



# 2023 ESG REPORT

*Sustainability in Action: Our ESG Journey*

## Table Of **CONTENTS**

About the Report	03
Leadership Message	04
Key Achievements	06
Introduction	07
Responsible Governance	11
Investing in People	20
Environmental Stewardship	59
Sustainable Supply Chain	77
GRI Appendix	79

# About THE REPORT

This report provides a comprehensive overview of Agile Advisors' Environmental, Social, and Governance (ESG) performance for the year 2023.



Our goal is to enhance transparency by disclosing our performance, strategy, policies, frameworks, and initiatives that drive our sustainability efforts.

**Prepared in accordance with the Global Reporting Initiative (GRI) Standards, the report includes both general and topic-specific disclosures relevant to Agile Advisors' operations and initiatives. It also demonstrates our support for the United Nations Sustainable Development Goals (UNSDGs) and follows the GHG Protocol Corporate Standard for climate-related disclosures.**

By adhering to globally recognized reporting standards and addressing key material issues, we aim to give stakeholders a clear understanding of our commitment to sustainability and responsible business practices.

We are dedicated to demonstrating progress, fostering positive change,

and ensuring transparency and accountability across our operations and supply chains.

For any inquiries or feedback regarding this report or our sustainability practices, please feel free to contact us at [info@agilemea.com](mailto:info@agilemea.com). We welcome your input.



**Dr. Bernhard Riegl**  
Partner, Agile Advisors

## Leadership MESSAGE



***Sustainability is not just a goal at Agile Advisors; it is the foundation of our strategy and the lens through which we view every decision.***

Our commitment to ESG principles has driven our continued strong financial growth and the expansion of our team, now comprising 25 members from four nationalities.

We understand the responsibility we shoulder by supporting our clients in their sustainability journeys, creating a much larger impact that benefits both the environment and society.

**I would like to extend my deepest thanks to our Agile team, clients, and suppliers, whose dedication and partnership have been instrumental in our growth.**

Together, we are making a lasting difference and setting new standards for sustainability in our industry.

## Leadership MESSAGE



***At Agile Advisors, our commitment to sustainability and ESG principles drives all major aspect of our business. We recognize that true leadership in today's world requires not just financial success, but also a deep responsibility to the environment and the communities we impact.***

As we continue to grow and expand our reach, we are proud to now operate across four countries KSA, UAE, Oman, and India, with six offices. This expansion allows us to better serve our clients across multiple geographies and reinforces our commitment to sustainable practices across diverse regions.

Our growth is guided by a strong focus on minimizing our environmental impact and ensuring that our operations are aligned

with sustainable practices. Our dedication to client satisfaction goes hand in hand with our efforts to engage in meaningful community welfare activities, creating a ripple effect that benefits both our clients and society as a whole.

***I am delighted to present our 2023 ESG report, which reflects our commitment and performance against our sustainability priorities.***



**Vishal Kumar**  
Partner, Agile Advisors

## Key HIGHLIGHTS



**250+**

Projects completed



**8**

Countries where we  
have executed projects



**3**

Offices



**7**

Years of operation



**4**

Nationalities



**25+**

Team members



**54%**

Women employees



**700+**

Hours of training  
conducted



**10,000+**

Linkedin followers



**100%**

Employees received  
performance feedback



**200+**

Saplings planted



**100%**

Scope 1 and 2  
emissions offsetting

# About AGILE ADVISORS



***We have served clients  
from multiple sectors  
across geographies.***

**Agile Advisors, founded in 2016, is dedicated to providing a full spectrum of sustainability services designed to help businesses navigate the complexities of today's environmental and social challenges.**

As a specialized consultancy, our mission is to empower organizations to achieve their sustainability goals through strategic guidance, innovative solutions, and a deep commitment to positive environmental and societal impact.

