



MESSAGE FROM THE GROUP CHAIRMAN



Together, let's transform the world around
us for a better tomorrow

Dr. Abhishek Jajoo
Founder & Group Chairman

I am proud that AJMS Network is driving ESG and sustainability initiatives in the UAE and globally, empowering businesses to embrace a greener, more inclusive future. Our commitment to creating lasting positive impact is reflected in the partnerships we build, not as service providers but as collaborators.

AJMS Global Group

A boutique Consulting and Technology Solutions Provider, differentiated by our ability to deliver results and tie the performance of the organization to the objectives and business outcomes most valued by our clients.



Geographical Presence



Data Collection and Methodology

AJMS's ESG data has been systematically compiled through structured internal processes, leveraging verified operational systems, departmental records, and stakeholder inputs. The data collection process adheres to the methodologies and protocols outlined by the Global Reporting Initiative (GRI) Standards, ensuring consistency, transparency, and global comparability.

Assurance and Verification

As AJMS's inaugural ESG report, this edition has not been subjected to external assurance. However, we recognize the importance of independent verification in strengthening the credibility, reliability, and transparency of our disclosures. To that end, we are actively exploring third-party assurance options for future reporting cycles to align with evolving stakeholder expectations and global best practices.

Restatements and Updates

As this is our first ESG report, there are no restatements of information from previous reports. Any future restatements due to changes in data collection methods or other factors will be clearly indicated in subsequent reports.

Forward-Looking Statements Disclaimer

This report may include forward-looking statements that reflect AJMS's current expectations and assumptions regarding future events and developments. These statements are inherently subject to various risks and uncertainties, which may cause actual outcomes to differ materially from those anticipated. AJMS makes no commitment to update or revise these statements following the publication of this report.

Contact Information

We encourage stakeholders to provide feedback and engage with us on our ESG performance and future direction. For inquiries or requests related to this report or our broader sustainability efforts, please contact our Sustainability Team at:

- Email: support@ajmsglobal.com
- Phone: +971 4 554 2733
- Address: 206, Opal Tower, Burj Khalifa Blvd, Business Bay
- Website: <https://ajmsglobal.com>

Report Accessibility

This ESG report is available for download on our corporate website at <https://ajmsglobal.com/esg-report-2024/>



About the Report

At AJMS, sustainability is not just a commitment—it's an operational imperative. With this inaugural ESG report, we affirm our dedication to transparent, responsible, and forward-looking business practices that create long-term value for all our stakeholders. The report details our 2024 performance and progress across Environmental, Social, and Governance (ESG) dimensions and outlines our roadmap for continuous improvement. Inspired by 'We the UAE2031' and aligned with global best practices, we aim to integrate ESG principles at the core of our corporate strategy.

Reporting Period

This ESG report presents AJMS's environmental, social, and governance activities and performance for the fiscal year spanning from January 1, 2024, to December 31, 2024. All data, initiatives, and narratives included reflect operations and achievements within this period unless otherwise noted. As our inaugural sustainability report, it serves as the foundation for future disclosures and establishes our commitment to transparent, timely, and consistent communication with our stakeholders. Moving forward, AJMS intends to publish its ESG report on an annual basis to provide regular updates on our progress and evolving sustainability strategy.

Reporting Scope

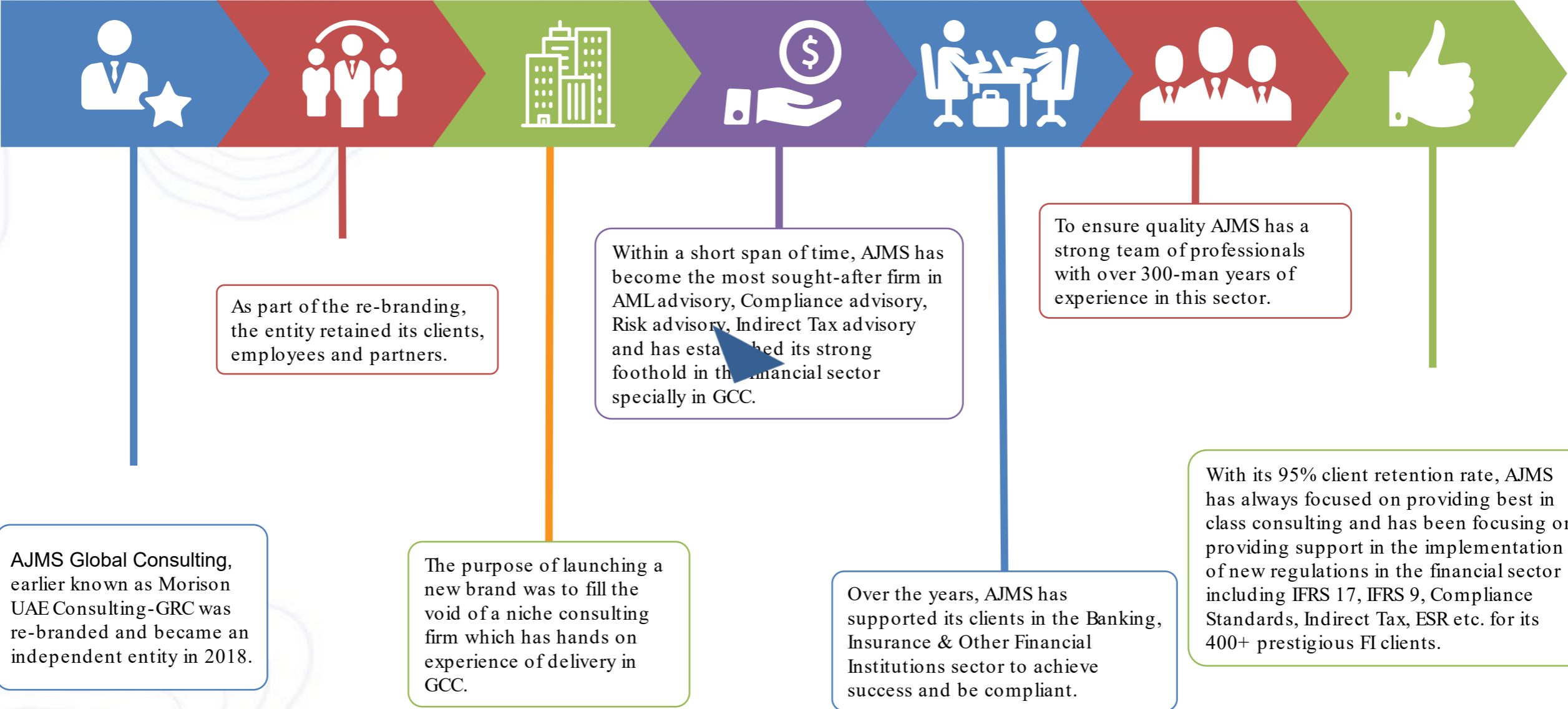
The scope of this report covers AJMSs wholly owned and directly operated business activities. It includes performance data, sustainability initiatives, and governance practices implemented across our onshore drilling operations. Unless otherwise specified, the report excludes data from joint ventures, subsidiaries, affiliates, and outsourced services. In line with global reporting norms and to maintain clarity and consistency, the boundaries for each ESG topic have been clearly defined and will be reviewed periodically to accommodate future business growth or changes in operational structure.

