



**Aji**



# **SUSTAINABILITY COMMITMENT**

**FY 2023**  
GROUP ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE  
(ESG) REPORT

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# SCOPE AND REPORTING STANDARD

This report presents a comprehensive evaluation of AJi Environmental, Social, and Governance (ESG) performance. «AJi Group» is a privately owned organization with operations concentrated in the Middle East, specifically within the United Arab Emirates (UAE), the Kingdom of Saudi Arabia (KSA), and the Hashemite Kingdom of Jordan (JOR). Throughout this report, various terms will be used interchangeably to refer to the organization, including «AJi Group,» «the organization,» «the company,» «us,» or «our» (GRI 2-1, GRI 2-2). The assessment period spans from January 1st, 2022, to December 31st, 2023, encompassing details on our ESG advancements throughout the calendar year concluding on December 31, 2022, unless explicitly stated otherwise (GRI 2-3). This reporting duration aligns seamlessly with our financial reporting practices, emphasizing our commitment to annual disclosure.

This ESG report has been meticulously crafted with reference to the GRI Standards. Its primary audience comprises key stakeholders, including but not limited to employees, clients, and investors. We acknowledge that, at the time of publication, the disclosures presented in this report are accurate to the best of our knowledge. However, given that this marks AJi inaugural ESG report, it may not comprehensively cover all pertinent aspects.

External validation for this report has not been pursued (GRI 2-5). Nevertheless, our commitment extends towards enhancing the reporting scope within the three pillars of ESG in the future. Given that this is our inaugural ESG publication, there is no preceding ESG reporting period, thereby precluding any data restatements (GRI 2-4). The remaining GRI disclosures pertaining to data restatements or significant changes are not applicable to this report.

The creation of this document was a collaborative effort involving leaders from all locations, showcasing our steadfast commitment to transparency and accountability. The report underwent an initial review conducted by AJi Group's CEO, the Group Sustainability Executive Director, and the Head of Organization Development and Planning to ensure its accuracy. Later in the project timeline, the Operating Companies Board meticulously reviewed and approved the reported information, affirming its accuracy and

quality. This encompassed a two-step process: initially, a meticulous examination of the report's content for factual correctness and completeness, followed by a review of formatting and presentation to ensure clarity and consistency. All necessary revisions or edits were communicated to the working team before publication (GRI 2-14).

It is crucial to emphasize that the data and analysis presented in this report exclusively pertain to AJi and do not encompass information related to its clients or suppliers.

Approved by: Mohammad Alshafie

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# MESSAGE FROM THE CHIEF EXECUTIVE OFFICER(CEO)

In line with the global movement towards a more sustainable future, we are delighted to present AJi inaugural environmental, social, and governance report. Leading the way in the Middle East, we have decided to integrate ESG principles into the core of our operations. As a renowned service provider in engineering, architecture, and total infrastructure consultancy, we understand the pivotal role we play in driving sustainable development and delivering long-term value to our stakeholders.

We recognize the urgent concerns surrounding climate change and the imperative of addressing environmental and social equity matters promptly. Considering the pronounced impact of sustainability-related issues on our region, we are fully dedicated to instigating transformation and contributing to the shaping of a better future.

## Environmental Stewardship

We acknowledge the urgency of addressing environmental challenges and minimizing our footprint. By implementing best practices and pioneering solutions, we actively promote sustainability across all our projects. Our goal is to develop environmentally responsible designs that incorporate green building techniques and renewable energy systems, thus mitigating climate change and safeguarding our planet's precious resources. We understand that this journey will be arduous, and transformative change will not occur overnight, but we firmly believe that the effort will be well worth it.

## Social Commitment

At AJi, we place a strong emphasis on fostering an inclusive and diverse workplace, where equality thrives and our employees enjoy safe and healthy conditions to carry out their activities to the fullest. In addition to this, we are deeply committed to our communities.

We actively seek out opportunities to connect with the people around us, and we are genuinely dedicated to maintaining this engagement going forward.



**Hamzeh Awwad**  
Chief Executive Officer

## Governance and Ethics

Central to our operational approach, we adhere to the most elevated benchmarks of governance and ethical comportment. Principles of transparency, accountability, and integrity constitute the foundation we steadfastly embrace across all levels of our organization. Our governance framework ensures effective risk management, ethical conduct, and compliance with relevant laws and regulations. We foster a culture of responsible business conduct. Our aim is to cultivate trust with our stakeholders and uphold their unwavering confidence in our operations.



# MESSAGE FROM THE SUSTAINABILITY DIRECTOR

Innovation fuels AJi daily pursuits, characterized by a rich history of pioneering designs and cutting-edge technology. Sustainability has consistently steered our journey. As we step into a new phase, we are resolute in consolidating our sustainability endeavors and sharing them openly through our Environmental, Social, and Governance Report with our valued stakeholders. We recognize the challenges in the path of continuous self-assessment and progress, but united as a dedicated team, we firmly believe in our capacity to transform this into an enduring process. Our ultimate goal is to be agents of change in the Middle East, and transparent reporting brings us closer to that aspiration.

## Advancing on sustainable development

At AJi , we acknowledge the profound impact of businesses on the environment, society, and the economy. This inaugural ESG report signifies our commitment to spearheading positive change and setting new standards in the Middle East ESG landscape. Our journey is ongoing, driven by a relentless pursuit of improvement, where we aim not just to meet but surpass industry benchmarks, inspiring transformation within our sphere of influence.

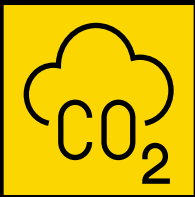
Sustainability is not optional; it is imperative for a resilient future. We pledge to embed ESG considerations in every facet of our operations, actively engaging with stakeholders to craft strategies aligned with the United Nations Sustainable Development Goals (UN SDGs) and, in turn, the 2030 Agenda for Sustainable Development.

As the Sustainability Director, I am proud to lead a team dedicated to innovation, excellence, and sustainability. Together with our stakeholders, we anticipate a journey of positive change in our community and beyond.

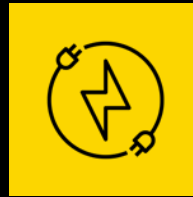


**Mohammed Alshafie**  
Sustainability Director

# SUMMARY AND HIGHLIGHTS 2023



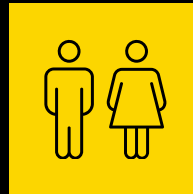
**Annual GHG emissions** dropped from 742.82 to 704.13 tonnes CO between 2022 and 2023.  
4,169 GJ total electricity consumed in 2022-2023.



**0.77 tonnes of CO2e**  
2.12 GJ of electricity consumed per employee in 2023



**We are ISO Certified**  
ISO 14001:2015  
ISO 45001:2018  
ISO 9001:2015



**1063 employees**  
Men: %86 Women: 14%



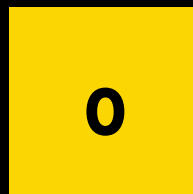
**Female to Male wages**



**1/7**  
Women on our Board of Directors



**Workforce**  
In 2022, we had 908 employees, and by 2023, our workforce grew to 1063, a 17% increase



**Incidents**  
of discrimination reported



## ABOUT US

### **We build on sixty years of regional engineering excellence**

With a heritage spanning six decades, predating the merger of Arabtech and Mohammed Jurdaneh and Partners, we have refined our expertise to emerge as leaders in the Architecture and Engineering Consultancy sector. Our commitment lies in shaping the environments where our communities live, learn, work, heal, shop, and entertain. This involves crafting utilities and optimizing transportation systems, among other facets. Our steadfast dedication to sustainability serves as the cornerstone of our ability to consistently deliver projects with exceptional efficiency, all while meticulously considering the distinct economic, environmental, and social dimensions of each development.

### **2023 Rebranding**

In 2023, despite our rich history and strong foundation, we underwent a reassessment of our brand essence and identity. As we move into 2024, our aim is to continuously improve in meeting the needs of our clients and communities.





**“We are local in language  
and culture but global in  
our standards.”**

AJi operates as a distinguished service provider, delivering engineering, architecture, and comprehensive infrastructure consultancy services throughout the Central Asia, Middle East, and North Africa (MENA) region. With a legacy that extends over half a century, we take pride in a track record marked by successful project deliveries spanning 20 countries. These projects encompass a diverse range of initiatives, including hospital planning, water and sanitation, environmental conservation, public health, education, and tourism (GRI 2-6).

Our journey began in 1992 with the merger of Arabtech and Mohammed Jardaneh and Partners, paving the way for remarkable growth ever since. With a dedicated workforce of 1063 skilled professionals, our offices in Saudi Arabia, the United Arab Emirates, Oman, Jordan, Iraq, and Kuwait firmly establish us as a prominent consulting engineering organization in the Middle East. We advocate global principles that state: “We are local in language and culture but global in our standards.”





## COMPANY STRUCTURE

Our unwavering dedication is centered on achieving essential business goals for our clients and the swift execution of projects. We are committed to advancing global quality standards through a team of exceptionally skilled professionals and state-of-the-art technology.

Operating as a cohesive entity, we are recognized as the AJi, comprising the following subsidiary entities (GRI 2-1, GRI 2-2, GRI 2-6):

Legal Name	Legal Form	Countries of Operation
Arabtech Jardaneh & Partners for Engineering Consultancy (Professional)	Limited Liability Company	KSA
Arabtech Jardaneh (Dubai) Falcon	Branch of a Foreign Company	UAE
HDP (Overseas) Limited	Foreign Branch	Abu Dhabi, UAE
HDP (Overseas) Limited	Foreign Branch	Dubai, UAE
A J I Engineering Consultancy L.L.C.	Limited Liability Company	Dubai, UAE
Arabtech Jardaneh Water and Environment	Limited Liability Company	JOR
Arabtech Jardaneh Built Environment	Limited Liability Company	JOR
Raseel for Projects Management and Integrated Support	Limited Liability Company	JOR
Lemana for integrated Engineering Solutions	Limited Liability Company	JOR
Arabtech Jardaneh International	Limited Liability Company	JOR

\*Entities that AJ Group controls or has an interest in and are included in the report, such as subsidiaries, joint ventures, and affiliates, including minority interests. We report information for the same group of entities as covered in our financial report.





## COMPANY STRUCTURE

At Aji, we prioritize our clients and deeply appreciate the trust they place in us. This commitment is underscored by the significant portion of repeat business, which constitutes over 42% of our operations. This substantial rate of repeat business is a testament to the enduring relationships we build and the satisfaction our clients experience, highlighting the reliability and quality of our services. Our dedicated staff and colleagues play a crucial role in propelling our growth and catalyzing our transformation into a modern and thriving enterprise. Furthermore, we cherish our partnerships with industry-leading organizations, acknowledging their expertise across various sectors on an international level. Above all, we wholeheartedly welcome the opportunities that await us, drawing inspiration from our esteemed past as we forge the path for a purposeful and focused future.

### Outcome of our 2023 rebranding

Our brand's soul has been distilled as Aji, the conscientious engineer, embodying progressiveness, empathy, and a commitment to the community. Our goal is to design progressive and forward-thinking solutions that anticipate the evolving needs of people. We are committed to comprehending the distinct needs of communities, regardless of their size, and crafting tailored solutions to precisely address those needs.

Our brand's character is symbolized by the motherboard, functioning as a smart, modular, integrative, and open/partner agnostic system. Similar to a motherboard connecting with external devices, Aji is adaptable, excelling in project orchestration by bringing together talent and expertise to achieve optimal results.







## OUR NEW CULTURE, CONTENT, AND COMMUNICATION

Our team is composed of youthful and energetic members, guided by insightful and experienced leaders. Operating within a dynamic and driven environment, we prioritize responsibility and accountability. Our team aspires to embody qualities such as thoughtfulness, loyalty, optimism, resilience, flexibility, drive, and trustworthiness, rooted in a profound belief in the potential of those around us.

We hold the belief that celebrating engineering and innovation demands a passionate tone that transcends formal corporate language. Our new branding approach places emphasis on the people behind the projects, enabling them to showcase their passion. Our content strategy incorporates beautifully rendered project photos, spotlighting communities, authentic team photographs, articles delving into our engineering approach, along with valuable insights, reports, and interviews that offer industry knowledge.

Acknowledging the importance of communication in digital platforms, we utilize social media as a medium for sustaining an ongoing dialogue. Through our content, we effectively communicate our values, positioning, and processes to our clients, employees, and partners.

OUR VALUES



Innovation

Adaptive and multi-disciplinary, our approach integrates design and technology to nurture creativity and innovation.



Integrity

Human centered progressive, we believe in preservation and promotion of human integrity and the enhancement of quality of life



Integration

Fostering relationships and global partnerships empowers us to deliver perfectly orchestrated solutions.



Inclusivity

Creating ecosystems of equal opportunity for all members of our communities to progress, and thrive.

Positioning ourselves at the intersection of powerful local knowledge and flexible global integration, our core mission is to drive progress within communities by placing humans at the center. We aspire towards social progress, technological innovation, and sustainability as our global baseline

THE VISION OF MAJOR GULF GOVERNMENTS



Evolution & Development + Identity & culture + Sustainability

We aspire to modernize through the development of infrastructure, technology, innovation, transportation, and housing. We strive to keep pace with first-world countries while still advocating for identity cultural preservation. Local culture, social cohesion, values, and traditions are held with equal importance as evolution and development. Sustainability stands as a top priority for Aji, with a focus on the environment, economy, and livelihoods aligned with global standards



## OUR IDENTITY

**Deep local roots and shared values:** Drawing from six decades of innovative work across MENA, we have garnered the expertise and proven competencies to deliver locally-rooted, relevant, and contextualized solutions. We nurture partnerships with our clients, leveraging our deep understanding of business, governing structures, and decision-making processes within our region to foster relationships characterized by mutual understanding, shared values, and cultural alignment.

**Curation of partnerships:** We serve as curators of talent, seamlessly integrating global partnerships in engineering and architecture into our adaptive system to provide optimal expertise for our clients' needs. Our modular, integrative approach enables us to address the diverse needs and challenges of different sectors and accommodate the varying levels of development across the region. This integrative approach allows us to respond effectively to the diverse needs and challenges of different industries and varying levels of development across the region.

**Community focus:** Centered on community needs, our work is dedicated to designing progressive solutions for people. Our process originates from the local requirements of communities, spanning from villages to cities. We create spaces, environments, and both vertical and horizontal infrastructure that contribute to the welfare of the community, enhancing overall quality of life. Whether it's designing a hospital, school, community utilities, or an urban masterplan, we actively seek innovation in the service of thriving, resilient communities.

**Nurturing innovation:** Embracing an adaptive, multi-disciplinary, and tech-enabled culture, we cultivate innovation as a fundamental aspect of our mindset and work approach. Through the integration of new technologies and forward-looking design, we consistently create spaces that not only meet but exceed our clients' needs.

## OUR BUSINESS ACTIVITIES

Our commitment to utmost client satisfaction propels us forward as we adeptly navigate the intricate landscape of challenges and opportunities in the MENA region and beyond. We prioritize our five main business activities, each demonstrating a high level of expertise and a dedication to advancing the realms of architecture, engineering accomplishments, and transformative infrastructure solutions. (GRI 2-6):



### Urban Development

- Architectural services and planning
- Mechanical engineering
- Specialized services
- Structural engineering
- Supervision and construction management
- Sustainable building design
- Electrical engineering
- Specifications and BOQ
- Building Information Modeling



### Mobility and Transportation

- Highway and roads design
- Intersections, bridges, and tunnels
- Transportation planning
- Electrical Services
- Building Information Modeling



### Wellness & Healthcare

- Health care planning and medical planning
- Functional and space programming
- Architectural and engineering sustainable designs
- Medical and non-medical equipment
- Interior design for healthcare
- Information communication technology planning
- Medical assessment of needs
- Building Information Modelling



### Eco-futurism

- Construction environmental management
- Sustainable building design
- Renewable energy/Climate change
- Environmental and social impact assessment
- Sustainable development
- Health and safety assessment
- Resettlement action plans
- Waste management
- Building Information Modeling



### Utilities and Environment

- Storm drainage collection and disposal system
- Water and sewerage treatment processes, network design, and hydraulics modeling
- Treated effluent re-use
- Dams and reservoirs
- Pumping and MEICA services
- Building Information Modelling

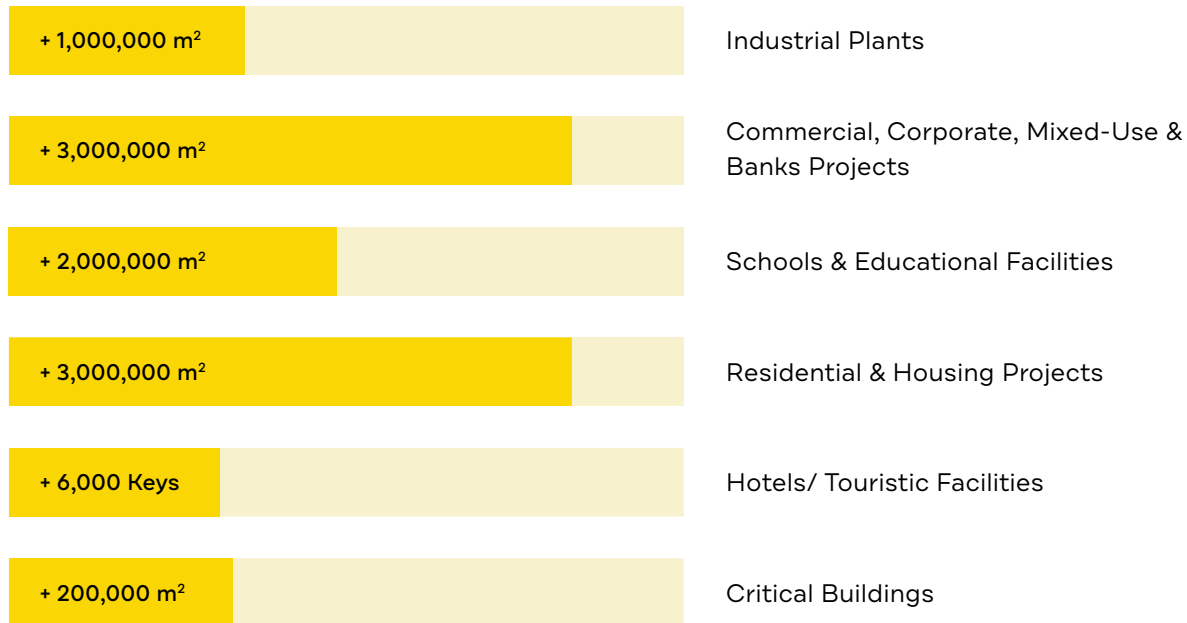


### Advisory and Solutions

- Project/ Construction Management
- PMO & Program Management
- Advisory Services
- Capacity Building
- Public Sector Reform
- Social Development

## OUR IMPACT: NARRATED THROUGH NUMBERS

### Urban Environments



### Wellness and Healthcare



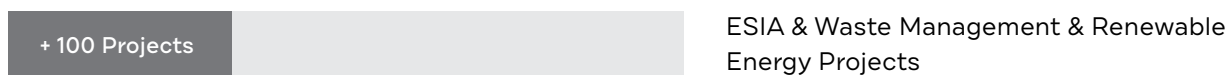
### Utilities and Environment



### Mobility and Transportation



### Eco-Futurism





## OUR PROJECTS

Externally, AJi proactively promotes sustainability concepts to our clients, evident in our integral approach to sustainable infrastructure design. We prioritize environmentally responsible and inclusive infrastructure as a cornerstone of our strategies. Our commitment to innovation drives the development of tailored solutions that align with the best interests of our clients and the broader community, both now and for future generations.