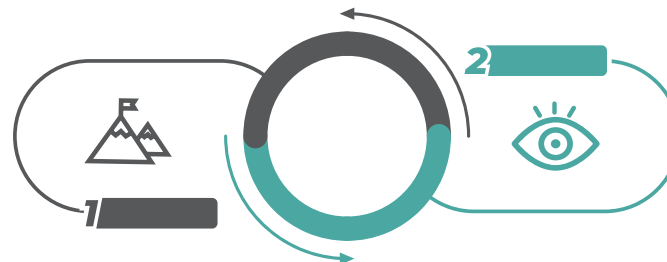
Agile Advisors is the collective name for a group of companies, including Agile Environmental Consultants LLC (Abu Dhabi), Agile ESG Consultants (Dubai), Agile

Environment Services SPC (Oman), Agile Management LLC (KSA), and Agile ESG Advisors PVT Ltd (India). With five offices across four countries and a team of over 25 sustainability professionals, we bring a wealth of expertise and experience to every project. To date, we have successfully delivered over 200 projects for more than 120 clients.

At Agile Advisors, we pride ourselves on providing high-quality sustainability consulting services that not only drive sustainable development but also ensure compliance with the highest regulatory standards. Our proven track record and steadfast commitment to excellence make us a trusted partner on your sustainability journey

## Mission

At Agile Advisors, our mission is to partner with forward-thinking organizations, helping them integrate sustainable practices into their core strategies. We provide innovative, data-driven solutions that enhance environmental stewardship, social equity, and economic resilience.



## Vision

To be a global leader in sustainable solutions, driving positive change by empowering organizations to thrive in harmony with the environment, society, and the economy through Agile Advisors' innovative strategies.

## SECTORS WE SERVED

We have successfully served a wide range of clients across different sectors and geographies, including government institutions, private enterprises, non-profit organizations, and donor agencies.

Our experience allows us to address unique sustainability challenges in various contexts, from implementing environmental policies for public sector bodies to enhancing ESG performance for private companies.

By tailoring our approach to the specific needs of each client, we ensure they receive the strategic support necessary to achieve their sustainability goals. Our extensive work across these diverse sectors and regions highlights our commitment to delivering impactful, customized solutions that drive meaningful change.



