



Empowering People Through Knowledge

The background of the report cover features a large, detailed tree with a thick, textured brown trunk and lush green foliage. In the lower-left corner, there is a smaller, younger tree with yellowish-green leaves. The entire scene is set against a dark, moody sky. A semi-transparent dark blue rectangle is overlaid on the center of the image, containing the title and subtitle. A solid red vertical bar is positioned on the far left edge of the page.

SUSTAINABILITY REPORT 2023

Roots of Impact for a Sustainable Future



Welcome to Humansoft, where higher education meets global standards of excellence

Our Approach to Sustainability Reporting

In this Sustainability Report, we explore how sustainability is embedded within our strategic framework and operational practices. We discuss our key sustainability focus areas that influence our business and stakeholders, offering a summary of our initiatives and performance over the past year.

Reporting Standards

Our report adheres to internationally recognized frameworks and standards to ensure comprehensive and reliable sustainability disclosures:

- United Nations Sustainable Development Goals (UN SDGs): Integrated into our initiatives to align our efforts with global sustainability objectives.
- Environmental, Social, and Governance (ESG) Disclosures: Followed to provide a clear view of our sustainability practices.
- Greenhouse Gas (GHG) Protocol: Employed for precise measurement and reporting of our emissions efficiency.
- Health and Safety Standards: Based on best practices to ensure the safety and health of our community.

Reporting Boundaries, Scope, and Basis of Preparation

This report covers all data for the year 2023, comparing it with historical data where relevant.

Internal Controls and Data Validation

We ensure the integrity of our report through rigorous internal validation processes.

Commitment to Transparent and Actionable Insights

At Humansoft, we are not only committed to achieving excellence in higher education but are equally dedicated to advancing sustainable development through thoughtful, strategic actions. As you continue to explore this report, you will find detailed accounts of our proactive initiatives aimed at reducing our environmental footprint, fostering an inclusive and supportive community, and driving economic growth through education. Our journey towards sustainability is continuous, and we are excited to share our progress and learnings with you.

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Our sustainability focus areas

Transforming Education for a Sustainable Future



Environmental Stewardship



Community Engagement and Social Impact



People Growth and Sustainable Workplace



EXECUTIVE OVERVIEW

CEO's Message

Welcome to the 2023 Sustainability Report for Humansoft, where our commitment to sustainability and excellence in higher education continues to drive our strategic initiatives. Over the past year, we have focused on embedding sustainability across all facets of our operations, ensuring that our impact is both meaningful and far-reaching.

At Humansoft, we recognize that the pursuit of sustainability is an ongoing journey. This report highlights our efforts to integrate Environmental, Social, and Governance (ESG) principles and the United Nations Sustainable Development Goals (SDGs) into our core practices. By doing so, we aim to foster a culture of environmental stewardship, social responsibility, and economic development within our community and beyond.

Our achievements in 2023 are a testament to our dedicated approach to sustainability. We have focused on research, stakeholder's engagement, and raising awareness. These efforts not only contribute to the well-being of our community but also set new benchmarks for sustainability in the higher education sector.

In 2023, AUM was ranked within the #401-600 range globally in the Overall Ranking of THE Impact Rankings 2023. These rankings, designed by Times Higher Education, assess universities against the United Nations' Sustainable Development Goals (SDGs). Our remarkable performance in various individual SDG rankings underscores our commitment to these global goals.

We are adopting a multi-stakeholder approach where faculty, staff, students, society, and international partners are key collaborators. We are committed to continuous improvement, regularly reviewing and updating our sustainability strategies and focus areas to align with evolving global standards and stakeholder expectations.

Looking ahead, our goals include projects toward renewable energy, the responsible use of AI, and increasing research output based on sustainability. We are committed to expanding our outreach and programs and encouraging innovative solutions to global environmental challenges.

I am proud of the progress we have made and excited about the future possibilities. Together, we can continue to make a positive impact, driving sustainability and excellence in all that we do. As you will see in the following pages of this report, Humansoft continues to make significant progress in key areas of sustainability, community engagement, and more. I look forward to achieving and reporting continued progress as we advance on our sustainability journey together.

Georges Yahchouchi, Ph.D.

Humansoft CEO & AUM President

Our Sustainability Strategy is Based On

Humansoft's commitment to sustainability is rooted in a holistic approach that aligns our strategic objectives with both ESG (Environmental, Social, Governance) principles and global standards, including the UN Sustainable Development Goals (SDGs). Our sustainability strategy is designed to ensure that our operations and activities across our subsidiaries contribute positively to our environmental, social, and economic goals.

Integration with Global and Local Objectives

Our sustainability efforts are aligned with both ESG (Environmental, Social, Governance) principles and the carefully selected UN Sustainable Development Goals (SDGs) that resonate with our core operations. These include promoting quality education (SDG 4), fostering decent work and economic growth (SDG 8), reducing inequalities (SDG 10), and ensuring responsible consumption and production (SDG 12). Each initiative is developed with a keen understanding of its impact on these goals.

Leveraging Subsidiary Strengths

AUM plays a critical role in our sustainability strategy. The university's green campus initiatives, focus on reducing carbon emissions, and community engagement programs exemplify practical applications of our sustainability goals. These initiatives not only enhance AUM's operational sustainability but also provide a model for integrating best practices across Humansoft's wider operations.

Transparent Reporting and Continuous Improvement

We are committed to transparency in our sustainability reporting. We also implement continuous improvement initiatives to enhance our sustainability practices, based on both internal assessments and external feedback.

Engaging with Stakeholders

Our sustainability strategy emphasizes strong stakeholder engagement, ensuring that the voices of students, faculty, staff, and the wider community are heard and integrated into our sustainability planning. This collaborative approach helps us to refine our strategies and initiatives to better meet the needs of our stakeholders and the expectations of our community.

Our sustainability focus areas

Transforming
Education
for a Sustainable
Future



Environmental
Stewardship



Community
Engagement
and Social Impact



People Growth
and Sustainable
Workplace



By integrating cutting-edge technology, fostering collaborations and partnerships, enhancing employee development and engagement, supporting community initiatives, and optimizing resource management, we strive to empower every student, thereby fostering a capable and diverse workforce ready to meet future challenges.

GOVERNANCE

At Humansoft, we recognize that effective governance is crucial for the successful integration of sustainability into our strategic objectives. Our governance framework is designed to ensure accountability, transparency, and ethical conduct across all our operations.

Policies and Practices

We have established robust practices and procedures that guide our sustainability efforts, including:

- 1. Sustainability and Climate Action:** Our practice in sustainability and climate action is guided by the following principles: Environmental Awareness, Leading by Example, Sustainable Construction, Energy Efficiency, Commitment to a Net Zero Target Year, Water Conservation, Waste Management, Sustainable Transportation, Curriculum Integration, and Community Engagement.
- 2. Investment in Sustainability:** We seek to invest in practices that reduce energy consumption, along with other initiatives, by considering ESG analysis, impact assessments, and established standards and norms.
- 3. Student Societies focused on Environmental Sustainability:** These student-led groups and clubs, composed of passionate and committed young individuals, significantly enrich university life and promote diverse values and objectives within our academic community.
- 4. Code of Conduct:** Ensures that all employees act ethically and with integrity, particularly in areas that impact sustainability.
- 5. Assessment of Emissions Efficiency and Greenhouse Gas (GHG) Protocol Corporate Standard:** We are committed to reducing carbon emissions by systematically tracking and analyzing our carbon footprint to develop the Greenhouse Gas Emission Reduction Plans on campus.
- 6. Social Responsibility:** Guides our initiatives in education, community engagement, gender equality, and workplace sustainability.