As an example, our Utilities and Environment and Mobility and Transportation teams offer comprehensive infrastructure services to the Urban Environments team through a centralized approach. We focus on ensuring vibrant communities by delivering efficient and modern utilities capable of meeting current and future residential and industrial demands. Our responsibilities encompass designing, analyzing, and supervising service installations, whether in new infrastructure corridors or upgrades for existing communities.





## CERTIFICATIONS

At Aji , excellence is not just an ambition; it is a consistent standard we reliably attain. We take pride in our ISO 14001:2015, ISO 45001:2018, and ISO 9001:2015 certifications, which serve as a testament to our firm dedication to superior quality, environmentally responsible practices, and workforce safety. These global standards are deeply ingrained in our operations, reaffirming our commitment to delivering the best to our clients. Pursuing and maintaining these recognitions demonstrates our dedication to continual improvement and setting industry standards.



### 14001:2015

cope of certification

ENGINEERING, SUSTAINABILITY AND ARCHITECTURAL SERVICES, CONSTRUCTION PROJECTS SUPERVISION & MANAGEMENT IN THE FIELD OF BUILDINGS AND INFRASTRUCTURE



### 45001:2018

Scope of certification

ENGINEERING, SUSTAINABILITY AND ARCHITECTURAL SERVICES, CONSTRUCTION PROJECTS SUPERVISION & MANAGEMENT IN THE FIELD OF BUILDINGS AND INFRASTRUCTURE



### 9001:2015

Scope of certification

ENGINEERING, SUSTAINABILITY AND ARCHITECTURAL SERVICES, CONSTRUCTION PROJECTS SUPERVISION & MANAGEMENT IN THE FIELD OF BUILDINGS AND INFRASTRUCTURE



## OUR APPROACH TO MATERIALITY

As first-time reporters, identifying the material topics for our organization posed a significant challenge. Our goal is to gradually encompass a broader spectrum of relevant topics, recognizing that this is a continuous, iterative journey that will enhance over time. In the creation of our ESG report, our approach to materiality has been guided by insights from internal stakeholders and a comparative assessment against industry frontrunners.

**Turtle Bay Hotel**  
Red Sea, Saudi Arabia

## OUR APPROACH TO MATERIALITY

At AJi, we give equal importance to environmental, social, and governance considerations. Acknowledging the need to prioritize, particularly as first-year reporters, we conducted a meticulous materiality assessment to concentrate on the most critical ESG issues aligned with our strategic goals.

Internally, we proactively engaged with pivotal stakeholders, including our directors and employees, seeking invaluable insights into their concerns and priorities. Externally, we benchmarked against global peers, reviewed industry best practices, and scrutinized relevant standards and regulatory obligations.

The insights from this comprehensive assessment guided the development of our ESG report (GRI 3-1), ensuring it reflects the most material and impactful issues for AJi.

“

We recognize the necessity to prioritize and tackle the most pivotal ESG issues that align with our strategic objectives

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## OUR APPROACH TO MATERIALITY



To identify material topics for AJi, we organized a 4-day workshop in the second quarter of 2023 involving senior management, including the C-Suite, Directors, Heads, or equivalents, with over 40 participants. The workshop comprehensively covered various ESG topics relevant to AJ Group:

Environmental considerations encompassed a comprehensive range of factors, including climate change, natural resources, pollution and waste, energy, circular economy, and biodiversity.

Social aspects covered a broad spectrum, including diversity, equity, and inclusion (DEI), data privacy and protection, product responsibility, human capital and workforce, supply chain, and human rights.

Governance issues at AJi were thoroughly examined, covering business ethics and leadership, risk and internal controls, anti-corruption and compliance, board structure and compensation, and management structure and pay, all grounded in a steadfast commitment to transparency and reporting (GRI 3-1).








## OUR APPROACH TO MATERIALITY



After the May 2023 workshop, we implemented a perspectives on crucial ESG topics for our inaugural report. We circulated a post-workshop survey to all participants, with its primary purpose being to assess our employees' viewpoints on significant ESG issues. This survey comprised 33 questions aligned with the GRI Standards, enabling employees to vote on and select from a range of themes within these questions.

Following the reception of 45 replies, we conducted a comparative analysis between the 15 main subjects and 31 subtopics from our internal workshop and the topics from the GRI Topic Standards that garnered the most votes. These subjects closely align with those frequently disclosed by peer firms. The themes that received the most employee votes also scored prominently in our materiality assessment (GRI 3-1).

**OUR APPROACH TO MATERIALITY**

 <p><b>Environment</b></p>	<p><b>Climate change</b></p> <ul style="list-style-type: none"> <li>• Carbon emissions</li> <li>• Environmental Management Systems</li> </ul> <p><b>Natural resource</b></p> <ul style="list-style-type: none"> <li>• Water usage/stress</li> </ul>	<p><b>Pollution and waste</b></p> <ul style="list-style-type: none"> <li>• Hazardous materials and waste</li> </ul> <p><b>Circular economy</b></p> <ul style="list-style-type: none"> <li>• Recycling</li> </ul>
 <p><b>Social</b></p>	<p><b>Diversity equity &amp; inclusion</b></p> <ul style="list-style-type: none"> <li>• Non-discrimination</li> <li>• Equal opportunities</li> <li>• Customer privacy</li> <li>• Data security</li> </ul> <p><b>Product responsibility</b></p> <ul style="list-style-type: none"> <li>• Access to communications</li> </ul>	<p><b>Human capital &amp; work-force</b></p> <ul style="list-style-type: none"> <li>• Labor/management relations</li> <li>• Occupational health and safety</li> <li>• Human capital development</li> <li>• Training and education</li> <li>• Working conditions</li> <li>• Employee engagement</li> <li>• Access to communications</li> </ul> <p><b>Human rights</b></p> <ul style="list-style-type: none"> <li>• Compliance with labor standards</li> <li>• Slavery</li> <li>• Child labor</li> <li>• Community engagement and relations</li> </ul>
 <p><b>Governance</b></p>	<p><b>Business ethics &amp; leadership</b></p> <ul style="list-style-type: none"> <li>• Business ethics</li> <li>• Sustainability leadership</li> <li>• Internal controls</li> </ul> <p><b>Anti-corruption &amp; compliance</b></p> <ul style="list-style-type: none"> <li>• Anti-corruption and bribery measures</li> <li>• Employee rights guarantees</li> </ul>	<p><b>Board structure &amp; compensation</b></p> <ul style="list-style-type: none"> <li>• Board diversity</li> <li>• Board independence</li> <li>• Committee independence</li> </ul> <p><b>Management structure &amp; pay</b></p> <ul style="list-style-type: none"> <li>• Management structure</li> <li>• Internal structures</li> </ul>





## OUR APPROACH TO MATERIALITY

Furthermore, we validated the relevance of the 31 subtopics derived from the 15 ESG topics by examining sustainability and ESG reports published by peer firms within our industry. Our benchmarking analysis specifically targeted four peer companies specializing in engineering, design, and consulting services. A high score in our materiality assessment was attained when all four benchmarked companies disclosed or reported topics and subtopics similar to our own. This research substantiates the alignment of our ESG subjects with international best practices (GRI 3-1).

Recognizing the significance of these subtopics to our business, we are committed to effectively managing them and providing full transparency in our disclosures. Moving forward, our intention is to involve a larger number of employees in the reassessment of our 15 material ESG topics. This will be accomplished through the distribution of surveys to our internal staff and the inclusion of a broader spectrum of external stakeholders, either through more comprehensive benchmarking analyses or via survey distribution.



**Ayla Development**  
Aqaba, Jordan



## OUR ENVIRONMENTAL PERFORMANCE

The environmental aspect of our projects has consistently served as a fundamental cornerstone of our work. Internally, we have not only pledged to plan and design with environmental respect but also to conduct our operations diligently. Starting this year, we will be reporting our greenhouse gas (GHG) emissions with the objective of achieving consistent reductions, along with monitoring our energy consumption. In the years ahead, our pledge is to progressively broaden our focus in this area until we can measure our performance comprehensively across all aspects.



## OUR ENVIRONMENTAL PERFORMANCE

At the core of our projects lies a steadfast commitment to environmental responsibility, serving as a fundamental cornerstone of our work. Internally, we not only pledge to plan and design with environmental consideration but also to diligently conduct our operations. Aligning with our commitment to using the most recent data available, we have initiated the reporting of our greenhouse gas (GHG) emissions, commencing from the baseline year of 2022.

Our overarching goal is to consistently reduce emissions while closely monitoring our energy consumption, a commitment that extends into the future as we aim to comprehensively measure our performance across all aspects.

Environmental responsibility is deeply ingrained in our operations across all our locations, including the UAE, KSA, and JOR. From the inception of AJi, we have steadfastly prioritized environmental stewardship. We have established a dedicated environmental team based in JOR, a nation facing challenges related to water and energy scarcity. This circumstance compels us to prioritize resource conservation and ecosystem protection. Our heightened awareness underscores our commitment to various environmental aspects.

“

**In this inaugural year, our internal environmental focus centers on electricity consumption and greenhouse gas (GHG) emissions**

”

With our inaugural ESG report, we have taken a significant step forward by pledging to actively track and record our electricity consumption and GHG emissions across our business operations. This commitment provides us the opportunity to assess our performance over the past year and pinpoint areas where we can advance in the times ahead. As we progress on our journey, we are enthusiastic about garnering insightful feedback from our endeavors and fortifying our commitment to environmental stewardship. We remain resolute in our determination to broaden our initiatives and delve into new avenues to amplify our environmental performance in the years ahead.





**METHODOLOGY**

**Data collection**

The data pertaining to our energy consumption and GHG emissions inventory was collaboratively collected by representatives from each of our locations during the reporting period from January 1, 2022, to December 31, 2023. While we have strived for comprehensive and precise data at AJi, challenges have led to the use of assumptions and approximations. We are fully committed to enhancing our data collection practices in the coming years, ensuring greater accuracy and reliability.



**Energy consumption**

Our primary source of energy consumption data was utility bills, comprising the majority of our dataset. For cases where consumption figures were unavailable, assumptions were derived from corresponding financial payments for the service, though this represented a minority in our dataset. Energy consumption information was converted from kilowatt-hours (kWh) to gigajoules (GJ) .



**GHG emissions**

We have classified and calculated our emissions data in accordance with the guidelines outlined by the GHG Protocol, utilizing the methodology of operational control and location-based electricity-use calculations. The scope of our GHG emissions encompasses carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O). For the determination of emission factors, we have relied upon reputable sources such as the UK Department for Environment, Food and Rural Affairs (DEFRA) and the International Energy Agency (IEA), through software use. Global warming potentials (GWP) were sourced from the Intergovernmental Panel on Climate Change Fourth Assessment Report (GRI 305-1, GRI 305-2).



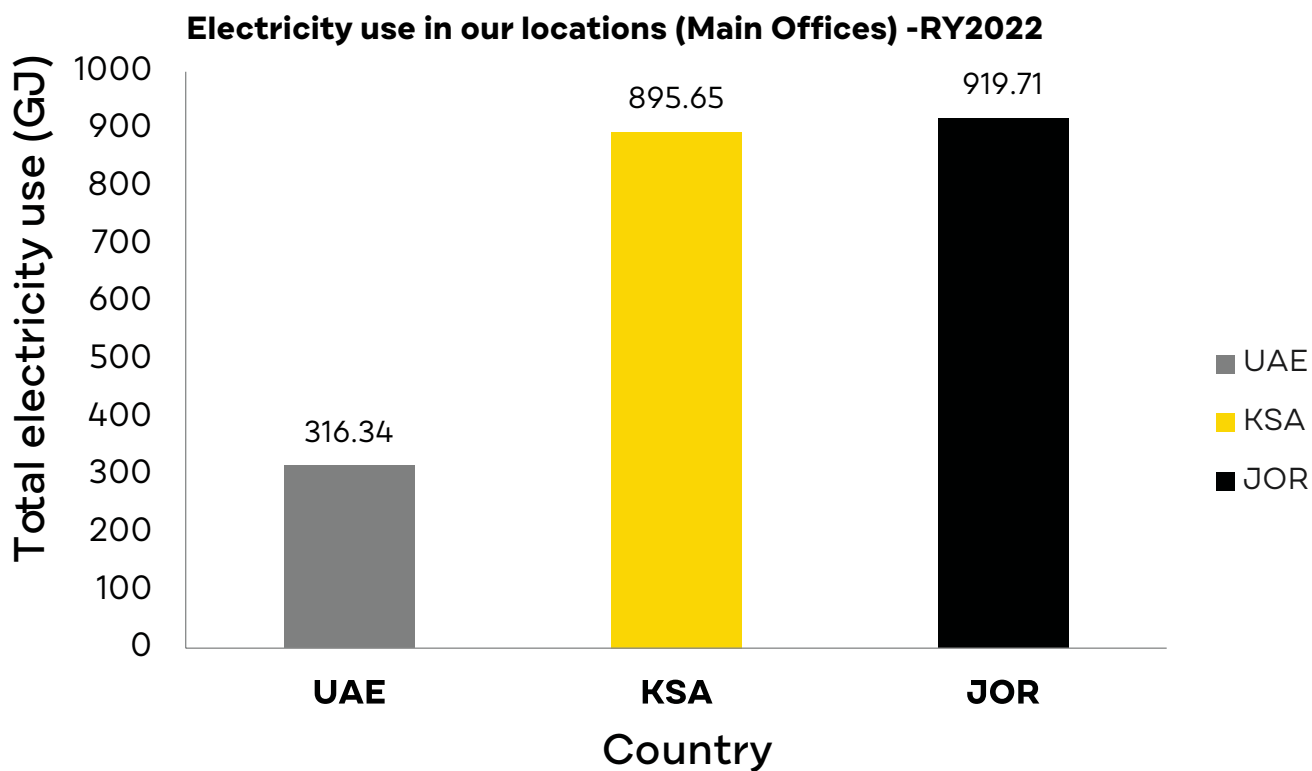
## ENERGY CONSUMPTION

Throughout the 2022-2023 period, AJi offices collectively consumed approximately 4,169 gigajoules (GJ) of electricity. This total encompasses three offices in UAE, eight offices in KSA, and a six-floor building in JOR. It is pertinent to highlight that we do not utilize natural gas within our organization, rendering this aspect irrelevant to our report (GRI 302-1).

The acquisition and computation of energy data were crucial for this report, given that the determination of greenhouse gas (GHG) emissions relies on these specific data points. In KSA and UAE, the consumption data across all locations were accurately reflected in the electricity bills and internal records, and no assumptions were made regarding price per kWh as we had access to the bills and records. In the case of JOR, data on electricity consumption were directly extracted from utility bills. If direct consumption data were not available on the bills, the corresponding amount in Jordanian Dinars (JOD) was provided. To estimate consumption, we applied an average rate of 0.16 JOD per kWh in 2022 and 0.15 JOD per kWh in 2023. These estimations were derived from reported consumption and payments from other months, ensuring a thorough and precise assessment of energy usage across all locations.

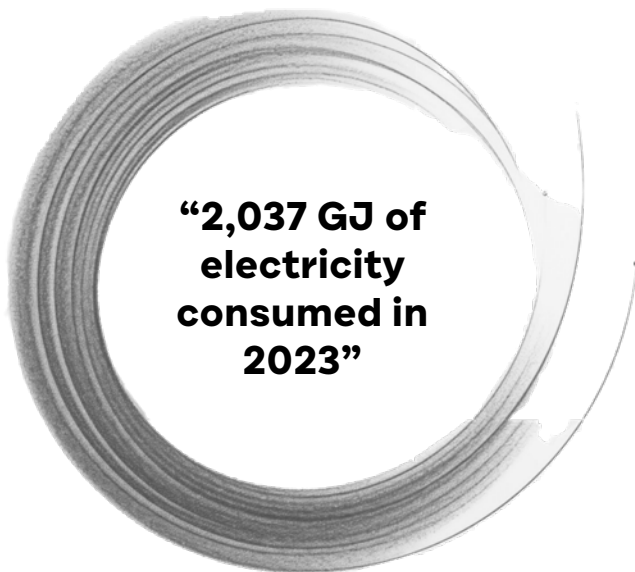
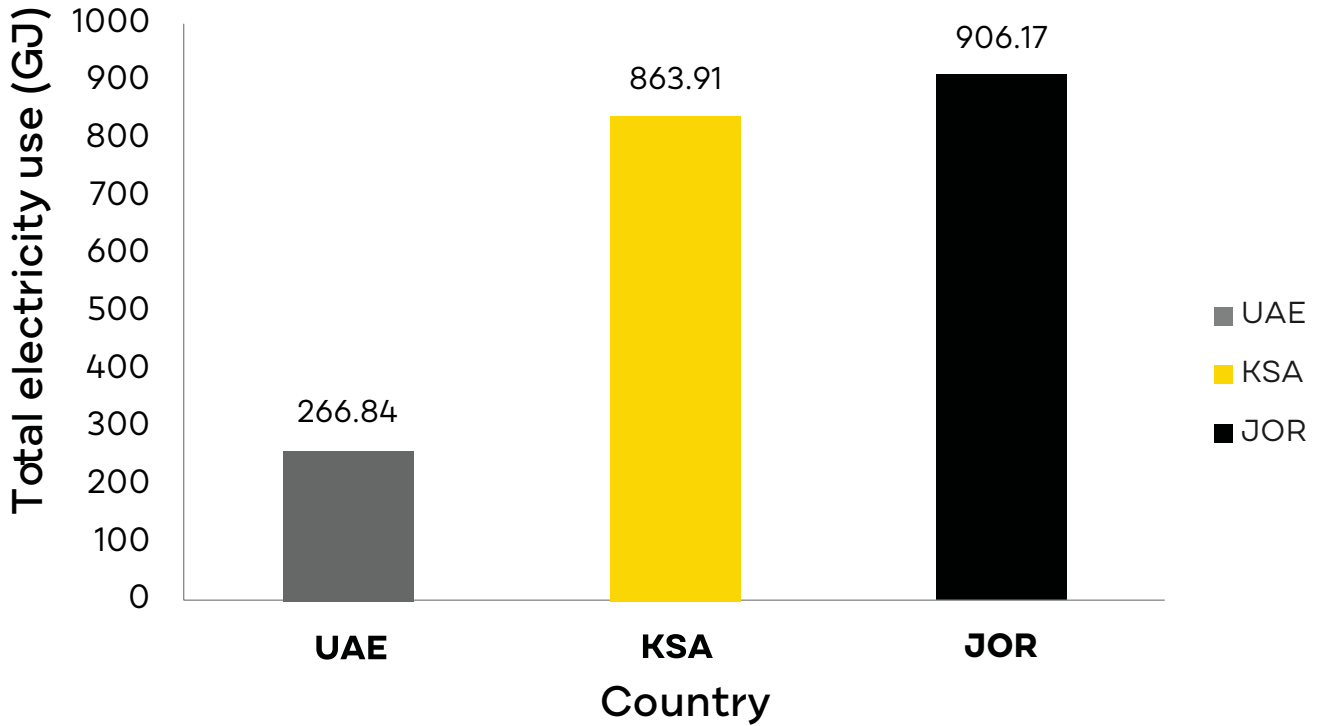






**“2,132 GJ of  
electricity  
consumed in  
2022”**

Electricity use in our locations (Main Offices) -RY2023



Assessing the energy usage of our owned and operated vehicles presented challenges and remains an aspect that requires refinement in the future. We recognize the significance of addressing this data gap and are committed to enhancing our reporting in this area.