Standards and Frameworks Used

Our disclosures align with the Global Reporting Initiative (GRI) Standards and DFM Guidelines and are mapped to relevant United Nations Sustainable Development Goals (SDGs). In future reports, we will work toward alignment with the Sustainability Accounting Standards Board (SASB) and IFRS Sustainability Disclosure Standards, as exemplified by Arabian Drilling.



Historical Landscape



Notable Accolades

ACCA Approved Employer

MOU with Dubai Economic Development to promote AML Compliance across various sectors



Exclusive Partner of Elsa Speak - AI Driven Educational Technology

Awarded UAE Super brand for 5 consecutive years



Awarded Excellence in Finance Consulting

ISO 9001:2015 Certified



IFRS Sustainability Consultant Content Program

Notable Accolades



Awarded “Excellence in Finance Consulting” Award by prestigious FINNEXT association, USA.



Signed an MOU with Dubai Economic Department, as their preferred partner, for creating awareness of new AML law for multiple sectors.



Ainsurtech’s ADPT Tool awarded IFRS 17 Solution of the Year 6th Insuretek Golden Shield Excellence Awards 2022

FINNEXT AWARDS



DUBAI ECONOMY MOU SIGNING CEREMONY



IFRS 17 Solution of the year by InsureTek Middle East



Mission, Vision and Purpose



Mission

Partnering with businesses in the GCC to navigate complexity and unlock sustainable value through strategic consulting.



Vision

AJMS Group aims to create an ecosystem that brings together world's intelligentsia in the fields of technology, compliance, risk, tax, and corporate consulting; and to be the most trusted private sector advisor and technology disrupter giving the world newer, faster and better ways to conduct economic activities.



Values

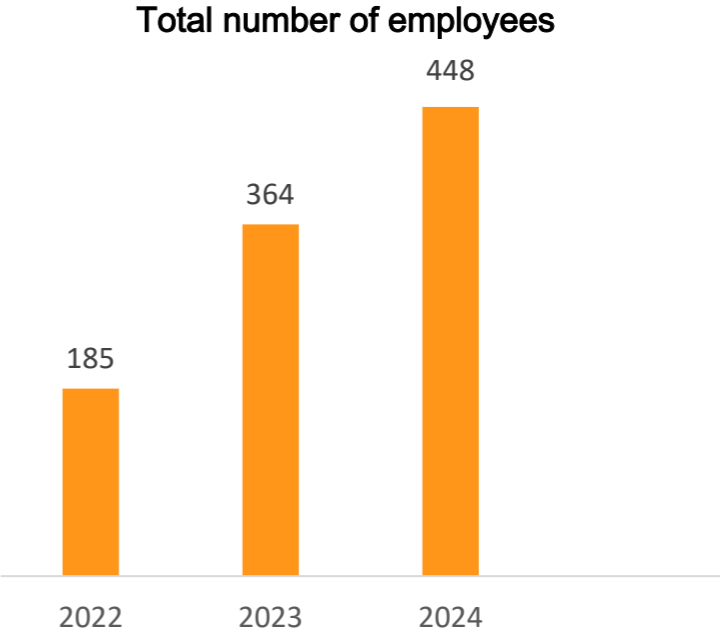
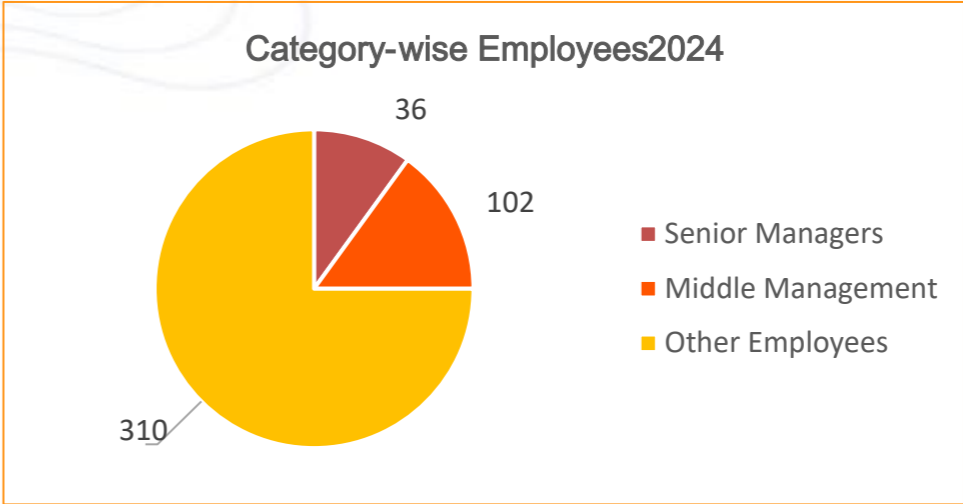
Transparency, fairness, commitment ; to challenge common belief, have an open mind and a generous heart that yearns for giving back to the community .



Workforce Composition and Diversity

At AJMS LG, we recognize that our people are our greatest asset. As a UAE-based consulting firm operating across ESG, strategy, tax, and audit services, we are deeply committed to building a diverse, inclusive, and future-ready workforce that drives our mission forward. In alignment with national frameworks such as We the UAE 2031 and UAE Centennial 2071, our human capital strategy is designed to empower individuals, foster innovation, and support long-term economic development in the region.

Key pillars of our workforce approach include: Employee Well-being: A strong emphasis on physical, mental, and professional wellness to promote productivity and long-term engagement.

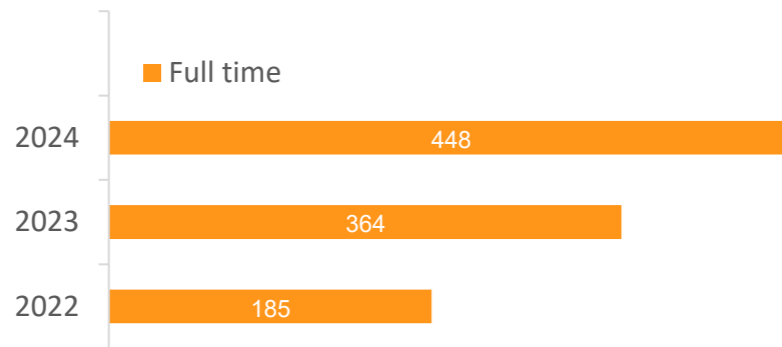


Employment Contracts and Work Arrangements

AJMSLG is committed to providing stable and fulfilling careers for its employees. Most of our workforce is under permanent contracts, ensuring job security and opportunities for professional growth.

In addition to full-time roles, we also actively engage interns and trainees through structured internship programs. These initiatives are designed to provide hands-on experience, mentorship, and exposure to real-world consulting projects—serving as a valuable pipeline for future talent and reinforcing our commitment to capacity building within the UAE.

