# **AES EI Salvador**

September 2014

Strictly Private & Confidential

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# **1. Introduction**

### **AES Corporation: A Global Leading Power Company**

#### Founded in 1981, the AES Corporation is a global power company present in 21 countries across 5 continents.

#### **Key Facts**

- US\$42 bn in assets located across 21 countries ۲
- Total installed power generation capacity of 37,524 MW .
- Distribution networks with capacity to serve +10.9 mm • customers
- Organized globally under 6 strategic business units ("SBUs")
- The AES Corporation (NYSE: AES) is a Fortune 200 global power company

#### LTM Adjusted Pre-Tax Contribution<sup>(1)</sup> by Segment





(1) Adjusted PTC: represents pre-tax income from continuing operations attributable to AES excluding gains or losses of the consolidated entity due to (a) unrealized gains or losses related to derivative transactions, (b) unrealized foreign currency gains or losses, (c) gains or losses due to dispositions and acquisitions of business interests, (d) losses due to impairments, and (e) costs due to the early retirement of debt. It includes net equity in earnings of affiliates, on an after-tax basis. (2) The AES Corporation has recently divested or intends to divest its interests in the following countries: Cameroon, China, Spain, France, Hungary, Czech Republic,

Ukraine and Trinidad & Tobago. (3) Proportional for AES ownership stakes in the generation assets

4

### Mexico, Central America and The Caribbean (SBU)

Combining deep local insights, global presence, perspective and a relentless commitment to operational excellence, AES helps communities and countries grow through reliable and responsible electric power.

#### **AES Competitive Advantage**

- AES' MCAC business unit has operations in Dominican Republic, El Salvador, Mexico, Panama and Puerto Rico
- Through knowledge transfer, MCAC works, learns, improves and contributes to the AES Corp in every country
- Employees benefit from the collective and global experience of AES
- AES ES is a top ranked platform within AES' distribution businesses





Mexico, Central America and The Caribbean (MCA&C) SBU Overview

Source: AES Corp., AES Corporation Fact Sheet (November 2013). . (1) AES owns four distribution businesses in El Salvador serving ~1.3 million customers.

### AES El Salvador Competitive Advantage

"AES El Salvador distributes to ~80% of the country geographically, and holds a ~70% market share. We focus on efficient capital investment in a capital intensive industry."



Largest Player and Most Important Private Investor in El Salvador's Electricity Sector

Integrated World-Class Management Team with AES Sponsorship



Impressive Operational Track Record with Best-in-Class Performance Metrics

**Distribution Tariffs Supported by a Clear and Rational Regulatory Framework** 

Solid and Sustainable Financial Performance.





## **2. Privatization Process in El Salvador**





### **Resulting Structural Changes and Lesson Learned**



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Source: SIGET.



# **3. Market Overview**

### **El Salvador Macroeconomic Overview**

#### **Macroeconomic Highlights**

- El Salvador's economy has shown consistent recovery after the 2008 Financial Crisis, with GDP growing steadily over the last 4 years
- El Salvador adopted the U.S. dollar as legal tender in 2001, and has recently experienced relatively low inflation
- Remittances also continue to remain a strong component of GDP, now accounting for approximately 16.9% of GDP (7 year average of US\$3.6 bn)



#### Remittances as Percentage of GDP (%)

Real GDP Growth (%)





Source: Banco Central de Reserva de El Salvador, COPADES.

### **El Salvador Power Sector Participants**



Source: SIGET. Note: Statistics as of December 2012.