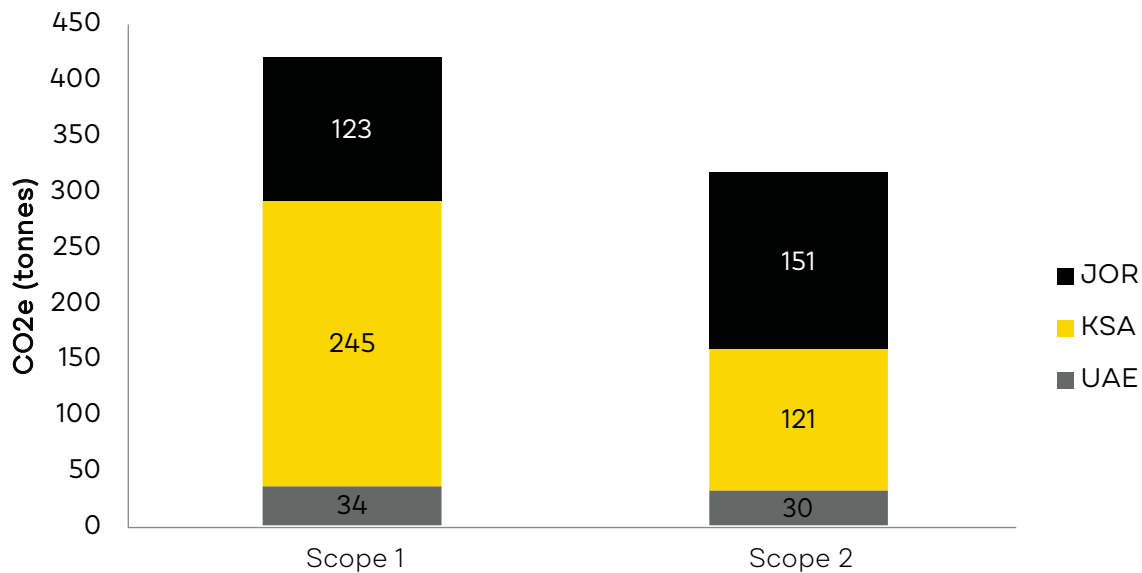
## GREENHOUSE GAS EMISSIONS

In adherence to the GHG Protocol guidelines, we have estimated our Scopes 1 and 2 emissions for the reporting period 2022-2023. Acknowledging the importance of a comprehensive approach, we are committed to extending our reporting to include Scope 3 emissions in the upcoming period, gradually encompassing the most significant sources of emissions.

Understanding the importance of comprehensive emission tracking, we have taken the proactive step of implementing robust data collection procedures. These measures are designed to ensure the relevance, completeness, consistency, transparency, and accuracy of our reporting, aligning with the fundamental principles outlined in the GHG Protocol. By adhering to these principles, we aim to provide a comprehensive and reliable account of our emissions, demonstrating our commitment to transparency and responsible environmental stewardship (GRI 305-1, GRI 305-2).

**OUR ENVIRONMENTAL PERFORMANCE**

**Scopes 1 and 2 emissions for RY2022**



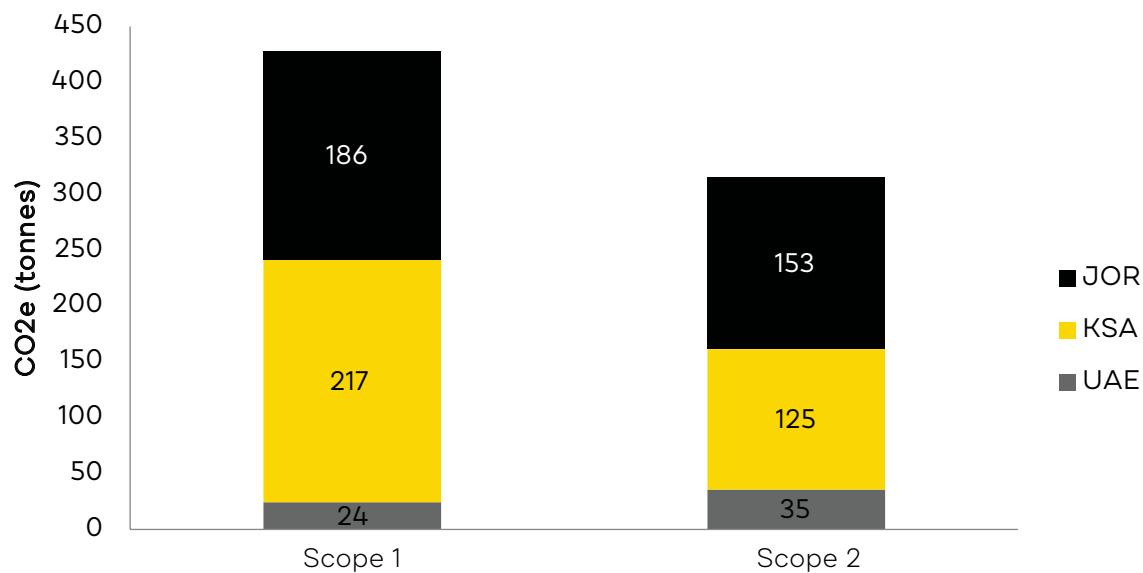
**“742.82 tonnes of CO2e total 2022 GHG emissions (Scopes 1 and 2)”**  
(GRI 305-1, GRI 305-2)

Country	Scope 1 (tonnes of CO2e)		Scope 2 (tonnes of CO2e)	Percentage of emissions, scope 1	Percentage of emissions, scope 2
	AJG-owned/operated vehicles	Refrigerant use	Purchased electricity		
UAE	3.53	20.88	35.51	%5.70	%11.29
KSA	192.07	25.06	125.86	%50.71	%40.00
JOR	149.05	37.58	153.28	%43.59	%48.71
Total (tonnes of CO2e)	344.65	83.52	314.66	%100.00	%100.00



## OUR ENVIRONMENTAL PERFORMANCE

**Scopes 1 and 2 emissions for RY2023**



**“704.13 tonnes of CO2e total 2023 GHG emissions (Scopes 1 and 2)”**  
(GRI 305-1, GRI 305-2)

Country	Scope 1 (tonnes of CO2e)		Scope 2 (tonnes of CO2e)	Percentage of emissions, scope 1	Percentage of emissions, scope 2
	AJG-owned/operated vehicles	Refrigerant use	Purchased electricity		
UAE	1.74	31.93	29.95	%8.38	%9.90
KSA	202.70	42.32	121.40	%60.99	%40.15
JOR	88.45	34.62	151.03	%30.63	%49.95
Total (tonnes of CO2e)	292.89	108.87	302.38	%100.00	%100.00

## OUR ENVIRONMENTAL PERFORMANCE

Scope 1 involves direct GHG emissions from sources owned or controlled by AJi , including emissions from owned and operated vehicles and refrigerant use at AJi -operated facilities. Scope 2 encompasses indirect emissions from the generation of purchased electricity used by AJi-operated facilities (GRI 305-1, GRI 305-2).

**”742.82 tonnes of CO<sub>2</sub>e in 2022 vs. 704.13 tonnes of CO<sub>2</sub>e in 2023 (Scopes 1 and 2)”**  
**”0.82 tonnes of CO<sub>2</sub>e emitted and 2.35 GJ of electricity consumed per employee in 2022 vs. 0.77 tonnes of CO<sub>2</sub>e emitted and 2.12 GJ of electricity consumed per employee in 2023”**



In the overall assessment, KSA demonstrated the highest emissions, largely attributed to the number of vehicles and their travel distances. JOR closely followed, with the highest emissions related to refrigerant use and purchased electricity, influenced by factors such as the substantial quantity of refrigerant units and the operation of an entire building, distinguishing it from the other countries in the study.

Our GHG emissions profile has been corroborated by a private independent consulting firm. It aims to reflect the most accurate information available to the best of both our and their knowledge.





## FUTURE COMMITMENT

As previously highlighted, AJi unwavering commitment revolves around continual performance enhancement each year. In the future, our environmental report will be guided by three key focal points, indicative of our dedication to ongoing improvement:

- Incorporating Scope 3 emissions in our upcoming GHG emissions inventory, ensuring a comprehensive understanding and management of our indirect emissions to address our environmental impact comprehensively.
- Meticulously monitoring the type and volume of waste generated in our operations, identifying opportunities for efficiency improvements, waste reduction, and promoting responsible waste management practices.
- Conducting a thorough water assessment is high on our agenda, providing valuable insights into our water usage patterns and guiding strategies for responsible water conservation and management.

Looking forward to the future, our pledge is to integrate these essential elements into our ESG report no later than 2026. By focusing on these key areas, we aim to reinforce our sustainable initiatives and make a positive impact on the environment and society as a whole.



## OUR SOCIAL IMPACT

At AJi, our influence extends to both internal and external engagements. Internally, we highly value our employees as our most valuable assets, prioritizing their well-being and professional development. Externally, in our communities, we strive to make a positive impact and give back by supporting local initiatives, fostering sustainability, and contributing to the betterment of the places where we operate.

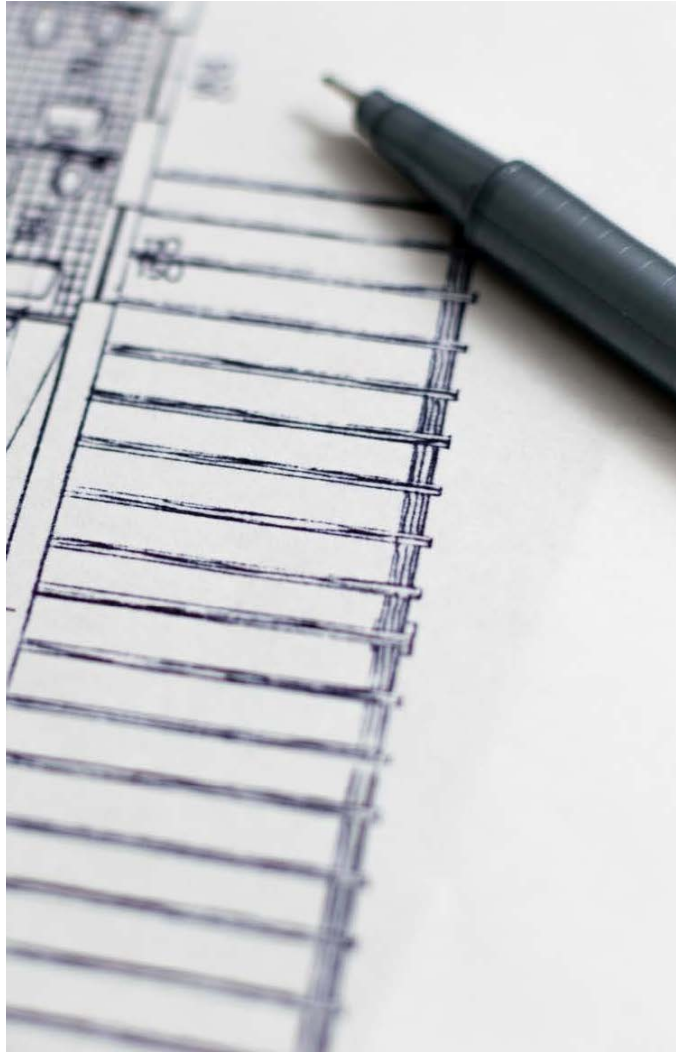


## OUR SOCIAL IMPACT

Positioned as a one-stop shop for engineering and environmental consultancy, our services in urban planning, building design, and architectural engineering meticulously respect the distinct characteristics of each community. We carefully consider the unique needs of each community, employing an appropriate blend of «modernism» and «regional tradition.» This approach is designed to ensure the success of various project types, including commercial, retail, offices, entertainment, and mixed-use encompassing residential areas.

To ensure that our services are environmentally conscious, we are guided by the United Kingdom (UK) Government’s Sustainable Communities Plan to shape our direction and define sustainable communities as attractive places for present and future living and working. These communities fulfill various needs, showcase environmental consciousness, and enhance the quality of life. They emphasize safety, inclusivity, effective planning, construction, and management, offering equal opportunities and quality services.

Through our Community Healthcare service, AJi and HDP boast an impressive array of healthcare facilities across the MENA region. Our specialized team recognizes that healthcare facilities demand meticulous hygiene, significant energy consumption, and have the potential to generate hazardous waste. Therefore, we prioritize holistic and sustainable design solutions, exemplified by our gold and silver LEED certifications for healthcare building designs.



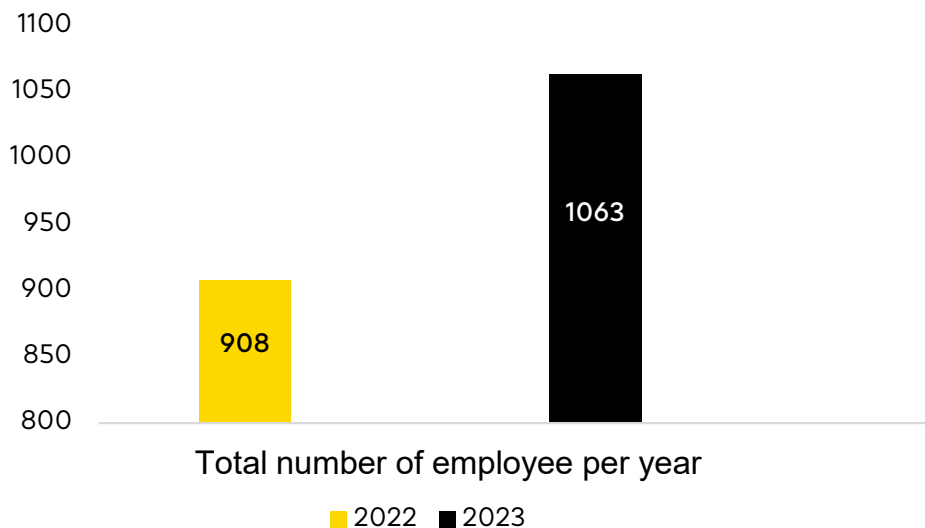


## OUR WORKFORCE

The significance of our human resources at AJi is unparalleled, serving as the backbone of our continued success. With a legacy stretching over five decades and a presence across the Central Asia and MENA regions, we recognize that our dedicated workforce is the driving force behind our achievements. We aspire to cultivate a diverse community of innovators and empower our workforce to become the preferred talent destination across markets.

This is achieved by nurturing a positive employee culture, prioritizing diversity and inclusion, emphasizing well-being, and supporting career advancement at all levels. In 2022, we had 908 employees, and by 2023, our workforce grew to 1063 employees, reflecting a 17% increase in our corporate headcount.