Aviation



Afforestation and  
Agriculture



Construction



Food and  
Beverage



Government  
Bodies



Healthcare



Investment  
Fund



Logistics



Maritime



Pharmaceutical



Real Estate



Retail



Oil & Gas



Energy and  
Utilities

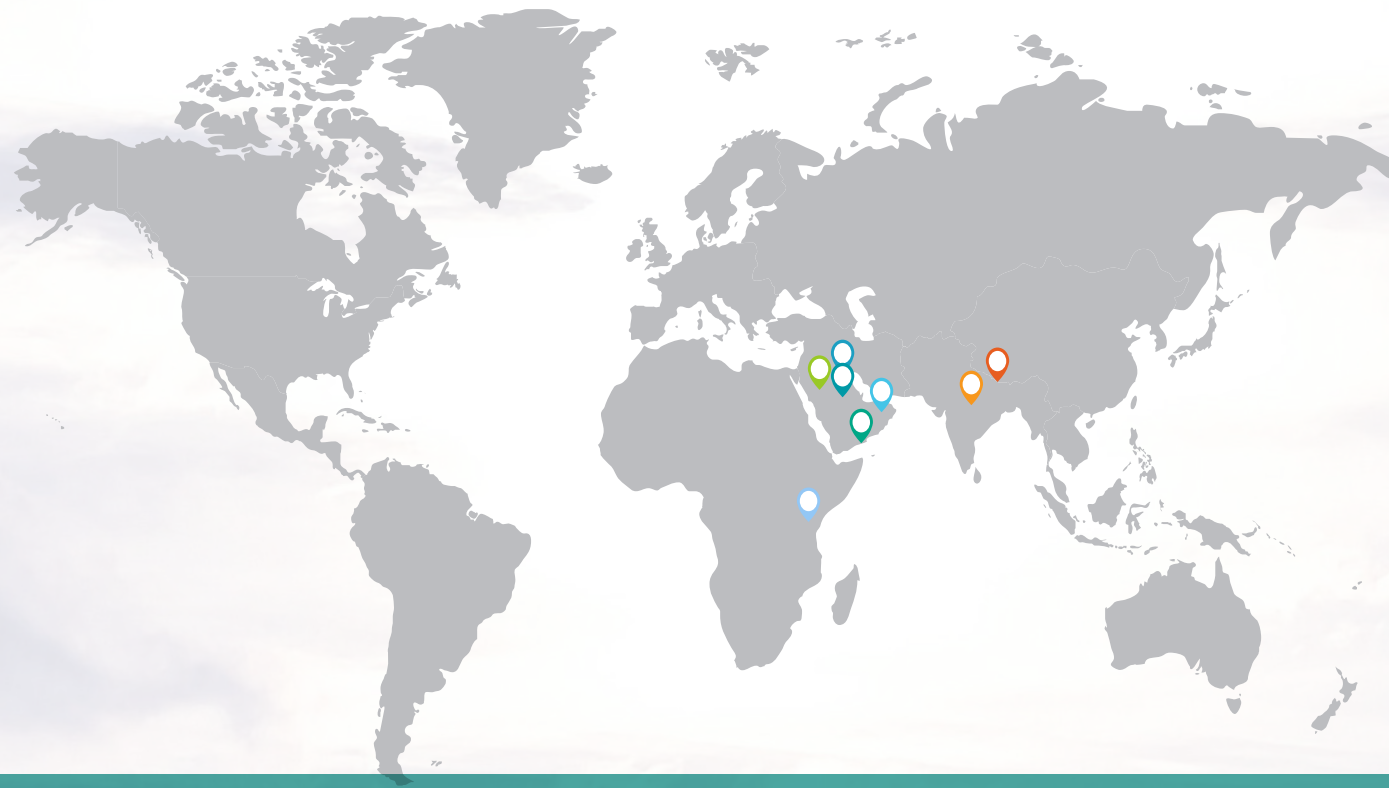


Events



Telecommunication  
& IT

## GEOGRAPHICAL SPAN OF OUR PROJECTS



India

UAE

Saudi Arabia

Oman

Iraq

Qatar

Kenya

Nepal

*We have completed 200+ Sustainability assignments across 8 countries*

## OUR JOURNEY





## Responsible **GOVERNANCE**

*Responsible governance  
is crucial for meeting our  
clients need with integrity,  
confidentiality, and strong  
ethical standards*



# Responsible GOVERNANCE



***Responsible  
governance is integral  
to how we operate at  
Agile Advisors.***

**It shapes our interactions with clients, the way we manage confidential information, and our commitment to upholding the highest ethical standards.**

We recognize that effective governance is crucial for the success of our projects and for maintaining the trust of our clients and stakeholders.

Our governance framework is designed to ensure that our activities are carried out with integrity, transparency, and accountability, embedding a culture of responsibility throughout the organization.

Maintaining the confidentiality of client information is a top priority for us.