Our flexible and inclusive work arrangements help us attract and retain diverse talent while fostering a culture of continuous learning and development.



Number of Employees		
Year	Female	Male
2022	66	119
2023	80	284
2024	125	323

Our Commitment to Workforce Development

At AJMS LG, we don't just employ people; we invest in them. We are committed to providing our employees with the training, support, and opportunities they need to thrive.

Our comprehensive workforce strategy:

- Attracting and retaining the best and the brightest talent in the drilling industry.
- Enhancing gender diversity by creating a truly inclusive work environment where everyone feels valued and respected.
- Empowering employees through structured training programs that support their career growth and professional development.
- We ensure our employees' safety, health, and well-being by adhering to international best practices.

Uphold Fairness: Our Pledge to Ethical Practices

AJMS is dedicated to fostering a diverse, inclusive, and equitable workplace where all employees are treated with dignity, respect, and fairness. We firmly uphold the principles of equal employment opportunity, ensuring that all employment-related decisions, such as hiring, promotions, and compensation, are based on merit, qualifications, and business needs, while also complying with Saudization requirements. Discrimination or harassment of any kind has no place in our organization. We strictly adhere to all applicable labor and employment laws, demonstrating our commitment to upholding the highest ethical and professional standards.

A Safe and Inclusive Workplace: Our Non-Negotiable Commitment

A safe and respectful work environment is fundamental to employee well-being and productivity. AJMS takes a zero-tolerance approach to unlawful discrimination and workplace harassment. Our robust policies protect employees from improper treatment based on race, color, religion, national origin, gender, age, disability, or any other characteristic protected by law. We are committed to full compliance with global labor standards while aligning with Saudi Arabia’s regulatory framework to create a fair, inclusive, and safe environment for everyone.

- ➔ Preventing discriminatory behavior, including offensive jokes, inappropriate remarks, or displaying materials that may ridicule or offend individuals based on race, gender, or ethnicity.
- ➔ Prohibiting unwelcome advances, intimidation, or coercion in any form.
- ➔ Encouraging open communication, where employees feel empowered to report concerns without fear of retaliation.
- ➔ We strongly encourage employees to report any discrimination or harassment and provide clear, confidential, and effective channels for addressing grievances.
- ➔ All employees and managers regularly train on workplace ethics, harassment prevention, and diversity & inclusion.

Promoting a culture of fairness and respect is integral to our long-term success and social license to operate. Our commitment to equitable employment practices underpins a safe, inclusive, and supportive workplace where all employees are positioned to succeed.

Emiratization : Empowering National Talent for the Future

At AJMS, we are proud to contribute to the UAE’s national development by actively supporting Emiratization, a cornerstone of the country’s long-term vision under We the UAE 2031 and UAE Centennial 2071. We believe that integrating and empowering UAE Nationals within the private sector is essential for building a resilient, knowledge-driven economy.

Our approach to Emiratization goes beyond compliance, it is rooted in our commitment to identifying, nurturing, and advancing Emirati talent across all levels of our organization. Through tailored training programs, mentorship opportunities, and clearly defined career paths, we aim to foster a new generation of national leaders in consulting and advisory services. **Over the past three years, the number of Emirati employees has increased from 0 in 2022 to 3 in 2024, representing a 100%+ growth.**

As we expand our footprint across the UAE and the broader GCC, we remain dedicated to creating meaningful career opportunities for UAE Nationals—supporting the nation's vision for inclusive and sustainable growth.



Number of UAE Nationals		
Year	Female	Male
2022	0	0
2023	1	0
2024	1	2

The number of UAE Nationals in our workforce has grown from 0 in 2022 out of 15, and 3 in 2024 out of 20, demonstrating our continued commitment to Emiratization and alignment with national workforce localization goals, while sustaining operational performance.

Workforce Development: Investing in Human Capital

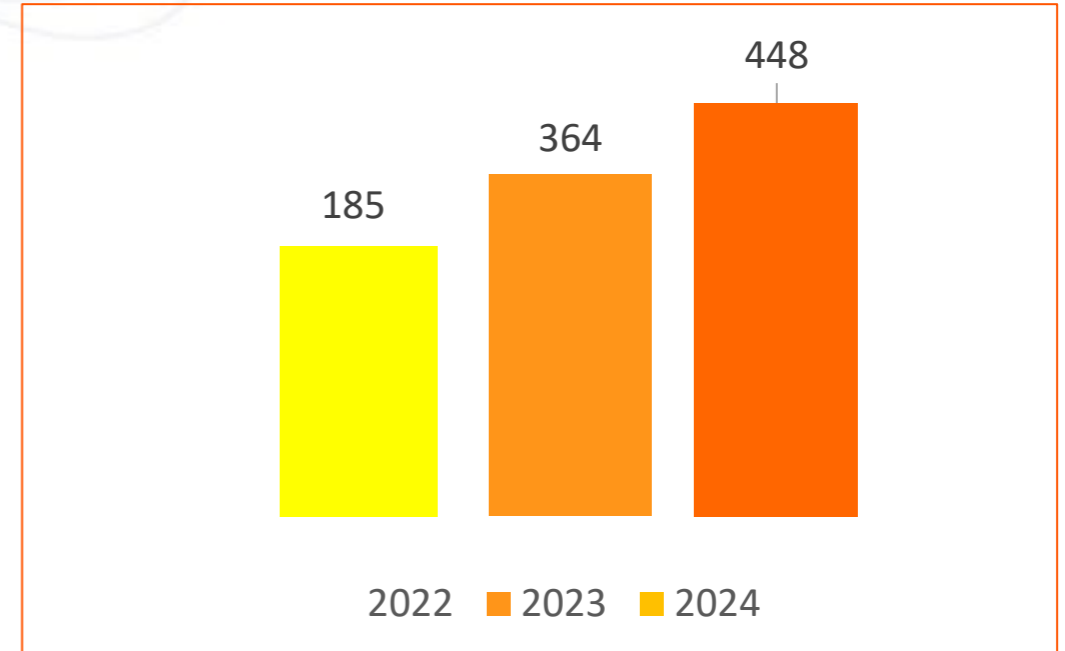
At AJMS, fostering a diverse, resilient, and future-ready workforce is a central pillar of our growth strategy. As a UAE-based consulting firm, we are committed to building long-term capacity by strategically investing in talent acquisition, career progression, and leadership development, aligned with national goals such as 'We the UAE2031' and the broader vision for a knowledge-based economy.

Workforce Growth: Expanding Our Horizons

Over the past three years, AJMS LG has achieved consistent workforce expansion in line with our growing service offerings and client needs. **In 2024, the total number of new hires reached 35**, reflecting our sustained commitment to talent development and organizational growth.

Our recruitment strategy is designed to attract talent across multiple levels of seniority and specializations.