### **El Salvador Power Sector Regulation**

#### **Regulatory Institutions**



Independent

Regulatory

Authority

- Approval of distribution value added charges
  - Enforcement of sector regulation
- Dispute resolution among market participants
- Granting of concessions for generation projects



- Formed by the National Energy Council in 2007
  - Highest energy authority
  - Oversees regulations governing energy policy

System Coordinator

- Clearance of spot transactions in the wholesale electricity market
- Settlement and electricity dispatch coordination

#### **Relevant Regulation Applicable to AES ES**



DISCOs are forced to allow the use of its networks for energy transport



Billing charges for energy, distribution, and commercialization are regulated



Has no concession areas in the country



DISCOs are responsible for both operating and maintaining the distribution grid



DISCOs are required to carry out any investments in the network. These are then included in the tariff calculation



Registration as a trader is necessary for DISCOs in order to sell energy to users



Source: SIGET.

### **Power Generation Market Overview**

Installed Capacity



#### Outlook

- CEL estimates that ES will require ~1,230 MW of additional electricity generation capacity by 2022
  - Plans already in place to increase capacity of existing hydroelectric power plants
- New investments by LaGeo in 2 geothermal plants and a new geothermal power generation project, Chinameca, are anticipated in the near future

11

#### **Power Generated**





### **Transmission Overview**

All high voltage (230kV and 115kV) transmission lines in El Salvador are government-owned and are currently operated by ETESAL, a wholly-owned subsidiary of CEL<sup>(1)</sup>.

#### Key Characteristics <sup>(2)</sup>

- One transmission system, 100% government-owned
- Transmission network with 38 lines of 115 kV (1,072.5 kms)
- 2 lines of 230 kV, connecting EI Salvador network system with Guatemala's and Honduras' (14.6 Kms and 92.9 kms, respectively)

#### **Transmission Network**





#### Source: SIGET

(1) Lempa River Hydroelectric Executive Commission (Comisión Ejecutiva Hidroeléctrica del Río Lempa).

12 (2) As of December 2011.

### **SIEPAC** Regional Transmission System



### **Distribution Sector Overview**

#### **Key Characteristics**

- Distribution companies, previously held by the government were privatized in 1998
- No concession areas assigned to the DISCOs
- Strong and efficient regulation in place requiring long-term contracts and guaranteeing price transfers to tariff
- In August 2012, SIGET issued the new methodology for calculating distribution and commercialization charges and energy losses
- **5 large private distribution companies** (~98%) and 3 small distribution companies (~2%)

#### Peak Demand Evolution (MW)



Source: AES and UT (Data from SIGET to date no available).

#### Electricity Distributed (GWh)







### **Distribution Tariff Overview**



DUKE ENERGY.

Nejapapower

ÆS DEUSEM



Distribution Tariff Reset & Current Methodology Overview
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Tariff Components	Older Tariffs	Current Tariffs	Differences
Investments (Asset Base)	Investments based on an <u>ideal</u> company, did not consider all investments	Takes into account the <u>real</u> and <u>actual</u> investments made	Appropriate remuneration for capital invested
Operation & Maintenance Costs	Remunerated the distributor based on the O&M costs of an <u>ideal</u> company	Remunerates the distributor for <u>all</u> O&M expenses incurred	Helps avoid financial losses by focusing on real O&M costs
Energy Losses	Technical losses based on the <u>ideal</u> network and ignored non-technical losses	Technical losses based on <u>actual</u> network and recognizes 50% of non- technical losses	Mimproves compensation of costs due to energy losses

202s

EE A

Source: SIGET.

### **Political & Regulatory Timeline**





# 4. Company Overview

### **AES in El Salvador History**

AES ES has been a key player in El Salvador's power distribution sector since the privatization in 1998, and is now one of the most important foreign investors in the country and the largest investor in the local energy sector.



