	PED, HSD	95%	100%	100%	100%	100%	100%
31	Reduction of workplace injuries	LTIFR	ratio	Number of accidents resulting in disability for a period exceeding 24 hours / Total actual working hours of personnel (in hours)	increase in productivity	Health and Safety	HSD	0,19	0,33	0,3	0,25	0,23	0,2
32		FIFR	ratio	Number of fatal accidents related to production activities) * 1000000 / Total actual working hours of personnel	increase in productivity	Health and Safety	HSD	0	0	0	0	0	0

33		LDR	ratio	Number of days of temporary disability due to workplace accidents * 1000000 / Total duration of personnel's worked hours (in days)	increase in productivity	Health and Safety	HSD	138,41	200	200	200	200	200
Initiative 10: Employer Attractiveness													
(Goal 8: Decent Work and Economic Growth)													
34	Ensuring the conduct of annual index study by "SAMRUK RESEARCH SERVICES"	"SAMRUK RESEARCH SERVICES" index	%	According to the methodology of the Center for Social Partnership.	increase in productivity	General information	HRD	76%	65%	65%	65%	65%	65%
35	Ensuring the conduct of annual employee engagement survey	Engagement rating	%	According to the methodology of SE "Corporate University "Samruk-Kazyna"	increase in productivity	General information	HRD	83%	65%	65%	65%	65%	65%
36	Ensuring the implementation of the Plan for enhancing social stability at Samruk-Energy JSC	Ratio of the number of completed tasks of the Action Plan for Enhancing Social Stability of "Samruk-Energy" JSC to the planned number.	%	Number of completed tasks of the Plan / Total number of planned tasks of the Plan	increase in productivity	General information	HRD	100%	100%	100%	100%	100%	100%
37	Ensuring the planned level of employee turnover	Employee turnover	%	Number of employees who terminated employment due to turnover reasons / Actual headcount	increase in productivity	Employment	HRD	10%	14%	14%	14%	14%	14%
Initiative 11: Effective Stakeholder Engagement													
(Goal 17: Partnership to achieve the Goal)													
38	Effective interaction with local communities when implementing new projects	Stakeholder Engagement Plan Report	-	-	increasing net asset value	local communities	CG&SDD (as per "Samruk-Energy" JSC Plan) PPMD (for new investment projects)	no less than 1 a year	no less than 1 a year	no less than 1 a year	no less than 1 a year	no less than 1 a year	no less than 1 a year
39	Participation in external social projects	Information on implemented external social projects	-	-	increase in productivity	General information	HRD, CG&SDD	-	-	-	-	-	-
Initiative 12: Financial Sustainability													
(Goal 8: Decent Work and Economic Growth)													
40	Maintaining Long-Term Credit Rating	credit rating	rating	-	Increase in the value of net assets	economic performance	T&CFD	BB (positive) FITCH	BB (stab) FITCH	BB (stab) FITCH	BB (stab) FITCH	BB (stab) FITCH	BB (stab) FITCH