- In 2024, 1 hires were made in core consulting and advisory functions, representing [20%] of total recruitment.
- Mid-level hiring increased by 20% compared to 2023, reinforcing our focus on strengthening leadership pipelines.
- The number of entry-level hires grew from 1 in 2023 to 3 in 2024, an increase of 200%, ensuring a steady influx of young professionals equipped to grow within the firm.
- Additionally, senior and executive-level hiring saw a 25% increase year-on-year, supporting our strategic expansion and ensuring strong leadership across key business verticals.



At AJMS, workforce development is not just about hiring—it's about cultivating talent for the long term. We remain focused on enabling professional growth through structured training programs, cross-functional exposure, and performance-based advancement opportunities that empower our people to thrive.

Total New Hires			
Year	Entry Level	Mid Level	Senior/ Executive Level
2023	26	10	1
2024	34	14	1

Age Diversity in Hiring : Investing in the Future

At AJMS, we believe that building a diverse and future-focused workforce begins with intentional and inclusive hiring practices. Our recruitment strategy places a strong emphasis on engaging young professionals, ensuring a sustainable talent pipeline and fostering a culture of innovation and adaptability.

In 2024, **74%** of our new hires were under the age of 30, reaffirming our commitment to nurturing the next generation of consultants and advisors. Through targeted early-career programs, mentorship opportunities, and structured learning pathways, we equip young talent with the tools they need to thrive and lead.

At the same time, we recognize the vital role of experienced professionals in driving strategic growth. Mid-career hires accounted for **29%** of our recruitment in 2024, reflecting our focus on leadership development and knowledge transfer. This balanced approach ensures that our workforce benefits from a dynamic mix of fresh perspectives and seasoned expertise, a foundation for long-term organizational strength.

AJMS remains committed to cultivating age diversity as a key component of our human capital strategy, aligned with the UAE's vision for a globally competitive and innovation-driven economy.

Employee Retention and Turnover Trends: Building a Stable and Engaged Workforce

At AJMS, our strategic workforce initiatives are aimed at building a resilient, high-performing team through sustained efforts in employee engagement, professional development, and inclusive workplace practices. These initiatives have contributed to a **gradual decline in employee turnover**, reflecting our commitment to long-term retention and talent sustainability.

In **2024**, AJMS recorded an overall employee turnover rate of **18%**, compared to **22%** in 2023. While this shift may be modest, it marks steady progress toward improving employee satisfaction and organizational continuity.

Recruitment has consistently outpaced attrition, ensuring workforce continuity and allowing us to meet growing client demands across our ESG, tax, strategy, and audit practices. However, the volume of new hires also underscores the importance of **enhancing retention mechanisms** to reduce over-reliance on recruitment for growth.

Our approach to workforce resilience is supported by:

- **Structured career development programs**
- **Diversity and inclusion initiatives**
- **Integration of national talent through Emiratisation efforts**

These elements work together to foster a **positive, growth-oriented culture** that aligns with our ESG values and contributes to the UAE's broader localization and workforce development objectives under *We the UAE 2031*.

Corporate Social Responsibility

At AJMS, we believe that corporate responsibility extends beyond business operations. Our Corporate Social Responsibility (CSR) initiatives are designed to make a meaningful impact on our communities, the environment, and employee well-being. Through strategic partnerships and dedicated programs, we actively contribute to sustainability, health, and social development.

Employee Recognition

At AJMS, we value the dedication and contributions of our team. Our Employee of the Month program celebrates outstanding performance, motivating and inspiring excellence across the organization.

Women Empowerment

At AJMS, we are committed to advancing women's leadership and recognition. Our dedication is reflected in honors such as Ms. Komal Jajoo being named among the Global Top 200 Business Women by White Page International, and our leaders receiving the Exemplary Woman Leader of the Year award. We also mark International Women's Day through activities that celebrate the achievements of women across our organization.

Innovation & Social Impact

We support meaningful conversations on critical topics through our partnership with TEDxAUD. Together, we promote dialogue on mental health, artificial intelligence, and future technologies, encouraging awareness and positive change in society..

Community Engagement

AJMS is committed to fostering community spirit and inclusivity. We organize Iftar gatherings in collaboration with Emirates Red Crescent, creating opportunities for our teams and partners to come together during the holy month of Ramadan..

Health & Well-being

AJMS places employee health and wellness at the core of our CSR efforts. In partnership with 1Life Healthcare, we launched Let's.Go.Health, an AI-powered wellness platform that provides medical screenings and supports holistic well-being.

Environmental Responsibility

Our dedication to sustainability is demonstrated through initiatives like the Plant for Mother event, encouraging tree planting as a meaningful way to honor loved ones and contribute to a greener future..

Team Development

We believe that teamwork drives success. AJMS continuously invests in team development activities that strengthen collaboration, enhance skills, and build a positive workplace culture.



Greenhouse Gas (GHG) Emissions

As a forward-looking consulting firm headquartered in the UAE, AJMS acknowledges the critical role the professional services sector plays in advancing sustainability across industries.

While our operations may not be as carbon-intensive as heavy industries, we recognize that consulting activities, such as travel, office energy use, and digital infrastructure, still contribute to greenhouse gas (GHG) emissions and environmental impact.

GHG Emissions

AJMS is committed to understanding and managing its environmental impact, with a particular focus on greenhouse gas (GHG) emissions. In line with global best practices and the GHG Protocol, we categorize our emissions under:

Scope 1: Direct GHG emissions from sources owned or controlled by AJMS

Scope 2: Indirect GHG emissions from the consumption of purchased electricity

Scope 1 emissions primarily arise from the use of company-owned vehicles for business operations and inter-office transportation. These emissions are calculated based on the type and volume of fuel consumed by the vehicle fleet during the reporting period.

Scope 2 emissions reflect the electricity purchased to power our offices and operational facilities. Emissions are estimated using local electricity emission factors, taking into account consumption patterns across all our locations.

AJMS is in the process of strengthening its internal tracking mechanisms to improve the accuracy and frequency of GHG data collection. As part of our broader sustainability roadmap, we are also exploring measures to reduce emissions—such as transitioning to hybrid or electric vehicles, enhancing energy efficiency across office spaces, and sourcing electricity from renewable providers where feasible.

These initiatives reflect our commitment to environmental stewardship and alignment with national sustainability goals under the UAE Net Zero 2050 strategy.

In alignment with the UAE's Net Zero by 2050 strategic initiative and the goals of We the UAE 2031, AJMS is committed to integrating sustainability across its operations. Our efforts include:



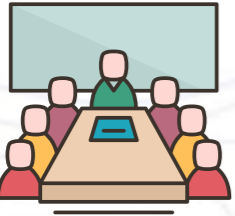
- Improving energy efficiency in office spaces and digital infrastructure
- Reducing business travel emissions through hybrid work models and virtual engagements
- Partnering with sustainable vendors and promoting green procurement
- Investing in internal awareness and ESG training programs




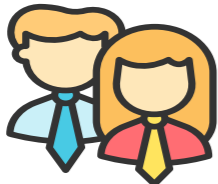

As a trusted advisor to public and private sector clients, we aim not only to reduce our own environmental footprint but also to help shape the broader decarbonization journey of the region through informed, impactful ESG consulting.