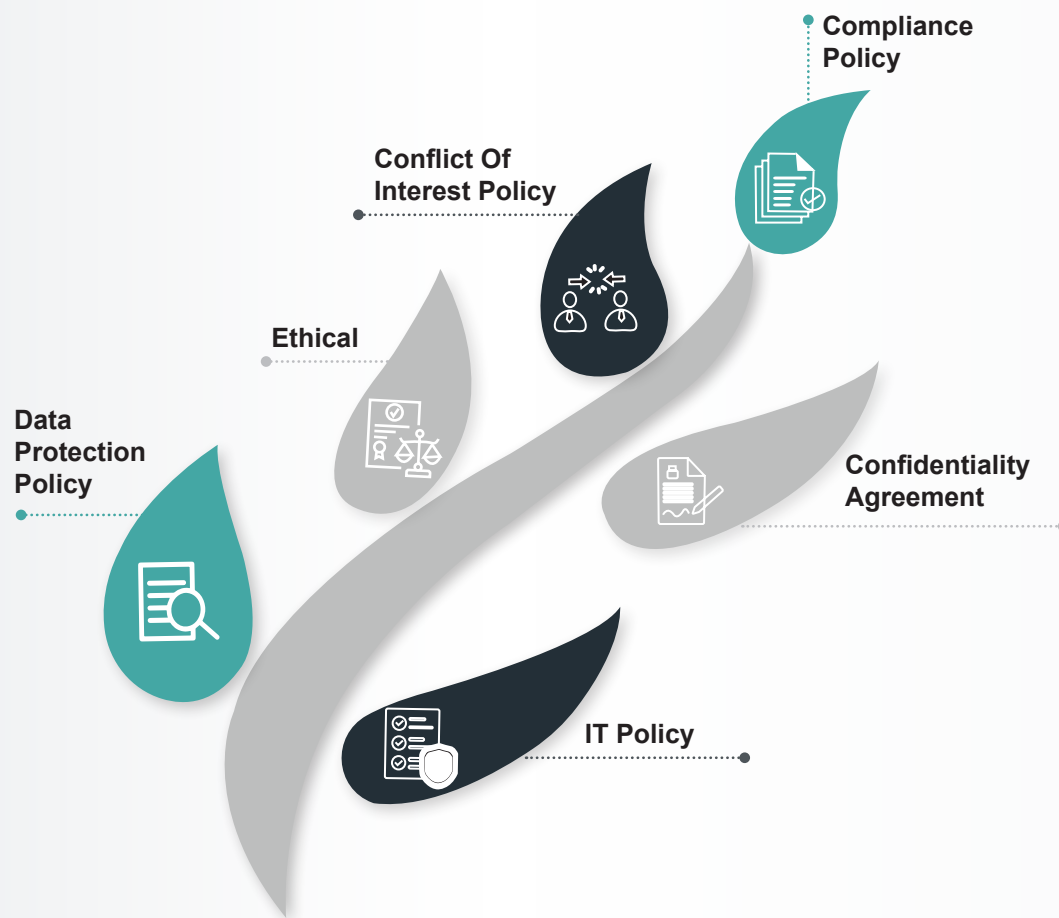
We implement strict measures to safeguard sensitive data and adhere rigorously to all contractual obligations.

Our team members are trained to handle information securely and are equipped with the knowledge and tools necessary to protect client data.

This dedication to confidentiality is woven into our operational practices and reinforced through ongoing training and awareness initiatives.

To support these efforts, we have established a series of key policies that guide our governance practices.

## POLICIES THAT GUIDE OUR GOVERNANCE FRAMEWORK



**Anticorruption and antibribery policy** They provide a clear framework that aligns our team with our governance objectives, ensuring that every decision is made with integrity and professionalism. We regularly review and update these policies to stay ahead of regulatory changes and to incorporate industry best practices.

**Our Governance and Sustainability Committee plays a crucial role in overseeing our governance framework.**

Meeting every six months, the committee reviews our governance processes, evaluates the effectiveness of our policies, and identifies areas for improvement.

Additionally, the committee assesses the impact of our sustainability initiatives, ensuring that our efforts contribute meaningfully to both our clients and the wider community.

This structured review process keeps our governance framework strong, responsive, and aligned with our commitment to excellence.

# STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT



At Agile Advisors, we recognize that engaging with our stakeholders is crucial for the success of our sustainability initiatives. This year, we conducted a comprehensive stakeholder engagement process involving both internal and selected external stakeholders, including clients, suppliers, and academic institutions.

This engagement aimed to identify and prioritize the sustainability issues that matter most to our stakeholders and our business.

## PROCESS:

- 1 Internal Stakeholders:**  
We consulted with employees across various departments to gather their insights and perspectives on sustainability issues.
- 2 External Stakeholders:**  
We engaged with key external stakeholders, including clients, suppliers, and academic institutions, to understand their expectations and concerns.
- 3 Feedback Collection:**  
A long list of sustainability issues was shared with all stakeholders, and their feedback was meticulously gathered and analyzed.

## MATERIAL TOPICS IDENTIFIED:

The following sustainability aspects were identified as material for Agile Advisors, based on the feedback from stakeholders and the materiality assessment:

This structured approach to stakeholder engagement and materiality assessment ensures that our sustainability report reflects the issues that are most relevant to our stakeholders and our business operations. We are committed to addressing these material topics and continuously improving our sustainability performance.