### **AES ES Competitive Advantages**



### **AES EI Salvador: Business Strategy**



**Strategic Focus** 

- Consistently meet or exceed regulatory limits, network reliability and quality of service
- Always improving capital performance through disciplined cost/benefit analysis of CapEx projects
- Maintain strong stakeholder relations to ensure attractive returns and maintain predictable cash flows

#### **Critical Value Drivers**

**Tariff -** 10% ROA on Regulatory Asset Base with reasonable cost pass through and recovery parameters



**Customer Maintenance and Growth -** significant market share supported by high barriers to entry



**Strong Operations -** KPIs at impressive levels when compared to other Latin American distribution companies



Managing Fixed Costs - Single, integrated management team across AES ES minimizes overhead costs



**Energy Pass Through -** new tariff treatment of losses will improve effectiveness of energy pass through







# **5. KPIs Performance**

### **AES ES Snapshot**

Dominant position in the market, covering 79% of El Salvador's territory, serving 78% of the total power distribution clients and providing 72% of the total energy transmitted in 2012.



Source: AES ES.

(1) Financial figures include DEUSEM as subsidiary.







### Healthy and Continuously Improving Collection Metrics

Collection Rate (%)



Bad Debt (%)





41.9 41.4 40.1 40.3 41.2 40.1 40.3 41.2 2008 2009 2010 2011 2012 2013

### **Focus on Best-in-Class Customer Service**

#### Overview

- Significant Improvement in SAIFI (System Average Interruption Frequency Index) reaching the regulator limits and reducing penalties
- SAIDI (System Average Interruption Duration Index) also showing significant improvement over the last years
  - Index impacted in 2012 as a result of a change in regulation related to force majeure
- · Highest Customer Satisfaction levels in the Region



e Region Source: AES ES Ou



Source: AES ES Outage Management System OMS

### **Outstanding Operational Performance**

#### **Overview**

- AES El Salvador Businesses running at highest operational standards
- Top Ten in 2013 Survey by CIER Comisión de Integración Energética Regional (LATAM)
- Businesses AES EI Salvador perform much better than the averages of other Latin American companies.
- Despite the economic situation of the country, the energy • prices and soft anti theft energy regulation (no crime, no penalties, no jail, can be recovered just 6 months)

Technical Losses (% of Total)



Actual Recognized total Losses are 8.51% (for 2013)



#### Non-Technical Losses (% of Total)



# 6. Electricity Resource Planning

### **CapEx 2015 Development Process**



### **Project Selection and Prioritization Criteria**

The group of projects included in AES El Salvador's investment portfolio has been selected using a Multi-criteria decision methodology for prioritization as follows:

\* Each project impact related to it's *Return of Investment (NPV & IRR)* received a weight of 50% for the final evaluation. The Financial Evaluation include the benefits by reduction of technical energy losses.

\* The impact on Safety related to the project received a weight of 25%.

\* The weight of 15% has been allocated to the **Operational** impact.

\* Finally, a factor depending on the *Strategic value* of the project according to its *Asset Management* ranking completes the final evaluation parameter with a 10% weight.

Once every project has been evaluated in each of the above criteria, they are prioritized based on the final evaluation parameter, which is the weighted average of the previous criteria.