Stakeholder Engagement

Recognizing the significance of continuous stakeholder engagement in today's rapidly evolving business landscape is crucial. By maintaining open lines of communication, valuable insights into stakeholders' needs and concerns can be gathered, enabling informed decision-making that leads to positive outcomes. This proactive engagement ensures alignment with shifting market dynamics and industry challenges, fostering adaptability, innovation, and long-term success. Transparent collaboration not only strengthens trust but also cultivates a shared purpose, reinforcing a collective commitment to sustainable growth.

The table below outlines our key stakeholders, the method of engagement we utilise, and the areas of focus:

Key Stakeholders	Method of Engagement	Focus Areas
 <p>Customers</p>	<ul style="list-style-type: none"> Website Marketing Material Social Media Online Customer Review Regulator Compliant Portal 	<ul style="list-style-type: none"> Customer Needs Product Innovation Claims Experience Sustainability Preferences
 <p>Employees</p>	<ul style="list-style-type: none"> Yearly Performance Review Company Training Internal Announcements Company Events Exit Interviews 	<ul style="list-style-type: none"> Employee Well-Being Skills Development Diversity & Inclusion Sustainability Initiatives within the company
 <p>Board of Directors & Management Team</p>	<ul style="list-style-type: none"> Regular Meetings Board of Directors Meetings Committee Meetings Management Meeting Corporate Disclosure 	<ul style="list-style-type: none"> Governance Risk Management Sustainability Strategy Company Performance

Key Stakeholders	Method of Engagement	Focus Areas
 Shareholders	Annual General Meeting Regular Corporate Regulatory Disclosures	Financial Performance ESG Strategy Long-Term Value Creation
 Community	Yearly Performance Review Company Training Internal Announcements Company Events Exit Interviews	Social Responsibility Community Development Environmental Sustainability Initiatives
 Business partners (Reinsurer, TPAs, and Brokers)	Code of Conduct Assessment and Audits	Risk Management Product Development Market Trends Sustainability Practices within the Insurance Industry
 Rating Agencies	Meetings with Rating Agencies Public Disclosures on Sustainability Practices	Financial Strength Risk Management Practices ESG Integration within the Company
 Government & Regulators (CB UAE, SCA, DFM, DHA, Department of Health Authority)	Regular Meetings Board of Directors Meetings Committee Meetings Management Meeting Corporate Disclosure	Regulatory Compliance Industry Best Practices Sustainability Reporting Requirements

Customer Engagement

Client Well-Being and Responsible Advisory

At AJMS, client well-being is at the core of our sustainability and service delivery strategy. As a trusted consulting partner to public and private sector clients across the UAE and GCC, we provide solutions that drive resilience, compliance, and value creation—empowering businesses to navigate complexity and make informed decisions. Our consulting services span strategy, ESG, tax, risk, audit, and advisory, all built on principles of ethical conduct, transparency, and client-centricity. Through ongoing innovation and digital transformation, we are enhancing service efficiency while prioritizing data security, privacy, and client trust.

We uphold strict standards of professional integrity and regulatory compliance across all engagements.

Empowering Sustainability Leaders: Case Studies

CASE 1

Strengthening Sustainability Framework for a Government Transportation Entity Challenge

The client, a government transportation entity, lacked a structured framework for measuring and reporting their ESG performance. Solution:

We partnered with their departments to create data templates aligned with the Global Reporting Initiative (GRI) standards. This facilitated the collection of both qualitative and quantitative data, providing a comprehensive picture of their environmental impact, social responsibility, and governance practices.

Analysis of this data revealed key trends and areas for improvement, ultimately shaping the content of their sustainability report. Additionally, we collaborated to craft robust sustainability policies and produce detailed reports on material ESG issues. Value Added: Through our collaborative efforts, the transportation entity achieved - Improved ESG Transparency - A GRI-aligned report enhanced the transparency and credibility of their sustainability performance. Enhanced Sustainability Practices - Data-driven insights guided improvements in their environmental and social performance. Attained Desired ESG Ratings - The strengthened sustainability framework helped them achieve their targeted ESG ratings.

Transparency and Ethical Communication

Transparency is a cornerstone of AJMS's professional ethos. We ensure that our proposals, reports, and communications are clear, accurate, and reflective of the services we provide. Our focus is on **empowering clients with well-informed, actionable insights**—free from ambiguity or misrepresentation.

We communicate:

- **Clearly defined service scopes and deliverables**
- **Transparent pricing and engagement terms**
- **Accessible, jargon-free reporting for informed decision-making**

Our **compliance and risk teams** continually monitor adherence to regulatory frameworks and industry best practices.

CASE 2

Bridging the Stakeholder Gap for an Insurance Company

Challenge: The client, an insurance company, faced challenges in engaging stakeholders and lacked a structured approach to understanding and addressing their expectations regarding ESG practices.

Solution:

We developed and implemented a comprehensive stakeholder engagement strategy tailored specifically for the insurance industry.

This strategy employed surveys and interviews to gain a deeper understanding of stakeholder expectations concerning ESG practices. We also conducted specialized ESG training sessions for their insurance professionals, aligning business objectives with stakeholder demands.

Value Added: The implemented strategy fostered –

Improved Stakeholder Relations: Enhanced communication fostered stronger relationships with policyholders, investors, and regulators.

Engaged Workforce - The ESG training sessions empowered and engaged the workforce, reinforcing the company's commitment to responsible practices.

Empowering Sustainability Leaders: Case Studies

CASE3

Ensuring Regulatory Compliance for a Healthcare Organization

Challenge: The client, a healthcare organization, struggled to align their ESG reporting with evolving regulations, risking non-compliance and reputational damage.

Solution: We conducted a thorough review of both regulatory requirements and the client's internal ESG reporting processes. Based on this review, we restructured their reporting practices to ensure alignment with regulatory standards. This restructuring led to improved accuracy, transparency, and completeness in their ESG reporting.

Value Added: Our collaborative efforts resulted in- Enhanced Compliance - Achieved regulatory compliance, mitigating legal risks associated with non-compliance. Increased Stakeholder Trust - Improved transparency in ESG reporting strengthened stakeholder trust in the healthcare organization.



CASE4

Tackling Refrigerant Emissions for a National Bank of UAE

Challenge: The client, a national bank of UAE, experienced significant refrigerant leakage from HVAC systems across its data center and branches, with annual emissions estimated at 289.6 tCO₂e, largely due to the high-GWP R22 refrigerant.

Solution: AJMS conducted a detailed analysis of their refrigerant usage and emissions. We identified key inefficiencies, such as outdated units, excessive pipe lengths, and frequent recharging. Recommendations included transitioning to alternative low-GWP refrigerants, improving system efficiency, adopting routine maintenance schedules, and implementing robust monitoring mechanisms.