### Employee Demographics YoY





## OUR SOCIAL IMPACT

Below are our employee demographics categorized by gender, by age, and by category as follows (GRI 2-7):

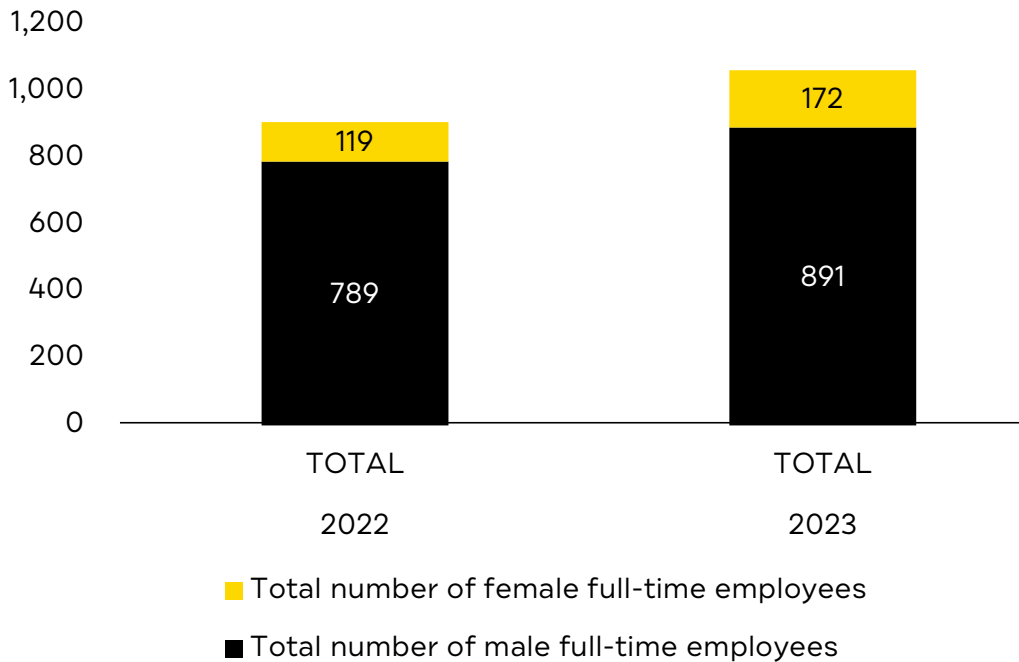
Employee Demographics YoY	2022			2023		
	UAE	KSA	JOR	UAE	KSA	JOR
Total number of male full-time employees	59	536	194	60	720	111
Total number of female full-time employees	15	61	43	24	63	85
<b>Total number of employees by gender</b>	<b>74</b>	<b>597</b>	<b>237</b>	<b>84</b>	<b>783</b>	<b>196</b>
Total number of employees under 30 years old	8	178	97	16	212	77
Total number of employees from 30 to 50 years old	47	340	100	53	471	98
Total number of employees over 50 years old	19	79	40	15	100	21
<b>Total number of employees by age</b>	<b>74</b>	<b>597</b>	<b>237</b>	<b>84</b>	<b>783</b>	<b>196</b>
Junior Positions	14	188	50	5	199	35
Middle Management	30	205	123	50	231	103
Senior Management	25	197	59	28	345	55
Directors	5	7	5	1	8	3
<b>Total number of employees by category</b>	<b>74</b>	<b>597</b>	<b>237</b>	<b>84</b>	<b>783</b>	<b>196</b>
<b>Total number of employees per year</b>	<b>908</b>			<b>1063</b>		

## OUR SOCIAL IMPACT

In the Diversity section, we provide detailed information on diversity specifics, including gender, location, age, and category, for both governance and employees. Furthermore, as we do not employ part-time staff, the total number of full-time employees comprises both permanent employees and temporary staff (i.e., freelancers). Below is the breakdown of full-time employees categorized by gender and location (GRI 2-7):

Full-time employee demographics YoY	2022				2023			
	UAE	KSA	JOR	Total	UAE	KSA	JOR	Total
Total number of male full-time employees	59	536	194	789	60	720	111	891
Total number of female full-time employees	15	61	43	119	24	63	85	172
<b>Total number of full-time employees by region</b>	<b>74</b>	<b>597</b>	<b>237</b>	<b>908</b>	<b>84</b>	<b>783</b>	<b>196</b>	<b>1,063</b>

**Total number of Employees by gender and by year**



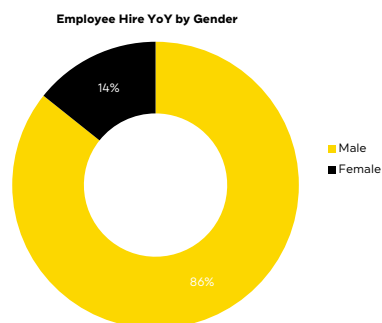


## OUR SOCIAL IMPACT

We acknowledge that diversity is more than just a buzzword; it is the foundation of various perspectives and experiences with a transformative power to shape our company. Through our employee statistics in 2022 and 2023, we actively seek to cultivate an inclusive environment by recruiting the best candidates who align with our company's future goals, irrespective of their gender and age. Our goal is to implement targeted initiatives, conduct awareness sessions, and encourage open dialogue to foster a workplace where every individual's unique background is celebrated, and their contributions are valued.

### EMPLOYEE HIRE AND TURNOVER

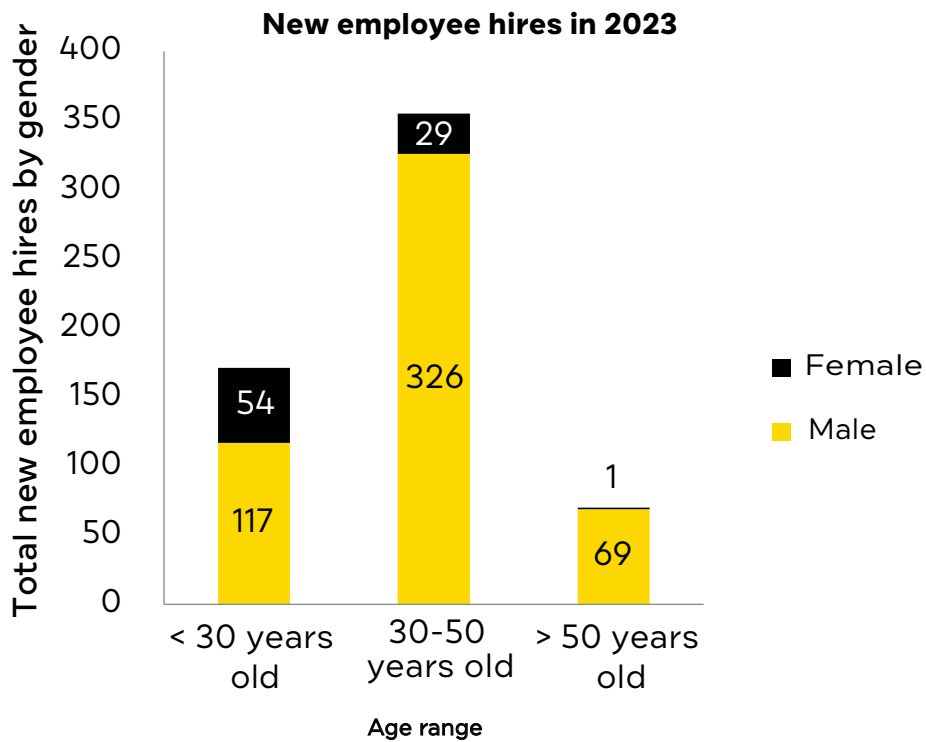
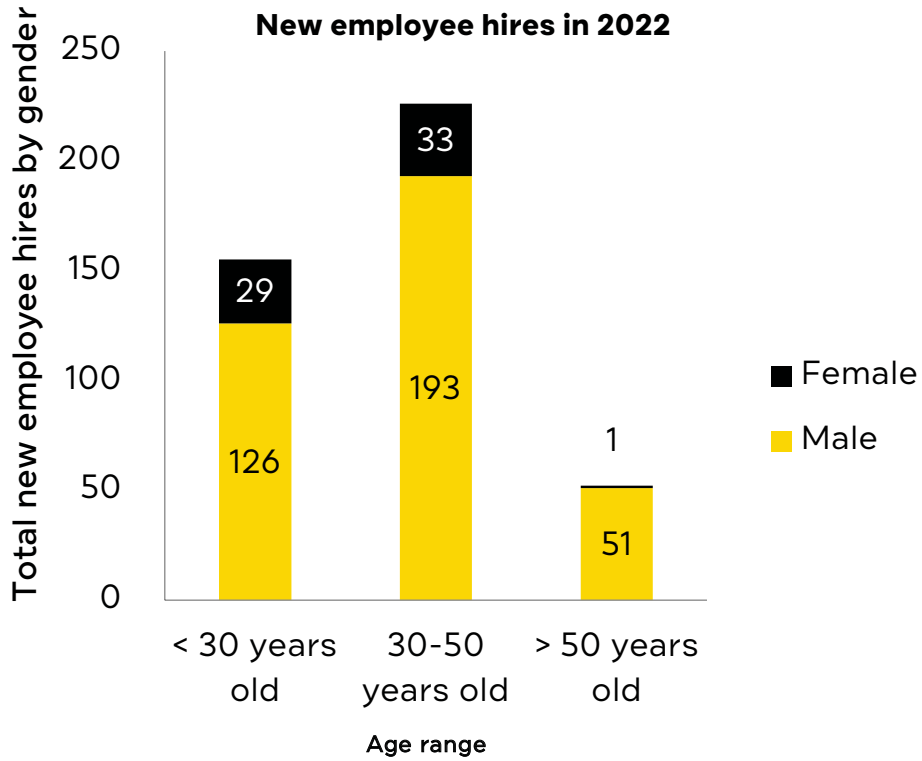
In the reporting period of 2022-2023, our operations welcomed over 1,000 new employees. The table below provides a comprehensive breakdown of over 1,000 new hires in the reporting period, indicating 86% male and 14% female in both years, categorized by gender, age group, and covered region (GRI 401-1):



New employee hires in 2022	UAE	KSA	JOR	Total	%	Total by gender	% by gender
Male under 30 years old	5	101	20	126	%29	370	%85
Male 50-30 years old	11	144	38	193	%45		
Male over 50 years old	4	31	16	51	%12		
Female under 30 years old	3	15	11	29	%7	63	%15
Female 50-30 years old	8	16	9	33	%8		
Female over 50 years old	0	0	1	1	%0		
<b>Total new employee hires during the reporting period</b>	<b>31</b>	<b>307</b>	<b>95</b>	<b>433</b>	<b>%100</b>	<b>433</b>	<b>%100</b>

New employee hires in 2023	UAE	KSA	JOR	Total	%	Total by gender	% by gender
Male under 30 years old	5	96	16	117	%20	512	%86
Male 50-30 years old	15	294	17	326	%55		
Male over 50 years old	0	65	4	69	%12		
Female under 30 years old	5	21	28	54	%9	84	%14
Female 50-30 years old	3	16	10	29	%5		
Female over 50 years old	0	0	1	1	%0		
<b>Total new employee hires during the reporting period</b>	<b>28</b>	<b>492</b>	<b>76</b>	<b>596</b>	<b>%100</b>	<b>596</b>	<b>%100</b>

EMPLOYEE HIRE AND TURNOVER



During the reporting year of 2022 and 2023, 833 employees left the company and we hired 1,029 new employees. In terms of our overall employee count, the turnover rate stood at 42.3%, while the rate of new employee hires reached 52.2%.



## OUR SOCIAL IMPACT

To ensure employee well-being across all operational spheres, tailored benefits are provided in each location. In the UAE, new hires receive life and health insurance, along with parental leave, in adherence to Aji policies and the UAE Labor Law (GRI 401-2). Similarly, in our KSA operation, comprehensive coverage, including health insurance, disability, and parental leave, aligns with Saudi Labor Law. Lastly, employees in our JOR operation enjoy health insurance and parental leave according to Jordanian Labor Law, supplemented by Social Security. Our unwavering dedication to employee welfare underscores our commitment to nurturing a supportive and inclusive workplace environment on a global scale.

We recognize the importance of maintaining a steadfast and engaged workforce, acknowledging its impact not only on our organizational achievements

but also on the well-being of our personnel and the communities within which we operate. Our assessment of employee turnover rates offers valuable insights into our efforts to cultivate an inclusive and positive workplace environment that fosters professional growth and retention.

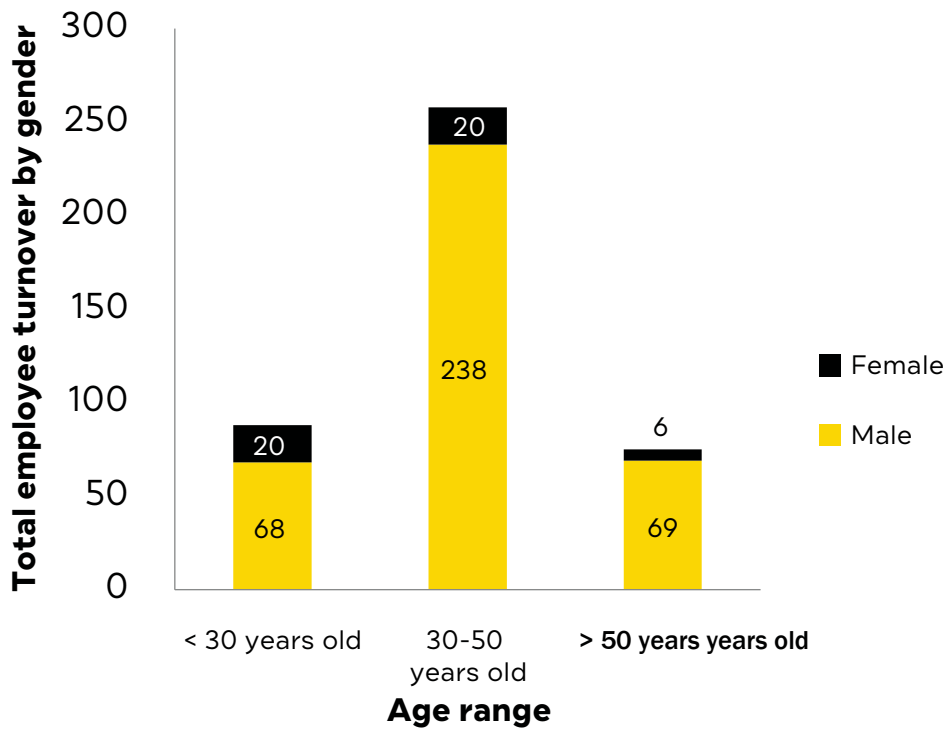
While we highly value our employees, turnover is an inevitable aspect. Through close analysis of turnover patterns, understanding the underlying factors, and implementing measures to mitigate unnecessary attrition, our focus remains on securing the continued satisfaction and longevity of our skilled workforce.

Employee turnover in 2022	UAE	KSA	JOR	Total	%	Total by gender	% by gender
Male under 30 years old	0	58	10	68	%16	375	%89
Male 50-30 years old	3	202	33	238	%57		
Male over 50 years old	0	47	22	69	%16		
Female under 30 years old	1	8	11	20	%5	46	%11
Female 50-30 years old	4	10	6	20	%5		
Female over 50 years old	3	0	3	6	%1		
<b>Total employee turnover during the reporting period</b>	<b>11</b>	<b>325</b>	<b>85</b>	<b>421</b>	<b>%100</b>	<b>421</b>	<b>%100</b>

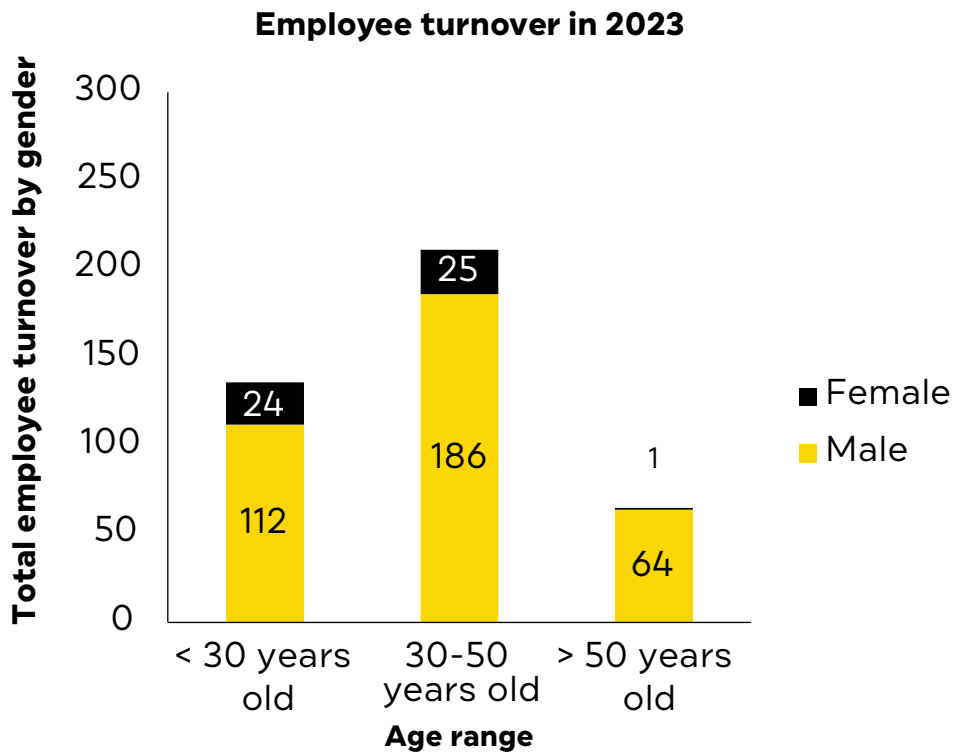
**OUR SOCIAL IMPACT**

<b>Employee turnover in 2023</b>	<b>UAE</b>	<b>KSA</b>	<b>JOR</b>	<b>Total</b>	<b>%</b>	<b>Total by gender</b>	<b>% by gender</b>
Male under 30 years old	2	47	63	112	%27	362	%88
Male 50-30 years old	11	112	63	186	%45		
Male over 50 years old	3	30	31	64	%16		
Female under 30 years old	2	8	14	24	%6	50	%12
Female 50-30 years old	3	10	12	25	%6		
Female over 50 years old	0	0	1	1	%0		
<b>Total new employee hires during the reporting period</b>	<b>21</b>	<b>207</b>	<b>184</b>	<b>412</b>	<b>%100</b>	<b>412</b>	<b>%100</b>

**Employee turnover in 2022**







During the reporting year of 2022 and 2023, 833 employees left the company and we hired 1,029 new employees. In terms of our overall employee count, the turnover rate stood at 42.3%, while the rate of new employee hires reached 52.2%.

## PARENTAL LEAVE

At AJi, we pride ourselves on our commitment to fostering a workplace culture that values and supports our employees' families. Our provision of comprehensive parental leave reflects our recognition of the significance of balancing work and family responsibilities. We strive to ensure that employees from all backgrounds have the opportunity to fully engage in both their professional and personal lives. By cultivating a family-friendly environment, we aim to fulfill our social responsibilities while also enhancing employee satisfaction, productivity, and retention.

In 2022, all 10 employees entitled to parental leave utilized this benefit and successfully returned to work after its conclusion. In 2023, 15 of our employees exercised their parental leave. However, as this marks our first reporting period and lacks prior documentation of the total number of employees returning from parental leave in previous reporting period(s), the retention rate of employees who took parental leave is not disclosed in this report. The details of our parental leave benefit are presented in the table below (GRI 401-3):

Parental leave	2022				2023			
	UAE	KSA	JOR	Total	UAE	KSA	JOR	Total
Male employees that were entitled to parental leave	0	8	0	8	2	7	1	10
Female employees that were entitled to parental leave	1	1	0	2	2	1	2	5
<b>Total employees entitled to parental leave</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>10</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>15</b>
Male employees that took parental leave	0	8	0	8	2	7	1	10
Female employees that took parental leave	1	1	0	2	2	1	2	5
<b>Total employees that took parental leave</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>10</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>15</b>
Male employees that returned to work in the reporting period after parental leave ended	0	8	0	8	2	7	1	10
Female employees that returned to work in the reporting period after parental leave ended	1	1	0	2	2	1	2	5
<b>Total employees that returned to work in the reporting period after parental leave ended</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>10</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>15</b>
Male employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0	8	0	8	2	7	1	10
Female employees that returned to work after parental leave ended that were still employed 12 months after their return to work	1	1	0	2	2	1	2	5
<b>Total employees that returned to work after parental leave ended that were still employed 12 months after their return to work</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>10</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>15</b>

**Return to work rate**

**%100**

**%100**

**Retention rate**

**%100**

**%100**



## EMPLOYEE AND IMPACT: OUR PRESENCE AND CONTRIBUTION

AJi is committed to fostering a workplace that values diversity, inclusivity, and equal opportunities. This dedication is demonstrated through transparent employment practices, annual analysis of gender-based wage ratios, and a focus on promoting gender equality in the dynamic Middle Eastern cultural landscape.