**GRI 202**  
Market Presence 2016:  
Ensuring our market presence supports local economies and communities.

**GRI 302**  
Energy 2016:  
Managing energy consumption and improving energy efficiency across our operations.

**GRI 305**  
Emissions 2016:  
Reducing greenhouse gas emissions and minimizing our carbon footprint.

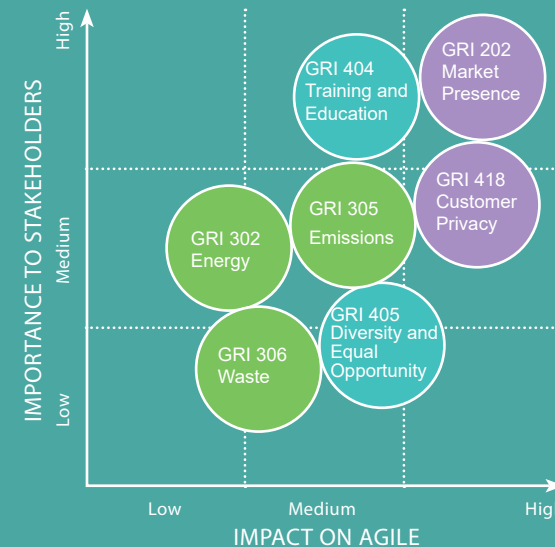
**GRI 306**  
Waste 2020:  
Implementing effective waste management practices and reducing waste generation.

**GRI 404**  
Training and Education 2016:  
Investing in employee training and development to enhance skills and knowledge.

**GRI 405**  
Diversity and Equal Opportunity 2016: Promoting diversity and equal opportunities within our workforce.

**GRI 418**  
Customer Privacy 2016:  
Ensuring the privacy and security of our customers' data.

## MATERIALITY MATRIX



## SUPPORTING THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)

At Agile Advisors, we are committed to contributing to the achievement of the United Nations Sustainable Development Goals (SDGs) through our work in sustainability consulting. Our efforts are aligned with several priority SDGs where we believe we can have the most significant impact.

### Priority SDGs:





Investing In

# EMPLOYEES

*Committed to growth, we  
invest in nurturing our  
employees' development  
and well-being*

