

Date: 29th June 2025

التاريخ: 29 يونيو 2025

M/S . / Boursa Kuwait Company

المحترمين

السادة/ شركة بورصة الكويت

Greetings,

تحية طيبة وبعد،،

Subject: Sustainability Report for year 2024

الموضوع: تقرير الإستدامة لعام 2024

With reference to the aforementioned subject, and pursuant to the provisions of the CMA Executive Bylaws Chapter 1, Module 12 "Listing Rules" of Law No.7 of 2010 regarding the establishments of the Capital Markets Authority and Regulating Securities Activities and its amendments regarding the disclosure of the Sustainability Report, attached is the Sustainability report for year 2024.

بالإشارة إلى الموضوع أعلاه، وعملاً بأحكام الفصل الأول من الكتاب الثاني عشر "قواعد الإدراج" من اللائحة التنفيذية للقانون رقم 7 لسنة 2010 بشأن إنشاء هيئة أسواق المال وتنظيم نشاط الأوراق المالية وتعديلاتهما، والمتعلقة بالإفصاح عن تقرير الإستدامة، نرفق لكم تقرير الإستدامة للعام 2024.

Yours Sincerely,

وتفضلوا بقبول فائق الاحترام،،

طارق فهد العثمان

رئيس مجلس الإدارة

Tareq Fahad AlOthman
Chairman of the Board of Directors





Empowering People Through Knowledge

SUSTAINABILITY REPORT 2024

ROOTS OF IMPACT FOR A SUSTAINABLE FUTURE



Welcome to Humansoft

Empowering Education, Sustainability, and Growth

At Humansoft, we are committed to transforming education and fostering a sustainable future through innovation, environmental stewardship, and social responsibility. As we present our fourth Sustainability Report, we continue to embed sustainability into our strategic framework, operational practices, and long-term vision for a positive global impact.

Our Approach to Sustainability Reporting

This report highlights our efforts in integrating sustainability within our business model, focusing on four core pillars that shape our operations and stakeholder engagement:

- ✓ **Transforming Education for a Sustainable Future**
- ✓ **Environmental Stewardship**
- ✓ **Community Engagement and Social Impact**
- ✓ **People Growth and Sustainable Workplace**

This report provides a comprehensive overview of our initiatives, progress, and performance throughout 2024.

Reporting Standards

Our report is prepared in reference to globally recognized sustainability frameworks, ensuring transparency and accountability:

- **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 Humansoft's sustainability efforts for the full year 2024.

Internal Controls and Data Validation

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

Our Commitment to a Sustainable Future

At Humansoft, our journey toward sustainability is continuous and purpose-driven. Through education, innovation, and responsible leadership, we remain dedicated to creating long-term value for our students, employees, and society.

This report serves as a testament to our ongoing efforts in driving sustainability, fostering growth, and making a lasting impact on future generations.

Our vision

We will be a global company investing and promoting well researched, innovative, technology driven ventures related to Learning, Human Resources management and Health Services.

Our mission

To enhance the quality of people's lives, by empowering them through knowledge.

Our sustainability focus areas



Contents

EXECUTIVE OVERVIEW

2024: Building on Our Sustainability Focus Areas	4
Our History	6
CEO's Message	7

GOVERNANCE

Sustainability Policies and Practices	8
Reporting and Accountability	8
Compliance and Ethics	9
Stakeholder Engagement and Its Impact	9
Commitment to Standards	9
Board Diversity and Independence	11
Sustainability Reporting and Disclosure Practices	11
Leadership in Sustainability: Global Recognition	12

OUR SUSTAINABILITY STRATEGY

Our Approach to Sustainability	13
Our Strategic Themes	14
Our Key Enablers	14
Roadmap to a Sustainable Future	15

OUR SUSTAINABILITY FOCUS AREAS

Transforming Education for a Sustainable Future	16
Environmental Stewardship	33
Community Engagement and Social Impact	43
People Growth and Sustainable Workplace	60

THE PATH FORWARD

Future Goals	71
--------------	----

Reflecting on 2024 Progress and Achievements

Selected Moments

International Summit on Artificial Intelligence

A prestigious collaboration with UC Berkeley, exploring AI's role in the future of education and innovation.

AUM Innovation Fair 2024

Showcasing cutting-edge student projects and groundbreaking ideas, fostering innovation and research.

The 1st Robotex Competition at AUM

A dynamic competition where students demonstrate robotics, programming, and problem-solving skills, preparing them for STEM-driven careers.

Kubbar Island Beach Clean-Up Initiative

AUM students took action for a greener planet, promoting sustainability through community-driven environmental efforts.

AUM Students at GPCA Plastics Conference 2024

AUM students participated in the 13th GPCA Plastics Conference in Dubai, engaging with industry leaders on plastic circularity, recycling design, and sustainability.



Transforming
Education for
a Sustainable
Future



Environmental
Stewardship



AUM Ramadan Initiative

Students volunteered to distribute 15,000 Iftar meals, fostering the spirit of giving, inclusivity, and social responsibility.

AUM and ACM Graduation Ceremonies

Marking a milestone for thousands of graduates as they step into society as skilled professionals.

AUMers عالميين Awards Ceremony

Recognizing outstanding student achievements, reinforcing a culture of excellence and empowerment.

AUM Tenth Annual Career Fair: "Championing Better Career Lives"

The event was followed by the AUM Corporate Award 2024, honoring companies that promote career growth and workforce development.

Forbes Honors Mr. Fahad AlOthman Chairman of the Board of Trustees at AUM for his Leadership in Sustainability

Advancing Societal Impact in Business Education

AUM hosted the AACSB International – Societal Impact Seminar, uniting College of Business Administration faculty to enhance community-focused initiatives in curriculum, scholarship, and engagement.

100+ Faculty & Staff Trained in First Aid & CPR

AUM and ACM teamed up with Dar Al Shifa Hospital to certify employees in life-saving skills, highlighting our commitment to workplace safety and well-being.



Community
Engagement
and Social
Impact



People Growth
and Sustainable
Workplace



30 Years of Transforming Education and Empowering Growth

Humansoft continues to shape the future of education, investing in sustainability, innovation, and student success while empowering the next generation of global leaders.

2010s

- *Rapid growth in student enrollment and expansion of academic programs, aligning with industry needs.
- *Commitment to sustainability and innovation, integrating state-of-the-art technology and green practices into campus operations.

1994

Humansoft was founded as New Horizons, a computer training center in Kuwait City, to meet the growing demand for digital learning.

1999

Expansion into the UAE and Qatar, broadening access to professional training and IT certifications across the Middle East.

2020s

- *Recognition as a leader in education and sustainability, reinforcing social responsibility through community engagement, environmental stewardship, and cutting-edge research.
- *Forbes Middle East recognized Mr. Fahad AlOthman, Chairman of the Board of Trustees at AUM as one of the top sustainability leaders in Kuwait.

Early 2000s

Recognizing the region's need for world-class higher education, Humansoft launched The American University of the Middle East (AUM) and The American College of the Middle East (ACM) in Kuwait, in affiliation with Purdue University, USA.

2005

Humansoft was listed on the Kuwait Stock Exchange, reinforcing its commitment to knowledge transfer and workforce development.

2008-2009

AUM and ACM officially opened their doors, setting new benchmarks in private higher education in the region.

Welcome to the 2024 Sustainability Report for Humansoft. As we enter our fourth year of sustainability reporting, our dedication to educational excellence, responsible innovation, and sustainable growth remains at the core of our mission. We continue to integrate Environmental, Social, and Governance (ESG) principles and the United Nations Sustainable Development Goals (SDGs) across our operations, reinforcing our role as a pioneer in sustainable education and corporate responsibility.

This year, we have reinforced our efforts in transforming education, promoting environmental stewardship, strengthening community engagement, and cultivating a sustainable workplace. Through strategic initiatives, research, and multi-stakeholder collaboration, we aim to create lasting impact, one that empowers students, supports communities, and contributes to a more sustainable world.

Our progress in 2024 builds on the foundation of previous years, with notable advancements in sustainability-focused research, green campus initiatives, and expanding partnerships. AUM's continued recognition in the THE Impact Rankings reflects our commitment

to aligning education with global sustainability objectives.

Looking ahead, we are focused on key priorities, including:

- Advancing sustainability-driven research and innovation to address global challenges.
- Enhancing environmental responsibility through energy efficiency and renewable energy.
- Strengthening diversity, inclusion, and gender equality, empowering all members of our community.
- Expanding health and well-being initiatives to foster a balanced and thriving work environment.
- Exploring responsible AI integration, ensuring ethical use of technology.
- Deepening community engagement and social impact through education, arts, and culture.

As we share our sustainability progress, I invite all stakeholders to join us in shaping a future where education and sustainability go hand in hand. Together, we will continue to lead with purpose, embrace innovation, and drive meaningful change for generations to come.

Georges Yahchouchi, Ph.D.

Humansoft CEO & AUM President

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.**

Sustainability 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.

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.

Stakeholder Engagement and Its Impact

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.

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.

Commitment to 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 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.

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.

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 board member.

Sustainability Reporting and Disclosure Practices

Humansoft through its subsidiaries 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.

Honoring Visionary Leadership in Sustainability

At Humansoft, responsible leadership is the foundation of our sustainability journey. Mr. Fahad AlOthman, Founder of Humansoft and Chairman of the Board of Trustees at AUM and ACM, was recognized by Forbes Magazine as one of the top sustainability leaders in the Middle East in 2024, placing him among the top five distinguished leaders in Kuwait.

This recognition highlights his visionary leadership in education, environmental stewardship, and community engagement, shaping Humansoft's long-term sustainability efforts. We will continue to drive ethical governance, innovation in education, and impactful social initiatives, reinforcing our commitment to a sustainable future.