Value Added:

GHG Reduction Roadmap targeting a 82% cut in emissions from refrigerant leaks
Cost Optimization by reducing frequent refrigerant refills and improving system reliability
Regulatory Preparedness by aligning with evolving environmental compliance standards

Data Privacy

At AJMS, we deeply value the trust our clients place in us when sharing their personal and business information. Data privacy and security are of utmost importance, and we are committed to handling all data with the highest level of confidentiality and care. In an increasingly digital world, we recognize the growing risks of data breaches and the critical importance of maintaining robust data protection systems.

To address these challenges, AJMS adheres to international best practices and regulatory standards, including the UAE Data Protection Law and the principles of the General Data Protection Regulation (GDPR), where applicable.

Throughout 2024, AJMS reported 0 substantiated complaints from external stakeholders regarding data privacy. Additionally, there were 0 complaints or findings from regulatory authorities, and 0 incidents of data leaks, breaches, or losses involving client information were identified. These outcomes reflect our proactive approach to managing data responsibly and protecting client information.

Technology & Innovation



Welcome to the ESG Maturity Assessment Tool!

Understand where you stand. Discover where you can grow.

In today's rapidly evolving world, Environmental, Social, and Governance (ESG) performance is no longer optional – it's a strategic necessity. This tool is designed to help you assess your organization's current ESG maturity and unlock insights to strengthen your sustainability journey.

Whether you're just starting out or already embedding ESG deeply into your operations, this easy-to-use self-assessment empowers you to -

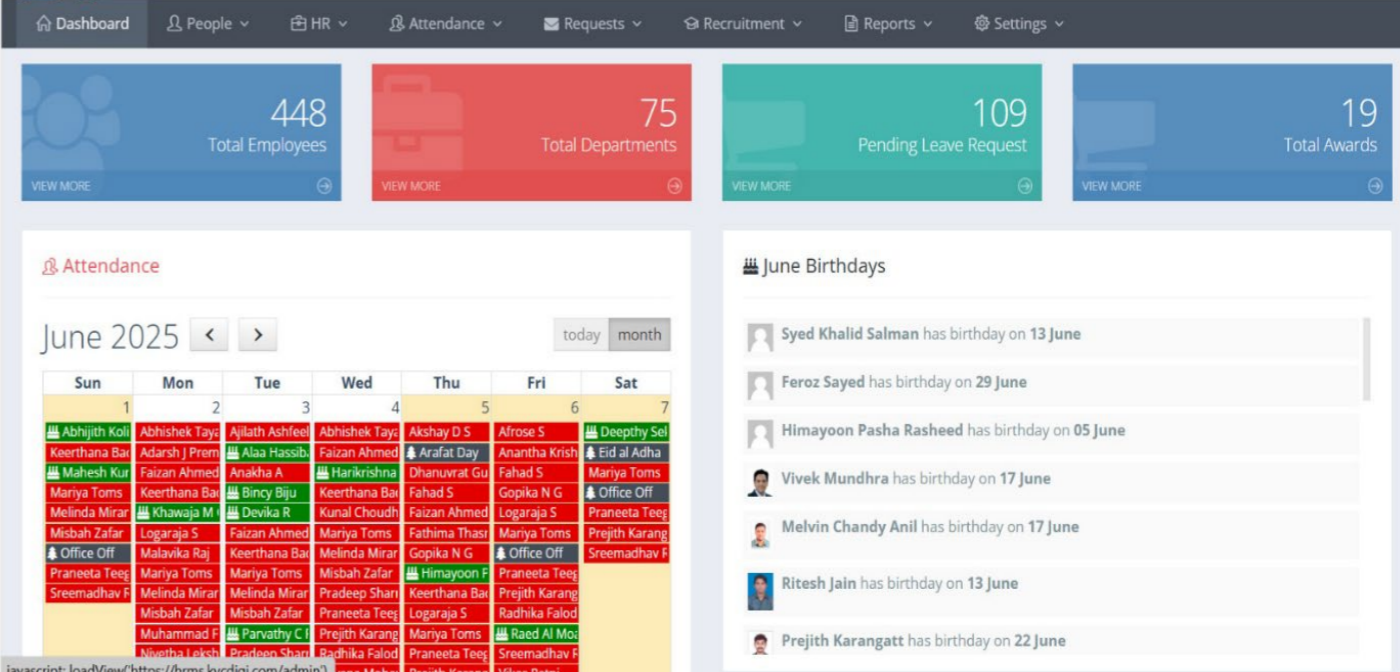
- ✓ Your ESG performance across Environmental, Social, and Governance dimensions
- ✓ Identify strengths and areas for improvement in your current ESG approach
- ✓ Receive a personalized ESG maturity profile to enhance your ESG strategy

Based on your responses, you'll be categorized into one of four ESG maturity levels -

- 1. Starters** – Early in the ESG journey, building awareness and foundational practices
- 2. Doors** – Actively implementing ESG elements in operations and decisions
- 3. Leaders** – Driving ESG strategy with clear processes and integration
- 4. Champions** – Setting benchmarks with advanced ESG practices and innovation

At the end of the assessment, you'll receive a personalized ESG maturity report – and an exclusive opportunity for a free consultation with our ESG experts at AJMS. Let us help you convert insights into action and drive lasting value for your business, stakeholders, and the planet.

Start your ESG journey today – because sustainable success starts with smart assessment.



Dashboard navigation: Dashboard, People, HR, Attendance, Requests, Recruitment, Reports, Settings

Key Metrics:

- Total Employees: 448
- Total Departments: 75
- Pending Leave Request: 109
- Total Awards: 19

Attendance Calendar (June 2025):

Sun	Mon	Tue	Wed	Thu	Fri	Sat
Abhijith Koli	Abhishek Taya	Ajjath Ashfeel	Abhishek Taya	Akshay D S	Afrose S	Deepthy Sel
Keerthana Bai	Adarsh J Prem	Alaa Hassib	Faizan Ahmed	Arafat Day	Anantha Krish	Eid al Adha
Mahesh Kur	Faizan Ahmed	Anakha A	Harikrishna	Dhanuvrat Gu	Fahad S	Mariya Toms
Mariya Toms	Keerthana Bai	Bincy Biju	Keerthana Bai	Fahad S	Gopika N G	Office Off
Melinda Mirar	Khawaja M	Devika R	Kunal Choudh	Faizan Ahmed	Logaraja S	Praneeta Teeg
Misbah Zafar	Logaraja S	Faizan Ahmed	Mariya Toms	Fathima Thast	Mariya Toms	Prejith Karang
Office Off	Malavika Raj	Keerthana Bai	Melinda Mirar	Gopika N G	Office Off	Sreemadhav F
Praneeta Teeg	Mariya Toms	Mariya Toms	Misbah Zafar	Himayoon F	Praneeta Teeg	
Sreemadhav F	Melinda Mirar	Melinda Mirar	Pradeep Shari	Keerthana Bai	Prejith Karang	
	Misbah Zafar	Misbah Zafar	Praneeta Teeg	Logaraja S	Radhika Falod	
	Muhammad F	Parvathy C I	Prejith Karang	Mariya Toms	Raed Al Mo	
	Nivetha Lekeh	Bradean Shan	Radhika Falod	Praneeta Teeg	Sreemadhav F	
			Rana Mohai	Prejith Karang	Vikas Patni	

June Birthdays:

- Syed Khalid Salman has birthday on 13 June
- Feroz Sayed has birthday on 29 June
- Himayoon Pasha Rasheed has birthday on 05 June
- Vivek Mundhra has birthday on 17 June
- Melvin Chandy Anil has birthday on 17 June
- Ritesh Jain has birthday on 13 June
- Prejith Karangatt has birthday on 22 June

Corporate Governance

Strong corporate governance is fundamental to our long-term success and sustainability.