Reporting and Accountability

Our annual sustainability report provides stakeholders with a detailed overview of our progress and achievements in sustainability, reinforcing our commitment to continuous improvement.

Compliance and Ethics

Our internal practices are designed to ensure compliance with local and international regulations affecting sustainability. We conduct regular assessments to monitor adherence to these standards and take corrective actions when necessary.

By prioritizing robust sustainability governance, Humansoft not only upholds its commitment to ethical practices and responsible leadership but also strengthens its capability to achieve long-term sustainability goals, contributing positively to society and the environment.

Stakeholder Engagement

At Humansoft, we understand that effective stakeholder engagement is crucial for the success of our sustainability efforts. By actively involving a diverse group of stakeholders, we ensure that our strategies are comprehensive and address the needs and expectations of those impacted by our operations.

We employ a variety of methods to engage with our stakeholders, ensuring open, transparent, and consistent communication, including workshops, panel discussions, student activities, etc.

Impact of Stakeholder Engagement

Feedback from our stakeholders directly influences our strategic decisions and has led to several key improvements in our sustainability practices.

By maintaining engagement with our stakeholders, Humansoft not only adheres to best practices in corporate governance but also reinforces its commitment to building a sustainable future that benefits all.

Abiding by the Standards

With the development of governance standards, Humansoft is committed to following and adopting these standards and continuously complying with them through high standards of transparency and integrity, and proper regulation of the relationships between the board of directors and the executive management with stakeholders and compliance with the laws and regulatory guidelines by the Capital Markets Authority. The company's aim is to implement the principles of governance and considers making sound decisions as the foundation for this.

Humansoft has strengthened its governance framework by enhancing management procedures, improving its internal control systems, and embedding the concepts of transparency and administrative responsibility in its operations. At Humansoft, governance is not only about adhering to laws and regulations, but also about building a culture of ethics, integrity and management responsibility.

Humansoft Holding Co. seeks to implement and adhere to governance frameworks through a set of policies, rules, and strategies in order to achieve the future goals of its business and projects. The Board of Directors and executive management are in full compliance with the rules set by the Capital Markets Authority.

Humansoft is a firm believer in the proper application of governance rules and principles and conducting its business with transparency and clarity. We believe that business success and sustainability go hand in hand and good governance is the key to achieving sustainable development within the company. As such, Humansoft continues to strengthen and develop its processes with periodic reviews of board and corporate governance policies.

In order to properly adhere to these frameworks and practices, the Board of Directors plays a major and essential role in applying the rules of governance. It works on assigning roles and responsibilities; and manages the company's affairs with the aim of protecting the interest and rights of shareholders and stakeholders; plus, preserving the principle of transparency and equality.

Humansoft's Board of Directors has adopted a policy that explains how to define tasks, responsibilities and duties of each of the Chairman, members of the Board of Directors and Executive Management in accordance with the company's main policies, and the rules of governance in the 15th book of the Executive Regulations of Law No. 7 of 2010 for establishing the Capital Markets Authority, and its amendments, plus Companies Law No. 1 of 2016.

The Board of Directors at Humansoft has the responsibility of leading and making significant, effective decisions as part of their leadership role, and implementing strategies that would contribute to raising the shareholders' value of the company in a profitable manner. The Executive Management is appointed by the Board of Directors, by selecting competencies and setting performance standards in line with the company's strategy and future goals.

To ensure the application of corporate governance, the Compliance Office is responsible for supervising the disclosure process in order to ensure that the company adheres to the instructions and laws. It is also responsible for communicating with the Capital Markets Authority or any regulatory body, and for adhering to disclosure requirements in order to protect shareholders' rights, gain investor confidence and apply the principles of equality.

A specialized committees are formed to be appointed by the board of directors (the Audit Committee, the Risk Management Committee, and the Nominations and Remunerations Committee) , and to carry out the tasks assigned to them with a continuous evaluation of the work of these committees and their members by the board.

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Board Diversity and Independence

The principle of applying governance is embodied by selecting a new Board of Directors every three years. The board includes five non-executive members including one independent board member. Each of the five members own academic qualifications and practical experience in the investment and economic sectors. These efforts align with the United Nations' Sustainable Development Goals, particularly SDG 5: Gender Equality by promoting diversity on the board and having a female chairperson.

Sustainability Reporting and Disclosure Practices

Humansoft consistently endeavors to uphold its commitment to sustainability and corporate social responsibility. To this end, it annually publishes a standalone sustainability report, in addition to incorporating sustainability and CSR information into its annual report. This approach ensures that stakeholders are informed about the company's efforts to operate in a responsible and sustainable manner and its progress towards meeting its sustainability goals. The company values transparency and accountability, which is reflected in their sustainability report and the inclusion of sustainability and CSR information in its annual report.

SUSTAINABILITY STRATEGY

At Humansoft, our sustainability strategy integrates our core operations with our dedication to social responsibility and environmental stewardship. Our approach is designed to align with global sustainability standards, ensuring a cohesive and impactful strategy. Below is an overview of our main strategic themes and key enablers, along with our defined sustainability focus areas:

Our Strategic themes

Educational Leadership	Research and Innovation	Operational Excellence	Community Integration	Environmental Integrity
Elevate educational standards and accessibility through innovative teaching methods and inclusive programs.	Drive forward-thinking research and development in sustainable practices and technologies.	Enhance operational efficiencies and integrate sustainable practices across all levels of the organization.	Strengthen community ties through active participation and development initiatives.	Uphold and promote high environmental standards within all aspects of the organization's operations.

Our key enablers

Integration of Cutting-edge Technology	Collaborations and Partnerships	Employee Development and Engagement	Community Integration	Resource Management and Optimization
Utilizing the latest technological advancements to enhance educational delivery and sustainability practices.	Engaging with industry partners, and academic institutions to amplify our sustainability impact.	Investing in our employees through continuous education and engagement programs focused on sustainability.	Strengthen community ties through active participation and development initiatives.	Efficiently using resources to minimize environmental impact and implement sustainable operational practices

Our sustainability focus areas

Transforming Education for a Sustainable Future



Environmental Stewardship



Community Engagement and Social Impact



People Growth and Sustainable Workplace



SUSTAINABILITY FOCUS AREAS

At Humansoft, our commitment to sustainability is integrated into every aspect of our operations. We believe in taking proactive steps to make a positive impact on our planet and our communities while also fostering economic growth. Our sustainability initiatives are designed to align closely with global Sustainable Development Goals (SDGs) and Environmental, Social, and Governance (ESG) principles. These initiatives span various domains, from enhancing educational access and quality to promoting environmental stewardship and engaging with our community in meaningful ways. Below, we present a detailed mapping of our key activities within our focus areas, illustrating their alignment with the SDGs and their broad impacts on environmental stewardship, social responsibility, and economic growth. This comprehensive approach ensures that our actions contribute effectively to building a sustainable future, while also resonating with our core values and strategic objectives.