To maximize our company's impact and contributions to the regions we operate in, we have identified three key locations. These are areas where we employ more than 10 individuals, engage in numerous ongoing projects, and closely monitor active policies and regulations. As mentioned earlier in this report, the significant locations are our operations in the UAE, KSA, and JOR.





In our key locations (UAE, KSA, and JOR), we uphold a 1:1 gender ratio for entry-level wages, basic salary, and overall remuneration, in accordance with local laws. Our commitment to ensuring no gender-based wage disparity reflects our valuation of all employees equally. While acknowledging progress made in 2022 and 2023, we remain dedicated to ongoing efforts for gender pay equality (GRI 202-1, GRI 405-2).

In compliance with the UAE and KSA Labor Laws, which mandate equal wages for both genders when compared to the local minimum wage, our commitment to gender pay equality is reinforced. In KSA, the minimum wage varies between local citizens and foreigners. In JOR, a slight variation exists, ranging from 500 to 550 Jordanian Dinar (JOD), depending on the nature of the position, whether in engineering or another field (GRI 202-1).

**In all categories and locations, women's entry-level and general basic salary and benefits are equal to men's at a ratio of 1:1**



## PROCUREMENT PRACTICES

In our organization, we prioritize sourcing products and raw materials from manufacturers and distributors based in the same country as our operations whenever feasible. In the scope of our UAE operations, this involves collaborating with suppliers who furnish products and raw materials sourced directly from the United Arab Emirates. Similarly, in KSA, we emphasize procurement from local suppliers. In JOR, our focus on local suppliers extends to those providing products and raw materials from within the country. Going forth, our goal is to continue contributing to procuring primarily from local suppliers, as we believe it can indirectly stimulate further investments within the local economy in each country (GRI 204-1).

## OCCUPATIONAL HEALTH AND SAFETY

Our company prioritizes Occupational Health and Safety (OHS) as a fundamental aspect of our operations, ensuring a secure working environment for all individuals. Our comprehensive approach extends to all staff and individuals working within our premises, encompassing the identification and mitigation of potential hazards, regular safety training, and the implementation of stringent rules aligned with industry standards. Fostering a safety culture not only ensures the protection of our workers but also enhances overall productivity and efficiency. We continuously evaluate, engage in ongoing improvement efforts, and maintain open channels of communication to actively involve our workers in upholding OHS principles. Our unwavering dedication to OHS reflects our commitment to being a responsible and caring employer, striving to set an example of best practices in health and safety across all our activities (GRI 403-1).







In KSA, we are dedicated to continuous improvement through technological integration, employee development, and process optimization. Adhering to legal requirements, we prioritize stakeholders' needs, particularly in health, safety, and the environment. To mitigate risks, we allocate resources and offer training to various stakeholders in Quality, Health, Safety & Environmental Policy (QHSE) best practices. Encouraging involvement, we strive for QHSE excellence and ongoing improvement in our Integrated Management System. Our commitment extends to environmental sustainability through efficient energy use, waste management, and recycling. Our health and safety strategy involves clear procedures for legal evaluations, communication, employee participation, emergency preparedness, hazard identification, personal protective equipment, and incident

reporting at AJi Saudi. Furthermore, our general QHSE policy undergoes an annual review to ensure effectiveness.

In the UAE and JOR, our Health, Safety & Environment (HSE) Legal Requirements Procedure meticulously compiles the legal and contractual obligations associated with health, safety, and environmental aspects that AJi strictly follows. These obligations directly concern the HSE dimensions of our operations and services. Furthermore, the procedure reflects our commitment to additional HSE obligations, which, while not legally mandated, align with our voluntary choices. These encompass company policies, industry best practices, non-regulatory recommendations, customer specifications, and more (GRI 403-1).

## OUR SOCIAL IMPACT

In our organization, we provide both initial and refresher training to employees working in the field. Initial HSE training is mandatory under the following circumstances:

Upon joining, new employees are required to complete induction within three days and register in the New Hires HSE Induction Register.

When an employee assumes a new role without prior training.

Whenever new hazards emerge in the workplace due to new substances, processes, or equipment.

Regarding refresher training, our team members are required to cover the following topics annually (GRI 403-5):

- Incident prevention and reporting procedure
- Fire prevention and protection

- HSE audit and inspection
- First aid
- Emergency response and evacuation
- Hazard identification and risk assessment
- Fall protection
- Hazardous waste management
- Electrical safety
- Hygienic control
- Chemical hazards management
- Working at height (for staff at construction sites)
- Hand tools and power tools
- Ergonomics
- Personnel protective equipment (PPE)



## LEGAL REQUIREMENTS EVALUATION

In developing our OHS management system, our commitment lies in ensuring compliance with laws and regulations. While the system operates at a group level, our Quality Management Officer consistently assesses resources from various ministries, including Labor, Health, Environment, Agriculture, and Water, to identify and ensure adherence to legal requirements (GRI 403-1):

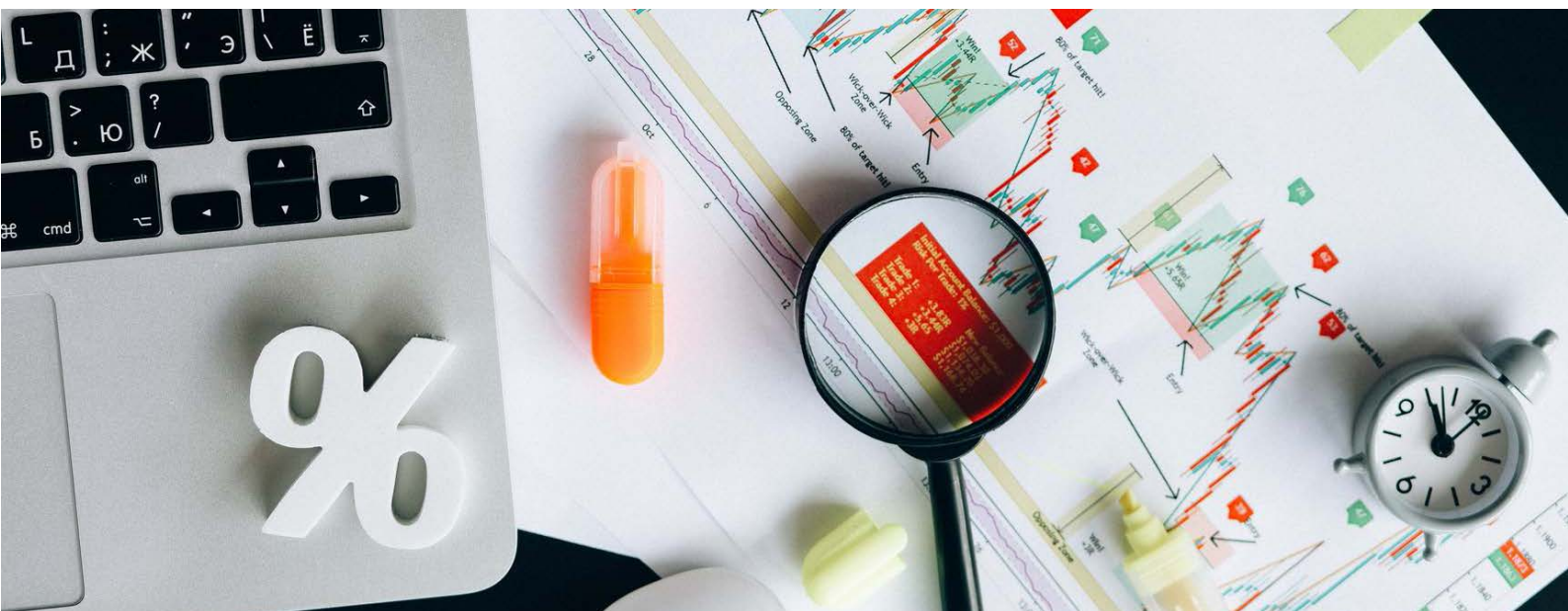
- Labor Law and its Amendments No. 8; year 2010.
- Instructions regarding the initial medical test for employees working in establishments, in accordance with Article 3 of the Regulation No. 42 on Preventive Medical Care and Treatment of Employees in Establishments; year 1999.
- Instructions regarding the periodical medical test for employees in establishments; year 1999.
- Instructions concerning the Protection of Employees and Establishments from Dangers in the Work Environment. Issued in accordance with the Provisions of Article 79 of the Labour Code, No. 8; year 1998.
- Resolution on the Medical Aid Tools and Equipment for the Workers in Establishments; year 1997.
- Public Health Law No. 47 on Public Health Law; year 2008
- Law No. 52 of 2006 on Protection of the Environment; year 2006.
- Environmental Monitoring and Inspection Regulation No. 65; year 2009.
- Solid Waste Management Regulation No. 27; year 2005.
- Environment Protection Regulation Against Pollution in Cases of Emergency No. 26; year 2005.
- Regulation No. 24 on The Management, Transportation and Circulation of Hazardous and Dangerous Substances; year 2005.
- Instruction on The Control and Protection Against Noise; year 2003.
- Agriculture Law No. 44; year 2002.
- Drinking Water Standards No. 286; year 2008.
- Maximum Allowable Limits of Air Pollutants Emitted from Stationary Sources No. 1189; year 2006.
- Ambient Air Quality Standards No. 1140; year 2006.





## RISK AND HAZARD

With the safety and well-being of our stakeholders as our top priority, we have established precise protocols to identify, address, and investigate potential hazards or risks. These protocols are facilitated by our QHSE teams, which include the Health & Safety (H&S) Committee, and involve the active participation of QHSE Managers, Management Representatives, and Quality Management Officers. These safety professionals offer crucial support to management in addressing health and safety concerns when incidents arise (GRI 403-2).



In KSA, our comprehensive Hazard Identification and Risk Assessment framework is implemented across all operations, encompassing both office spaces and various project sites. We understand that the effective management and mitigation of hazards are essential to safeguarding lives, property, and the environment.

In JOR and the UAE, our approach to hazard and risk assessment involves utilizing precise definitions to manage events effectively. We differentiate between unsafe acts, unsafe conditions, incidents, occupational illnesses, lost-time injuries/illnesses, medical aid injuries, and near misses, considering various risk levels categorized as low, medium, and high-risk incidents.

In the event of an incident, we adhere to a structured response protocol covering a wide range of scenarios. Our immediate priority is to halt work, secure the area, and mitigate or remove any hazards. Prompt administration of first aid is ensured, and if necessary, Emergency Medical Services are activated to provide essential medical attention to those injured. Simultaneously, we secure the site to not only protect those involved but also to facilitate subsequent investigations.

## OUR SOCIAL IMPACT

AJi prioritizes prompt incident reporting based on severity, with fatalities reported immediately, Lost Time Accidents (LTAs) within 24 hours, and all other incidents within 48 hours. High-potential near-misses are swiftly communicated to the Quality Management Officer for immediate safety action.

Personnel must promptly report injuries to their respective managers, regardless of severity, immediate medical needs, or impact on workdays. The same immediacy applies to reporting motor vehicle accidents and property damage incidents. Depending on the circumstances, which may involve

public or private property, reporting to local authorities or completing incident investigation reports is undertaken to facilitate resolution and prevention. Each incident initiates an initial investigation involving affected individuals and, if necessary, experts. These investigations determine the sequence of events, immediate and underlying causes, and recommend corrective actions, with detailed findings documented in the Incident Investigation Report form to foster accountability and continuous improvement.

Incident	Communication window
Fatalities	Immediately
Injuries	Immediately
Motor vehicle accidents and property damage incidents	Immediately
LTA	24 hours
Near misses	24 hours
Accidents involving the public	24 hours
All others	48 hours

The H&S Committee determines appropriate actions, which may encompass training, verbal warnings, issuing warning letters, or even termination based on the severity of the violation. Hazards can originate from diverse sources, including work processes, site conditions, confined spaces, materials, equipment, and information gaps. Our proactive hazard identification process diligently encompasses all potential hazards linked to our operations, irrespective of location. Whether within offices or project sites, we systematically identify and document potential work-related hazards before initiating any tasks. Additionally, we integrate contractors' hazard and risk assessments into our own, embracing a comprehensive approach that underscores our unwavering commitment to safety. Risk assessment serves as the cornerstone of our safety culture, emphasizing the systematic evaluation of hazards to facilitate informed decision-making. Within our organization, we rigorously conduct comprehensive risk assessments for all operations, prioritizing the safety of diverse stakeholders, including our dedicated workforce, management, suppliers, visitors, and customers. To enhance the

efficacy of our risk assessments, we actively consider the interests of these parties. All identified risks are diligently documented with standard procedures. At AJi Saudi, we maintain a routine practice of assessing and refining our risk assessments and control measures, tailoring review schedules to match the complexity of each project. Through comprehensive analysis of non-conformance records, we identify areas for improvement, adjusting risk assessments and implementation plans when necessary. Changes, including those driven by change management or evolving legal requirements, are promptly integrated into our control plan. Our QHSE Team is committed to hazard management and control across our operations. Led by the QHSE Team Leader/Officer, we ensure the proper application of controls and define their scope with respect to interested parties. While safety remains paramount, we may accept certain risks that comply with legal requirements. We consider safety as an ongoing, evolving process (GRI 403-9).



## OUR INTERNAL AND EXTERNAL ENGAGEMENT IN OHS

At AJi, we believe in ensuring that all individuals engaging with our company are involved in our OHS processes. In the UAE and JOR, we have established a documented procedure to delineate the most effective methods for internal and external Health and Safety (H&S) communications, encompassing all activities within our management system.

Regarding internal communication, our H&S Committee is responsible for developing the «Internal Communication Matrix,» outlining topics, senders, receivers, channels, and timing. The Committee plays a crucial role in clearly identifying hazards and communicating pertinent health and safety work instructions in a straightforward manner. It also ensures the swift notification of stakeholders about changes within the H&S management system, covering aspects such as the QHSE policy, hazards, operational controls, HSE goals, and performance.

The H&S Officer oversees communication with visitors, service providers, and contractors, ensuring adherence to the H&S management system's instructions. Their responsibilities include conducting hazard assessments, discussing operational controls, maintaining hazard records, and delivering safety awareness and instructions to contractor staff.

The H&S Committee and Information Technology (IT) jointly handle external communication responsibilities. The Committee develops the «External Communication Matrix,» outlining topics, senders, receivers, channels, and timing. It also manages inquiries from interested parties regarding the health and safety management system. In parallel, IT updates the company website with the latest approved QHSE policy to ensure accessibility for stakeholders.

Ensuring consultation and participation is a cornerstone of our approach at AJ Group, with the CEO bearing the responsibility for establishing the H&S Committee, which comprises employees from various management levels, including workers from different departments and floors. This Committee is entrusted with involving and consulting with staff on crucial H&S topics, including the QHSE policy, hazard identification and risk assessment, legal requirements, health and safety training, incident investigation, and improvements to the H&S management system. Following these consultations, the Committee provides management with insights into participation obstacles and assesses the performance and outcomes of the H&S management system, contributing valuable information for further enhancements (GRI 403-4).



## OUR SOCIAL IMPACT

In KSA, we've implemented a hierarchical structure to ensure the effective execution of our H&S management system. This structure includes the Manager Representative/QSHE Team Leader, the QHSE Team, the Managing Director, and all personnel. Additionally, a specialized QHSE team operates at our Head Office, responsible for overseeing the efficient execution, review, and continuous improvement of our H&S performance, in alignment with legal requirements.

Our HSE management system flows seamlessly throughout the organization, fostering effective communication across all departments and personnel. We prioritize clarity and accessibility in our communication, utilizing plain language, illustrations, and signage to convey crucial information. To enhance communication, our managerial team benefits from dedicated email communication provided by AJ Saudi, while lower-level staff engage through various channels, including telephones and messaging systems.

Critical information, encompassing risk assessments, accident reports, legal updates, audit results, and management review outcomes, is communicated to relevant personnel through email or hard copies, empowering them to actively participate in injury and illness prevention. Organizational changes or activities affecting the HSE management system are promptly communicated via email, ensuring transparency and awareness across the company. Multiple avenues, such as the intranet, emails, meetings, and notice boards, are utilized to effectively reach all personnel (GRI 403-4).





Externally, we proactively communicate our HSE policy and management system with all AJi Saudi subcontractors and visitors. We strive to ensure mutual understanding and alignment by sharing subcontractors' HSE systems and internal policies with AJi Saudi. Communication with subcontractors can occur verbally in meetings, through written contracts and letters, or electronically via email. For AJi Saudi visitors, we utilize various means such as verbal instructions, signs, notice boards, and site escorts in high-risk work areas to prioritize their safety. The HSE team members at AJi Saudi play a crucial role in communicating and consulting on HSE matters with contractors and external parties to ensure consistent and accurate information dissemination, especially given that worker participation is a cornerstone of our approach.

All AJi Saudi workers are encouraged to actively engage in the development of HSE practices and the HSE management system. Worker participation is facilitated through periodic HSE committee meetings where employees are encouraged to provide valuable feedback. Additionally, we actively engage with the public regarding HSE concerns, including emergency arrangements, hazards, and

legal requirements. Our primary means of external communication encompass awareness sessions, presentations, training, our website, surveys, emails, and meetings.

In terms of competence, training, and awareness, we conduct comprehensive training sessions for personnel to understand our HSE policy and procedures. These sessions cover QHSE Management System conditions, nonconformities, occupational health risks, emergency procedures, environmental aspects, and individual performance impact. We diligently track attendance and qualifications, evaluate effectiveness, and define roles and responsibilities for emergency situations in collaboration with stakeholders.

As part of our commitment to continual improvement, we consistently review and enhance our communication, participation, and consultation processes. Our improvement initiatives may arise from non-conformities, corrective and preventive actions, internal audits, and management reviews. This ongoing dedication to enhancement ensures the effectiveness and relevance of our worker participation, consultation, and communication on OHS practices at AJi Saudi (GRI 403-4).







## OUR SOCIAL IMPACT

AJi is unwavering in its commitment to enhancing the well-being of its employees through targeted voluntary health programs and services. Exemplifying this dedication, informative sessions on the hazards of smoking were conducted on World No-Tobacco Day in 2022. The organization takes a tailored approach, addressing specific health risks and fostering holistic well-being. Emphasizing the importance of employee participation, AJi provides access to valuable resources, information, and support, creating a conducive environment for health-promoting activities.