				50%		15%	25%	10%			
DistCo	Project name	Amount	IRR	NPV	B/C	Op Cr	Safety	Stratgy	EVAL		
	Widespread electronic sectionalizers installation	\$187,191	\$ 47.3%	\$497,612	<b>1</b> 2.66	3	1	8	6.50		
	Reactive compensation bank installation at "Exporsalva" substation	\$138,000	of 37.6%	\$296,315	2.15	1	1	7	5.14		
	Bushing covers installation at selected substations	\$19,090	🖌 28.2%	\$20,910	1.10	4	5	8	4.71	í l	
	Reliability improvement of distribution feeder 417-1-11	\$95,662	of 15.9%	\$82,822	0.87	10	3	8	4.68	í l	
	Reliability improvement of distribution feeder 429-1-11	\$37,000	14.8%	\$21,341	0.58	10	5	8	4.63		
	Insulation upgrade in sub-transmission circuit 38-4-80	\$101,739	<b>32.2%</b>	\$168,549	1.66	3	1	7	4.52		
	Power Transformer Upgrade At "Sonsonate" Substation.	\$333,620	17.8%	\$192,746	0.58	10	3	8	4.14		Projects Included In The
	Reliability improvement of distribution feeder 410-1-12	\$117,859 ┥	<b>16.4%</b>	\$38,217	0.32	10	3	8	3.66		2015 CAPEX
A.	Widespread overhead faulted circuit indicators installation	\$50,000	24.3%	\$48,478	0.97	1	3	8	3.52		
LES	Reliability improvement of distribution feeder 408-1-13	\$25,000	14.1%	\$3,684	0.15	10	3	8	3.33		
0	Reliability improvement of distribution feeder 416-1-11	\$66,528	of 19.1%	\$36,083	0.54	5	3	8	3.32		
	"Opico - American park" sub-transmission line	\$989,914	21.4%	\$722,212	0.73	4	1	8	3.02		
	Obsolete NTU replacement	\$80,000	17.9%	\$35,377	0.44	5	1	8	2.63		
	Obsolete recloser replacement	\$64,000	of 14.2%	\$9,900	0.15	5	1	8	2.09		
	Insulation upgrade in sub-transmission circuit 416-4-10	\$174,824	<b>15.0%</b>	\$37,905	0.22	6	1	5	2.06		
	Voltage Upgrate In Distribution Feeder 408-0-17.	\$300,000	11.6%	-\$7,464	<mark>↓ -0.02</mark>	3	5	4	2.05		Discarded Or Postnoned
	Tie line between Distribution Feeder 401-1-12 & 401-1-13.	\$144,510	12.9%	\$9,066	0.06	4	2	8	2.02		- Projects.
	Reliability improvement of distribution feeder 424-1-13	\$119,000	8.8%	-\$25,241	-0.21	7	3	6	2.00		
	Contingency Scheme Improvement For "Zapotitan" & "Lourdes" Substations.	\$71,541	4.8%	-\$31,759	-0.44	7	2	4	1.12		

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33

### **Effective Asset Management Tools and Processes**

#### AM 2014 CAESS Distribution Feeders



#### Asset Management Drivers Definition

- Performance: How well an asset achieves the organizational objectives for which it was installed (i.e. cost, reliability, etc.)
  - In El Salvador, performance is defined as Penalties
- Criticality: Importance of an asset relative to the entire asset base; which can be measured in terms of customer importance, income, etc
  - In El Salvador, criticality is defined as Invoicing



#### **Performance Framework**

Q1: Assets with lower performance and higher criticality would indicate the need to make investments and would be given the highest priority

Q2: Assets with high performance and high criticality would require minimal investment to ensure proper condition, tune/maintain done to sustain performance

Q3: For high performing assets with lower criticality, the philosophy is generally to delay any investment until necessary (i.e. until it moves into another quadrant)

Q4: For low performing assets with lower criticality, the asset management philosophy should be to monitor the asset's ongoing performance, but limit any investment



### **Demand forecasting**

The flowchart below illustrates the simplified process to create a Spatial Load Forecast (SLF) which is arranged in 2 modules: Spatial & Time representations of the load, the individual results are later combined in the SLF.



### **Distribution System Expansion**

The CapEx budget is defined based on network and non-network strategic needs, programmed in a multiannual investment plan.



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7. Reducing Technical and Non-Technical Distribution System Losses

### **Technical Losses: Measuring and Modeling**

#### The technical losses are calculated in each network segment for all distribution system



### **Technical Losses: Measuring and Modeling**





Distribution Transformers:	MV Inputs :	LV Inputs :
- Copper loss - Core loss	- Meter data of Substation	Customers billing data     Characterization load study

To create	the model: GIS data base $\rightarrow$ Simula	ation power systems software
Distribution lines	Inputs to MV model:	Inputs to LV model:
osses	-Power load curves	- Customers billing data
	-Energy purchase data	







### **Education & Training for network operators and line crews**

- Theoretical Training & Knowledge:
  - Theoretical concepts and procedures are taught promoting the interaction of the participants at the same time.
  - At each session, tools and materials are showed to help the participants to get familiar the real conditions at worksite.
  - At the end of each journal, all participants are evaluated on the contents covered.