Forbes Middle East Sustainability Leaders Awards 2024



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 all the UN Sustainable Development Goals (SDGs), with a particular focus on those that resonate with our core operations, such as but not limited to, providing quality education (SDG 4), promoting affordable and clean energy (SDG 7), fostering decent work and economic growth (SDG 8), 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.

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.

At Humansoft, our sustainability strategy integrates our core operations with a 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 the main strategic themes and key enablers, along with our defined sustainability focus areas:

Our Strategic Themes




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

Our Key Enablers

Integration of Cutting-edge Technology Utilizing the latest technological advancements to enhance educational delivery and sustainability practices.	Collaborations and Partnerships Engaging with industry partners, and academic institutions to amplify our sustainability impact.	Employee Development and Engagement Investing in our employees through continuous education and engagement programs focused on sustainability.	Community Initiatives Implementing programs that contribute to social improvements and foster strong community relations and youth development.	Resource Management and Optimization 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 
---	---	---	---

1. Transforming Education for a Sustainable Future		
Objectives	Impact Categories	Relevant UN SDGs
<ul style="list-style-type: none"> ✓ Advancing Dialogue on the Evolving Role of Higher Education in the Region and Beyond ✓ Fostering Entrepreneurship Education, Innovation, and Emerging Technologies ✓ Promoting Excellence and Integrating Sustainability in Research 	Economic and Social Impact: <ul style="list-style-type: none"> - Elevates Educational Standards & Drives Innovation - Strengthens Global Collaboration & Promotes Sustainability in Higher Education 	   
2. Environmental Stewardship		
Objectives	Impact Categories	Relevant UN SDGs
<ul style="list-style-type: none"> ✓ Achieving Sustainable Campus Operations and Reducing Environmental Impact ✓ Integrating Comprehensive Waste Management Program ✓ Providing Clean Water and Sanitation Practices on Campus ✓ Engaging and Educating the Campus and Broader Community on Environmental Responsibility 	Environmental Impact: <ul style="list-style-type: none"> - Advances Sustainability in Campus Operations & Local Ecosystem Protection Social Impact: <ul style="list-style-type: none"> - Fosters Community Engagement & Global Sustainability Awareness 	      
3. Community Engagement and Social Impact		
Objectives	Impact Categories	Relevant UN SDGs
<ul style="list-style-type: none"> ✓ Empowering Youth through Leadership, Entrepreneurship, and Professional Development ✓ Engaging Alumni, Industry Leaders, and the Business Community ✓ Fostering Community-Driven Volunteerism, Well-being, and Sports ✓ Promoting Arts, Cultural Enrichment, and Civic Responsibility 	Economic and Social Impact: <ul style="list-style-type: none"> - Enhances leadership, entrepreneurship, and employability skills - Strengthens collaboration between academia and industry - Promotes well-being, sports, and community service - Enriches cultural identity and civic responsibility - Empowers students with financial literacy and professional awareness 	       
4. People Growth and Sustainable Workplace		
Objectives	Impact Categories	Relevant UN SDGs
<ul style="list-style-type: none"> ✓ Enhancing Professional Development and Lifelong Learning ✓ Ensuring a Healthy and Safe Work Environment ✓ Championing Gender Equality and Women Empowerment ✓ Embracing Diversity and Recognizing Achievements 	Economic and Social Impact: <ul style="list-style-type: none"> - Elevates Workforce Development & Fosters Professional Growth - Enhances Employee Well-being & Promotes a Healthy Workplace - Champions Gender Equality & Reduces Inequalities in the Workplace - Fosters Inclusivity & Strengthens Organizational Diversity 	    

Our Roadmap to a Sustainable Future reflects our ongoing progress and dedication to sustainability. This year's updated objectives highlight our continuous efforts to enhance impact, drive innovation, and foster a more inclusive and sustainable community.



TRANSFORMING EDUCATION FOR A SUSTAINABLE FUTURE

- ✓ Advancing Dialogue on the Evolving Role of Higher Education in the Region and Beyond
- ✓ Fostering Entrepreneurship Education, Innovation, and Emerging Technologies
- ✓ Promoting Excellence and Integrating Sustainability in Research

TRANSFORMING EDUCATION FOR A SUSTAINABLE FUTURE

At Humansoft, education is more than just a pathway to knowledge—it is a catalyst for innovation, economic growth, and sustainable development. Our approach integrates cutting-edge technology, global collaborations, and research-driven learning to empower students with the skills and mindset needed to tackle the challenges of the future.

Through strategic initiatives, industry partnerships, and internationally recognized programs, we continue to strengthen our role as a leader in higher education and sustainability. In 2024, we reinforced our commitment to advancing dialogue, entrepreneurship education and innovation, academic excellence, and research impact by expanding our efforts in key areas.

- ✓ **Advancing Dialogue on the Evolving Role of Higher Education in the Region and Beyond**
- ✓ **Fostering Entrepreneurship Education, Innovation, and Emerging Technologies**
- ✓ **Promoting Excellence and Integrating Sustainability in Research**

Our contribution to SDGs and ESG



We promote excellence through global summits, AI-driven learning, and innovation-focused events.



Our entrepreneurship initiatives, startup challenges, and research competitions equip students with industry-relevant skills, creating economic opportunities.



Industry, Innovation, and Infrastructure – We foster research, AI development, and sustainable technology advancements to drive innovation and digital transformation.



By collaborating with global institutions, we contribute to the advancement of higher education and sustainability best practices.

In addition to the above SDGs, we note that our research strongly contributes to a variety of SDGs related to environmental stewardship, among which SDG 7- Affordable and Clean Energy, SDG 12-Responsible Consumption, and SDG 13-Climate Action.

Economic and Social Impact:

- Elevates Educational Standards & Drives Innovation
- Strengthens Global Collaboration & Promotes Sustainability in Higher Education

TRANSFORMING EDUCATION FOR A SUSTAINABLE FUTURE

Advancing Dialogue on the Evolving Role of Higher Education in the Region and Beyond

At Humansoft, we are committed to advancing higher education through contributing to the success of strategic summits where dialogue evolves around shaping a future with universities not only meeting the evolving needs of the global marketplace but also driving substantial social and economic development. Our initiatives drive technological advancement, AI in particular, reinforcing Humansoft's role as a key contributor to higher education in the region.

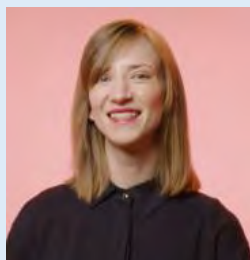
AUM Hosting the International Summit on Artificial Intelligence *AUM Cultural Center, Kuwait*

On March 4, 2024, AUM hosted the International Summit on Artificial Intelligence in collaboration with the AMENA Center for Entrepreneurship and Development at UC Berkeley. Held at the AUM Cultural Center, the summit explored the theme "AI Impact on Businesses and Jobs in Higher Education, Healthcare, Engineering, Manufacturing, and Finance."



The summit brought together AI experts, industry leaders, and academics to discuss AI's transformative role in reshaping industries and workforce skills. Cassie Kozyrkov, CEO at Data Scientific and Former Google Chief Decision Scientist, delivered the keynote speech, emphasizing AI's potential to drive innovation and enhance decision-making across sectors. Professor Daniel Fletcher from UC Berkeley and other prominent speakers examined AI's impact on engineering, healthcare, and sustainable business practices.

A key session, the Opening Plenary: How Can AI and Industries Best Collaborate? explored how AI-driven solutions enhance job efficiency, drive business growth, and establish ethical standards. The discussion also highlighted AI's role in accelerating sustainability efforts, including leveraging data for green growth, optimizing resource efficiency, and advancing responsible AI practices.

**Cassie Kozyrkov**

CEO at Data
Scientific, Former
Google Executive
and Chief
Decision Scientist

**Daniel Fletcher**

Professor and Chair of
Engineering Biological
Systems, Deputy Division
Director at Lawrence
Berkeley National
Laboratory, UC Berkeley



Through panel discussions and networking sessions, attendees including AUM students and graduates gained insights into emerging AI trends and industry-aligned skill sets. The event also featured a Student Exhibition, where students showcased AI-driven projects, demonstrating their ability to integrate AI into real-world applications. The summit reaffirmed AUM's commitment to advancing education through AI integration, fostering industry partnerships, and leveraging technology for sustainable innovation.



AUM Partnering as Host of the QS EduData Summit 2024 *Washington DC, United States*

In line with AUM's dedication to advancing higher education in the evolving landscape of technology, AUM partnered with QS as the host partner of the QS EduData Summit 2024, held in Washington, D.C., under the theme **"The role of AI and digital transformation in education"**.

The summit served as a premier global platform, bringing together experts and thought leaders from education, AI, employment, and ethics to discuss the transformative role of AI in shaping the future of education. It offered valuable insights into how higher education institutions can adopt AI technologies and integrate them into educational ecosystems to enhance learning experiences. The event showcased best practices and successful AI implementations, offering participants innovative approaches to preparing students and educators for the rapidly evolving, AI-driven digital landscape.



AUM Co-Hosting the Digital Universities Arab World 2024 Summit Cairo, Egypt

AUM partnered with Times Higher Education (THE) and The American University in Cairo (AUC) to co-host the Digital Universities Arab World 2024 under the theme **“Innovation for Sustainable Digital Higher Education”** in Cairo, Egypt, from 16 to 18 September 2024.

The summit served as a platform for Higher Education stakeholders to exchange experiences, explore innovative solutions, and gain valuable insights on digital transformation and its impact on the evolving landscape of education in the Arab world. The discussions addressed key topics such as AI integration, digital learning tools, and the future of personalized education experiences.