In the realm of mental health, AJi actively promotes awareness and open discussions, annually observing Mental Health Day on October 10th. In 2022, a virtual session with Dr. Falah Tamimi, titled «Building Resilience in the Workplace,» was organized across all AJi Group offices. Dr. Falah's expertise played a pivotal role in providing valuable insights and strategies to create a healthier work environment, empowering team members with effective tools to address challenges proactively.



Building on the success of the previous year, AJi shifted its focus in 2023 to the theme «Mental Health is a Universal Human Right.» This initiative aims to enhance knowledge, raise awareness, and encourage action to promote and safeguard mental health as an inherent human right. AJi remains steadfast in its pursuit of fostering a workplace culture that prioritizes both physical and mental well-being, contributing to the overall flourishing of its valued team members.



## WORK-RELATED INJURIES



We are pleased to report that our unwavering commitment to safety has yielded commendable results in both the UAE and KSA, with no recorded fatalities, high-consequence incidents, or recordable events resulting from work-related injuries within these regions. In JOR, we documented a singular incident involving a team member experiencing a rapid heart rate. Swift action was taken in response, with immediate administration of first aid followed by the provision of medical services to effectively address the situation.

At AJi, we uphold the highest safety standards and unwaveringly adhere to OHS laws and regulations tailored to our industry. Our proactive approach includes routine risk assessments to identify potential workplace hazards, informing the implementation of robust controls that effectively mitigate these identified risks.

Our safety policies and procedures are meticulously crafted to seamlessly align with legal requirements. Additionally, we prioritize ensuring that our workforce is not only well-informed but also equipped with the necessary knowledge and skills to navigate the complexities of OHS practices. To facilitate this, our Human Resources (HR) department organizes comprehensive training and education programs for our employees (GRI 403-9).

**In 2022**

**Zero  
INCIDENT IN KSA AND UAE**

**One  
INCIDENT IN JORDAN**



## EMPLOYEE TRAINING AND EDUCATION

Our organization's success is closely linked to the skills of our employees. We consider their continuous professional development a fundamental responsibility. As per internal policies, employees who have completed their probationary period are eligible for fully covered company-sponsored training.

In 2023, our employees received a total of 208 hours of training across facilities in JOR and KSA. The 208 hours of training received by our employees breaks down to an average of 0.06 hours per male and 1.14 hours per female.





## OUR SOCIAL IMPACT

Training in 2023	UAE	KSA	JOR	Total
Total hours of training for male employees	0	0	45	45
Total number of male employees	34	709	75	818
Average training hours per male employee*				0.06

\*Relative to the total number of male employees in 2023

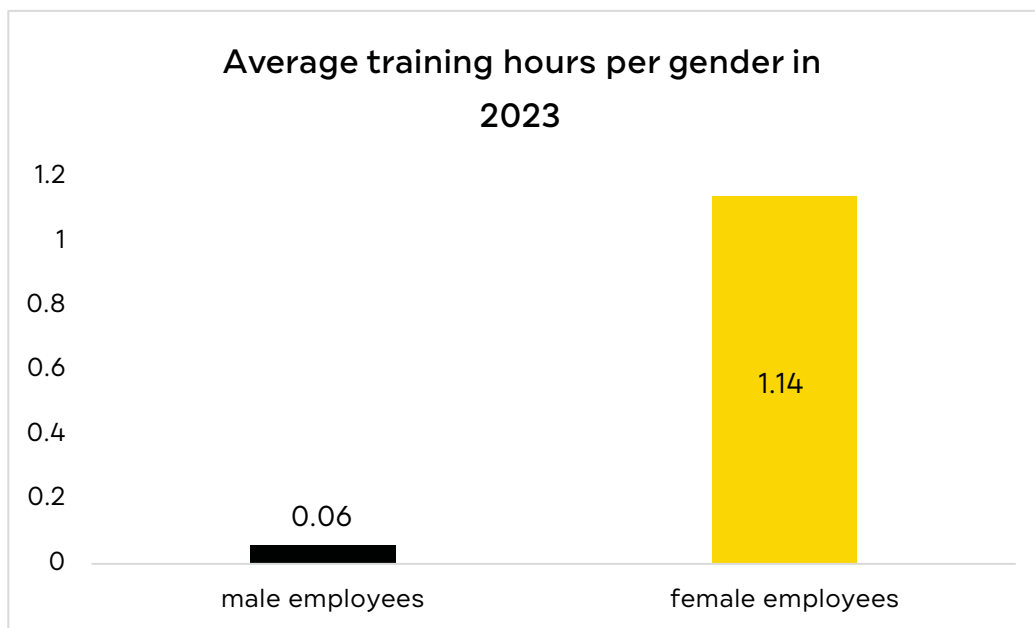
Training in 2023	UAE	KSA	JOR	Total
Total hours of training for female employees	0	120	43	163
Total number of female employees	11	63	69	143
Average training hours per female employee*				1.14

\*Relative to the total number of female employees in 2023



## OUR SOCIAL IMPACT

Our goal is to increase these training hours in the coming years, further enhancing employees' career development (GRI 404-1). While the total and average hours of training by employee category are currently unavailable, we recognize the opportunity for improvement in record-keeping. Below are the average training hours per gender in 2023:



Committed to fostering the professional growth of our employees across all locations of operation, we prioritize equipping them with essential skills for both personal and career advancement. In KSA, our training initiatives encompass a range of soft skills, including Microsoft Office proficiency and leadership, alongside technical training such as Project Management Professional certification for engineers. These specialized programs are thoughtfully conducted outside regular office hours to minimize disruption to our operations. Similarly, in JOR, our commitment remains steadfast, as we implement various programs and assistance initiatives aimed at nurturing the professional development of our workforce. This includes soft skills training for English proficiency and communication, coupled with technical training programs designed to enhance the expertise of our engineers.

To complement our commitment to professional growth, transition assistance programs in JOR play a crucial role in attracting and retaining top talent. These programs involve active participation in job fairs and recruitment events, coupled with the provision of comprehensive onboarding programs to facilitate seamless employee integration. Furthermore, exit interviews with departing employees are conducted, gathering valuable feedback that ensures continuous improvement of practices and aligns with the organization's commitment to excellence (GRI 404-2). This holistic approach not only enhances the skills of our employees but also underscores our dedication to fostering a supportive and growth-oriented workplace environment.

# UNDERSTANDING AJI GROUP'S ESG JOURNEY

In May 2023, AJi participated in workshops called «Understanding AJi ESG Journey» by third-party experts. The sessions offered a comprehensive understanding of sustainability, ESG principles, climate change, and proactive steps to strengthen the company's position as a sustainable and adaptable entity.

The initial segment of the workshop provided an in-depth examination of fundamental ESG principles, the regulatory landscape, and initiatives specific to the company's locations. It further delved into the reasoning, methodologies, reporting standards, advantages, and the step-by-step procedures integral to the ESG reporting process. The workshop also assessed AJi carbon emissions performance and compared it to industry peers. The second part of the workshop featured interactive activities, discussions, and brainstorming sessions to generate innovative ideas for implementation within the company.

After concluding workshops in all three locations, the third-party provider met with our CEO. The meeting focused on our current ESG standing, workshop outcomes, and the envisioned future trajectory for our organization. In-depth discussions assessed AJi progress and position in the ESG landscape, serving as a platform to determine a path forward, and outline strategic steps aligned with our sustainability objectives (GRI 404-2).

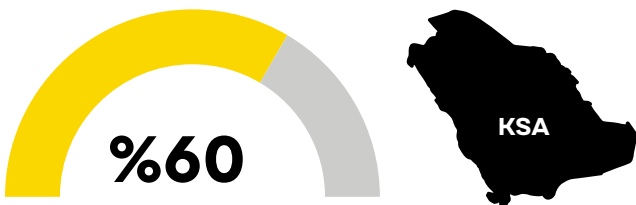




### PERFORMANCE REVIEW

In accordance with Jordanian Labor Law, we have implemented an employee performance review policy. This policy delineates a structured performance appraisal process, coupled with ongoing feedback and coaching sessions designed to acknowledge exemplary performance and effectively address any areas of potential improvement. Our policy mandates two evaluations for new hires: one within three months of joining and another after one year of employment.

For employees with six or more months of service in a year, annual performance reviews are a collaborative effort between management and HR. This structured cycle involves goal-setting, mid-year reviews, and end-of-year evaluations. The goal-setting stage establishes «SMART» goals (Specific, Measurable, Achievable, Relevant, Time-bound), and mid-year reviews offer support for the final year-end assessment.



Comprehensive statistics detailing performance and career development reviews categorized by employee criteria such as age or gender are not presently available. We acknowledge this gap and view it as an opportunity to improve future record-keeping practices. Nevertheless, we can confirm that in 2022, 100% of employees in JOR underwent reviews, with 60% participating in the process in KSA, and 30% being evaluated in the UAE (GRI 404-3).

## PROTECTING CHILDHOODS

Aligned with our steadfast dedication to ethical business practices, our organization rigorously assesses and monitors both internal operations and external suppliers to mitigate the risks associated with child labor and hazardous work. Our commitment extends to strict adherence to labor laws and regulations in each region, in addition to maintaining stringent compliance with internal policies.

We uphold the principle that children under the age of 17 should not be involved in hazardous, strenuous, or health-compromising work. In both KSA and the UAE, we align with the applicable labor laws governing the employment of minors, specifically outlined in the 10th Part of the Saudi Labor Law and Article 5 of the Federal Decree-Law No. (33) of 2021 for the UAE. In JOR, our practices strictly adhere to the provisions set forth in Section 74 of the Labour Code, Law No. 8 of 1996. These regulations explicitly prohibit the engagement of children in perilous or health-threatening work. Our internal policies reinforce this commitment, ensuring that our operations and suppliers do not involve significant risks related to child labor.

While no specific actions targeting the elimination of child labor were enacted during the reporting period, our commitment to this cause remains unwavering. We maintain a rigorous adherence to all pertinent labor regulations, placing a priority on the protection of children. As we look forward, our commitment extends to conducting business exclusively with responsible suppliers, reinforcing our dedication to this crucial cause (GRI 408-1).





## STRENGTHENING OUR INTERNAL CULTURE

Society's well-being is of utmost importance to us. We actively foster a sense of unity, nurturing social, cultural, and humanitarian bonds not only within our employee community but also extending these connections to our broader stakeholders and local communities.

Internally, our aim is to instill a sense of ownership and belonging among our employees, offering a platform for constructive dialogues with AJi Group's management.

These interactions serve as a space for the free exchange of information, ideas, concerns, and plans, contributing to the improvement of AJi social performance and the overall work environment. Externally, we aspire to fortify social bonds between AJi and the local communities where we operate.

“

**Our goal is to instill a sense of ownership within our team members**

”





## STRENGTHENING OUR INTERNAL CULTURE

To oversee our ambitions, the Social Committee plays a pivotal role in coordinating diverse events such as picnics, entertainment parties, sports, environmental activities, and scientific and cultural seminars. Additionally, the committee organizes collective social activities aimed at bringing employees together. Our overarching goal is to contribute to a positive and cohesive work culture, fostering employee satisfaction, teamwork, and active community involvement.

Our organization embraces a dynamic social calendar crafted to nurture camaraderie and well-being among our team members. From our Year End Celebration to engaging team-building activities, we prioritize moments of connection and enjoyment.

During Ramadan, our offices unite for events that capture the spirit of the season. Christmas brings forth a lively Secret Santa exchange, and we honor Independence Days of various nations with collective gatherings. Women's International Day is observed with workshops led by accomplished female professionals, focusing on holistic well-being. We also mark Mother's and Father's Days with tokens of appreciation. Additionally, we indulge in social activities like watching soccer matches and enjoying treats at the office.





## OUR SOCIAL IMPACT

In our pursuit of environmental responsibility, our commitment shines through diverse initiatives. On World Recycling Day, we collaborated with the «Green Wheelz» initiative, dedicated to environmental preservation and supporting children with disabilities. Our team enthusiastically participated in recycling processes, and specialized recycling bins were introduced across our locations. Furthermore, we actively participated in community betterment endeavors, including waste collection on Earth Day and contributing to the enhancement of green spaces by planting trees on our office

As part of our commitment to promoting social responsibility among our team members, we organized an initiative involving the donation of packages containing winter clothes and food to a mental health center. We host events that facilitate knowledge acquisition and the sharing of experiences, fostering a holistic culture of well-being among our employees (GRI 403-6).





## OUR SOCIAL IMPACT

As a testament to our commitment to the well-being of our members, we proudly joined forces with the Jordan Breast Cancer Program to host impactful awareness events in both 2022 and 2023, dedicated to addressing the critical issue of breast cancer. A survivor shared her journey to educate the community, especially women, about the risk factors that increase the possibility of breast cancer. Various prevention methods were covered including the importance of early detection, target group, place where the service is available, as well as the provision of an integrated service to combat breast cancer from detection to treatment.

### 2022 Breast Cancer Day:





**OUR SOCIAL IMPACT**

On March 8th, 2023, AJi marked International Women's Day with a special online event, the «Building Habits for the Mind, Body & Soul Workshop.» This workshop aimed to encourage wellness and self-care among its female employees, offering practical insights into holistic well-being. The workshop emphasized cultivating habits that support the holistic well-being of participants, addressing the mind, body, and soul. Its online format enabled female professionals from diverse regions to participate, highlighting AJi dedication to supporting their overall health and wellness journey. This event underscored the organization's commitment to the well-being and selfcare of its female workforce.



**WE CARE ABOUT YOUR WELLBEING**

**BUILDING HABITS FOR THE MIND, BODY & SOUL WORKSHOP**

WE ARE PROUD TO ANNOUNCE WE WILL BE GIVING AN INSPIRATIONAL TALK TO A BEAUTIFUL GROUP OF LADIES ON A VERY SPECIAL DAY. CHANGE YOUR HABITS... CHANGE YOUR LIFE!



LAMA KARAKI



**8**  
MARCH  
WEDNESDAY



NORA SIBLANI-MSC



## OUR SOCIAL IMPACT

In addition to organizing events for the women in our AJi family, we also extended our efforts to our male employees, specifically fathers and father figures. On June 19th, 2023, in observance of International Father's Day, we acknowledged the invaluable contributions of fathers and father figures in the lives of children. To honor their role, we celebrated the occasion by distributing gifts to our employees as tokens of appreciation for their paternal dedication and support.

In 2023, AJi organized an energetic and convivial football league, providing employees with an engaging platform to partake in exhilarating matches. This initiative was designed to foster team-building and fortify the camaraderie among our workforce. It served as a refreshing opportunity for employees to unwind, engage in friendly competition, and cultivate relationships beyond the confines of the office. The goal of these activities was to cultivate unity and a sense of belonging within AJi. Such endeavors



underscore our dedication to cultivating a harmonious work-life culture, where employees can partake in recreational pursuits and cultivate enduring connections beyond their professional duties.





**OUR SOCIAL IMPACT**

In line with our commitment to honoring local culture, we celebrated Saudi Arabia’s Founding Day on February 22nd, 2023. This newly established annual holiday commemorates the founding of the first Saudi state in Arabia. Our AJi family marked the occasion by spotlighting traditional crafts, culture, and heritage from across the KSA. Likewise, on September 25th, 2023, we rejoiced in Saudi National Day festivities. The celebration featured a feast of traditional food and Saudi coffee, accompanied by communal activities such as games, fostering camaraderie and solidarity among our employees.



Foundation Day (top) and Saudi National Day (bottom)





## OUR SOCIAL IMPACT

Finally, AJi upholds a cherished tradition of hosting an exhilarating year-end celebration. This event serves as a platform to celebrate the team's achievements over the past year while ushering in the new one with enthusiasm. It offers our dedicated employees a chance to gather, relax, and commemorate collective successes. The festivities feature entertainment and interactive activities, enhancing camaraderie within the AJi family and instilling a sense of unity and anticipation for the forthcoming year. This joyful gathering not only recognizes hard work and commitment but also embodies the company's values of camaraderie and gratitude.





## GIVING BACK TO OUR COMMUNITY

AJi is profoundly committed to generating positive impacts through active engagement in social activities, informative lectures, and strategic affiliations. Our approach revolves on understanding and addressing the distinct needs of local communities. Through our active engagement in community development programs tailored to the specific requirements of each community, we aspire to foster a lasting and meaningful difference.

Our actions mirror our values, and we take pride in being an organization that actively contributes to positive change, prioritizes the well-being of our em-

ployees, and maintains a high level of transparency in our operations. To demonstrate our commitment, we engage in proactive collaborations with worker and student councils, as well as other representative bodies. Through these partnerships, we ensure that we accurately identify and address the specific needs of local communities.

Through targeted initiatives, we contribute to making a positive transformation in the communities we engage with. Our support extends to a diverse range of projects, institutions, and charitable organizations, such as Taawon, Tkiyet Um Ali, the Madrasati Palestine Project, the INJAZ Job Shadowing Program (JSP), and the Arab Orphans Committee.





## MAKING THE LEADERS OF TOMORROW

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Our actions mirror our values, and we take pride in being an organization that actively contributes to positive change, prioritizes the well-being of our employees, and maintains a high level of

### UNIVERSITY AFFILIATIONS:

AJi affiliation with HTU exemplifies our commitment to local communities. Through insightful lectures held both on our premises and at the university campus, we contribute to the academic enrichment of students while bridging the gap between academic learning and practical application. Our active participation in career fairs further demonstrates our dedication to nurturing local talent and facilitating pathways for their professional growth.

### WORKSHOP AT HTU CAMPUS:

The collaborative efforts between AJi and HTU have resulted in a variety of activities aimed at enhancing knowledge sharing and practical learning. These initiatives include HTU Lectures conducted at AJi Campus, where topics such as the integration of mechanical and electrical designs with architectural concepts are explored. Our technical team actively engages in workshops at the HTU Campus, providing guidance to students in achieving holistic architectural and structural projects while considering the electrical and mechanical requirements of buildings. Moreover, our participation in HTU Career Fairs underscores our commitment to nurturing local talent and fostering professional growth.



## MAKING THE LEADERS OF TOMORROW

It is our internal policy to actively engage in the training of students and graduates. We are committed to providing annual training opportunities for Jordanian students from various local, regional, and international universities. This pledge reflects our dedication to contributing to the development of the local talent pool and fostering educational and professional growth within our community.

### SUMMER INTERNSHIPS:

AJi summer internship program, running from June to August, presents a valuable opportunity for students across diverse disciplines to acquire practical experience and insights into our operations. This program invites students in fields including architecture, mechanical engineering, electrical engineering, structural engineering, IT, finance, and industrial engineering to engage in hands-on projects and collaborate with seasoned professionals. Through real-world involvement, interns can hone their skills while contributing to AJi innovative projects. This exposure facilitates learning from industry experts, fostering a deeper understanding of their chosen field and laying a solid foundation for their future careers.