- Environmental Stewardship: Reflects activities that directly contribute to environmental preservation and sustainability.
- Social Responsibility: Includes initiatives that positively impact the social aspects of the community and stakeholders.
- Economic Impact: Represents activities that contribute to economic growth, whether through job creation, educational empowerment, or fostering innovation.

Our sustainability focus areas




Roadmap to Sustainable Future

1. Transforming Education for a Sustainable Future

Objectives	Impact Categories	Relevant UN SDGs
<ul style="list-style-type: none"> ✓ Contributing to Higher Education Advancement in the Region ✓ Fostering Entrepreneurship, Innovation and Artificial Intelligence ✓ Promoting Excellence and Integrating Sustainability in Teaching and Research 	<p>Economic and Social Impact: Elevates Educational Standards and Drives Innovation.</p> <p>Social Impact: Promotes Global Citizenship and Environmental Sustainability.</p>	


2. Environmental Stewardship

Objectives	Impact Categories	Relevant UN SDGs
<ul style="list-style-type: none"> ✓ Achieve sustainable campus operations by reducing carbon emissions and enhancing energy efficiency ✓ Implement comprehensive waste management and recycling programs ✓ Educate and engage the campus community in environmental conservation 	<p>Economic and Social Impact: Improves efficiency and reduces costs through sustainability, promotes health, well-being, and community engagement.</p> <p>Social Impact: Increases environmental awareness, educates on sustainability, and encourages responsible environmental behavior.</p>	

3. Community Engagement and Social Impact

Objectives	Impact Categories	Relevant UN SDGs
<ul style="list-style-type: none"> ✓ Empowering Youth through Leadership and Development Programs ✓ Engaging Alumni, Employers, and Beyond ✓ Encouraging Well-being and Sports ✓ Promoting Arts and Cultural Enrichment 	<p>Economic and Social Impact: Enhances operational efficiency, reduces costs, develops leadership skills, promotes health and well-being, and fosters community engagement, cultural enrichment, and environmental responsibility.</p>	

4. People Growth and Sustainable Workplace

Objectives	Impact Categories	Relevant UN SDGs
<ul style="list-style-type: none"> ✓ Promoting professional development and lifelong learning ✓ Ensuring a healthy and safe work environment ✓ Empowering Women and Promote Gender Equality ✓ Celebrating workplace diversity and people achievements 	<p>Economic Impact: Enhances professional capabilities, supporting career advancement and professional growth.</p> <p>Social Impact: Ensures a safe and healthy working environment, and promotes gender equality and inclusiveness, fostering a diverse and equitable workplace.</p>	



TRANSFORMING EDUCATION FOR A SUSTAINABLE FUTURE

TRANSFORMING EDUCATION FOR A SUSTAINABLE FUTURE

Humansoft strives to continually raise the bar for quality education and accessibility. Through our subsidiaries, our focus is on innovative teaching methods and developing curricula that not only meet but exceed the evolving needs of the global marketplace.

- ✓ Contributing to Higher Education Advancement in the Region
- ✓ Fostering Entrepreneurship, Innovation and Artificial Intelligence
- ✓ Promoting Excellence and Integrating Sustainability in Teaching and Research

We believe in acknowledging and celebrating the hard work and accomplishments of our students. This commitment is reflected in our grand graduation ceremonies, which honor the perseverance and success of our graduates.

Our contribution to SDGs and ESG



We are committed to quality education through hosting summits, showcasing student projects, offering soft skills video courses, and connecting students with employers. Celebrating graduates' achievements highlights our commitment to quality education.



We promote economic growth by organizing forums and startup challenges, fostering entrepreneurship, and creating economic opportunities through business development aligned with the SDGs.



We support innovation through fairs, research publications, and certification programs, preparing students for future job markets and fostering a culture of continuous improvement in technology and industry.



We strengthen global and regional partnerships through collaborations with educational institutions and international associations, advancing collegiate standards and reinforcing our commitment to global educational excellence.

Economic and Social Impact: Elevates Educational Standards and Drives Innovation.

Social Impact: Promotes Global Citizenship and Environmental Sustainability.

Contributing to Higher Education Advancement in the Region

Humansoft, through its subsidiary AUM, actively advances the dialogue on sustainable higher education within the Middle East and Africa. Our strategic initiatives, like hosting significant educational summits, demonstrate our commitment to shaping a future where higher education not only meets the evolving needs of the global marketplace but also drives substantial social and economic development.

AUM Hosting THE MENA Universities Summit

AUM hosted the Times Higher Education MENA Universities Summit 2022 under the theme “Transforming learning for a sustainable future” from November 28 to 30, 2022. Through thought leadership sessions, keynote speeches, workshops and networking, opportunities were identified for universities to be at the heart of the educational transformation and to secure human resources for the future growth and development of the region.

The summit also focused on how universities can best collaborate with partners to identify and address skills gaps, as well as secure human resources for the future growth and development of the region. It explored how the transition to a knowledge-based, sustainable economy can be catalyzed through employing and embedding new educational models, such as micro-credentialing and lifelong learning.



THE MENA Universities Summit

Leadership Reflections Session on Conflicting economies: What role does sustainability play in the transition to a knowledge-based economy?



The shift towards a knowledge economy involves rethinking relationships between education, science, learning, production and service delivery. In a region heavily reliant on oil and gas revenue, this session focused on what role do universities play in assisting a country's transition from an economy dependent on natural resources to one focused on knowledge through innovation.

AUM Hosting QS Higher Ed Summit: Middle East & Africa

AUM hosted the QS Higher Ed Summit Middle East & Africa 2023 under the theme “Envisioning a meaningful future: Purpose-driven higher education in the Middle East and Africa” from March 12 to 14, 2023.

During these three days hundreds of higher education leaders, experts and stakeholders discussed Higher Education trends in the region, and offered their perspectives on some of the most pressing issues facing higher education today.

The summit also highlighted the importance of communication and ownership for successful strategic planning, prioritizing student well-being and support, and balancing teaching and research while forming partnerships and collaborations with industry. The discussions and debates inspired meaningful action and progress in the field of higher education in the Middle East and Africa.



Fostering Entrepreneurship, Innovation and Artificial Intelligence

Humansoft, through its subsidiaries, champions entrepreneurship and innovation as pivotal to its educational mission. By hosting major events and offering dynamic platforms, we cultivate an ecosystem where creativity and innovative thinking thrive. Our focused initiatives aim to equip students with the skills necessary to become future leaders and innovators, ensuring they contribute positively to the global economy and society.