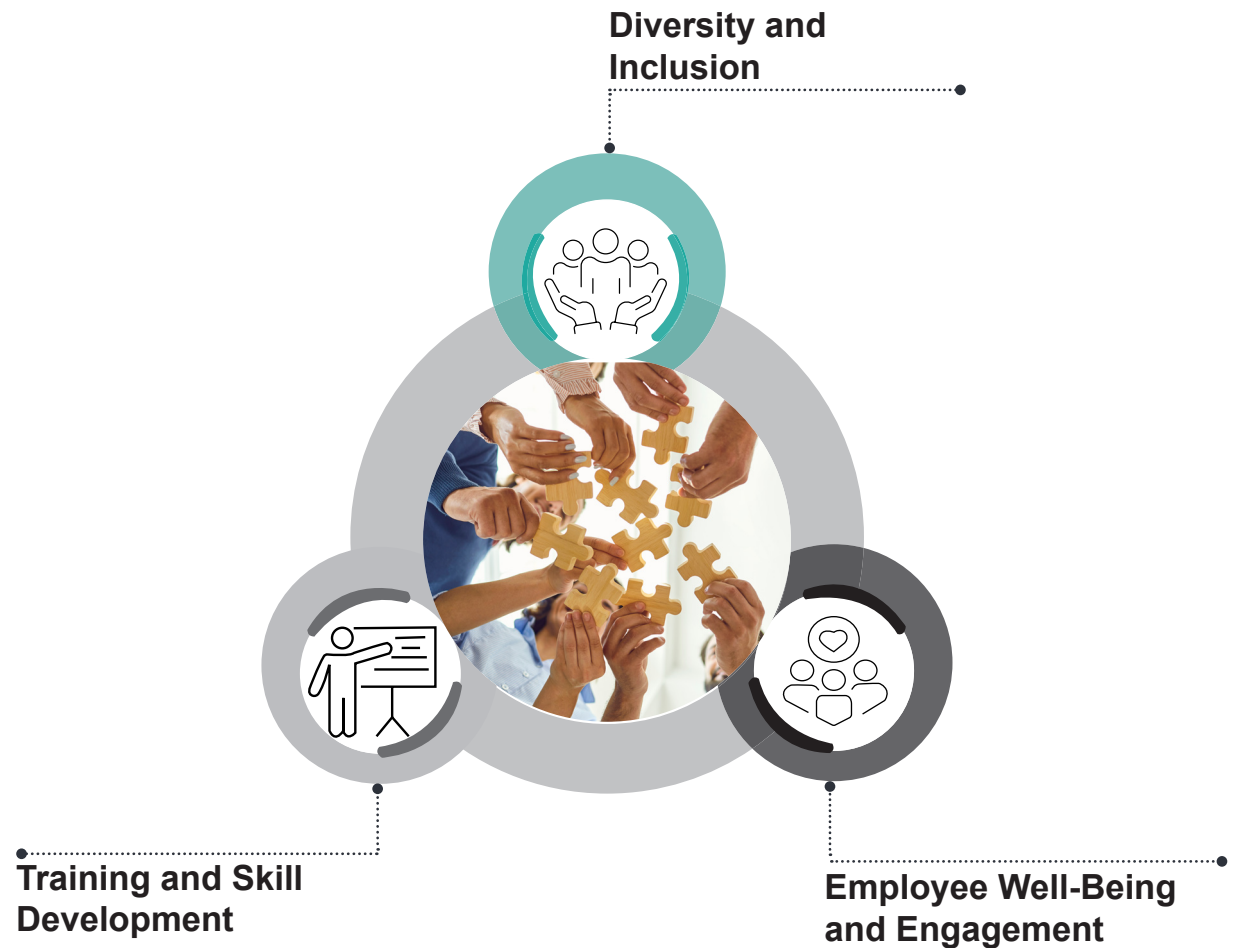


# Investing In EMPLOYEES



*Our employees are the cornerstone of Agile Advisors' success, and their well-being, training, and growth are of utmost importance to us.*

We are committed to creating an environment that supports our team's professional and personal development, ensuring they are equipped with the skills and resources needed to excel.



## DIVERSITY AND INCLUSION

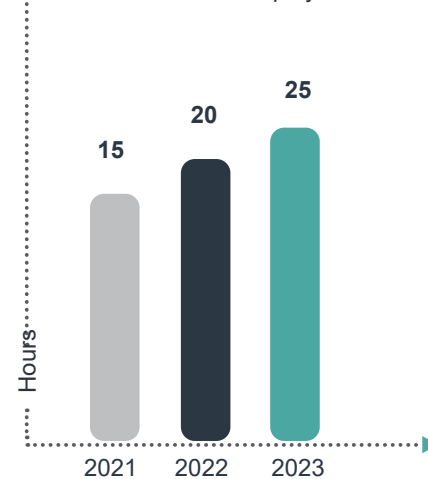
At Agile Advisors, diversity is not just a metric; it is a vital part of our company culture. Our team is composed of individuals from 4 different nationalities, reflecting our global reach and commitment to inclusivity.

We are proud to have achieved 54% female representation within our workforce, with a total of 13 male and 15 female employees.

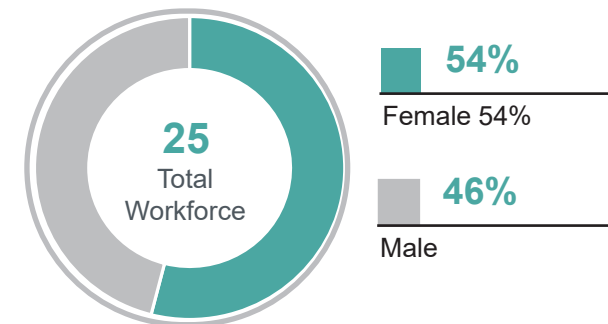
Our team spans various age groups, with 6 males and 11 females in the 20-30 age range, 5 males and 4 females aged 30-40, and 2 males in the 40-50 age group.

This diverse mix of experiences and perspectives strengthens our ability to innovate and serve our clients effectively.