### AJi YOUNG LEADER SCHOLARSHIP (AJi-YLS):

We actively cultivate leadership and innovation within the engineering and architecture consultancy sector. This program strategically identifies emerging talents from Jordanian firms and provides them with the opportunity to participate in the prestigious FIDIC Young Professional Management Training Programme (YPMTP). Over the course of seven months, this online training endeavor equips young professionals and aspiring managers with a comprehensive curriculum aimed at honing their skills. By investing in their growth, we not only support the development of future industry leaders but also contribute significantly to the advancement of the engineering consultancy sector as a whole.

### INTERNATIONAL EXCHANGE PROGRAM - IWRM PROGRAM:

The Integrated Water Resources Management (IWRM) MSc. Program is a collaborative exchange initiative focusing on the MENA region. It is jointly offered by the German Jordanian University (GJU) and the Institute for Technologies and Resources Management in the Tropics and Subtropics (ITT) at the Technical University of Cologne (TH Köln). During the period spanning from October 2022 to January 2023, six students from various nationalities including the USA, Brazil, and Germany participated in the program. Four of these students joined the business development and project coordination department, while the remaining two became part of the water and wastewater design team. Each student contributed a total of 160 hours to their respective departments



## AFFILIATED ASSOCIATIONS

### Saudi Council of Engineers (SCE) and Jordan Engineers Association (JEA):

At AJi, we not only excel in the engineering industry but also actively shape its future through our engagement with esteemed organizations. Several distinguished members of our senior management and board have assumed prominent leadership positions within the JEA and the SCE, highlighting our substantial influence in the field. Furthermore, beyond organizational roles, our team members consistently contribute to committees and technical bodies that play a pivotal role in formulating engineering codes and specifications at the national level.



### Architects/Engineers Business Council (A/E Business Council):

As esteemed members of the A/E Business Council, we take pride in our pivotal affiliation within the architectural and engineering domains. Actively engaged as proactive participants, we contribute to a vibrant community of architects, engineers, and allied professionals. This collaborative platform serves as an incubator for innovative ideas, best practices, and shared experiences, weaving together a rich tapestry of expertise that transcends boundaries and enriches our collective knowledge pool. Through our membership, we secure a seat at the table where crucial industry dialogues unfold, including thought provoking discussions, seminars, and knowledge-sharing initiatives that shape the course of architectural and engineering standards.



### American Chamber of Commerce in Jordan and Jordanian-European Business Association:

Leveraging their extensive international expertise and experience, the senior management members of our organization are steadfastly committed to advancing local business interests. This commitment is evidenced by our active memberships in prominent organizations such as the American Chamber of Commerce in Jordan and the Jordanian-European Business Association. Through these affiliations, we infuse a global perspective into our endeavors, cultivating invaluable connections and collaborations that propel local businesses onto the international stage.



**The American Chamber of Commerce in Jordan**



**JEBA**  
Jordan Europe Business Association



**Jordan Green Building Council (Jordan GBC):**

The Jordan GBC is committed to establishing an effective enabling environment for the green building sector, encompassing robust legislation, policies, and market instruments. Their efforts include raising community awareness about regulations and laws related to green building, sharing success stories, educating decision-makers, and fostering public/private dialogue regarding sector priorities. As a Platinum Corporate Member, AJi Amman actively participates in and supports the Jordan GBC's initiatives to promote sustainable and eco-friendly building practices in JOR. Our recent involvement includes nominating 15 staff members to participate in the LEED course and certification, demonstrating our commitment to advancing sustainable building practices.



**International Federation of Consulting Engineers (FIDIC):**

International Federation of Consulting Engineers (FIDIC): As a proud member of FIDIC, an esteemed organization offering professional services to architecture and engineering consulting companies in Jordan, we uphold our international reputation and commitment to professional and ethical practices within the consulting engineering field (GRI 2-28).



International Federation of Consulting Engineers (FIDIC)

**INDUSTRY SPONSORSHIP AND INVOLVEMENT**

**JEA Engineering Consultancy Conference (ECC):** The JEA hosted The Second Engineering ECC under the theme «Sustainability of Engineering Consultancy and Digital Transformation.» At the conference, our Executive Chairman and CEO discussed international trends in Architecture and Engineering firms. Furthermore, AJi received two honors from the JEA. The first was awarded to the Executive Chairman, Eng. Bisher Jardaneh, in honor of the late Eng. Muhammad Jardaneh, who served as the first president of the Jordanian Engineering Offices Authority. The second honor was received by our CEO, Eng. Hamzeh Awwad, on behalf of AJi, recognizing the valued sponsorship of ECC.

**A/E Business Council and iSUSTAIN AWARD:** We are delighted to announce that our CEO, Engineer Hamzeh Awwad, currently serving as a Chairman of the A/E Business Council. The Council plays a pivotal role in supporting architectural and engineering consulting firms in JOR, striving to enhance both quality and competitiveness within this vital sector. In a remarkable initiative, the Council established the Green Building Unit, dedicated to promoting sustainable design practices among architects and engineers. This Unit also pioneered the inception of the iSUSTAIN AWARD, a prestigious national competition for architecture students in JOR. The award aims to inspire and cultivate sustainable practices in architecture. Awwad has been an active supporter of the iSUSTAIN AWARD for the past five years, contributing his expertise as a panel member for project evaluations. We take great pride in extending our support to this initiative, serving as platinum supporters from 2022 to 2025.





**OUR SOCIAL IMPACT**

Engineering Excellence 360 Conference: Our Operations Director Eng. Maysoun Dissi had the honor of serving as the keynote speaker at the esteemed Engineering Excellence 360 Conference, organized by the JEA. This event was centered on exploring engineering leadership across various innovative and industrial domains. The conference provided a profound platform for discourse, primarily focusing on the transformative impact of the Fourth Industrial Revolution on contemporary business models.



### ECONOMIC INITIATIVES

Economic initiatives hold paramount importance at AJi and across all its operational locations. This commitment is vividly exemplified through our active involvement in Jordan's Economic Modernization Vision, centered around the transformative slogan «A Better Future.» Aligned with the vision's strategic pillars of accelerating growth by unleashing Jordan's economic potential and enhancing the quality of life for all citizens, our CEO Eng. Hamzeh Awwad played a pivotal role. Collaborating with 500 experts from diverse sectors, including private and public sectors, Parliament, academia, civil society, media, and development partners, they collectively participated in a national dialogue known as the «National Economic Workshop.» This underscores AJi dedication to contributing substantively to the economic well-being and vision of the communities we serve.



Jordan Strategy Forum (JSF): We actively engage in our membership with JSF, a distinguished think tank and policy advocacy institution in JOR. JSF brings together stakeholders from diverse sectors, including business, academia, and government, to facilitate dialogues, research endeavors, and analyses aimed at shaping Jordan's socio-economic evolution and policy directions. Eng. Bisher Jardaneh is an active board member in the JSF as esteemed participants within JSF, we play an active role in fundamental dialogues and events, thereby exerting suggestive influence on the nation's developmental landscape.





## CORPORATE GOVERNANCE

Our governance approach is rooted in principles of compliance, transparency, and accountability. We have established dedicated internal working groups tasked with ensuring that our operations consistently uphold ethical standards. Our primary objective in this regard is not only to maintain these high standards but also to continuously enhance them, fostering a culture of integrity and responsible business practices throughout our organization.

**OVERVIEW**

At AJi, our governance structure, overseen by 11 dedicated individuals, is designed to uphold accountability, transparency, and the fulfillment of our mission across all sectors. It is divided into two pillars to efficiently oversee our diverse portfolio of operations (GRI 2-9).

**OPERATING COMPANIES COMPLIANCE BOARDS**

Consisting of four team members and structured across five levels, our Operating Companies Compliance Boards are responsible for upholding our stringent compliance standards across all our entities.

**Jordan Compliance (C-1):**

This committee, consisting of two members, oversees the operations of AJi (JOR), AJiBE, AJiWE, Lemana, and Raseel. They convene annually and make a review of actions taken once a year.

**International Compliance (C-2):**

Comprising two members, this committee oversees the operations of all AJi Branches and Falcon. Similar to the JOR Compliance committee, they convene annually to conduct a review of any actions taken throughout the year.

**Saudi Compliance (C-3a and C-3b):**

These committees, consisting of three members in total, are dedicated to overseeing AJi Saudi. C-3a convenes twice a year in conjunction with AJi Saudi Board Oversight Committee (BOSC-1), while C-3b meets annually to conduct a comprehensive review of actions taken throughout the year. Saudi Compliance (C-3a and C-3b): These committees, consisting of three members in total, are dedicated to overseeing AJ Saudi. C-3a convenes twice a year in conjunction with AJ Saudi Board Oversight Committee (BOSC-1), while C-3b meets annually to conduct a comprehensive review of actions taken throughout the year.

**Jersey Compliance (C-4):**

Consisting of three members, this committee is responsible for overseeing HDP operations in the UAE. They convene semi-annually in conjunction with the HDP Board Oversight Committee (BOSC-2)



**OPERATING COMPANIES BOARD REVIEW**

Constituted by nine individuals and organized into Boards (3 levels) and Committees (2 levels), these entities offer a comprehensive perspective on our organization's performance and governance. They are responsible for decision-making and overseeing the management of our impacts across all levels of operation.

**AJi Group (Operating Companies) Board (B-1):**

Consisting of seven members, this board convenes quarterly to assess the overall performance and strategy of our operating companies.

**Board Oversight Committees (BOSC-1 and BOSC-2):**

These committees, comprising four and five members respectively, are responsible for overseeing AJi Saudi and HDP operations. They convene twice a year to ensure alignment with our governance standards.

**Nominations and Compensations Committee (BC-1):**

Comprising five members, this committee convenes as needed, but not less than once a year, to address matters related to nominations and compensation.

**Audit Committee (Operating Companies) (BC-2):**

With four members, this committee also meets as needed, not less than once a year, to oversee the audit process for our operating companies.

## BOARD OF DIRECTORS



**Bisher Jardaneh**  
Executive Chairman  
& Board Member

Eng. Jardaneh has dedicated four decades to the company. He assumed the position of Chairman in 2014 and continued to serve as both Chairman and Executive Managing Director until September 2020, when he became Executive Chairman. Jardaneh holds degrees in Civil Engineering and Construction Management and is a member of several professional and business associations, including the Young Presidents Organization.



**Omar Jardaneh**  
Board Member



**Salma Abu Ayyash**  
Board Member



**Ala'a Al Kawalit**  
Board Member



**Hamzeh Awwad**  
Chief Executive Officer  
& Board Member



**David Nickols**  
Board Member



**Mohammad Jardaneh**  
Board Member



## DIVERSITY

Diversity of our governance in 2023 (GRI 405-1)

Our Governance in 2023	Total	%	Total	%
Total male Directors (BoD)	6	%86	6	%86
Total female Directors (BoD)	1	%14	1	%14
<b>Total number of Directors</b>	<b>7</b>	<b>%100</b>	<b>7</b>	<b>%100</b>

\*Percentage related to the total number of Directors

Our Governance in 2023	Total	%	Total	%
Directors under 30 years old (BoD)	0	0	0	0
Directors from 30 to 50 years old (BoD)	3	%43	3	%43
Directors over 50 years old (BoD)	4	%57	4	%57
<b>Total number of Directors</b>	<b>7</b>	<b>%100</b>	<b>7</b>	<b>%100</b>

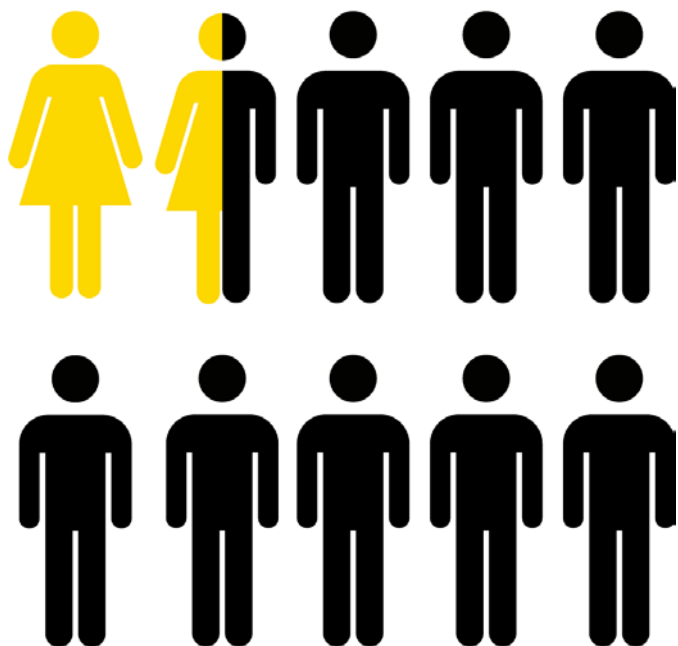
\*Percentage related to the total number of Directors

Diversity among our employees in 2023 (GRI 405-1)

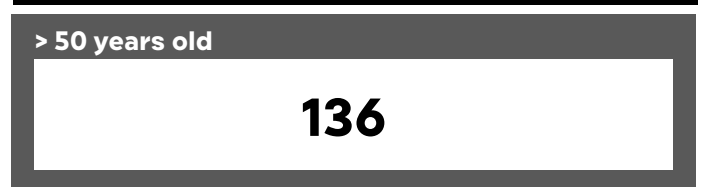
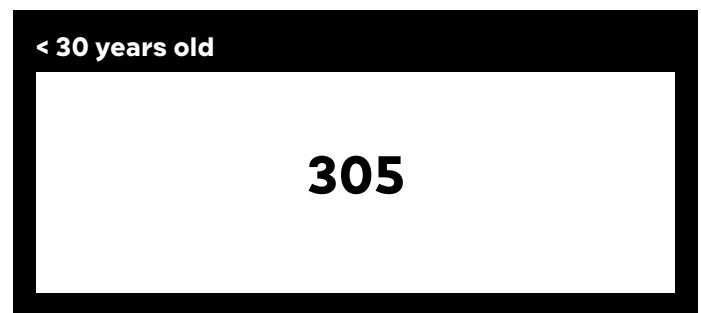
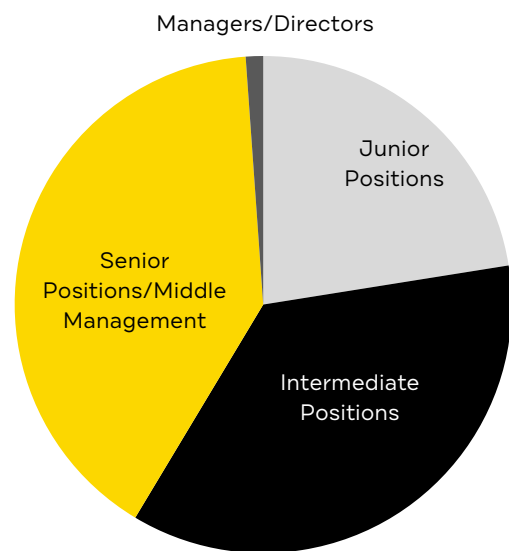
Employee Demographics in 2022-2023	UAE	KSA	JOR	Total	%	UAE	KSA	JOR	Total	%
Total male employees	59	536	194	789	%87	60	720	111	891	%84
Total female employees	15	61	43	119	%13	24	63	85	172	%16
<b>Total number of employees by gender</b>	<b>74</b>	<b>597</b>	<b>237</b>	<b>908</b>	<b>%100</b>	<b>84</b>	<b>783</b>	<b>196</b>	<b>1,063</b>	<b>%100</b>

Employee Demographics in 2022-2023	UAE	KSA	JOR	Total	%	UAE	KSA	JOR	Total	%
Employees under 30 years old	8	178	97	283	%31	16	212	77	305	%29
Employees 50-30 years old	47	340	100	487	%54	53	471	98	622	%59
Employees over 50 years old	19	79	40	138	%15	15	100	21	136	%13
<b>Total number of employees by age</b>	<b>74</b>	<b>597</b>	<b>237</b>	<b>908</b>	<b>%100</b>	<b>84</b>	<b>783</b>	<b>196</b>	<b>1,063</b>	<b>%100</b>

<b>Employee Demographics in 2022- 2023</b>	<b>UAE</b>	<b>KSA</b>	<b>JOR</b>	<b>Total</b>	<b>%</b>	<b>UAE</b>	<b>KSA</b>	<b>JOR</b>	<b>Total</b>	<b>%</b>
Junior positions	14	188	50	252	%28	5	199	35	239	%22
Intermediate positions	30	205	123	358	%39	50	231	103	384	%36
Senior positions/ Middle management	25	197	59	281	%31	28	345	55	428	%40
Managers/Directors	5	7	5	17	%2	1	8	3	12	%1
<b>Total number of employees by category</b>	<b>74</b>	<b>597</b>	<b>237</b>	<b>908</b>	<b>%100</b>	<b>84</b>	<b>783</b>	<b>196</b>	<b>1063</b>	<b>%100</b>



**Diversity of Employee Category/Position in 2023**





## REDEFINING THE BASIS

Our Board of Directors, formed by esteemed Board Members and Directors, holds a pivotal role in shaping the organization's core purpose, values, and internal mission and vision statements. Through purposeful dialogues, the board focuses its efforts on AJi Group's fundamental ideology, embodying the company's dedication to environmental stewardship, social responsibility, and economic viability (GRI 2-12).



## REVISITING OUR CORE

AJi Group's commitment to growth, sustainability, and market relevance has propelled us into a transformative journey. This endeavor commenced with the acknowledgment of the necessity to reassess our company's core values, vision, and market strategy. As an integral aspect of this strategic initiative, we actively involved our stakeholders and collaborated with international rebranding agencies to craft a new narrative that harmonizes our internal perspectives with our external aspirations.

We extended invitations to esteemed international and regional firms to contribute their expertise to our strategic reevaluation. Two distinguished rebranding agencies, one based in the UAE and the other in JOR, were carefully selected to guide us through this transformative process. Their wealth of insights and global experience proved instrumental in reframing our company's identity and market approach.

## OUR THOUGHT PROCESS

The journey commenced with a meticulous analysis of our competitors and a deep dive into AJi internal strengths and market approach. We recognized the significance of environmental considerations and governance principles in forming a holistic vision that would guide our future endeavors. This focused exploration laid the foundation for the subsequent stages of our transformative process.

Drawing from insights gathered through comprehensive market and competitor research, the rebranding agencies proposed a visionary tagline, core values, and an internal vision and mission. These proposals captured the essence of AJi renewed commitment to sustainability, innovation, and market excellence. The proposed ideas deeply resonated with our aspirations and set the stage for further refinement and review.