Reflecting on the significance of the event, Georges Yahchouchi, President of AUM, highlighted:

"Digital Universities Arab World 2024 is a great opportunity that brings together and connects Higher Education stakeholders, to share experiences and gain valuable insights on digital transformation and the evolving landscape of higher education in our region".

Through this partnership, AUM reaffirms its role in shaping the educational journey of future generations and guiding industries toward new frontiers in innovation and technology.



TRANSFORMING EDUCATION FOR A SUSTAINABLE FUTURE

Fostering Entrepreneurship Education, Innovation, and Emerging Technologies

At Humansoft, entrepreneurship education and technology-driven innovation are central to our educational mission. Through strategic collaborations, global competitions, and hands-on learning experiences, we cultivate an environment where creativity, problem-solving, and technological advancements thrive. By providing students with cutting-edge platforms and exposure to real-world challenges, we empower them to develop innovative solutions, and embrace emerging technologies. Our initiatives focus on bridging academia with industry, ensuring that students are equipped with the entrepreneurial mindset, technical expertise, and leadership skills needed to drive economic growth and technological progress.

AUM Startup Challenge 2024

AUM hosted its 4th Startup Challenge in February 2024, reinforcing its commitment to entrepreneurship, innovation, and the UN Sustainable Development Goals (SDGs). The challenge encouraged students to develop business ideas that address global challenges, integrating sustainability into their entrepreneurial vision.



The event featured a startup exhibition, where students who had been developing their business ideas for months presented 34 innovative projects. Participants defended their concepts, demonstrating how their ventures contribute to one or more SDGs, aligning business opportunities with sustainability impact.



The Startup challenge concluded with an award ceremony, attended by faculty, staff, and students, celebrating the most promising and impactful projects.



The winning students participated in the Babson Global Challenge 2024. Three AUM teams reached the Top 12 finalists in the Babson Global Challenge, with the finals held virtually on 25 May 2024. The three winning projects: Rhythmi, AI Pin, and Go Scan Ap, demonstrate innovation and sustainable impact.

BABSON COLLABORATIVE GLOBAL STUDENT CHALLENGE

BACHELOR'S CHALLENGE

- 2414 students / 25 schools / 20 countries / 665 projects
- 44 Teams entered the Global SEMI-FINALS Round
- 12 Teams from 9 school in 9 countries advanced to the Global FINALS Round

Finalists:

Clapper Valve (Superior University, Pakistan)

EcoEternal Rest (Bangkok University, Thailand)

EVA (American University of the Middle East, Kuwait)

Extrive Innovations (Mahindra University, India)

Marty (UNITED, Honduras)

NatureSole (EDEM Business School, Spain)

NOVA LAND (Universidad Tecnica, Particular de Loja, Ecuador)

NUTEN Appl (American University of the Middle East, Kuwait)

Rhythmi (American University of the Middle East, Kuwait)

SinestesIA (Universidad del Desarrollo, Chile)

Team Harvested Robotics (Mahindra University, India)

VANAH (Universidad de Guadalajara, Mexico)



SUSTAINABLE DEVELOPMENT GOALS

AUM Innovation Fair 2024

AUM held the AUM Innovation Fair 2024 in the month of May, a flagship event that fosters a culture of innovation, entrepreneurship, and research.

The fair featured 100+ student-led projects spanning various disciplines, providing students with a platform to showcase their creativity and problem-solving skills.



The event served as a hub for knowledge exchange, where students had the opportunity to present their innovations to peers, faculty, and industry professionals, reinforcing the connection between academia and real-world applications.

Through hands-on participation, students engaged in entrepreneurial thinking and research-driven innovation, strengthening their readiness for the evolving job market.



AI and Entrepreneurship Certificates Award Ceremony with UC Berkeley AMENA Center for Entrepreneurship and Development

AUM continued its collaboration with the University of California Berkeley (UCB) by offering its second consecutive Artificial Intelligence and Entrepreneurship Certification Program. This initiative aims to equip students with advanced knowledge in AI and entrepreneurship, combining theoretical learning with hands-on experience. The program, delivered by expert professors from UCB, allows students to work on projects that apply AI to solve industrial and social challenges, while developing sustainable business models.



The program concluded with the graduation of 53 students who successfully completed the certification requirements, celebrated at a certificate-awarding ceremony held on 10 July 2024, attended by a UCB representative.

- Several student projects from the program demonstrated innovation and impact.
- Three projects reached the top 10 in the Babson Global Challenge for their originality and sustainable outcomes.
- Four Scopus-indexed research papers were published based on these projects, contributing to AI research and entrepreneurship.

Through this initiative, AUM continues to foster an entrepreneurial spirit and support the development of innovative, sustainable solutions in emerging technologies.

AUM Hosts a Pioneering Robotex Competition

In November 2024, AUM hosted the first-ever Robotex Competition, bringing together 15 public and private schools to compete in a dynamic, technology-driven challenge. Designed for students aged 14 and above, the competition focused on innovation, programming, problem-solving, and teamwork, providing young participants with an opportunity to apply STEM concepts in a hands-on, competitive environment.



By organizing this event, we reaffirm our commitment to technology education, digital skills development, and fostering the next generation of innovators. The competition not only encouraged technical excellence but also promoted collaboration, strategic thinking, and a problem-solving mindset; key skills for success in the evolving digital economy.

The Robotex Competition highlights AUM's dedication to expanding access to technology-driven education and inspiring future leaders in engineering, robotics, and artificial intelligence.



Empowering Students to Showcase their Innovation Skills in Local, Regional and Global Competitions

VEX U World Championship 2024

As part of Humansoft's commitment to fostering innovation, research, and emerging technologies, AUM's robotics team excelled at the VEX U World Championship 2024, competing against teams worldwide, including from Saudi Arabia, Kuwait, and Morocco. After nine group-stage matches, the team advanced to the knockout rounds, securing a spot among the top 16 teams globally. As the only Arab and GCC representative to reach this stage, AUM demonstrated its leadership in robotics, reinforcing Humansoft's role in developing future-ready talent and promoting regional excellence on the global stage.



HULT GCC Innovation Challenge 2024 AUM teams win 1st and 3rd places

Aligned with Humansoft's commitment to fostering entrepreneurship and innovation, AUM collaborated with HULT International Business School to enhance students' entrepreneurial education and faculty development. As part of this collaboration, an information session on the HULT GCC Innovation Challenge was organized to prepare students for the competition.

On 27 April 2024, 43 students from nine universities across the GCC—representing Kuwait, Qatar, Oman, and Saudi Arabia—competed at HULT Campus, Dubai, presenting their startup ideas to an expert jury panel. Two AUM teams secured 1st and 3rd places, with the winners receiving full scholarships for a Master's degree at HULT, reinforcing Humansoft's role in empowering students to excel in entrepreneurship on an international stage.



INJAZ Competition Two AUM teams won awards

Reflecting on our commitment to fostering entrepreneurship and practical learning, AUM hosted the INJAZ Kuwait Company Program Competition 2024 in May 2024. The competition, designed to teach entrepreneurial skills, financial literacy, and business management, brought together secondary and university students to develop and run real companies.



After presenting their projects to a panel of judges, 12 teams were recognized for their achievements. Two AUM teams received awards: Rhythmi won the Most Innovative Product award, and EVA AI received the Best Social Media Platform award, showcasing Humansoft's role in empowering students to apply their skills to real-world challenges.



TRANSFORMING EDUCATION FOR A SUSTAINABLE FUTURE

Promoting Excellence and Integrating Sustainability in Research

At Humansoft, we advance academic excellence, sustainable research, and global partnerships to address societal and environmental challenges. Through collaborations with leading institutions, we foster interdisciplinary research and equip students and faculty with the skills to create impactful solutions. Our commitment to sustainability is also reflected in our international impact, as we continue to rise in global sustainability rankings, demonstrating the effectiveness of our research and collaborative initiatives. By bridging research and real-world applications, we empower future leaders to drive sustainable development and global progress.

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.

Global Recognition in Sustainability and Impact

UI GreenMetric World University Rankings 2024

AUM is ranked as the most Sustainable and Green University in Kuwait by UI GreenMetric World University Rankings 2024. Compared to the previous years, AUM has advanced up to the 204th worldwide, making it to the #4 Most Sustainable and Green University in the Gulf Region for the second year in a row and #14 in the Arab Region.

Based on their commitment and actions toward sustainability, Greenmetric ranks universities around the world as per distinct categories: Setting and Infrastructure, Energy and Climate Change, Waste, Water, Transportation, and Education and Research.



The theme of UI GreenMetric World University Rankings 2024 was "Instituting UI GreenMetric: The Way Forward" focusing on universities' efforts to continue their sustainability programs and policies to become sustainable universities based on UI GreenMetric and SDGs.

THE Impact Rankings 2024

In 2024, AUM has been ranked #1 University in Kuwait, in Top 10 in the Arab region and in #101-200 globally in THE Impact Overall Ranking. Also, remarkable performance is achieved worldwide in various Individual SDGs Rankings, such as #101-200 in SDG4-Quality Education and #401-600 in SDG13-Climate Action.



Times Higher Education
Impact Rankings
2024 TOP 200

THE Impact Rankings represent the global performance tables that assess universities against the United Nations' Sustainable Development Goals (SDGs).

QS Stars Rating and Social Impact Evaluation

AUM has been awarded 5+ Stars overall in QS Stars Rating System by the Intelligence Unit at Quacquarelli Symonds. The University is also awarded multiple 5 stars, which is the highest rating, in the following criteria: Teaching, Employability, Academic development, Global Engagement, Facilities, Social Impact, Inclusiveness, and Arts.