#### Support Resources Used:

- Student (participant) Booklet.
- Illustrative presentation of PPT format.
- Teacher Booklet.
- Theoretical Tests (Evaluations).











### **Education & Training for network operators and line crews**

#### ➢ FIELD TRAINING:

- All practical contents are covered showing the «How To».
- All practices are supervised by the instructor, following the step by step of each tasks according instructions and procedures defined on the Distribution Management System.
- When the participants have acquired the appropriate skills, the practical evaluations are performed.
- Support Resources Used:
- Network Materials, Tools and Equipment depending of the activity to perform with the participants.

#### Practical Evaluation:

• The practices are made at controlled environmental (training yards) on each utility. It's important to mention that all practical training process for Offline Works Technicians was done at CAESS Training Yard.







Energy Purchase and Sale Management



Daily follow of the energy purchase and sale

**Commercial Conciliation Cycle** 

Installation of Antifraud cable in the center of San Salvador

Standardization of illegal connections by contracts through out community reaching

Institutional Campaign encouraging reporting of energy theft through out the energy bill, speeches, mobile agencies, mailboxes, among others

Training program and workshop for Inspector of Sale Protection.











### **Losses Management: Plans and Initiatives**

**Daily Report of Energy Recovery** Implementation of time task and productivity (work management) for the inspectors Irregularities orders trough PDAs. Intelligence Losses and Energy **Analysis Feeder Losses** Recovery Thematic maps and geo-referenced routes for Energy Recovery **Management** Reporting system and monitoring of fraud / illegalities (customers and employees)

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#### **Effectiviness of Billing Report**

Read Date	Services Programed	Services Billed	Differences	Services resolved	Gw h billed	Gwh Budget with Errors	Total Gwh Budget	Total Gwh Real	Services Read %	Services Billed %	Gwh billed %	Avg. Days on Bills
02/03/2012	78696	75415	3281	2828	3.55	0.11596827	17.49	17.48219	99.50%	95.83%	99.97%	30.32
03/03/2012	91003	87318	3685	2184	3.51	1.32466244	19.92	19.48673	99.51%	95.95%	97.84%	29.93
05/03/2012	75151	70650	4501	2198	18.35	1.01828696	33.50	34.50963	99.56%	94.01%	103.0 <mark>1%</mark>	30.81
06/03/2012	82652	75316	7336	1609	0.59	10.9132106	21.17	10.61695	99.30%	91.12%	50.14%	30.73
07/03/2012	0	0		0	0	0	0	0	0.00%	0.00%	0.00%	
08/03/2012	0	0	0	0	0	0	0	0.000165	0.00%	0.00%	0.00%	
09/03/2012	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	
10/03/2012	0	0	0	0	0	0	0	0.000067	0.00%	0.00%	0.00%	
12/03/2012	0	0	0	0	0	0	0	0.000406	0.00%	0.00%	0.00%	

#### Readings per day

Inconsistencies readings (Reading errors, damaged meters, among others) Days of average billing (Regulation 30-31days)





### Daily Report of Energy Recovery

Company	Grade	Ranking
CLESA	226.12%	1
DEUSEM	141.15%	2
CAESS	112.10%	3
EEO	107.65%	4
AES	126.86%	