Global Symposium for Entrepreneurship Educators (SEE) - MENA Region Edition

In collaboration with Babson College, from January 29-31, 2023, this symposium connected participants from the region and Kuwait to discuss current trends and future directions in entrepreneurship education.



In its Babson Academy Impact Report 2023, Babson College featured the symposium organized in collaboration with AUM and presented a testimonial from one of the participants.

"It's the entrepreneurs that are going to transform everything we do today. What this Symposium is doing is bringing all the key players in [the] entrepreneurship field in one place—in Kuwait, here at AUM—and hopefully will help prosper the entrepreneurship ecosystem within the region."

Ben Ramdani
Associate Professor in Entrepreneurship and Innovation
Qatar University (Qatar)

Kuwait Top Entrepreneurs 2023 Forum

Held on March 16, 2023, in collaboration with Forbes Middle East and Qabas, this forum gathered visionaries to discuss the challenges and trends shaping business today, promoting entrepreneurial success and innovation.



AUM Innovation Fair 2023

AUM Innovation Fair 2023 held on 18 May 2023, is a flagship event that promotes innovation and creativity through the showcase of student-led projects, with a spirit of innovation, entrepreneurship and research among students, providing them with a valuable opportunity to present their projects to a wider audience, including peers, faculty, and external guests.



AUM teams won the 1st place in 13th International Conference on Industrial Engineering and Operations Management (IEOM) - Supply Chain and Logistics Competition and the 2nd place in Senior Capstone Design Project Competition.

AUM Startup Challenge 2023

In February 2023, AUM celebrated its third annual Startup Challenge, where students showcased projects addressing the UN SDGs, demonstrating how entrepreneurship can contribute to global challenges. All attendees also had the chance to vote for the best three winning teams.



The three winning teams participated in Babson Global Student challenge 2023. The top 10 projects included the three teams from AUM. The finals brought together 2,163 students from 22 universities across 17 countries. Glassee's team, achieved second place globally.



Babson Collaborative for
Entrepreneurship Education

Global Student Challenge

SECOND PLACE

In a Global Competition Addressing the UN Sustainable Development Goals

GLASSEE'S

Glassee's uses advanced technology to empower both the visually impaired and the blind to overcome daily challenges and gain more independence.

Aliah Alenezi, Farah Alfajji, Yaqoub Almejadi
Afaf Almuraifea, Deem Alotaibi





The concept of Glassee's team project centered around aiding individuals with visual impairments using smart glasses and a cane.

SMARTVERSE Center for AI & Innovation



In Spring 2023, 60 students enrolled in the Artificial Intelligence & Entrepreneurship Certification program, receiving certification in AI and entrepreneurship from UC Berkeley AMENA Center for Entrepreneurship and Development. In addition, students and faculty participated in webinars and professional development programs offered by UC Berkeley AMENA Center.



Through our diverse initiatives and strategic partnerships, we aim to leading the charge in fostering a vibrant culture of Entrepreneurship and Innovation, and Artificial Intelligence. By equipping our students and faculty with the tools and opportunities to excel, we ensure that they are well-prepared to make meaningful contributions to society. Our commitment to excellence in education and research continues to drive our vision for a sustainable future, where innovation and entrepreneurial spirit are at the forefront of global progress.

Promoting Excellence and Integrating Sustainability in Teaching and Research

At Humansoft, we strive to achieve excellence and integrate sustainability across our educational programs. Our commitment is reflected through international accreditations and rankings, ensuring the highest standards of quality and sustainability in teaching and research.

International Accreditations

Throughout the years, AUM and ACM have achieved international accreditations for their academic programs. These accreditations allow constantly pursuing quality and continuous improvement in the delivery of the programs in alignment with international standards.

In 2023, AUM has successfully obtained global accreditation having completed the International Quality Review (IQR) by the Quality Assurance Agency for Higher Education (QAA). Based in UK, QAA is a world-leading quality agency with unmatched experience of providing impartial regulatory and collaborative quality assurance and enhancement.

IQR is a rigorous process, which benchmarks global higher education institutions against international quality assurance standards set out in Part 1 of the Standards and Guidelines for Quality Assurance in the European Higher Education Area.



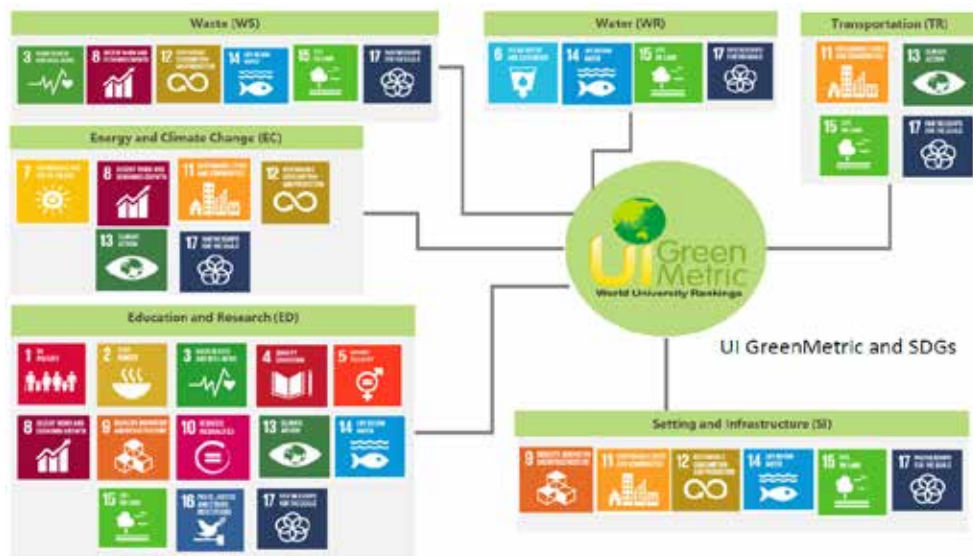
The QAA review team identified 11 good practices at American University of the Middle East among which one good practice directly related to sustainability: Commitment to embedding sustainable development goals (SDGs) in institutional processes, including the institutional quality assurance (Standards and Guidelines for Quality Assurance in the European Higher Education Area - Standard 1.1).

International Impact and Sustainability Rankings

UI GreenMetric World University Rankings 2023

The UI GreenMetric World University Rankings positions universities around the world based on their commitment and actions toward sustainability as per the following distinct categories: Setting and Infrastructure, Energy and Climate Change, Waste, Water, Transportation, and Education and Research.

AUM continues to be ranked as the most Sustainable and Green University in Kuwait, advancing to #229 worldwide, and Top 4 in the Gulf Region.



THE Impact Rankings 2023

The Impact Rankings assess universities against the United Nations' Sustainable Development Goals (SDGs). These rankings are designed by Times Higher Education and the methodology is built up from individual SDGs. Universities receive an overall score and a rank for their activities in each of the SDGs for which they submit data.

In 2023, AUM has been ranked #1 University in Kuwait and in #401-600 globally in the Overall Ranking of THE Impact Rankings 2023 that. Also, remarkable performance is achieved in various Individual SDGs Rankings.