## LEADERSHIP REVIEW AND ALIGNMENT

Under the guidance of our CEO, the proposed ideas underwent thoughtful evaluation in consultation with an internal committee. This review process ensured that the proposed values, internal vision, and mission resonated with AJi culture and strategic direction. Our CEO, Eng. Hamzeh Awwad, presented the outcomes and insights, along with his recommendations, to the Board of Directors.



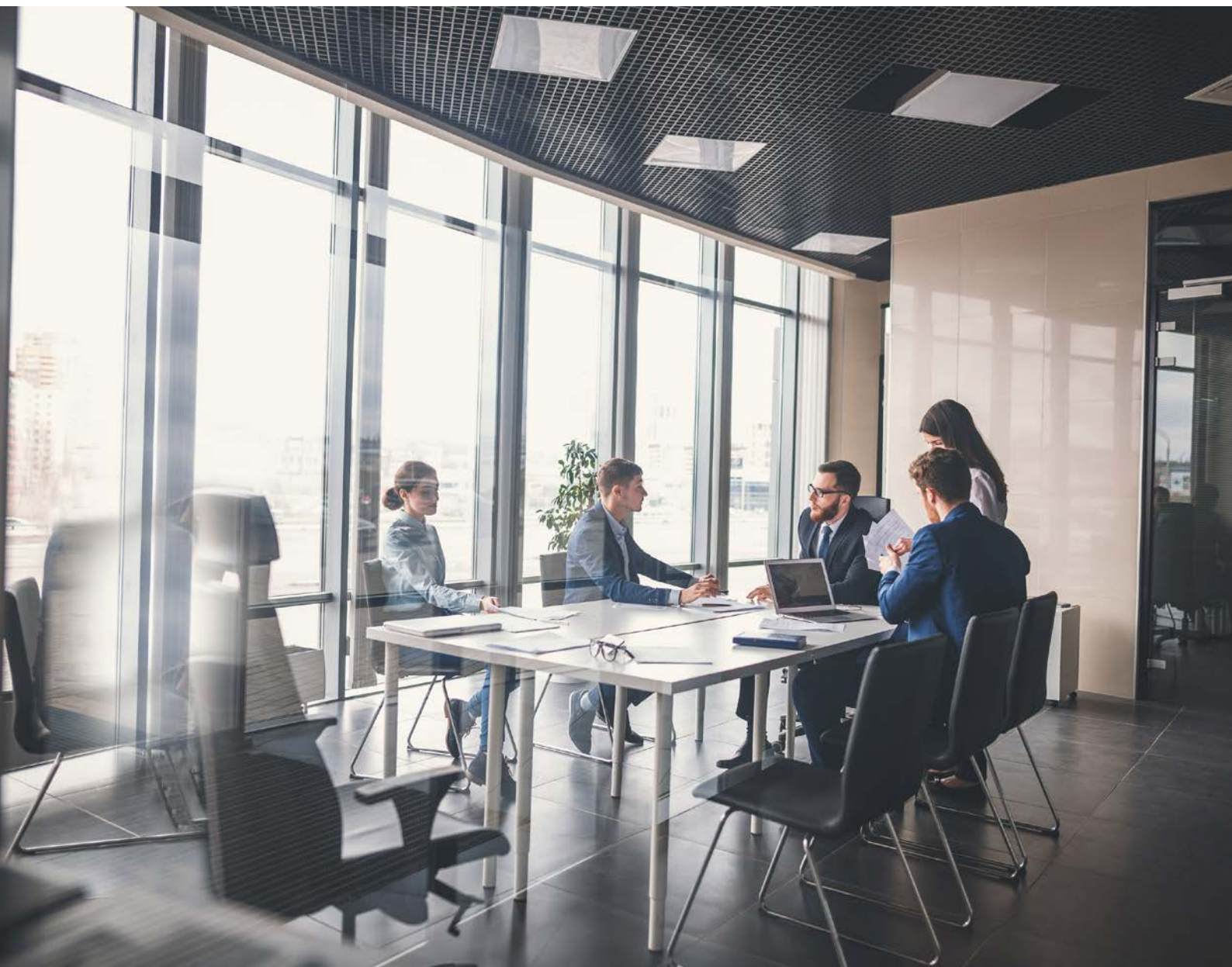


## BOARD NEGOTIATIONS AND VALIDATION

The Board of Directors, as custodians of AJi vision, established committees to rigorously study the concepts and processes presented on a monthly basis. This comprehensive analysis included benchmarking against other regional firms to ensure our proposed direction remained innovative and competitive.

The Board's commitment to meticulous examination and validation underscored the significance of our rebranding effort. Upon careful consideration, the Board reviewed the CEO's recommendations, reflecting a collective commitment to shaping a bold future for our Group. These newly refined elements—the visionary tagline, core values, internal vision, mission, and refined processes—have now been adopted and are being implemented across our organization. This strategic repositioning resonates through our branding, policies, and actions, embodying our dedication to a sustainable and dynamic future.

In conclusion, AJi journey of transformative evolution exemplifies the power of stakeholder engagement and strategic vision. By embracing change, collaborating with international expertise, and aligning our internal perspectives with market realities, we are forging a path toward a future that is both promising and enduring. As we move forward, these redefined elements will guide us, inspire us, and stand as a testament to our commitment to growth, sustainability, and market excellence.





## ENGAGING WITH OUR STAKEHOLDERS

We place significant importance on interacting with a wide array of stakeholders and classify them based on their engagement and impact on the company's activities. The engagement process at Aji is characterized by a dynamic and inclusive nature, encompassing various stages to ensure robust collaboration.

Initially, we identify different stakeholder groups through a thorough evaluation of their roles and influence within the company. This involves both internal stakeholders, such as employees and management, as well as external ones, including clients, suppliers, local communities, and regulatory bodies. Aji employs a variety of communication methods, including focus groups, routine meetings, and online platforms, to facilitate transparent discussions and gather input. This two-way communication fosters a deeper comprehension of stakeholder viewpoints, concerns, and expectations. The insights obtained from such interactions play a crucial role in shaping the organization's strategies, policies, and decision-making, ensuring that our endeavors align with the desires and requirements of all engaged stakeholders (GRI 2-29).



## TAX SYSTEM

AJi maintains a strong presence in the regional and international markets, prioritizing global competitiveness. Our focus lies in creating enduring value for shareholders by enhancing capabilities, reinforcing our brand, and fostering strategic partnerships. Our tax approach is focused on a sustainable, optimized tax rate while upholding integrity and compliance with relevant tax legislation across jurisdictions (GRI 207-1).

Our tax strategy is built on ensuring adherence to legal and disclosure requirements, as well as the fiduciary duties of our employees, managers, and directors. We leverage external tax advice as needed to ensure compliance with tax laws and regulations while conducting all tax planning and transactions with utmost adherence to relevant regulations.

Tax governance and control are integral to AJi fiscal responsibility and operational excellence. We maintain a robust framework of internal controls, accurate reporting practices, and strategic tax planning strategies to navigate the taxation landscape effectively. Through these measures, we uphold meticulous financial management, safeguard our reputation, and ensure the stability of our operations in a complex fiscal environment.

Prioritizing proactive tax risk management, AJi employs a strategic approach to recognize, evaluate, and mitigate potential tax-related uncertainties. Through risk evaluations, staying updated on evolving tax laws, and conducting comprehensive due diligence, we swiftly identify and address possible tax challenges, showcasing our dedication to responsible financial practices and ethical business conduct.



We have strategically implemented a comprehensive approach to guarantee precise financial reporting, maintain transparent communication with tax authorities, and fulfill tax responsibilities diligently. This commitment not only enhances our corporate image but also positively influences the broader economic environment.

Our proactive stance on regulatory compliance involves a deep understanding of industry landscapes and regional intricacies. We enforce policies, processes, and procedures to ensure regulatory compliance. Investing in training mitigates non-compliance risks, ensuring employees understand their regulatory obligations.

**The Legal and Compliance Department, or designated Officer, supervises our initiatives on taxation and regulatory adherence.**



To nurture a compliance-oriented culture, we employ dynamic systems based on best practices, conducting regular audits overseen by the Legal and Compliance Department. Our steadfast commitment to improvement ensures an ever-evolving and adaptable compliance system, in line with emerging challenges (GRI 207-2).



## HOW WE ADDRESS CRITICAL CHALLENGES

In cases of potential or critical concerns, our Board of Directors is promptly informed through efficient communication methods, including meetings, electronic channels, and timely notifications. In 2022, 17 critical concerns were identified and communicated, covering various areas such as backlogs, resources, project risks, operations, and markets. These concerns were promptly addressed to mitigate their impact on our organization (GRI 2-16).



## POLICY COMMITMENTS

In a dynamic global environment emphasizing environmental and social accountability, we are committed to ethical business practices through comprehensive policy commitments aligned with internationally recognized standards. Our intention is to conduct ethical business practices by establishing a comprehensive set of policy commitments that reflect alignment with internationally recognized standards. These commitments cover human resources, board policies, and financial practices, emphasizing meticulous due diligence, thorough risk assessment, and the adoption of the precautionary principle to address potential adverse outcomes.

At AJi, we prioritize human rights, aligning our business activities with core ethical values and integrating internationally recognized principles into our operations to ensure ethical conduct and respect for human rights.



## CORPORATE GOVERNANCE

Our company has a range of policies, including but not limited to:

### HR POLICIES

- Employee conduct and grievances
- Training, employee performance
- Training students and graduates
- Engineering technical committees
- Social committee
- Work from home
- Transfers and temporary assignments
- Health-life-cancer insurance
- Time and attendance
- Code of conduct
- Retirement of Managing Directors
- Employee benefits

### BOARD POLICIES

- Anti-bribery and corruption policy
- Company commitment to social and humanitarian activities
- Authority matrix

### FINANCIAL POLICIES

- Travel policy
- Sub-consultant's procurement policy
- Capital assets control policy

The highlighted policies underscore the importance of comprehensive due diligence in evaluating risks associated with our activities and the adoption of the precautionary principle, reflecting our proactive stance in addressing potential adverse outcomes. We acknowledge the need for diligent monitoring of our policy commitments by the senior-level team and effective communication to employees and broader stakeholders. This ensures our meaningful contribution to the overall welfare of the planet and society.





## CORPORATE GOVERNANCE

In order to achieve our mission of aligning corporate prosperity with our company's values through robust policy frameworks and steadfast enforcement, we diligently govern and monitor the approval levels of each policy commitment within AJi. Our policy approval process follows these steps:

**01**

The policy initiation process begins when a related party formally requests the development or update of a policy to address specific organizational needs or changes in regulations.

**02**

Upon receiving the request, the related party collaborates with the Organizational Development department to identify the key stakeholders and subject matter experts who will be involved in shaping the policy.

**03**

The organisation development engineer is responsible for drafting and reviewing policy content, ensuring it aligns with laws, regulations, industry best practices, and internal standards.

**04**

The policy is thoroughly reviewed and revised by the manager/director and CFO to enhance transparency, viability, financial aspects, and compliance considerations.

**05**

The policy is approved by the CEO after a collaborative review process, confirming alignment with the organization's strategic goals, values, and compliance requirements.



By adhering to this structured and professional policy approval process, we ensure that policies are well-crafted, relevant, and aligned with our mission, vision, and commitment to responsible business practices. In essence, the approval levels of these policy commitments within AJi Group affirm our unwavering commitment to responsible, ethical, and sustainable business practices (GRI 2-23).





## **UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)**

Recognizing the importance of the United Nations Sustainable Development Goals (UN SDGs) and the need to align with them, we have strategically connected our focal areas with these global objectives. Leveraging our broad spectrum of services and extensive presence in key regions, we are aptly positioned to significantly contribute to several UN SDGs.

Our commitment extends across various sectors, including healthcare, education, water and sanitation, and infrastructure. By aligning our projects with these priority areas, we aim to create positive impacts that resonate with the broader global sustainability agenda. Through a meticulous high-level analysis of our operations and expertise, we have identified specific UN SDGs where our efforts can potentially make a meaningful contribution. This strategic alignment underscores our dedication to advancing sustainable development on a global scale.



## UN SUSTAINABLE DEVELOPMENT GOALS

### Environmental

9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



#### Industry, Innovation, and Infrastructure:

Leveraging our proficiency in engineering and architecture, AJi uniquely positions itself to advance sustainable infrastructure, fostering resilient and eco-friendly industries. Our commitment to innovative solutions actively contributes to a future where our work seamlessly aligns with the goals of sustainable industry, innovation, and infrastructure. Our projects, centered on developing and designing sustainable infrastructure, directly align with the overarching aim of building resilient and sustainable industries.

4 QUALITY  
EDUCATION



#### Quality Education

Given AJi engagement in education initiatives positions us to enhance the quality of educational facilities. Through the design of modern and functional educational infrastructure, we contribute to the creation of improved learning environments. Our commitment to inclusive and quality education for all reflects our dedication to supporting diverse communities through innovative solutions in educational planning and infrastructure.

11 SUSTAINABLE CITIES  
AND COMMUNITIES



#### Sustainable Cities and Communities

AJi consultancy services in architecture and engineering position us as contributors to the development of sustainable urban planning and infrastructure. Through our expertise, we actively align with the objective of creating inclusive, safe, resilient, and eco-friendly cities. By prioritizing efficient and environmentally conscious designs, AJi Group plays a crucial role in fostering more sustainable and livable urban environments. Our commitment to innovative solutions ensures that our projects actively contribute to the broader vision of sustainable cities and communities, promoting a harmonious balance between urban development and environmental well-being.

6 CLEAN WATER  
AND SANITATION



#### Clean Water and Sanitation

AJi expertise in water and sanitation projects directly contributes to ensuring the availability and sustainable management of water and sanitation for all. Through our focus on enhancing water quality, sanitation facilities, and water management practices, we strive to provide communities with access to clean and safe water. We are determined to innovative solutions in addressing fundamental aspects of water and sanitation, aligning directly with the broader goal of promoting sustainable water management practices worldwide.

### Social

3 GOOD HEALTH  
AND WELL-BEING



#### Good Health and Well-being

AJi expertise in healthcare and hospital planning positions us to contribute to the promotion of good health and well-being. Through the design and consultation of healthcare infrastructure, we play a pivotal role in elevating medical facilities and augmenting access to high-quality healthcare services. Our dedication extends across the regions in which we operate, ultimately contributing to better health and well-being in the communities we serve. AJi Group's commitment to innovative solutions in healthcare planning reflects our alignment with the broader vision of ensuring healthy lives and well-being for all.

### Governance

17 PARTNERSHIPS  
FOR THE GOALS



#### Partnerships for the Goals

AJi is committed to being “local in language and culture but global in standards.” We collaborate with governments, international organizations, and local communities to ensure our projects have a positive impact and contribute to broader sustainable development efforts. We are devoted to fostering partnerships that drive meaningful and lasting change on a global scale, aligning directly with the principles of promoting collaborative efforts for sustainable development.

# GRI CONTENT INDEX





For the Content Index – Advanced With Reference option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.



**CONTENT INDEX ADVANCED SERVICE**  
WITH REFERENCE OPTION

2024

Statement of use	Aji has reported the information cited in this GRI content index for the period from 1st January 2022 to 31st December 2023 with reference to the GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		
GRI Standard	Disclosure	Location	Comment / Reason for omission
GRI 2: General Disclosures 2021	2-1 Organizational details	Scope and Reporting Standard About us - Where we operate (P.1 , P.8)	
	2-2 Entities included in the organization’s sustainability reporting	Scope and Reporting Standard (P.1 , P.8)	
	2-3 Reporting period, frequency and contact point	Scope and Reporting Standard (P.1)	
	2-4 Restatements of information	Scope and Reporting Standard (P.1)	As this marks our initial ESG publication, there exists no prior ESG reporting period, thus precluding any data restatements. GRI disclosures concerning data restatements or significant changes are not applicable to this report.
	2-5 External assurance	Scope and Reporting Standard (P.1)	External assurance for this report has not been pursued.
	2-6 Activities, value chain and other business relationships	About Us - Where we operate About Us - Our business activities About Us - Our projects through history About Us - Company structure (P.6 , P.8, P.13)	
	2-7 Employees	Our Social Impact - Our workforce (P.37 , P.38)	
	2-9 Governance structure and composition	Corporate Governance - Overview Corporate Governance - Diversity (P.83)	

GRI Standard	Disclosure	Location	Comment / Reason for omission
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance - Redefining the basis (P.88)	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Scope and Reporting Standard (P.1)	
	2-16 Communication of critical concerns	Corporate Governance - How we address critical challenges (P.94)	
	2-22 Statement on sustainable development strategy	Message from the CEO Message from the Sustainability Executive Director (P.2 , P.3)	
	2-23 Policy commitments	Corporate Governance - Policy commitments (P.98)	The company has decided not to make the policies publicly available; however, employees can access them upon request.
	2-28 Membership associations	Our Social Impact - Affiliated associations (P.78)	
	2-29 Approach to stakeholder engagement	Corporate Governance - Engaging with our stakeholders (P.91)	
GRI 3: Material Topics 2021	3-1 Process to determine material topics		
	3-2 List of material topics	Our Approach to Materiality (P.17, P.18, P.19, P.20, P.21, P.22)	



<b>GRI Standard</b>	<b>Disclosure</b>	<b>Location</b>	<b>Comment / Reason for omission</b>
GRI 3: Material Topics 2021 GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Our Social Impact - Employee and impact: Our presence and contribution (P.46)	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Our Social Impact - Procurement practices (P.47)	
GRI 207: Tax 2019	207-1 Approach to tax	Corporate Governance - Tax system (P.92)	
	207-2 Tax governance, control, and risk management	Corporate Governance - Tax system (P.93)	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our Environmental Impact - Energy consumption Our Environmental Impact - Methodology (P.26, P.25, P.4)	
	302-3 Energy intensity	Summary and highlights Our Environmental Impact - Energy consumption (P.4, P.25, P.26)	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our Environmental Impact - Greenhouse Gas Emissions Our Environmental Impact - Methodology (P.25, P.29, P.30, P.31, P.32)	
	305-2 Energy indirect (Scope 2) GHG emissions	Our Environmental Impact - Greenhouse Gas Emissions Our Environmental Impact - Methodology (P.25, P.29, P.30, P.31, P.32)	
	305-4 GHG emissions intensity	Summary and highlights Our Environmental Impact - Energy consumption (P.4, P.25, P.26)	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our Social Impact - Employee hire and turnover (P.39)	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Social Impact - Promoting our workers' well-being Our Social Impact - Parental leave (P.41, P.56)	