> 95%
Between 90% and 95%
< 90%



AES	Budget (MTD)	Actual (MTD)	Variation	Variation %	Weight %	Grade	Budget (Month)
Billed Services	748,089	753,290	5,201	100.70%	3.00%	3.02%	1194,316
Sales (MWh)	162,931	. 174,880	11,949	107.33%	3.00%	3.22%	305,288.60
Recovered Energy (MWH)	550	800	249.82	145.41%	55.00%	79.98%	1,646.36
Vectorial Tests	87	52	(35)	59.77%	3.00%	1.79%	395
Meters Replaced	1,380	1,361	(19)	98.62%	3.00%	2.96%	3,130
Man Hours (inspectors)	5,039	5,869	830	116.48%	5.00%	5.82%	11,317
Inspections	3,104	3,844	740	123.82%	10.00%	12.38%	7,038
Effective Inspections	1,225	1,387	162	113.24%	15.00%	16.99%	2,775
Effectiveness	39.45%	36.08%	-3.37%	91.46%			39.43%
Streat Lighting Consus			(7)	22.16%	2.00%	0.00%	
	9	2	(7)	<b>23.1</b> 6%	3.00%	126.86%	
I OTALAES				126.86%	100.00%	126.86%	

Daily Report to manage all activities related to energy recovery (effectiveness, efficiency, size wise, productivity)



### Annual Campaign of Meter Replacement





### **Cost Benefit Analysis - Business Protection December 2013 YTD**



### **Productivity and Effectiveness of Sale Protection**



### **Effectiveness:**



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#### NTL 2013 = 68 GWh



- Guide to locate resources and efforts
- Starting point for plans and strategies



# 8. Distribution Applications & Platforms



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- Two ways of identifying outages:
  - SCADA alarms or status changes
  - Trouble calls or claims from clients





- Establishes priorities
- Dispatches

Work Execution







### **Distribution Applications and Platforms**

#### Mobile Application System (MAS)

• Provide the necessary data to field service crew in association with the issued trouble ticket or network fault element



#### Fleet Management System (FMS)

 Processes all of the data coming from the GVE's and displays real-time location of the vehicles in geo-reference maps

0A MT	61529833	Detalles de los Fecha : 12/09	: Guardias 9/2012 _:	<ul> <li>Tiempo de Transmisió</li> <li>Menos de 4 Min.</li> <li>Entre 4 y</li> </ul>	20 Min. 🔴 Más de 20	) Min.		
recna:	12/09/2012 06:00:28	CODIGO GRU	UPO N	NOMBRE	ESTADO	KMS	INICIO	HRS LAB LOGIN
Filtro:	CONTRATISTA - CAESS	5025 CAE	ESS L	CA31-JOSE DANIEL REYES	TRABAJO EN OA	6.9 km	07:05:02	1 S
		😑 656 CAE	ESS L	CA29 - CARLOS ALBERTO MEJÍA	TRABAJO EN OA	3.7 km	06:26:02	1 S
Guardias:		📒 509 CAE	ESS L	CA10-GRANADOS MOLINA, JUAN	TRABAJO EN OA	15.4 km	06:16:12	1 S
		515 CAE	ESS L	CA16-GUERRERO HERNADEZ, MARIO	TRABAJO EN OA	57.2 km	06:34:21	1 S
	Historial Pareia(s) auxiliar(es)	25345 CAE	ESS L	CA54 - WALTER MARTINEZ	TRABAJO EN OA	13.5 km	06:29:23	1 5
		514 CAE	ESS L	CA15-FERMAN RAFAEL ANTONIO	TRABAJO EN OA	101 km	06:21:16	1 5
	The second second	9 524 CAE	ESS L	CA25-NUÑEZ ESCOBAR, ROBERTO	TRABAJO EN OA	35.0 km	06:34:30	1 5
	🤊 🙁 🔅	506 CAE	ESS L	CA07-CANTOR TEJADA, RONALD	TRABAJO EN OA	5.3 km	06:28:35	1 5