Our governance structure ensures transparency, accountability, and strategic oversight, aligning with global best practices and regulatory requirements.

A well-composed and independent board plays a critical role in guiding the company's operations, risk management, and overall performance.

Board Diversity

In terms of national representation, three out of six board members are Saudi nationals, reinforcing our alignment with the Kingdom's goal of strengthening local leadership in key industries.

From an age perspective, the board's composition has remained stable over the past three years, with one member between the ages of 30 and 50, while the remaining five members are over 50 years old.

This reflects the depth of industry experience and strategic leadership that guides our decision-making processes.

We recognize that diversity in leadership contributes to a more dynamic and forward-thinking board.

While our current board consists entirely of male members, we acknowledge the importance of gender diversity and remain committed to exploring opportunities to enhance inclusivity.

Board Independence and Leadership Structure

Ensuring board independence is essential for maintaining effective oversight, impartial decision-making, and corporate integrity. AJMS's board is fully comprised of non-executive directors, reinforcing a governance framework that prioritizes transparency and accountability.

This structure allows for objective assessments of business strategies, risk management, and long-term value creation without conflicts of interest.

Our Board Members

Dr. Abhishek Jajoo

Founder and Group CEO
Serial Entrepreneur with expertise on REGTECH & Risk Management



Komal Jajoo

Partner
10+ years experience in HR, Operations and Marketing



Muhammad Rizwan Khan

Senior Partner
20+ Experience in AML/CFT



Raed Almoumen

Partner – Kuwait
Over 30 years of experience in the financial advisory, risk consulting and financial reporting



Mirza Al Marzooq

Managing Partner Bahrain
30+ years of experience serving a wide range of clients



Satish Menon

Partner / Process Expert
30+ years of financial services experience in managing various process



Vivek Mundhra

Partner
Ex Big 4 with expertise in feasibility studies, policy development, strategy & Corporate Finance



Nefal Barrak

Managing Partner – KSA
CPA, SOCPA



Rajkumar TR

Partner / Insurance Product Expert
20+ years of experience in developing insurance products



Gaurav Baid

Partner/Insurance Expert
Qualified CA with expertise in insurance sector in region



Fatima Abdulla Nusaif

HR Manager – AJMS Bahrain
Experience in HR, payroll, training, marketing, and regulatory activities.



Alok Bishnoi

Director
CA with 28+ years of experience. Specializes in ERM



Compliance and Ethical Conduct

Robust internal control system, ethical business practices, and regulatory compliance are fundamental to our governance framework. We are committed to upholding the highest standards of integrity, accountability, and transparency, ensuring alignment with global best practices and regulatory requirements.

Internal Controls and Compliance Framework

We operate under a comprehensive internal control system guided by the Shareholders' Agreement, which outlines strict compliance measures, governance principles, and operational oversight. These controls are designed to ensure regulatory adherence, financial accuracy, and risk mitigation across all business functions.



Our compliance structure is further strengthened by the Board Audit Committee (BAC), which oversees regulatory compliance, financial reporting, and internal audit functions, ensuring that robust checks and balances are in place.

Whistleblowing and Ethical Reporting

To promote a culture of transparency and accountability, AJMS has implemented the General Auditor's Hotline (GAH), a secure and confidential channel for employees and stakeholders to report violations, grievances, or unethical behavior. The hotline is governed by the GAH Policy, which has been formally endorsed by the Board Audit Committee.



Legal and Regulatory Compliance

0
Instances of
Non-Compliance in 2024

Maintaining full compliance with laws and regulations is a top priority for us. Over the past three years, the company has reported zero instances of non-compliance, reflecting our dedication to regulatory adherence, risk management, and operational excellence.

No. of Cases of Non-Compliance	
2022	0
2023	0
2024	0



Anti-Money Laundering (AML) and Counter-Terrorist Financing (CFT) Compliance
AJMS follows strict AML/CFT guidelines, adhering to the comprehensive frameworks established by Nabors. All employees undergo mandatory training programs to ensure awareness and compliance with Anti-Trust and Foreign Corrupt Practices laws, reinforcing our zero-tolerance policy for financial misconduct. These frameworks are regularly reviewed and updated to address evolving regulatory landscapes and emerging risks.

Code of Conduct

Our Code of Business Conduct serves as a guiding framework, ensuring that all employees, executives, and stakeholders adhere to the highest ethical standards in their professional interactions and decision-making.

Commitment to Ethical Business Practices

AJMS upholds a zero-tolerance policy for unethical behavior, reinforcing our commitment to transparency, accountability, and compliance with legal and regulatory requirements. Our Code of Conduct covers key areas essential to maintaining a responsible and sustainable business environment, including:



Integrity and Fair Business Practices – Ensuring that all business dealings are conducted with honesty, fairness, and transparency, while strictly prohibiting fraud, corruption, and conflicts of interest.



Regulatory Compliance – Adhering to local and international laws, including anti-bribery, anti-corruption, and anti-trust regulations, to maintain the highest standards of corporate governance.



Workplace Ethics and Inclusion – Promoting a work environment that is free from discrimination, harassment, and unethical conduct, ensuring respect and equal opportunities for all employees.



Prohibition of Insider Trading - AJMS strictly prohibits insider trading and ensures compliance with securities regulations. Employees must not use non-public material information related to AJMS or any business partners to buy, sell, or trade securities.



Confidentiality and Data Protection – Safeguarding sensitive business information, intellectual property, and stakeholder data, ensuring compliance with global data protection regulations.

Fair Competition

AJMS is committed to complying with all applicable competition laws to promote fair and ethical business practices. We strictly prohibit any form of anti-competitive behavior, including price-fixing, bid-rigging, market allocation, or collusion with competitors. All purchasing and sales decisions are based solely on efficiency, price, quality, and service suitability, ensuring an open and competitive marketplace.

Employees are expected to avoid discussions or agreements with competitors on sensitive business matters such as pricing, market share, costs, and contractual terms.

Any mergers, acquisitions, or joint ventures must be evaluated in accordance with the Shareholders' Agreement (SHA) and are subject to Shareholder approval, including review by their respective legal counsel. This ensures compliance with all governing agreements and relevant regulatory requirements, including antitrust laws.

Conflicts of Interest

We recognize that employees may have external business or financial interests, but these must not interfere with their responsibilities to the company. To maintain transparency and integrity, employees are required to disclose any potential conflicts of interest and seek approval when necessary. Key conflict-of-interest policies include:

Employees must not exploit their position at AJMS for personal gain or accept gifts, gratuities, or favours that could influence business decisions.