Total Number of Employees



Male, Female Ratio at Agile Advisors for 2023



## TRAINING AND SKILL DEVELOPMENT

**We place a strong emphasis on continuous learning and development, providing our employees with opportunities to enhance both their technical and soft skills.**

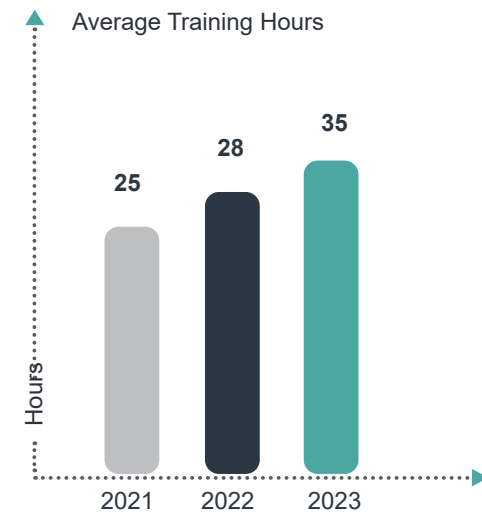
In 2023, we funded technical professional certifications for 7 of our employees, ensuring they have the qualifications needed to advance in their careers.

On average, each employee received 35 hours of training this year, an increase from 28 hours last year.

Additionally, all employees underwent performance feedback sessions and year-end reviews to support their growth and development.

In 2023, we provided internship opportunities to 6 individuals, continuing our commitment to fostering new talent, compared to 5 internships offered in 2022.

Moving forward, we plan to implement more structured engagement activities to further enhance our workplace culture and employee satisfaction.





## EMPLOYEE WELL-BEING AND ENGAGEMENT

At Agile Advisors, the well-being of our employees is a top priority, as it directly influences both their personal success and the success of our organization. We are committed to fostering a work environment that supports the mental and physical health of our team.

To promote work-life balance, 50% of our employees have been given the option to work in a hybrid model, allowing them greater flexibility. We also maintain an open-door policy where top management is directly approachable to every employee, ensuring that their concerns and needs are heard and addressed.

Our commitment to employee well-being extends to our leave policies as well. We are proud to report that 100% of leave requests were approved as and when they were received, even in cases where advance notice was limited.

This demonstrates our flexibility and understanding of the needs of our team members.



***We also take pride in the fact that we have not fired any employees. Instead, when someone struggles in a particular role, we focus on reassigning them to positions where they can excel, and we actively invest in skill development to help them succeed.***

This approach ensures that all our employees have the opportunity to grow and contribute meaningfully to the organization. While we acknowledge that our employee engagement activities were not as structured this year, we have still prioritized creating a supportive and inclusive workplace.

Through various social gatherings and celebrations for work anniversaries and birthdays, we have fostered a strong sense of community. Looking forward, we plan to introduce more structured employee engagement initiatives to further enhance our workplace culture and ensure our employees feel even more connected and valued





Environmental

## **STEWARDSHIP**

*At Agile Advisors,  
we are conscious  
about minimizing our  
environmental impact and  
promoting sustainability  
in all aspects of our  
operations*



# Environmental STEWARDSHIP

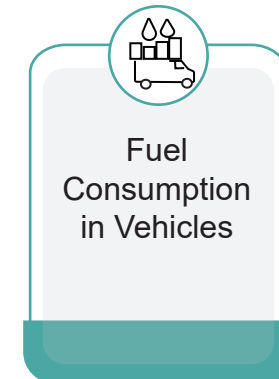
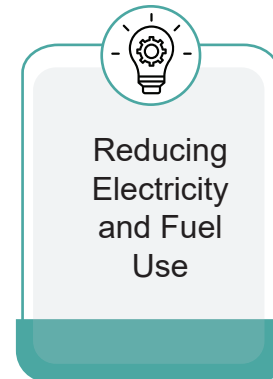
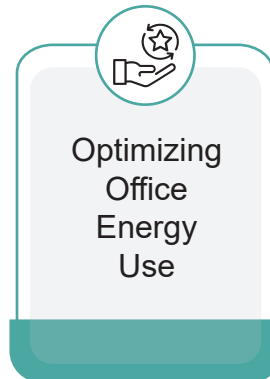


*As a consulting company, we recognize our responsibility to lead by example, both in our internal practices and in the guidance we provide to our clients.*

*Our environmental strategy focuses on reducing energy consumption, lowering greenhouse gas (GHG) emissions, and actively contributing to biodiversity conservation efforts.*

## Energy Consumption Reduction

Reducing energy consumption is a cornerstone of our environmental strategy. We have implemented several measures across our offices to achieve significant energy savings:





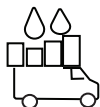
## OPTIMIZING OFFICE ENERGY USE

We have made substantial upgrades to our office infrastructure, including the installation of energy-efficient LED lighting and the use of Energy Star-rated laptops. To further reduce electricity consumption, we minimize plug loads by encouraging employees to unplug devices when not in use.