# 9. Contracts & Procurement

### **AES ES Power Purchase Agreements**

Generator	Assigned MW	Period	Average Price	<b>CaEss</b>	CLEA	AES	DEILYEM
Hidro Xacbal	30 MW	15 Years	\$148 / MWh	30 MW			
Inversiones Energéticas LaGeo, CEL	186 MW	3 Years	\$105 / MWh	112 MW	40 MW	27 MW	7 MW
Hilcasa Textufil	25 MW	2 Years	\$207 / MWh	11 MW	8 MW	5 MW	1 MW
LaGeo Duke Energy International	66 MW	2 Years	\$184 / MWh	23 MW	25 MW	14 MW	4 MW
Generadora Eléctrica Central, Nejapa Power, Duke Energy International, Termopuerto, Textufil	229 MW	4 ½ -5 Years	\$206 / MWh	136 MW	54 MW	30 MW	8 MW
Borealis, Duke Energy International, Poliwatt	30 MW	3 Years	\$195 / MWh	22 MW		8 MW	0 MW
TOTAL	566 MW			334 MW	128 MW	85 MW	20 MW

AES ES has **75%** of its energy demand contracted under long-term power purchase contracts



#### **Contracted Power Composition**

	2013E	2014E	2015E	2016E	2017E	2018E
Mid and Long-Term Contracts	79%	81%	82%	95%	84%	88%
Bilateral Contracts	1%	1%	1%	1%	1%	1%
Spot Market	20%	18%	17%	4%	15%	11%
TOTAL	100%	100%	100%	100%	100%	100%

#### 2011 Long-Term Power Contracts Mandate

- As of August 2011, long-term power purchase contracts (PPAs) are structured based on variable / production cost (as per regulations)
- This recent introduction of long-term PPAs is expected to promote competition and stimulate growth in El Salvador's power generation market
- New regulation requires DISCOs to have 70% of their maximum demand contracted by December 2017 and 80% by January 2018 as per Government Decree No. 88
- AES ES, together with DELSUR, EDESAL and B&D (competitors of AES ES), have developed different public bid processes to fulfill these new requirements.

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• In 2016 entry of the new renewable Generation.

Source: AES ES and SIGET.



# **10. Human Resources**

#### **Mission Statement**

"Improving lives by providing safe, reliable and sustainable energy solutions in every market we serve."

#### Vision

"The AES company vision is to be the world's leading sustainable power company that safely provides reliable, affordable energy. We seek to do this by leveraging our unique electricity platforms and the knowledge of our people to provide the energy and infrastructure solutions our customers truly need. Our people share a passion to help meet the world's current and increasing energy needs, while providing communities and countries the opportunity for economic growth due to the availability of reliable, affordable electric power."



### **People Development: Based on 2 Main Axes**

1	Training Programs							
Mid Level Management Training	Skills Development	Action Plans improve results GPTW						
<ul> <li>Training Team Coordinator, launched in 2013, with 21 participants finished and 31 participants in process.</li> <li>Developing Key Competencies in Development Executives for its dominance in Leadership.</li> <li>Strengthen Human Skills for Managing Change and Initiatives</li> </ul>	<ul> <li>Train and develop Leadership competencies in local and international training programs such as leadership development, teambuilding, effective communication, etc</li> <li>Provide mentoring to high potential managers as well as executive coaching</li> </ul>	<ul> <li>Integration Workshops aimed at improving the results of GPTW results for different areas of the organization.</li> </ul>						
2 Succession Plans and Employee Survey								
Succession Plans	G	reat Place To Work Survey						

- Identify and develop internal people with potential to fill key business leadership roles
- Currently implementing succession plans for key roles in middle and first line supervisor levels

- Get to know the culture of the organization from employee perspective
- Implement enhancement programs in order to increase employee level satisfaction
- Currently deploying AES Employee Satisfaction Survey



### **Employees**

As of September 1th 2014, AES ES employed 1,009 people, with upper management accounting for 3% of this total.