The Social Impact category evaluates the degree to which a university contributes to the social good, measuring its commitment and engagement with the wider community. With 5 Stars in this category, AUM demonstrates high level of social impact research, outreach, investments in human capital development.



AUM Recognized for Excellence in Digital Transformation

We recognize the shared potential and synergy between digital revolution and sustainable development. Through digital transformation, we can accelerate addressing sustainability.

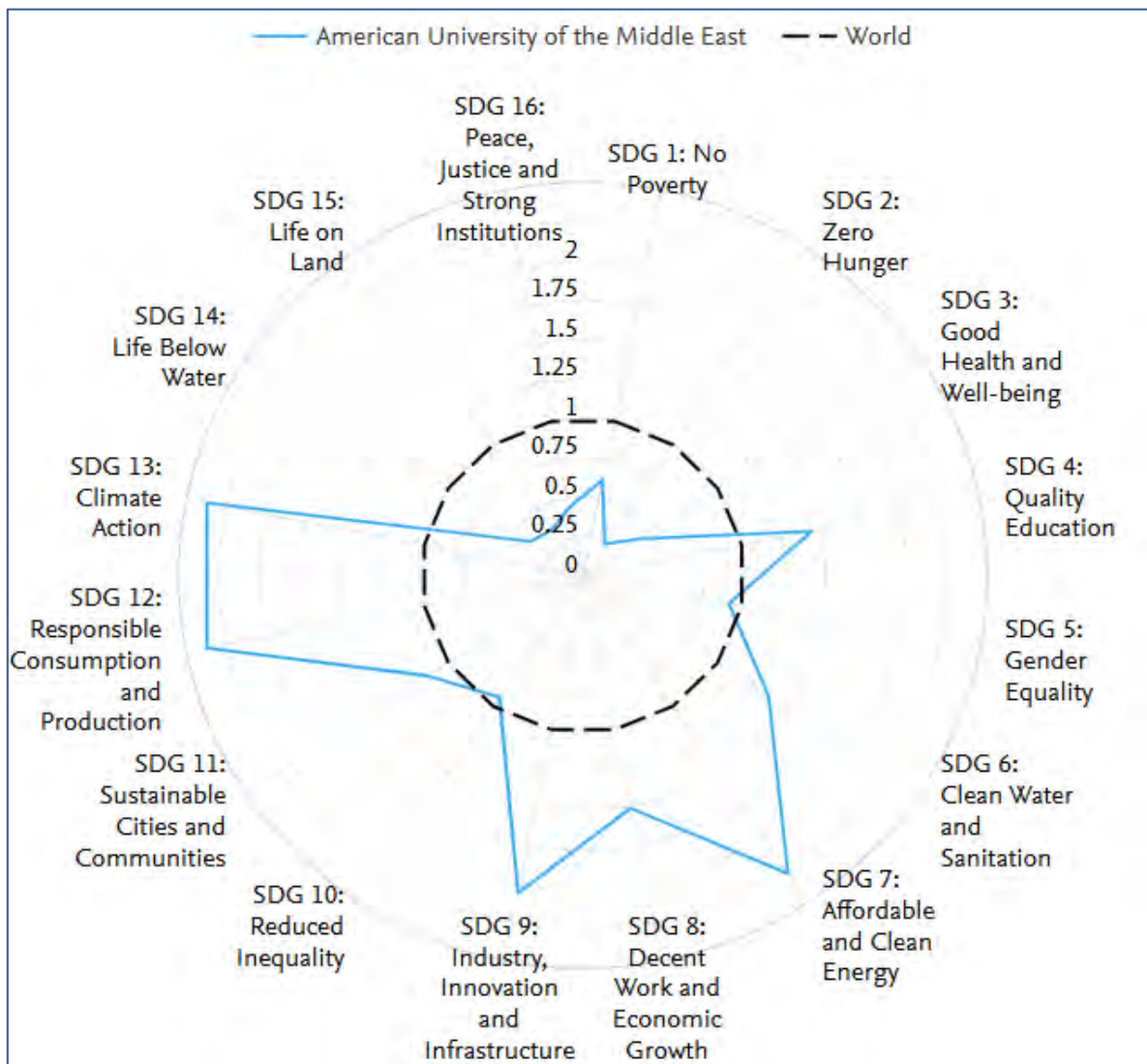
AUM has been awarded the prestigious Zairi International Award for Excellence in Digital Transformation 2024. This recognition highlights our ongoing efforts to integrate digital transformation into our sustainability strategy, enhancing resource efficiency, reducing environmental impact, and promoting smart, paperless initiatives across campus.



Overview of AUM's Research Contribution to Sustainability

AUM research productivity demonstrates steady commitment to advancing SGDs. Compared to the global share of publications per SGD for the four-year cycle 2021-2024, AUM's share demonstrates a strong emphasis on specific SGDs, exceeding the worldwide average (as indicated by the Relative Activity Index 2021–2024 provided by SciVal). These SGDs are presented as follows:









- **Most significant contributions:** SGD 7-Affordable and Clean Energy with 308 publications, followed by SGD 9-Industry, Innovation and Infrastructure with 177 publications.
- **Highest increase in publications compared to the previous four-year cycle 2020-2023:** SGD 8-Decent Work and Economic Growth (+75%), followed by SGD 13-Climate Action (+60%) and SGD 12-Responsible Consumption and Production (+52%).
- **Contributions showing growing interest by Faculty:** SGD 4-Quality Education, SGD 6-Clean Water and Sanitation, SGD 11-Sustainable Cities and Communities.



Relative Activity Index (2021-2024) - Share of AUM publications per SGD relative to the worldwide share of publications per SGD

Source: SciVal, 2024

Faithful to its vision, the University has identified eight research themes:

	Energy		Water
	Environment and Health		Economic Growth and Development
	Understanding and appreciation of Human, Culture, and Society		Applied Mathematics, technology, and management of information systems
	Emerging technologies and applications		Advancement of Learning

As shown in the table below, AUM research contributions are showing a progressively stronger alignment with the university's research themes. These themes were developed to mainly reflect Kuwait National Development Plan 2035, AUM eco-system supporting research, academic offerings, and faculty expertise.

Table 1. Quick Alignment of AUM research contributions advancing SDGs and exceeding global average with university's research themes

AUM Research themes	Alignment with research contributions advancing SDGs and exceeding global average	Highlights from four-year cycle 2021-2024
Energy	SDG 7-Affordable and Clean Energy with 308 publications	Most significant contribution with 308 publications
Emerging technologies and applications (including AI and Robotics)	SDG 9-Industry, Innovation and Infrastructure	Significant contribution with 177 publications
Economic Growth and Development	SDG 8-Decent Work and Economic Growth	+75% increase in publications compared to the previous cycle
Environment and Health*	SDG 13-Climate Action (+60%)	+60% increase in publications compared to the previous cycle
	SDG 12-Responsible Consumption	+52% increase in publications compared to the previous cycle
Advancement of Learning	SDG 4-Quality Education	Growing interest by faculty to publish in this theme
Water	SDG 6-Clean Water and Sanitation	
Understanding and appreciation of Human, Culture, and Society	SDG 11-Sustainable Cities and Communities	

* During 2021-2024, 180 publications contributed to SDG 3: Good Health and Well-being marking a growth of 40% compared to the previous cycle.



ENVIRONMENTAL STEWARDSHIP

- ✓ Achieving Sustainable Campus Operations and Reducing Environmental Impact
- ✓ Integrating Comprehensive Waste Management Program
- ✓ Providing Clean Water and Sanitation Practices on Campus
- ✓ Engaging and Educating the Campus and Broader Community on Environmental Responsibility



ENVIRONMENTAL STEWARDSHIP

At Humansoft, we remain committed to environmental stewardship, focusing on sustainable campus operations, the conservation of natural resources, and engaging our community in environmental awareness. This year, we are building upon our established objectives while integrating new initiatives to further enhance our sustainability efforts:

- ✓ **Achieving Sustainable Campus Operations and Reducing Environmental Impact**
- ✓ **Integrating Comprehensive Waste Management Program**
- ✓ **Providing Clean Water and Sanitation Practices on Campus**
- ✓ **Engaging and Educating the Campus and Broader Community on Environmental Responsibility**

Our contribution to SDGs and ESG



We maintain clean and efficient sanitation facilities on campus, ensuring the responsible use of water resources.



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



Our campus is designed with sustainability in mind, featuring green spaces, a car-free environment, and eco-friendly transportation options that support a pedestrian-friendly community.



Through comprehensive waste management and recycling programs, coupled with our digital transformation initiatives that reduce paper usage, we foster a culture of responsible consumption and minimize our environmental impact.



Our active involvement in climate action and sustainability projects aimed at raising awareness and generating creative solutions to environmental challenges.



Through beach clean-ups and environmental awareness campaigns, we contribute to protect marine ecosystems and generate creative solutions to environmental challenges.



We continue to expand green spaces and contribute to biodiversity through tree-planting and other ecological initiatives.

Environmental Impact:

- Advances Sustainability in Campus Operations & Local Ecosystem Protection

Social Impact:

- Fosters Community Engagement & Global Sustainability Awareness

ENVIRONMENTAL STEWARDSHIP

Achieving Sustainable Campus Operations and Reducing Environmental Impact

At Humansoft, we are committed to providing an environmentally responsible and inclusive campus that caters to the needs of all members of our community. Our efforts to enhance sustainability across campus operations are designed to reduce environmental impact and promote accessibility, ensuring that every individual can thrive in a supportive, green environment.