## REDUCING ELECTRICITY AND FUEL USE

Our energy-saving initiatives extend beyond the office. We prioritize virtual meetings to reduce the need for travel, thereby cutting down on fuel consumption. Additionally, we offer work-from-home opportunities to further decrease the environmental impact associated with employee commuting.



## FUEL CONSUMPTION IN VEHICLES

For essential travel, we are committed to optimizing fuel efficiency. We monitor and manage fuel consumption in company vehicles, seeking to minimize our carbon footprint through responsible vehicle use.



## GREENHOUSE GAS (GHG) REDUCTION

Agile Advisors is dedicated to reducing our carbon footprint through comprehensive GHG management:

### Emissions Calculation and Reduction:



We meticulously calculate our Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity), and partial Scope 3 (other indirect emissions) to understand our total environmental impact.

In the last reporting period, our total GHG emissions amounted to 110 tCO<sub>2</sub>, with 20 tCO<sub>2</sub> from Scope 1, 15 tCO<sub>2</sub> from Scope 2, and 75 tCO<sub>2</sub> from Scope 3.

### Offsetting and Reduction Measures:



While we actively reduce our emissions through the energy consumption measures discussed, we also offset our remaining emissions using UNFCC-approved Certified Emission Reductions (CERs).

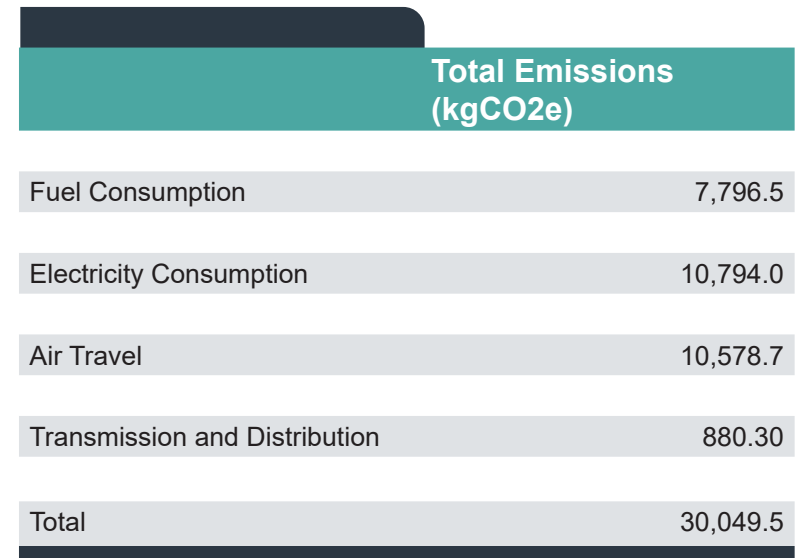
This dual approach ensures that we are taking immediate action to mitigate our environmental impact while working toward long-term sustainability goals.

Emission Breakdown into Scopes



Scopes 1	7,796.5
Scopes 2	10,794.0
Scopes 3	11,459.0

Breakdown of emissions by source



## BIODIVERSITY CONSERVATION

Our commitment to the environment extends beyond energy and emissions; we are also actively engaged in biodiversity conservation.

### Tree Plantation and Conservation Initiatives

Last year, we planted over 150 trees as part of our reforestation efforts and participated in three mangrove plantation drives, helping to restore vital coastal ecosystems.

### Wildlife Conservation

Agile Advisors is proud to support wildlife conservation efforts, including our participation in turtle conservation and release projects. These initiatives are a key part of our strategy to preserve biodiversity and protect endangered species.





 [www.agilemea.com](http://www.agilemea.com)

 Email: [info@agilemea.com](mailto:info@agilemea.com)