### **Other Relevant Employee Matters**

#### **Employee Benefit Programs**

### AES ES has employee benefits in accordance with a Union Bargain Agreement

Annual Vacations	16 to 20 days of vacation, determined by years of service
Severance	One salary per service year
Christmas Bonus	Equivalent to one monthly salary paid in December
Mid Year Bonus	Equivalent to one monthly salary paid in June
Vacation Fund	7% of annual salary paid when an employee goes on annual leave
Life and Medical Insurance	Insured amounts of US\$17 k, US\$35k, US\$100 k depending on the organizational level
Expenses	Expenses such as eyeglasses, funeral expenses,

 All expenses are properly provisioned through the annual budget review, as well as monthly accounting provisions

#### **Current Union Relations**

- The collective Labor Contract is negotiated every 3 years with each of the distribution companies. Last negotiation was conducted in January 2013
  - Valid until December 2015
  - Next negotiation process schedule to be on January 2016
- In 2013 negotiations with the unions went from January to May and agreements were reached in a few clauses that have improved efficiency and synergies from four similar contracts
- Relationships with the Union are managed under a friendly and respectful environment in order to reach consensus
- The union has been a key part of some strategic changes implemented by AES ES, some of these changes include: multitask teams, flexible work time, no labor conflicts, etc
- No significant changes expected in the relationship with the union



### **AES EI Salvador Organizational Chart**





# **11. Safety, Environmental & Corporate Social Responsibility**

### **Certifications & Environmental Matters**

#### **International Certifications**

 OHSAS 18001 and ISO 14001 International Certifications for Environmental Management System and Safety Management System (August 2012). Overcoming the first follow-up Audit (Jap 2013)



#### PCB Disposal According to Local Law

 Disposal of 108 drums with PCB > 50 ppm to authorized company (HOLCIM), with an investment of ~US\$86 K.

	Barrels					
Date	Region	Place	(55 Galons /Barrel)	Galons	Destiny	
10/31/2013	East	Jalacatal	48	2640	HOLCIM	
11/14/2013	Center	Agua Caliente	30	1650	HOLCIM	
10/08/2013	West	Bululu	30	1650	HOLCIM	
TOTAL			108	5,940		

- Similar investment made in 2011 and 2012, in compliance with requirements of AES Corp. and local environmental laws
- AES El Salvador meets the disposal of significant environmental aspects detailed in the Risk Assessment Matrix TD, where we identified each material with their respective controls.

Source: AES ES.

#### **Environmental Permits**

- Operation permit of facilities
- Operation permit of power substations
- Permit for hazardous materials warehouse such as PCBs
- Operating permits for tree trimming



#### EMPLOYEES TRAINING



WASTE

MANAGEMENT

PCB MANAGEMENT









**GAS EMMISIONS** 



FACILITY INSPECTIONS



**Environmental Key Actions** 

### **Corporate Social Responsibility (CSR)**











The *¡Recicla!* (Recycle!) program is addressed to employees, customers and Community in general, donating the proceeds of used paper sales to the conservation of the national parks Los Volcanes and El Imposible. **To date 200,000 pounds have been recycled, equivalent to saving 1,300 hectares.** 





Teaches the efficient and safe use of electric power in schools & communities. **To date, over** 289,654 children and adults have been educated through the Energía Mágica (Magic Power) program. Additionally, AES supports the "POETA Program" which offers training in technologies and communication for youth at risk, in order to promote social inclusion and employment.

Through the alliance formed from 2009-2012 with Fomilenio, AES ES served 36 thousand homes in 94 municipalities in northern El Salvador. Total investment: ~US\$36 mm (Fomilenio fund 85% and AES ES fund the remaining 15%).

Aditionally, since 2001 to date we have brought electricity to 35 thousand families, through projects developed jointly with FINET, Municipalities and organized communities. Total: **more han 70 thousand families have been benefitted with electricity.** 





# **12. New Challenges**



2.5 MW Solar Energy Project (AES Nejapa - EEO)





Distributed Rooftop Solar Generation (Commercial/Industrial Customers)











# Thank you Q&A