Green Campus

The integration of sustainability into our campus design and operations continues to enhance the environmental footprint of AUM. With over 1200 trees, pedestrian-friendly pathways, and open green spaces, AUM is committed to preserving the environment while creating a space that is both conducive to learning and respectful of nature.

Our campus is designed to serve as a model for sustainability, featuring zero-emission vehicles, green spaces, and infrastructure that encourages walking and cycling. These efforts not only contribute to our environmental goals but also provide a healthier and more inclusive space for our community.



Sustainable Campus Operations Initiatives

Our initiatives continue to focus on reducing carbon emissions, enhancing energy efficiency, and promoting sustainable practices. These efforts are aligned with our overarching commitment to creating a future-ready, sustainable campus that fosters both environmental and social responsibility.

GHG Protocol and Emissions Efficiency

Since 2020, we have implemented energy-efficient solutions, including the use of energy-efficient appliances, cloud computing, and IT systems. By adopting the GHG Protocol Corporate Standard, we have continually reduced carbon emissions and minimized our environmental footprint across campus operations.



Promoting Sustainable Transportation

Our campus features a sustainable transportation system. We have limited the use of private vehicles, opting for a largely car-free campus with 75% of open spaces dedicated to walking, cycling, and running. Zero-emission electric shuttles, bicycles, and car-pooling programs further contribute to reducing greenhouse gas emissions and fostering a greener campus. Additionally, multistory parking facilities and non-registered car prohibitions ensure efficient vehicle management and reduced congestion.

Inclusive Campus Environment for Special Needs Students

In line with our sustainable development efforts, we also focus on providing an inclusive environment that promotes equality and accessibility for all students. Our commitment to accessibility is deeply ingrained in our campus operations, ensuring that students with special needs can fully participate in academic and extracurricular activities.

Our campus is fully accessible, with wheelchair-friendly entrances, designated parking spaces, and accessible restrooms in all buildings.

AUM and ACM actively accommodate and supports applicants with special needs, offering equal access to services and facilities, and ensuring they receive the necessary academic accommodations.



Through these comprehensive initiatives, we continue to lead by example and align our campus operations with global sustainability goals to benefit our campus and the planet for years to come. We also ensure that we not only minimize our environmental impact but also foster a more inclusive and accessible environment for all members of our community.

ENVIRONMENTAL STEWARDSHIP

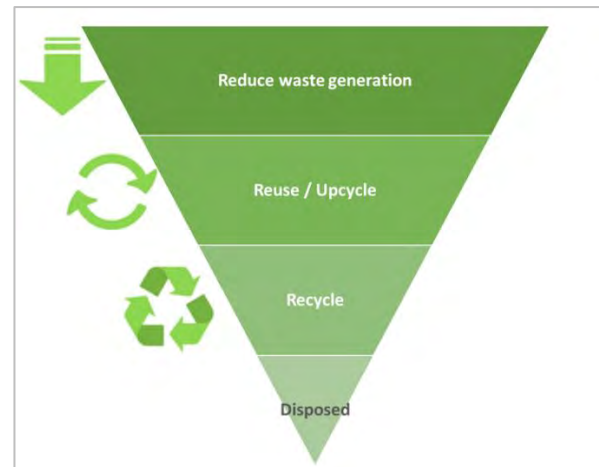
Integrating Comprehensive Waste Management Program

At Humansoft, we are committed to fostering sustainable practices across all aspects of our campus operations. Our waste management program and adoption of digital solutions are integral to our environmental stewardship and contribute to a greener, more sustainable future for our campus and the wider community.

Waste Management and Recycling Initiatives

3R Waste Management Program

We adopt the 3R Principle to reduce the amount of waste generated, and to improve overall waste management on campus. This allows us to reduce waste generation (ex. paper and plastic), reuse items that can be potentially used with or without altering their structure, recycle a product that has originally served its purpose and dispose non-hazardous or hazardous items that cannot be reused neither recycled, such as toxic waste including waste from laboratories.



3R Waste Management Program

Collaboration with Local Organizations

We partner with local organizations to ensure responsible disposal and recycling of materials, enhancing the efficiency and effectiveness of our waste management efforts.

Paperless Operations empowered by Digital Transformation

Through the adoption of digital solutions, including e-forms and LCD screens, we promote paperless operations across the campus and sustainable and efficient administrative operations.

Student-Led Initiatives and Campus Engagement

We promote a culture of recycling and responsible waste management. Projects and activities designed by students engage the wider campus community, fostering environmental responsibility among future leaders.



ENVIRONMENTAL STEWARDSHIP

Providing Clean Water and Sanitation Practices on Campus

We maintain clean and efficient sanitation facilities on campus, ensuring the responsible use of water resources.

Free-Drinking water on Campus

Our campus offers free and clean drinking water dispensers in all university facilities. This initiative aims at reducing plastic bottles on campus and encouraging the use of reusable materials, such as glass.

In addition, we generated campaigns to reduce the use of plastics at the local level in its goal to achieve more sustainability throughout the region.

Water Quality Monitoring

We engage in water quality monitoring initiatives, collaborating with relevant authorities to test and ensure the safety of local water sources.

This supports Kuwait's efforts to provide clean and safe drinking water to its citizens.



ENVIRONMENTAL STEWARDSHIP

Engaging and Educating the Campus and Broader Community on Environmental Responsibility

We are dedicated to fostering environmental awareness and promoting active participation in conservation efforts both on and beyond our campus. Through hands-on initiatives and collaborative events, we aim to inspire a culture of environmental responsibility and sustainability within our community.

This year, our initiatives extended beyond campus grounds, with students and alumni contributing to the preservation of Kuwait's natural ecosystems and engaging in global discussions on sustainable growth. These efforts not only enhance environmental stewardship but also align with key SDGs, reinforcing our role in shaping a more sustainable future.

Kubbar Island Beach Clean-up Initiative

As part of Humansoft's commitment to environmental stewardship and community engagement, AUM students and alumni volunteered to protect one of Kuwait's most ecologically significant sites, Kubbar Island. On July 12, 2024, volunteers joined hands to clear waste, preserve marine life, and raise awareness about environmental sustainability, reinforcing Humansoft's dedication to social responsibility and conservation.



Designated as a natural reserve by Kuwait's Environment Public Authority in 2023, Kubbar Island serves as a vital breeding site for seabirds, with over 15,000 tern eggs laid each summer. As part of a cluster of subtropical coral cays surrounded by pristine waters, the island plays a crucial role in supporting marine biodiversity.

Through this initiative, participants contributed to safeguarding the island's delicate ecosystem while promoting sustainable practices and environmental awareness. More than a clean-up effort, the experience fostered a sense of shared responsibility, leadership, and commitment to preserving Kuwait's natural heritage.

This initiative reflects Humansoft's ongoing commitment to fostering environmental responsibility, empowering future generations to drive positive change for a sustainable world.



Kubbar Island Beach Clean-up Initiative – July 2024

AUM Students at the GPCA Plastics Conference 2024 in Dubai: "Innovation and Sustainable Growth"

In line with Humansoft's commitment to environmental sustainability and community engagement, a group of AUM students participated in the 13th annual Gulf Petrochemicals and Chemicals Association (GPCA) Plastics Conference in May 2024.

The conference, which focused on advancing plastic circularity and addressing plastic waste, aligned with our goal of fostering awareness and active participation in sustainability initiatives. By attending expert-led workshops and presentations, AUM students gained critical knowledge about technological innovations and regulatory strategies for tackling plastic waste.



Through initiatives like this, Humansoft continues to empower future leaders to take responsibility for environmental conservation and promote sustainable practices both on campus and within the broader community.

Envisioning a Greener Future Together on AUM World Sustainability Day

In celebration of World Sustainability Day, AUM organized an inspiring event to foster greater awareness and engagement around sustainability. Faculty and staff gathered at the AUM Cinema in the Library for an exclusive screening of the acclaimed documentary "2040."

This forward-thinking, solution-focused film explored innovative approaches to climate change, offering practical solutions backed by leading experts and academics. The screening covered groundbreaking concepts such as renewable energy, regenerative agriculture, and the untapped potential of seaweed to enhance food security and environmental resilience. The event sparked meaningful conversations, encouraging attendees to consider how they can contribute to creating a sustainable future.





COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

- ✓ Empowering Youth through Leadership, Entrepreneurship, and Professional Development
- ✓ Engaging Alumni, Industry Leaders, and the Business Community
- ✓ Fostering Community-Driven Volunteerism, Well-being, and Sports
- ✓ Promoting Arts, Cultural Enrichment, and Civic Responsibility



COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Humansoft remains steadfast in its commitment to strengthening community ties and fostering social responsibility through impactful initiatives led by its subsidiaries. By actively engaging students, alumni, businesses, and the broader community, we cultivate a vibrant, inclusive, and dynamic environment that enhances cultural, social, and professional growth.

- ✓ **Empowering Youth through Leadership, Entrepreneurship, and Professional Development**
- ✓ **Engaging Alumni, Industry Leaders, and the Business Community**
- ✓ **Fostering Community-Driven Volunteerism, Well-being, and Sports**
- ✓ **Promoting Arts, Cultural Enrichment, and Civic Responsibility**

Our contribution to SDGs and ESG



Supporting community well-being and social responsibility through volunteerism and initiatives like the AUM Ramadan Initiative to offer Iftar meals.



Combating hunger and food insecurity through community-led initiatives that provide meals to those in need.



Through sports, well-being initiatives, and volunteer-driven activities, we promote active lifestyles, mental resilience, and overall well-being within our community.



By ensuring equal opportunities for all genders to participate in sports, leadership programs, and extracurricular activities, we empower students to achieve their full potential in a supportive environment.