QS Sustainability Rankings 2023

The QS World University Rankings Sustainability evaluates the social and environmental impact of universities as a center's of education and research. The ranking has three categories:

- Environmental Impact
- Social Impact
- Governance

With each category, there are a series of performance lenses, themselves composed of an aggregated set of individual metrics.

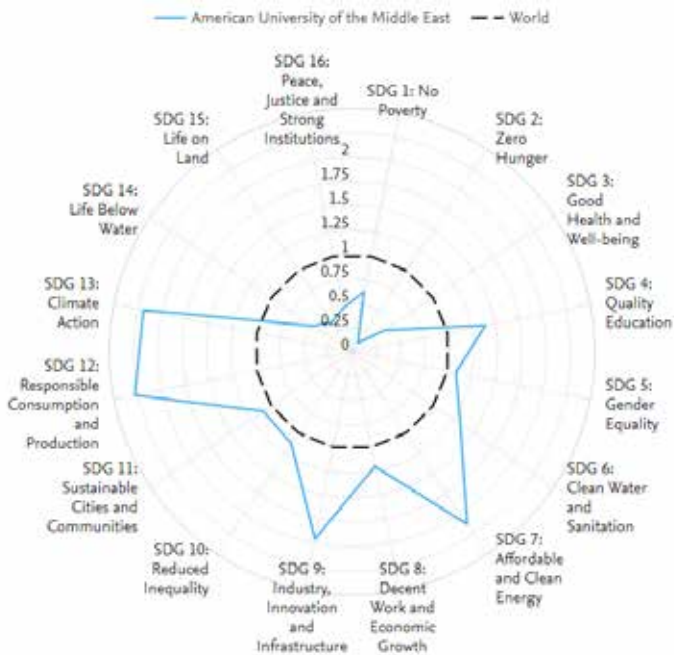
In 2023, AUM was ranked #1 private university in Kuwait as per QS Sustainability Rankings 2023.

Participation in these rankings support in measuring progress in sustainability based on UN Sustainable Development Goals (UN SDGs) and Environmental Impact, Social Impact and Governance (ESG) in addition to other frameworks. It also demonstrates contribution to research in sustainability.

This demonstrates Humansoft constant efforts towards sustainability as an integral part of its directions.

Quick view of research contribution to sustainability
Compared to the worldwide share of publications per SDG, AUM has confirmed a strong emphasis on various SDGs, particularly SDG4, SDG 7, SDG 9, SDG 12 and SDG 14, reflecting the expertise and research interests of its faculty members.

Source: SciVal, 2023





ENVIRONMENTAL STEWARDSHIP

ENVIRONMENTAL STEWARDSHIP

At Humansoft, we are dedicated to environmental stewardship, focusing on sustainable campus operations, comprehensive waste management, and engaging our community in environmental conservation. Our objectives in this area are:

- ✓ Achieve sustainable campus operations by reducing carbon emissions and enhancing energy efficiency
- ✓ Implement comprehensive waste management and recycling programs
- ✓ Educate and engage the campus community in environmental conservation

Our contribution to SDGs and ESG



We implement energy efficiency measures and promote clean energy awareness, significantly reducing our carbon footprint and supporting sustainable energy use on campus.



We design our campus to promote sustainability with green spaces, a car-free environment, and eco-friendly transportation options, fostering a green and pedestrian-friendly community.



We manage waste through comprehensive recycling programs and digital transformation initiatives, reducing paper usage and fostering a culture of responsible consumption.



We engage our community in climate action through various initiatives, such as clean energy discussions, climate-focused competitions, and sustainability projects, promoting awareness and creative solutions to climate challenges.



Our tree-planting events and green space expansion initiatives contribute to biodiversity and environmental conservation, enhancing the ecological health of our campus.

Economic and Social Impact: Improves efficiency and reduces costs through sustainability, promotes health, well-being, and community engagement.

Social Impact: Increases environmental awareness, educates on sustainability, and encourages responsible environmental behavior.

ENVIRONMENTAL STEWARDSHIP

Achieve sustainable campus operations by reducing carbon emissions and enhancing energy efficiency

We are dedicated to implementing sustainable practices that significantly reduce carbon emissions and enhance energy efficiency across its campus operations. These efforts are integral to our mission of fostering an environmentally responsible and sustainable future.

Sustainable Campus Operations Initiatives

GHG Protocol and Emissions Efficiency

Implementing GHG Protocol Corporate Standard and Emissions Efficiency: Since 2020, AUM has conducted emissions efficiency assessments, focusing on reducing carbon emissions through energy-efficient appliances, cloud computing, and IT systems. Key initiatives include waste management and promoting commuting alternatives.



Promoting Sustainable Transportation on Campus

We have implemented various initiatives to reduce the number of private vehicles on campus, fostering a sustainable and environmentally friendly environment. The campus is designed to be largely car-free, with 75% open space for walking, cycling, and running. Zero-emission electric shuttles and free bicycles are available to promote green transportation. Additionally, multistory parking facilities support efficient vehicle management, while car-pooling and car-sharing programs further reduce greenhouse gas emissions. Non-registered cars are prohibited on campus, enhancing security and minimizing vehicle congestion.



These initiatives demonstrate our commitment to environmental stewardship, significantly contributing to the reduction of carbon emissions and the enhancement of energy efficiency on campus.

ENVIRONMENTAL STEWARDSHIP

Implement comprehensive waste management and recycling programs

We are committed to fostering a culture of sustainability by implementing comprehensive waste management and recycling programs. These initiatives are designed to minimize waste, promote recycling, and educate the campus community about responsible waste management practices.

Paperless Exams for Sustainable Education

In our commitment to environmental stewardship, AUM has implemented paperless exams. This shift not only significantly reduces paper usage but also promotes digital literacy and efficiency. By leveraging technology for examinations, we foster a culture of responsible consumption among students and faculty.

Waste Management and Recycling Initiatives

Waste Management Initiatives

AUM liaises with local organizations and companies to handle recyclable materials and maximize efforts to reduce and manage all kinds of waste, including paper, plastics, toxic waste from lab experiments, IT hardware material, and e-waste. Key initiatives include:



Designated Waste Collection Areas

Setting up designated locations on campus for waste collection, sorting, and pickup, including specific areas for e-waste. These facilities ensure efficient and environmentally responsible disposal of various types of waste.

Housekeeping Staff Training

Training housekeeping staff to handle waste segregation effectively. This training ensures that waste is sorted correctly at the source, enhancing the efficiency of recycling programs.

Digital Transformation

Implementing digital transformation through e-forms, LCD screens, and responsible printing practices to reduce paper usage. This initiative promotes a more sustainable and less paper-dependent campus environment.

Student Engagement

Instilling a waste management and recycling mindset in students through projects, activities, and online events. By involving students in sustainability initiatives, AUM fosters a culture of environmental responsibility among the younger generation.

Through these efforts, Humansoft and AUM demonstrate a strong commitment to environmental stewardship, significantly contributing to waste reduction and promoting sustainable practices within the campus community.

