

# ESG KPIs

Environmental data	Unit of measure	2023	2022	2021	2020
Total Emissions	tons (tCO2)	524,332	589,121	669,258	727,344
Scope 1 Emissions	tons (tCO2)	55,314	63,268	64,414	59,334
Scope 2 Emissions	tons (tCO2)	27,337	23,643	31,008	39,326
Scope 3 Emissions	tons (tCO2)	441,682	502,210	573,836	628,684
Electricity	kwh	50,167,734	43,350,256	55,024,089	61,276,783
Fuel	Liters	22,362,950	25,438,603	25,715,644	24,267,172
<b>Intensity KPIs</b>					
Energy Intensity		8.1	8.8	8.7	9.2
KgCO2e per Shipment		4.2	4.8	5.1	5.7
Electricity per Shipment		0.40	0.35	0.41	0.5
Fuel per Shipment		0.18	0.21	0.19	0.20
<b>Renewable Energy</b>					
Number of solar projects	Number	7	5	5	5
Energy generated from solar projects	KWH	12,349,599	11,778,833	11,321,094	6,858,752
<b>Social data</b>					
	Unit of measure	2023	2022	2021	2020
Total Employees (full-time workforce)	Number of employees	16,413	16,305	16,359	17,404
<b>Gender Diversity (Male/Female)</b>					
Percentage of Male Employees	%	80	81	81	81
Percentage of Female Employees	%	20	19	19	19

Environmental data	Unit of measure	2023	2022	2021	2020
<b>Gender Diversity, Management: %</b>					
Senior Leadership (M/F)	%	(92% - 8%)	(100% - 0%)	(100% - 0%)	(76% - 24%)
Middle Management (M/F)	%	(83% - 17%)	(83% - 17%)	(81% - 19%)	(82% - 18%)
Others (M/F)	%	(73% - 27%)	(72% - 28%)	(75% - 25%)	(75% - 25%)
<b>Age distribution</b>					
Employees <21	%	1	1	3	
Employees 21-30	%	31	35	63	
Employees 31-40	%	40	39	25	
Employees 41-50	%	20	19	7	
Employees 51-64	%	8	6	2	
Employees >64	%	0	0	0	
<b>Employee Years of Service</b>					
<1 year	%	10	19		22
1-5 years	%	51	46		45
6-10 years	%	20	18		18
11-15 years	%	10	10		10
16-20 years		6	5		3
21-25 years	%	2	2		1
>25 years	%	1	1		0
Return to Work rate after maternity Leave	%	98	99	97	100

Environmental data	Unit of measure	2023	2022	2021	2020
<b>Organizational Health Index (OHI)</b>					
Aramex Pulse participants	%	80	82	80.0	
OHI score		75	74.5		
<b>Learning and Development</b>					
Learning Hours	Hours	101,988	114,221	57,753	60,439
Average Hours per Employee	Hr/Employee	6.2	7.91		
Average Courses per Employee	Courses/Employee	8.4	6.88		
National Vs Expat:	%	(60 / 40)	(60 / 40)		
<b>Nationalization Targets:</b>					
KSA	%	33 (102% met)	29 (100% met)		
UAE	%	4 (100% met)	2 (100% met)		
% spending on local Suppliers (Except holding companies)	%	<90	98%		
Lost Time Injury Frequency Rate (LTIFR)		2.78	2.22	2.58	1.83
Lost Time Injury Incident Rate (LTIIR)		0.71	0.57	0.66	0.53
Lost Time Injury Rate (LTIR)		0.56	0.44	0.52	0.37
Lost Days Rate (LDR)		6.03	8.8	13.85	13.45
Accidents per Million Shipments		8.38	8.18	7.26	7.54
Fatalities		2	3		
Fatality Rate	Number	0.0067	0.054		1
Sustainability Coverage	%	85	87	86	96
Beneficiaries	Number	160,000	140,000	1,060,000	356,419

Environmental data	Unit of measure	2023	2022	2021	2020
<b>Management System Certifications</b>					
ISO 9001 (Quality) - Number of Locations	Sites Certified	39	35	27	
ISO 45001 (Health & Safety) - Number of Locations	Sites Certified	47	39	15	
ISO 14001 (Environment) - Number of Locations	Sites Certified	47	38	18	
<b>Employee training on Code of Conduct, including human rights and anti-corruption</b>					
Compliance to Code of Conduct training	% of targeted employees	93	91	84	82

Figure 5: Key ESG Statistics