Through diverse cultural, educational, and social initiatives, we promote inclusivity and equal participation, creating a community where everyone.



Our commitment to cultural and social initiatives—ranging from arts and heritage events to student-led community engagement—contributes to building sustainable, cohesive, and inclusive societies.



By promoting volunteerism, community service, and public awareness campaigns, we nurture responsible global citizens who actively contribute to positive social change.



Through collaborations with industry leaders, corporate recognitions, and financial literacy campaigns, we empower students with essential skills for entrepreneurship, business innovation, and career readiness.

Economic and Social Impact:

- Enhances leadership, entrepreneurship, and employability skills
- Strengthens collaboration between academia and industry
- Promotes well-being, sports, and community service
- Enriches cultural identity and civic responsibility
- Empowers students with financial literacy and professional awareness

COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Empowering Youth through Leadership, Entrepreneurship, and Professional Development

At Humansoft, we are committed to empowering youth by equipping them with the necessary leadership, entrepreneurship beyond education, and professional development skills to thrive in a dynamic global landscape. Through various programs, workshops, and collaborations, we provide students with the knowledge, resources, and practical experiences that foster personal growth and career readiness. Our initiatives aim to inspire innovation, cultivate leadership, and support youth in unlocking their full potential to become future leaders and entrepreneurs, contributing positively to society.

Inspiring Entrepreneurial Mindsets: Collaboration with Weyay Bank

As part of Humansoft's commitment to inspiring entrepreneurial mindsets, AUM partnered with Weyay Bank, Kuwait's first digital bank, to host a panel discussion titled "You Can Take the Initiative and Succeed" in January 2024. The event brought together a group of successful Kuwaiti entrepreneurs to inspire and guide students on their entrepreneurial journeys. Panelists shared their personal experiences and offered valuable insights on balancing entrepreneurship with personal life, overcoming challenges faced by startups, and leveraging smart technology for business success; emphasizing the importance of building effective teams, adhering to core values, and seizing opportunities for innovation.



The discussion encouraged students to embrace a proactive mindset, persist in their business ideas, and become catalysts for positive change in the community. This initiative aligns with Humansoft's dedication to fostering entrepreneurial skills, leadership development, and youth empowerment; key pillars in building a more resilient and innovative society.

Empowering Future Innovators at LEAP Conference 2024

Humansoft supported AUM students' participation in the LEAP Conference 2024 in Riyadh, Saudi Arabia, from 4 to 7 March 2024. Students explored cutting-edge technologies, engaged with global tech companies, and attended insightful sessions by industry experts.



Marketing Gala 2024: Celebrating Innovation and Student Engagement

The Marketing Gala 2024, organized by the Marketing Department and Marketing Club of the AUM College of Business Administration (CBA), served as a platform to celebrate student achievements, creativity, and collaborative learning.

Throughout the academic year, students engaged in various hands-on activities and initiatives aimed at enhancing their practical knowledge in marketing, strengthening their leadership skills, and preparing them for professional careers. With the participation of over students and faculty, the event showcased the students' innovative projects and entrepreneurial spirit.



This initiative aligns with Humansoft's objective of Empowering Youth through Leadership, Entrepreneurship, and Professional Development, by nurturing the skills and capabilities of future business leaders.

COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Engaging Alumni, Industry Leaders, and the Business Community

At Humansoft, we recognize the significant value of collaboration between students, alumni, industry leaders, and the business community. By fostering meaningful connections and partnerships, we create a dynamic environment that supports both personal and professional development. Our initiatives aim to bridge the gap between academic learning and real-world applications, offering students invaluable exposure to industry insights, mentorship, and networking opportunities. Through these efforts, we strengthen our ties with the broader community, empowering students to innovate, lead, and thrive in their careers, while contributing to the growth and advancement of the business landscape. This also supports our broader mission of empowering youth and building sustainable partnerships that create long-lasting positive impacts.

AUM's 10th Annual Career Expo: Championing Better Career Lives

AUM held its milestone tenth annual Career Expo in May 2024, under the theme "Championing Better Career Lives." This event successfully bridged the gap between students, alumni, and top employers, providing a platform for meaningful networking opportunities. The Career Expo included a variety of activities such as exhibition booths and seminars led by experts.



Collaborating with international partner institutions, AUM's College of Business Administration (CBA) spearheaded a series of workshops and seminars aimed at enhancing professional skills and preparing students and alumni for the dynamic job market.

Overall, the Career Expo provided valuable insight into career development and established AUM as a key facilitator in connecting students with the business community.



Recognition of Leading Companies through the AUM Corporate Award 2024 – 3rd Edition

In line with our commitment to strengthening relationships with the business community, we hosted the third edition of AUM Corporate Award 2024 in May 2024. This prestigious event aimed to celebrate and recognize strategic partnerships with leading companies across both the private and public sectors in Kuwait. It served as a platform to honor outstanding leaders and successful companies that have actively contributed to the development of Kuwait's workforce and believed in the potential of AUM graduates.





The ceremony brought together an exceptional group of industry leaders, executives, and experts from local, regional, and international companies who continue to make a significant impact in Kuwait's business landscape. This recognition is a testament to the collaborative spirit with our partners, as we work together to provide career opportunities and nurture a skilled, dynamic workforce.



Celebrating Academic Excellence: AUM and ACM Graduation Ceremonies for the Classes of 2023 & 2024

In line with Humansoft's commitment to empowering youth and fostering community engagement, AUM and ACM proudly celebrated the achievements of their students during the Graduation Ceremonies for the Class of 2023 and Class of 2024. These celebrations, held at the AUM Cultural Center's Opera House, marked a significant milestone in the academic and personal journeys of our graduates.

Graduates took to the stage, surrounded by their families and peers, to commemorate their academic accomplishments. This annual event underscores our unwavering support for student growth, leadership development, and the ongoing contributions our graduates will make to the broader community.



COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Fostering Community-Driven Volunteerism, Well-being, and Sports

At Humansoft, we recognize the vital role of volunteerism, well-being, and sports for a resilient and socially responsible community. Through various initiatives, we encourage our students to adopt a healthy lifestyle, promote physical and mental well-being, and give back to the community. Our programs are designed to inspire active participation, nurture a sense of social responsibility, and strengthen the bonds between students and the broader community.

Whether through volunteering activities, sports events, or awareness campaigns, we empower students to engage in experiences that not only enhance their own well-being but also create a positive impact on society. These initiatives foster a spirit of collaboration, empathy, and inclusivity, reinforcing Humansoft's commitment to community engagement and social impact.

Students Volunteering to Offer 15,000 Iftar Meals during AUM Ramadan Initiative

Demonstrating the power of community-driven volunteerism and social responsibility, AUM organized the largest Iftar initiative in the Jleeb Al-Shuyoukh area during the Holy Month of Ramadan.

In collaboration with the "Amir Al-Insaniyah" team, nearly 250 students and volunteers participated in distributing 15,000 meals on April 2024.





Extensive preparations were made to ensure the initiative reached densely populated areas, with careful coordination with relevant authorities to manage entry logistics, meal distribution, and community engagement activities. Competitions and prizes were also organized to create a warm and inclusive atmosphere, reflecting the values of solidarity, compassion, and community support that underpin Humansoft's commitment to fostering well-being and social impact.



Promoting Sportsmanship and Community Well-being

As part of its commitment to fostering well-being, inclusivity, and community engagement, Humansoft, through AUM, organizes and hosts a wide range of sports tournaments and activities that promote a healthy lifestyle and strengthen social ties within the community. These initiatives encourage students, alumni, and community members to engage in physical exercise, practice teamwork, and cultivate sportsmanship.

Universities Athletics Association in Kuwait (UAAK) Championship

We consistently encourage students to participate in the Universities Athletics Association in Kuwait (UAAK) Championships, where private universities in Kuwait compete across multiple sports disciplines.

In 2024, AUM's female and male teams showcased remarkable performances, securing several top positions in Basketball, Football, Futsal and Volleyball. Through these victories, AUM reinforces its dedication to empowering youth, promoting gender equality, and fostering a vibrant and active community.



Happiness Bus at AUM: Football Game between Tomooh Club Champions & Kuwait National Team

Demonstrating the role of sports in promoting inclusivity and social cohesion, AUM hosted a football match between Al Tomooh Club Champions and the Kuwait National Team on its campus.

Al Tomooh Sports Club is a specialized club for Intellectually Disabled members, established by the Public Authority of Sports.



Sports Tournaments and Special Running Event During Ramadan

During Ramadan 2024, AUM hosted a series of sports tournaments that encouraged students and community members to maintain an active and healthy lifestyle throughout the Holy Month.

During the same period, AUM also organized a special running event in celebration of Mother's Day, offering families and friends the opportunity to come together, stay active, and honor their mothers. These events served as a testament to our efforts to promote well-being, community engagement, and family bonds.



Through these diverse sports initiatives, Humansoft underscores dedication to promoting health, well-being, and inclusive community engagement as fundamental pillars of their sustainability efforts.

Health Awareness Campaigns for Students

Several health awareness campaigns are organized across the year for AUM and ACM students. For example, a series of lectures on Different Healthy Habits to manage a healthy lifestyle throughout the Holy Month of Ramadan, and Stress Management Workshop to manage exam pressure efficiently were offered in 2024.



Honoring Student Excellence at AUMers عالميين Awards Ceremony

As part of its dedication to fostering excellence, well-being, and sports, Humansoft, through AUM, celebrated the students' achievements during the AUMers عالميين Awards Ceremony on July 2024.