ENVIRONMENTAL STEWARDSHIP

Educate and engage the campus community in environmental conservation

We are committed to fostering environmental awareness and active participation in conservation efforts across. By engaging students, faculty, and staff in various initiatives, we aim to cultivate a deep-rooted culture of environmental responsibility and sustainability within our community.

Our programs not only enhance the campus environment but also contribute significantly to broader environmental goals, aligning with multiple UN Sustainable Development Goals (SDGs).

Campus Tree-Planting at AUM




To commemorate World Sustainability Day, AUM hosted a campus tree-planting event, involving deans and a dedicated team. This activity was aligned with the aim to increase green spaces on campus and fostered environmental awareness among students, faculty, and the broader community.



Faculty Panel Discussion on Clean Energy

Amid COP28, AUM organized a Faculty Panel Discussion on clean energy, discussing renewable technologies and sustainability solutions. Panelists shared insights and explored future prospects for wind and solar energies in the region. The discussion underscored the significance of clean energy in building a sustainable future.



<p>Students in Action for the Environment and Climate Change</p>	<p>Call to Combat Climate Change" competition</p> 	<p>AUM Chemistry Souq: Towards Sustainability</p> 	<p>Environmental actions through Arts Clubs</p> 
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These initiatives highlight Humansoft’s commitment to environmental stewardship through education and action. By integrating sustainability into campus operations and academics, we contribute to global efforts to combat climate change and promote sustainable development, inspiring our community to adopt eco-friendly practices.



COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Humansoft is dedicated to strengthening community ties and promoting social responsibility through its subsidiaries. Our initiatives are designed to foster a vibrant and engaged community, enhancing the cultural and social aspects of our community:

- ✓ Empowering Youth through Leadership and Development Programs
- ✓ Engaging Alumni, Employers, and Beyond
- ✓ Encouraging Well-being and Sports
- ✓ Promoting Arts and Cultural Enrichment

Our contribution to SDGs and ESG



We promote health and well-being through diverse sports activities and events, encouraging an active lifestyle and fostering overall well-being within our community. Our initiatives support mental and physical health, emphasizing the importance of a balanced and healthy life.



We enhance gender equality by ensuring equal opportunities for all genders to participate in sports, leadership programs, and extracurricular activities. Our inclusive approach promotes gender equality, empowering both female and male students to achieve their full potential.



We strive to reduce inequalities by fostering community cohesion and inclusivity through diverse cultural and sports events. Our initiatives promote equal participation and opportunities for all, helping to reduce disparities and promote social inclusion.



We contribute to sustainable community development by engaging in arts and cultural activities, promoting local cultural heritage, and organizing events that enhance the cultural and social aspects of our community. Our efforts aim to create vibrant, inclusive, and sustainable communities.



We foster a sense of belonging, cultural pride, and community engagement through various initiatives that celebrate cultural heritage, storytelling, and patriotism. Our activities strengthen community bonds and promote peaceful and inclusive societies, contributing to social stability and cohesion.

Economic and Social Impact: Enhances operational efficiency, reduces costs, develops leadership skills, promotes health and well-being, and fosters community engagement, cultural enrichment, and environmental responsibility.

Empowering Youth through Leadership and Development Programs

At Humansoft, we believe in nurturing the potential of our youth through comprehensive leadership and development programs. Our initiatives and partnerships aim at equipping young minds with the skills, knowledge, and experiences necessary to become future leaders. These programs provide invaluable opportunities for personal growth, professional development, and community engagement, fostering a generation of proactive and empowered leaders.

“2023 Vivid Leadership” at AUM, Youth Leadership Development Conference powered by AIESEC

In December 2023, AUM hosted the First Vivid Leadership Conference in Kuwait in collaboration of AIESEC in Kuwait, in celebration of AIESEC's 75 years of developing youth leadership globally. The Conference aim was to inspire value-driven leadership amongst youth in Kuwait and empowered tomorrow's leaders. Inspiring workshops and insightful discussions allowed participants to draw inspiration from a community of like-minded peers.



Participation in GPCA Youth Forum

AUM participated in the Gulf Petrochemicals and Chemicals Association (GPCA) Youth Forum in Qatar and signed a Memorandum of Understanding with GPCA, strengthening our collaboration and commitment to youth development in the petrochemical and chemical industries.



Sponsoring the 6th Children's Science Exhibition organized by the Kuwait Institute for Scientific Research

AUM acted as the primary sponsor for the 6th Children's Science Exhibition organized by the Kuwait Institute for Scientific Research, showcasing our commitment to fostering scientific education and inspiring the next generation of scientists.

AUM, recognizing its responsibility to cultivate youth skills in science and technology, showcased an interactive pavilion featuring engaging experiments during its participation in the exhibition. The activities aimed to combine science and fun, encouraging children to participate actively.



COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Engaging Alumni, Employers, and Beyond

Maintaining strong connections with our alumni and fostering meaningful partnerships with employers is vital to our mission. Events such as the AUM Corporate Award, the Annual Career Fair, and alumni gatherings like Kashta and Ghabga provide platforms for networking, professional growth, and community building. These engagements ensure that our graduates remain connected, supported, and prepared to contribute positively to their professional fields and society at large.

Highlight on Key Initiatives Engaging Alumni, Employers, and Beyond

Annual Career Fair 2023

This event connected over 3,000 students and alumni with 45 leading companies, offering workshops and seminars to enhance employability and professional development.



AUM Corporate Award 2023

This ceremony, held on May 24, 2023, acknowledged the contributions of leading companies that integrate AUM graduates into their workforce, highlighting the impact of academic-business partnerships.



“Weyay” on Campus in Collaboration with NBK

In collaboration with NBAK, AUM organized “Weyay” on campus, promoting digital banking services among students through interactive campus events.



AUM Alumni Events: Kashta and Ghabga

On January 26, 2023, AUM organized a "Kashta" reunion event for its alumni on campus, followed by a "Ghabga" on April 11, 2023. These events allowed alumni to reconnect, play games, engage in various activities, enjoy good food and music, and participate in friendly competitions, fostering a strong sense of community.



Hosting Al Qabas Masterclass 2023 in Collaboration with AUM

In 2023, AUM hosted Al Qabas Masterclass, aiming to strengthen professional skills and knowledge, strengthening the link between academia and industry.



COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Encouraging Well-being and Sports

Promoting well-being and an active lifestyle is a cornerstone of our community engagement efforts. Our extensive sports programs, including the UAAK Championships and the Brands League football tournament, encourage participation in various athletic activities. These events foster teamwork, discipline, and a healthy lifestyle, creating a strong sense of community and camaraderie among participants.

Highlight on Key Initiatives Encouraging Well-being and Sports

Hosting the Brands League 2023 and Glimpses from the 25th Arabian Gulf Cup

In January 2023, AUM hosted the Brands League 2023, a football tournament that brought together local and international brands. Held from January 7 to 16, the event featured 32 teams and included a festival with various companies exhibiting their booths, promoting sportsmanship and community ties.



UAAK Championships and Sports Awards Ceremony

AUM emphasizes sports and athletics, recognizing their role in promoting health, teamwork, and community spirit. The Sports Center offers free access to various facilities. AUM teams participated in the UAAK Championships 2022-2023, achieving success in various sports. The academic year concluded with a Sports Awards Ceremony to honor AUM champions.