Any external employment, directorship, or business involvement that may create a conflict must be reported to management.

Misuse of company resources, intellectual property, or confidential information for personal benefit is strictly prohibited.

Related-party transactions require prior written approval from the Board of Managers to ensure transparency and fairness.

Cybersecurity & Data Protection

Cybersecurity is a foundational pillar of AJMS's governance strategy, ensuring operational resilience, data confidentiality, and compliance with national and international standards. Our cybersecurity program is structured around ISO 27001 principles and adheres to relevant regulatory requirements, including those set forth by the National Cybersecurity Authority (NCA) of Saudi Arabia.

Information Security Governance

AJMS maintains a comprehensive Information Security Management System (ISMS) that governs all IT and data-related operations. A company-wide IT policy outlines the acceptable use of digital resources, user responsibilities, and the company's right to monitor and audit system usage. This policy forms the basis of our digital risk governance, ensuring consistent application across all departments and functions.

Access Control and Data Management

To protect sensitive information, AJMS enforces strict access control policies. These include role-based access, password management protocols, and multi-factor authentication. Data handling procedures are tailored to the classification and sensitivity of information, including personal drives, email logs, and physical access records. All access requests are documented and subject to approval to prevent unauthorized access.

Electronic Communications and File Sharing

We have implemented robust controls over electronic communications, including restrictions on attachment types, message sizes, and retention periods. External file sharing is governed by clear protocols to safeguard confidential data, ensuring all transfers are compliant with internal and external security requirements.

Asset Management and Secure Disposal

IT asset management policies ensure responsible procurement, usage, and decommissioning of both hardware and software. End-of-life IT equipment is disposed of in compliance with legal and environmental regulations, with strict measures to prevent data leakage during the disposal process.

Patch Management and System Updates

To address evolving cybersecurity threats, AJMS maintains a structured approach to system updates. All operating systems, applications, and firmware are regularly patched to close known vulnerabilities, reducing the risk of exploitation and service disruption.

Data Retention and Protection

Our data retention policy defines storage periods for various data types and outlines secure disposal protocols. These practices ensure compliance with regulatory expectations and minimize risks associated with excessive or outdated data retention.

Cyber Threat Defense and Monitoring

AJMS deploys multi-layered cybersecurity defenses, including endpoint protection, firewalls, malware detection, and encryption protocols. Real-time monitoring tools and automated alerts enhance our ability to detect and neutralize threats such as phishing, ransomware, and data breaches.

Incident Response Framework

A dedicated security incident response framework ensures that all cyber incidents are identified, assessed, and remediated efficiently. The process includes roles and responsibilities for response teams, evidence preservation, root cause analysis, and post-incident reviews. Lessons learned are integrated into policy and system updates to continuously strengthen our cybersecurity posture.

Awareness and Training

Recognizing the importance of employee behavior in maintaining cyber resilience, AJMS conducts regular training programs focused on cybersecurity awareness, phishing recognition, and proper use of digital tools. This supports a culture of accountability and preparedness across all levels of the organization.

Our Efforts – Environment Related

- Replacing ICE car with EVs
- Tree plantation effort
- Clean up drive
- Creating awareness: controlling excess water usage and cutting down of trees, our email signature



10 Litres of water is required to produce 1 sheet of A4 paper. Don't print unless you have to.

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Our Efforts – Social

- Eye check for all employees
- General health check for all employees
- Individual recognition for Ms Komal Jajoo
- Employee recognition
- Co-operative activity with Emirates Red Crescent



Eye check for all employees



Ms Komal Jajoo: Global Top 200 Businesswomen



Rewarding CBO with new car

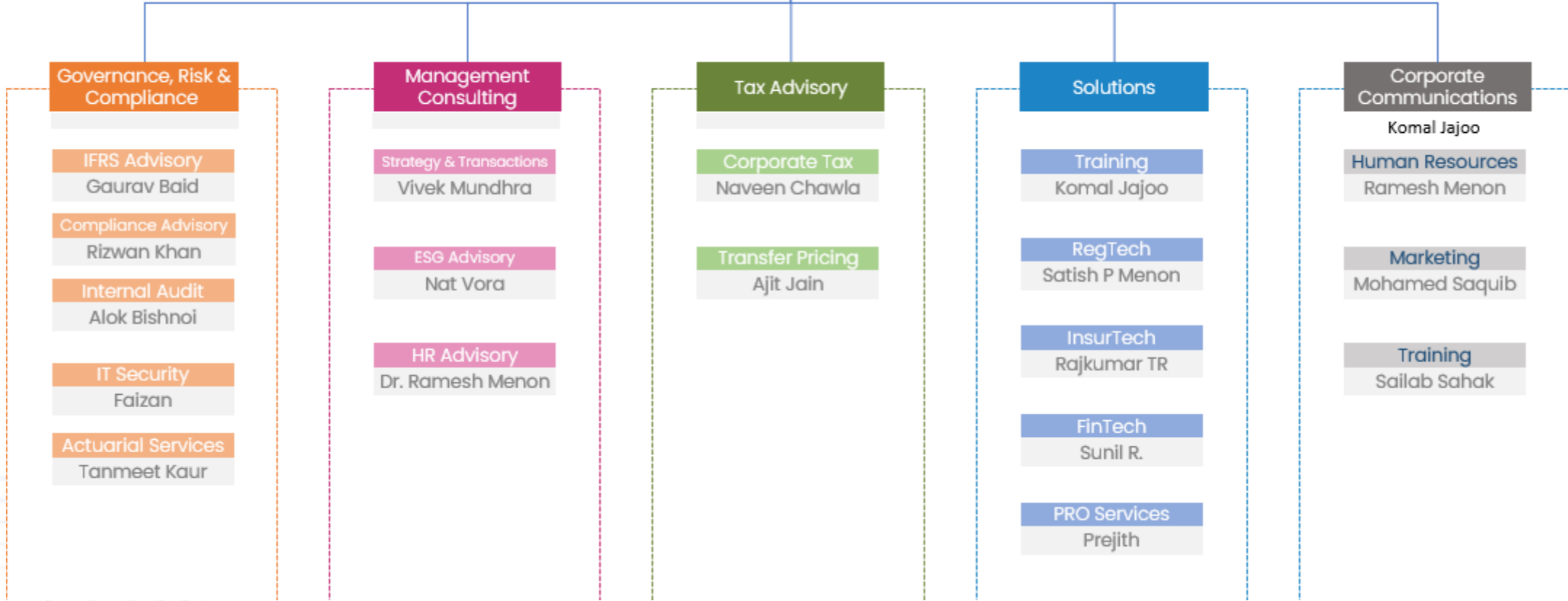


Activity with Emirates Red Crescent

Our Efforts – Governance: Organizational Structure

Group Chief Executive Officer
Dr. Abhishek Jajoo

Advisory Board



AJMS LG MANAGEMENT CONSULTING

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