The event honored students who excelled in international, local, and sports competitions throughout the academic year, including the Universities Athletics Association in Kuwait (UAAK) league. This ceremony recognized their hard work, dedication, and outstanding performance, reinforcing a culture of excellence, teamwork, and community pride within the AUM community.



COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Promoting Arts, Cultural Enrichment, and Civic Responsibility

Humansoft is committed to fostering a vibrant cultural environment that celebrates artistic expression, cultural heritage, and civic responsibility. Through a diverse range of initiatives, including artistic performances, cultural events, and community-centered activities, we provide platforms for students to express their creativity, connect with their heritage, and actively contribute to society. By encouraging civic responsibility and cultural engagement, we aim to inspire a sense of belonging, promote inclusivity, and enrich the social fabric of our community. These initiatives not only highlight the talents of our students and faculty but also reinforce the values of community cohesion, cultural pride, and social responsibility.

Patriotic Celebrations on Kuwait National Day

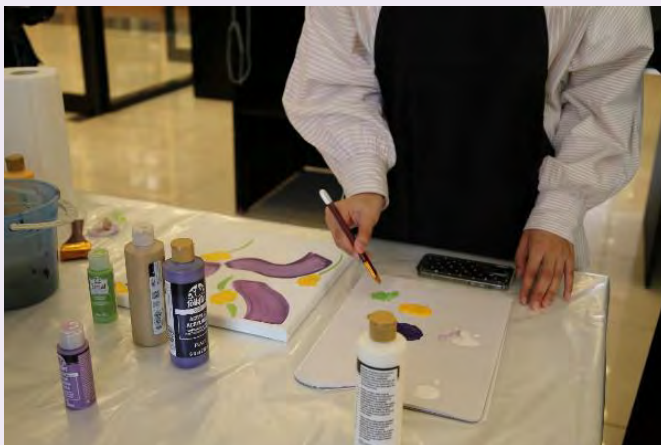
In February 2024, AUM and ACM communities came together to celebrate Kuwait National Day, fostering a vibrant atmosphere of patriotism and cultural pride on campus. The celebration featured outdoor events, including the Hala February Art Exhibition and the Hala February Music Concert. These events not only showcased the creative talents of students but also reflected our commitment to promoting cultural enrichment and strengthening community bonds through artistic expression and national pride.





Celebrating Arts, Music, and Intellectual Dialogue

We enrich artistic and cultural landscape through a variety of creative initiatives organized by student clubs, fostering artistic expression, intellectual dialogue, and community engagement.



We also celebrate the dedication and creativity of students who actively participated in artistic, cultural, and intellectual activities throughout the year, highlighting their positive impact on the community and their role in fostering a vibrant and inclusive cultural environment on campus.



Cultural and Scientific Exploration in China

In April 2024, AUM students participated in the GCC Chinese Bridge – Spring Camp, an immersive cultural and scientific journey to China. The camp aimed to inspire young learners to engage with the Chinese language and culture, enriching their understanding of one of the world's oldest civilizations.



Al-Multaqa Prize Ceremony for Arabic Short Stories

As part of our commitment to promoting cultural enrichment and strengthening Arabic storytelling, we hosted the sixth edition of the Al-Multaqa Prize for Arabic Short Story in March 2024 at the AUM Cultural Center.

The prize aims to honor authors worldwide who have made outstanding contributions to Arabic storytelling.

The winner of the Al-Multaqa Prize Sixth Edition was Egyptian storyteller Samir AlFeil, whose work stood out for its exceptional contribution to the field of Arabic literature.





PEOPLE GROWTH AND SUSTAINABLE WORKPLACE

- ✓ Enhancing Professional Development and Lifelong Learning
- ✓ Ensuring a Healthy and Safe Work Environment
- ✓ Championing Gender Equality and Women Empowerment
- ✓ Embracing Diversity and Recognizing Achievements

AUM
American University Of The Middle East

PEOPLE GROWTH AND SUSTAINABLE WORKPLACE

At Humansoft, we understand that sustainability goes beyond just environmental concerns; it is deeply rooted in how we nurture and develop our workforce. Our commitment to fostering a sustainable workplace is reflected through initiatives that emphasize professional growth, a supportive and inclusive environment, and employee well-being.

- ✓ **Enhancing Professional Development and Lifelong Learning**
- ✓ **Ensuring a Healthy and Safe Work Environment**
- ✓ **Championing Gender Equality and Women Empowerment**
- ✓ **Embracing Diversity and Recognizing Achievements**

Our contribution to SDGs and ESG



We prioritize health and well-being by offering comprehensive healthcare services, organizing health awareness campaigns, and promoting community health education.



We offer professional development opportunities for faculty and staff through specialized training, certifications, and upskilling programs to ensure continuous improvement and innovation.



We celebrate diversity and inclusivity by organizing cultural events and programs that foster equal opportunities and promote gender equality.



We empower our employees through continuous learning and development, helping them reach their potential and enhancing job satisfaction, retention, and growth.



We also work to reduce inequalities within our organization by ensuring that all employees, regardless of background, have equal access to opportunities for advancement and success.

Economic and Social Impact:

- Elevates Workforce Development & Fosters Professional Growth
- Enhances Employee Well-being & Promotes a Healthy Workplace
- Champions Gender Equality & Reduces Inequalities in the Workplace
- Fosters Inclusivity & Strengthens Organizational Diversity

PEOPLE GROWTH AND WORKPLACE SUSTAINABILITY

Enhancing Professional Development and Lifelong Learning

At Humansoft, we prioritize professional development and lifelong learning to empower our people with the skills needed to excel in their careers. Through comprehensive training programs, certifications, and capacity-building initiatives, we foster a culture of continuous growth that enhances both individual performance and organizational excellence. Our commitment to investing in people's growth is reflected in the diverse training sessions and professional development activities offered throughout the year, equipping our workforce with the knowledge and tools to navigate an evolving landscape.

Faculty and Staff Continuous Professional Development

Humansoft remains steadfast in its commitment to professional development, consistently offering support for AUM and ACM faculty and staff for a diverse range of training programs and sessions. These initiatives are fundamental to our strategy of empowering people and enhancing teaching, research, and administrative capabilities across all academic and operational levels.

For instance, in 2024, AUM successfully organized several specialized training programs aimed at equipping participants with essential skills to thrive in an ever-evolving environment, such as:

Faculty Development through Babson Collaborative Partnership

As part of AUM membership in the Babson Collaborative for Entrepreneurship Education, faculty access to its short courses, webinars, and roundtables on entrepreneurship education.

Faculty Panel Discussion on Clean Energy

Seven AUM panelists from various departments and open invitation to all AUM faculty members.

Series of research development training sessions at AUM with Elsevier

- Scopus AI
- Multi and Interdisciplinary research
- Gaining reputation and visibility through network expansion



Advancing Societal Impact in Business Education

AUM hosted the AACSB International - Societal Impact Seminar with the participation of all College of Business Administration faculty members. The seminar focused on advancing societal impact initiatives in alignment with AACSB 2020 standards.



Essentials of Communication Skills Training

A series of training sessions were conducted across various departments from November 2023 to May 2024. These sessions aimed to strengthen team collaboration and enhance interpersonal communication.



Microsoft Excel Essentials Training

A series of Training workshops were offered to staff, focusing on intermediate to advanced-level skills. The sessions aimed at enhancing participants' ability to manage data efficiently and create structured, well-organized workbooks.



Transforming Time Management in the Era of AI in the Workplace

This training session aimed at enhancing staff members' time management skills, with a focus on leveraging AI tools to improve productivity and efficiency.



These continuous development opportunities reinforce our dedication to fostering a culture of lifelong learning, empowering faculty and staff to thrive in an evolving professional landscape.

PEOPLE GROWTH AND WORKPLACE SUSTAINABILITY

Ensuring a Healthy and Safe Work Environment

At Humansoft, we prioritize the health and safety of our community as an integral part of our sustainability strategy. Providing a healthy and secure work environment empowers employees to thrive, enhances productivity, and fosters overall well-being. This approach contributes to minimizing workplace risks, promoting sustainable practices, and cultivating a culture of care and prevention.

Health Awareness and Preventive Measures

Our commitment to health and wellness is demonstrated through comprehensive healthcare services and proactive awareness initiatives. The AUM Central Clinic ensures the well-being of the campus community by offering daily health services and addressing medical emergencies.



Clinical Services

- AUM Central Clinic comprises two fully equipped medical clinics.
- Experienced ER-trained nurses provide first aid and emergency care.
- General health check-ups for students and staff, including blood pressure and diabetes monitoring.
- Immediate first aid response in case of accidents or emergencies.
- Access to essential medication such as pain relievers and sore throat treatments.
- Centrally located near the Colleges of Business Administration and Engineering & Technology.

Throughout 2024, several health awareness campaigns were organized to encourage early detection, prevention, and healthy lifestyles. These included the Breast Cancer Awareness Campaign, World Mental Health Day, and World Diabetes Day, featuring free health checks, educational workshops, and advisory sessions. Such initiatives promote preventive care and empower individuals to adopt healthier habits, reinforcing our dedication to a safe and supportive workplace.



Building Bridges to Wellness, Spotlighting Diabetes Awareness at AUM



From Awareness to Wellness, Fostering a Culture of Mental Well-being at AUM



AUM Breast Cancer Awareness Day: Embracing Awareness, Care, and Support

Promoting Well-being through Active Lifestyles

Encouraging active lifestyles remains a cornerstone of our commitment to fostering a healthy and safe work environment. We recognize the vital connection between physical activity and overall well-being, and continuously support our faculty and staff in maintaining a balanced, healthy lifestyle.