Beat Diabetes Day including Walkathon, sharing experiences and support awareness campaign

To raise awareness about diabetes and support those affected, AUM organized the "Beat Diabetes Day" event. This included a Walkathon, where community came together to promote activity and healthy living. The event also featured an awareness campaign, providing valuable information on diabetes prevention, management, and the importance of regular health check-ups.



COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Promoting Arts and Cultural Enrichment

We are committed to enhancing the cultural and artistic landscape within our community. Through events such as the Al-Multaqa Prize for Arabic Short Story, music concerts, and art exhibitions, we celebrate and promote the rich cultural heritage and artistic talents of our students and faculty. These initiatives not only provide a platform for creative expression but also contribute to the cultural vibrancy and intellectual enrichment of our society.

Highlight on Key Initiatives Promoting Arts and Cultural Enrichment

Al-Multaqa Prize for Arabic Short Story

To promote culture and Arabic storytelling, AUM hosted the fifth edition of the Al-Multaqa Prize for Arabic Short Story from February 6 to 8, 2023, at the AUM Cultural Center. In this edition, numerous short story collections from 23 countries were received, featuring 33% female participation. Founded in 2015, this prestigious prize honors authors for their contributions to Arabic storytelling.



Music Concerts and Arts Exhibitions

On January 12, 2023, the AUM Music Club performed a concert featuring up to 10 bands and solo singers. On May 17, 2023, the Liberal Arts clubs held an end-of-semester event with an art exhibition, concert, and performances by the Drama and Book clubs. These events provided platforms for students to display their artistic talents and contribute to the cultural vibrancy of the campus community.



Celebrating Kuwait National Day, fostering community spirit

From February 21 to 23, 2023, AUM celebrated Kuwait National Day with events under the theme "Hala AUM." The celebrations included an outdoor event with student business owners setting up booths and an art exhibition themed "Kuwait Always on my Mind." These events fostered community spirit among students and faculty.







PEOPLE GROWTH AND SUSTAINABLE WORKPLACE

PEOPLE GROWTH AND SUSTAINABLE WORKPLACE

At Humansoft, we believe that sustainability extends beyond environmental concerns—it is deeply rooted in how we support and develop our workforce. Our commitment to creating a sustainable workplace is reflected in three key objectives designed to promote an inclusive, healthy, and empowering environment for all employees:

- ✓ Promoting professional development and lifelong learning
- ✓ Ensuring a healthy and safe work environment
- ✓ Empowering Women and Promote Gender Equality
- ✓ Celebrating workplace diversity and people achievements

Our contribution to SDGs and ESG



We promote health and well-being through comprehensive healthcare services, regular health awareness sessions, and campaigns that educate and improve community health.



We provide professional development opportunities for faculty and staff through specialized training and certification programs, ensuring high-quality education and fostering innovation in teaching.



We celebrate diversity and foster an inclusive environment by organizing events like cultural diversity photo contests, ensuring equal opportunities for all individuals regardless of gender.



We enhance skills and foster a supportive work environment through ongoing professional development sessions for both faculty and non-teaching staff, improving job satisfaction, employee retention, and supporting economic growth.



We are committed to creating an inclusive environment by recognizing and celebrating diversity, ensuring that all individuals have equal opportunities to succeed and contribute to the organization.

Economic Impact: Enhances professional capabilities, supporting career advancement and professional growth.

Social Impact: Ensures a safe and healthy working environment, and promotes gender equality and inclusiveness, fostering a diverse and equitable workplace.

PEOPLE GROWTH AND WORKPLACE SUSTAINABILITY

Promoting professional development and lifelong learning

We prioritize professional development and lifelong learning as essential components of our sustainability strategy at AUM. By investing in the continuous growth of our employees, we ensure our workforce remains adaptable and competitive, enhancing organizational agility to meet future challenges effectively.

We are committed to upholding high educational standards, supporting faculty members in developing the skills necessary for academic advancement through providing continuous professional development a structured promotion process that recognizes teaching and research excellence. This process not only contributes to our sustainability goals but also aligns with our long-term objectives to achieve an optimal balance in academic ranks and enhance research capabilities, thereby fostering a sustainable, innovative academic environment that is well-prepared to address global challenges.

Our commitment to fostering a culture of continuous learning and development is manifested through robust professional development programs for both faculty and staff. Here are some key highlights you'll find in the next sections:

Faculty Continuous Professional Development

AUM remains steadfast in its commitment to faculty professional development, continuously providing a wide range of training programs and sessions. These initiatives are integral to our strategy to enhance teaching and research capabilities across all academic levels. In year 2023, we successfully organized several significant events:

These opportunities are enriched by financial support for participation in conferences and research activities, creating a dynamic academic environment that nurtures continuous learning and professional growth.

Faculty Development

Babson Symposium	Training and certification from Babson College for selected faculty members.
AI and Entrepreneurship Workshops	Hosted by Berkeley to enhance capabilities in emerging tech and teaching methods.
Research and SDG Webinar	Clarivate session focused on aligning research with the UN SDGs.
Professional Development Day	Focus on instructional technologies to enhance the learning experience.

Artificial Intelligence and Entrepreneurship Workshops

Hosted by Berkeley in May 2023, these workshops were designed to upgrade faculty knowledge in emerging technologies and innovative teaching practices.

Professional Development Day

Centered on mastering instructional technologies, this day-long event featured live demonstrations and hands-on sessions that allowed faculty to enhance their skills in modern instructional technologies, preparing them for the challenges posed by Artificial Intelligence.



Staff Continuous Professional Development

Parallel to our faculty development efforts, AUM is dedicated to the continuous professional development of our staff. This commitment ensures that all team members, not directly involved in teaching, are equally empowered and capable of supporting our educational mission. Key initiatives include:

Team Building for Success

Organized in June 2023, this development day for Student Affairs staff focused on enhancing teamwork and engagement, crucial for fostering a collaborative campus atmosphere.



Paths to Excellence Sessions These ongoing sessions aim to strengthen both technical and soft skills among staff across various departments. The training covered areas essential for personal and professional growth and was aligned with achieving SDGs related to Quality Education, Gender Equality, and Decent Work.



Staff Development

Team Building for Success	Professional development day for Student Affairs staff to enhance teamwork and engagement.
Paths to Excellence Sessions	Ongoing training series to improve technical and soft skills, supporting educational and SDG goals.

Each participant who completed these training sessions received a "Certificate of Attendance," recognizing their commitment to professional excellence and their role in advancing AUM's mission.

PEOPLE GROWTH AND WORKPLACE SUSTAINABILITY

Ensuring a healthy and safe environment

We prioritize the health and safety of our community as a key element of our sustainability strategy.

Maintaining a healthy and safe work environment is fundamental to our approach to sustainability. By protecting the well-being of our employees, we foster a productive workplace where individuals can perform at their best without compromising their health.