In 2024, the Summer Challenge initiative was launched to inspire the AUM community to engage in fitness activities during the summer months. This challenge offered participants the opportunity to adopt healthier habits through a variety of fitness programs and activities, reinforcing the importance of regular exercise in promoting both physical and mental well-being.



Safety and Emergency Preparedness

Ensuring a safe and prepared environment is a top priority in maintaining the sustainability of our educational setting. We believe that the ability to function in a secure environment supports our community's academic, professional, and personal growth.

In 2024, we strengthened our emergency preparedness through a series of First Aid and CPR certification training sessions, conducted in collaboration with the Dar Al Shifa Training Center. Over 100 faculty and staff members were certified by the American Heart Association (AHA), ensuring that our campus is equipped with the necessary knowledge and skills to respond effectively to medical emergencies. This initiative enhances the overall safety of our campus by empowering staff to act promptly and efficiently during health crises.





Over 100 Faculty and Staff Members Certified in CPR and First Aid by the American Heart Association (AHA)



PEOPLE GROWTH AND WORKPLACE SUSTAINABILITY

Championing Gender Equality and Women Empowerment

Humansoft prioritizes diversity and inclusiveness, recognizing the value a diverse workforce brings to the company. With over 800 employees from more than 65 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 commitment to gender equality and representation is demonstrated by having a female board member.

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.



AUM Participation in RoadRush Festival 2024: Supporting Sports and Women Empowerment

As a strategic sponsor of the RoadRush Festival 2024 in Kuwait, we proudly supported, through AUM, the motorsport event, emphasizing the importance of sports and empowering women. The festival provided a platform to celebrate female athletes, encouraging their active participation and promoting gender equality in the motorsport community. This initiative aligns with AUM's commitment to championing gender equality and empowering women, reflecting our broader goal of fostering diversity, inclusivity, and equal opportunities for all in sports and beyond. Through our involvement, we continue to inspire women to pursue their passions and excel in various fields.



PEOPLE GROWTH AND WORKPLACE SUSTAINABILITY

Embracing Diversity and Recognizing Achievements

At Humansoft, we place great value on recognizing the diverse talents and contributions of our workforce. By acknowledging the achievements of our faculty and staff, we create a culture of appreciation that strengthens our organization and aligns with our values of inclusivity and excellence. Recognizing individual and collective accomplishments fosters a sense of belongingness, and encourage continued innovation and performance.

Celebrating Growth at AUM with 55 Promotions in the 2023-2024 Academic Cycle

As part of its commitment to fostering academic excellence and professional growth, AUM promoted over 55 faculty members to higher academic ranks in July 2024. The university encourages faculty to pursue scientific research and scholarly contributions by offering financial support for research projects and special research leave opportunities. These initiatives empower faculty members to develop their expertise, enhance teaching methodologies, and contribute to the advancement of knowledge—key pillars for academic promotion.

By recognizing the dedication and achievements of our people, we continue to cultivate a supportive environment that values academic excellence, diversity, and lifelong learning.

AUM Academic Promotions 2024

55+
Faculty members

Commitment to Teaching | Research | Service | Professional development

Celebrating Excellence at ACM Award Ceremony

In 2024, ACM hosted the Celebrating Excellence at ACM Award Ceremony 2023-2024, where outstanding faculty and staff were honored for their remarkable achievements and contributions to academic excellence and service. This event not only recognized individual accomplishments but also reinforced the institution's commitment to fostering an environment of excellence and service.



THE PATH FORWARD

Future Goals

At Humansoft, we continue to evolve our sustainability practices, driving forward with a commitment to creating meaningful, long-term impact across all aspects of our organization. Our dedication to excellence in environmental stewardship, social responsibility, and economic development remains unwavering. As we look ahead, our future goals aim to build on this foundation, pushing boundaries and setting new benchmarks for progress within our community and beyond.

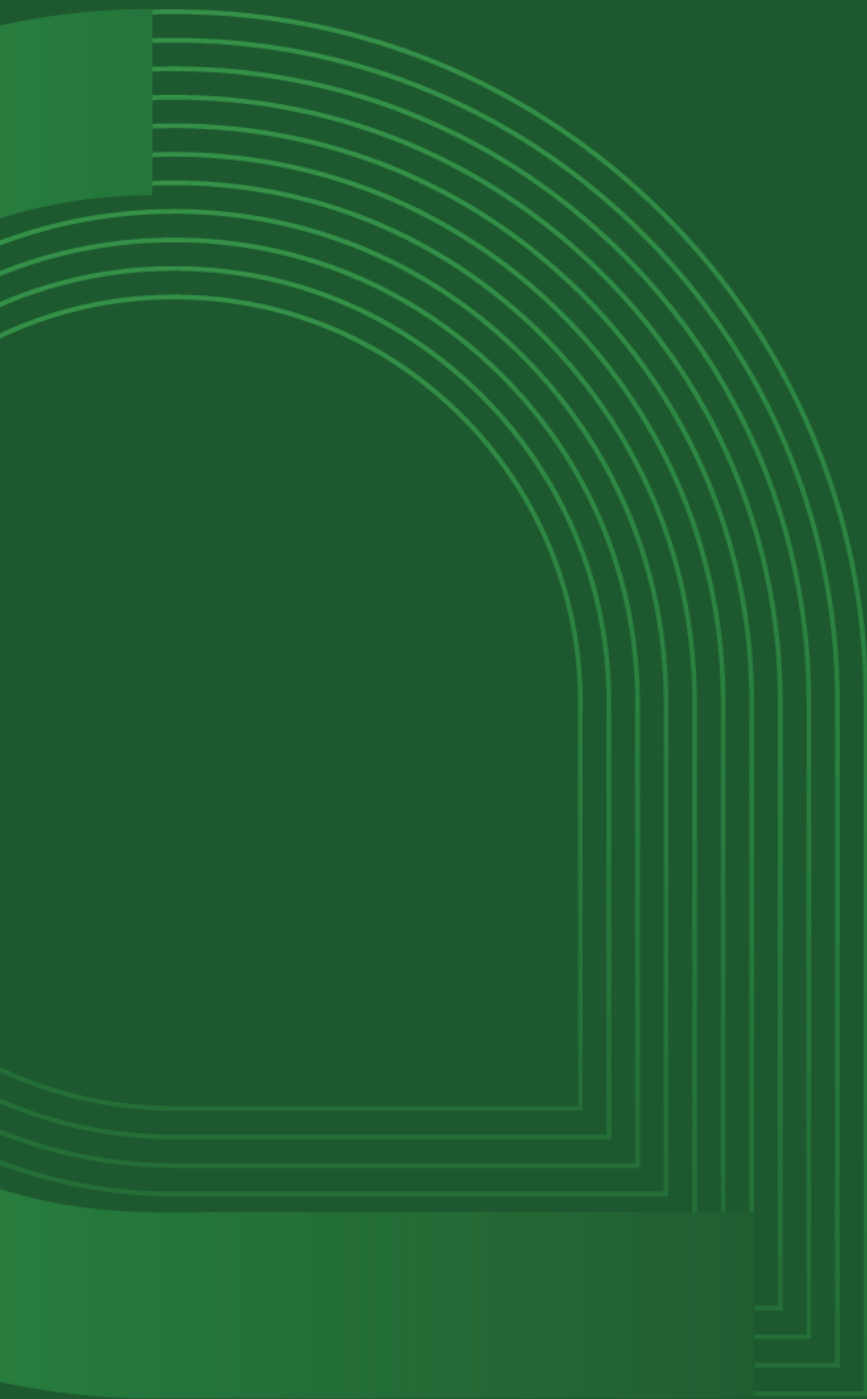
Future Goals

- **Advancing Renewable Energy Initiatives:** We will focus on expanding the use of renewable energy across our operations, with the goal of reducing our carbon footprint and enhancing energy efficiency. Our efforts will contribute to a sustainable future, decreasing reliance on non-renewable resources.
- **Ethical and Responsible Use of AI:** Humansoft is committed to exploring the ethical implications of AI while promoting its responsible use. We aim to integrate AI technologies that contribute positively to societal needs while maintaining transparency, fairness, and accountability in all applications.
- **Strengthening Research Focus on Sustainability:** We will continue to encourage research initiatives that address global environmental and social challenges. By supporting faculty and students in exploring innovative sustainability solutions, we aim to contribute directly to global sustainability goals.
- **Promoting Diversity, Inclusion, and Gender Equality:** As part of our ongoing commitment to diversity and inclusion, we will further enhance initiatives that promote gender equality, empower women in leadership, and ensure equal opportunities for all employees and students.
- **Expanding Health and Well-being Initiatives:** Building on our focus for health and well-being, we will introduce more programs aimed at improving physical and mental health for our staff, faculty, and students. These initiatives will promote a balanced and thriving work environment.
- **Community Engagement and Social Impact:** Humansoft will continue its work in strengthening ties with local communities. We will build on our partnerships with organizations, universities, and global collaborators to advance societal well-being and drive impactful change through education, arts, and culture.

Commitment to Continuous Improvement

The path toward sustainability is a journey, one that is built on continuous improvement. At Humansoft, we are committed to regularly reviewing our sustainability goals and initiatives, adapting them to respond to technological advancements, evolving standards, and global needs. We will maintain an open dialogue with our stakeholders, faculty, staff, students, and our wider community, to ensure our approach remains dynamic and responsive to emerging challenges. Through collaboration and innovation, we are confident in our ability to drive impactful change and set a positive example for others to follow. As we move forward, we reaffirm our commitment to sustainability, gender equality, and community engagement, and we look forward to the challenges and opportunities that lie ahead.

With these goals in mind, Humansoft is poised to remain a leader in sustainability and social responsibility, paving the way for a brighter, more sustainable future for all.



www.human-soft.com