This commitment reduces workplace injuries and illnesses, minimizes downtime, and promotes a culture of safety that aligns with workplace sustainable practices.

Health Awareness and Preventive Measures

We are committed to nurturing a culture of health and wellness that goes beyond the conventional boundaries of health care.

Our commitment is showcased through the AUM Central Clinic, which offers comprehensive healthcare services with two large facilities to ensure the high-quality care and well-being of our entire campus community daily. This facility is staffed by highly trained nurses from top local hospitals, equipped to handle a range of medical emergencies and daily health concerns.



Moreover, our proactive health awareness initiatives are tailored to address key health concerns and promote sustainable health practices among all community members. Among the initiatives conducted in 2023, we note the Pink October which is an annual Breast Cancer Awareness campaign including health checks and educational efforts focusing on early detection and effective treatments, and the Cholesterol Myths and Facts Workshop that provided faculty and staff with crucial information on managing cholesterol through proper diet and lifestyle changes, thereby enhancing their overall health and well-being.



These initiatives reflect our commitment to creating a healthier campus environment by actively engaging our community in health education and preventive practices. By integrating these health awareness programs into our annual calendar, we ensure ongoing engagement and continual improvement in health literacy, aligning with our overarching goals for sustainability and community welfare.

Promoting Well-being through Active Lifestyles

We emphasize the importance of active lifestyles as a core aspect of our commitment to ensuring a healthy and safe environment. Recognizing the direct link between physical activity and overall well-being, we encourage our faculty and staff to engage in a range of health-promoting activities. In 2023, our state-of-the-art Sports Center offered diverse fitness programs and health assessments designed to cater to all levels of fitness.



Safety and Emergency Preparedness

We believe that a secure and prepared campus is fundamental to the sustainability of our educational environment. Our comprehensive safety and emergency preparedness measures are meticulously designed to protect all members of our community and ensure that they can pursue their academic and professional activities in a secure setting.

Our 24/7 security team enforces stringent safety protocols and surveillance to ensure secure campus activities and facility safety. This proactive security approach not only mitigates hazards but also enhances the overall sense of safety on premises.

In 2023, we conducted an emergency evacuation drill to prepare our community for emergencies, ranging from natural disasters to urgent crises. This essential practice refines our evacuation procedures, ensuring swift and safe response from our faculty, staff, and students, thus minimizing potential risks.



Our commitment to safety and emergency preparedness is crucial to our sustainability efforts, ensuring a safe learning and working environment. By prioritizing these areas, we protect our community's well-being and enhance institutional resilience and sustainability.

Academic Laboratories Safety

As an integral to our strategy of maintaining highly technical settings that minimize risks and protect our community, our faculty and staff engaged in laboratories adhere to rigorous lab safety guidelines and practices.

In 2023, a series of theoretical and practical sessions were offered to faculty and staff at AUM and ACM to upgrade their understanding of lab safety procedures, thus leading to their Certification in Academic Laboratories Safety.





First Aid and CPR

We offer regular training sessions to educate our faculty and staff on First Aid and CPR. These sessions taught by certified health professionals and in line with World Day for Safety and Health at Work, equip our community with vital emergency response skills, covering first aid and CPR for infants and adults, bolstering our preparedness for medical emergencies



PEOPLE GROWTH AND WORKPLACE SUSTAINABILITY

Empowering Women and Promote Gender Equality

Humansoft prioritizes diversity and inclusiveness, recognizing the value a diverse workforce brings to the company. With over 800 employees from more than 60 countries and a student population that is over 60% female, we understand the importance of embracing a diverse and inclusive culture.

We are unwavering in our commitment to SDG 5: Gender Equality, actively promoting diversity at every level of our organization. Our strong commitment to gender equality and representation is demonstrated by our female chairperson on the board.

Through various initiatives and programs, we aim to empower women within our organization and educational institutions. Our efforts include:

- Encouraging female participation in professional development programs.
- Providing support and resources for female students, faculty, and staff to excel in their academic and professional pursuits.
- Promoting a culture of inclusivity and respect, ensuring equal opportunities for all.

By fostering an environment where women can thrive, we not only strengthen our organizational performance but also continue to contribute to the broader goal of gender equality and social progress.





PEOPLE GROWTH AND WORKPLACE SUSTAINABILITY

Celebrating workplace diversity and people achievements

Embracing workplace diversity is integral to our sustainability goals. By recognizing and valuing the diverse talents and achievements of our employees, we build a stronger, more resilient organization. Celebrating diversity encourages innovation, drives creative problem-solving, and enhances employee engagement and satisfaction. This inclusive approach not only enriches our corporate culture but also mirrors the diverse needs of the communities and clients we serve, reinforcing our commitment to social sustainability.

Moreover, we recognize the achievements of our faculty through rigorous academic promotion policy and rewarding initiatives. Such recognition not only motivates our faculty but also underscores our institution's values of excellence and diversity.

Celebrating and promoting diversity within our community

Our dedicated initiatives to celebrate cultural diversity and recognize excellence among our faculty and staff not only enhance our community engagement but also drive innovation and inclusivity across our campus. On World Day for Cultural Diversity 2023, AUM held a photo contest among faculty and staff. The Liberal Arts Department won with a striking image that beautifully captured the essence of cultural diversity at our university.



AUM Research Impact Award

In Fall 2023, AUM organized the Research Impact Award to highlight the remarkable research and achievement of faculty members. The Award ceremony also provided awareness about the importance of advancing knowledge and science worldwide.



ACM Faculty Awards Ceremony

In Fall 2023, ACM recognized the outstanding efforts of its faculty members through a dedicated awards ceremony that celebrated the significant achievements of faculty, highlighting their dedication to education.



FORWARD-LOOKING

Future Goals and Beyond

At Humansoft, we are committed to a future where our operations and activities not only comply with current sustainability standards but also set new benchmarks for excellence in environmental stewardship, social responsibility, and economic impact. As we look forward, our goals and initiatives are designed to push the boundaries of what we can achieve, driving meaningful change within our community and beyond.

Future Goals

- **Projects Toward Renewable Energy:** Implementing initiatives to increase our reliance on renewable energy sources, thereby reducing our carbon footprint and promoting sustainable energy use.
- **Responsible Use of AI:** Fostering the development and application of artificial intelligence in ways that are ethical, sustainable, and beneficial to society.
- **Increasing Research Output Based on Sustainability:** Encouraging faculty and students to pursue innovative research that addresses global environmental challenges and contributes to sustainable development.

Commitment to Continuous Improvement

We recognize that the path to sustainability is a journey of continuous improvement. Humansoft is dedicated to regularly reviewing and updating sustainability goals and initiatives in response to technological advancements and changing global standards. We are adopting a multi-stakeholder approach where faculty, staff, students, society, and international partners are key collaborators. We will continue to engage with our stakeholders to refine our approach and ensure we are addressing the most pressing sustainability challenges.

With these goals and approaches, Humansoft reaffirms its commitment to sustainability and pledges to be a leader in fostering a sustainable future. We look forward to the challenges and opportunities that lie ahead, confident in our ability to make a positive impact on our planet and society.