

Climate Transition Plan

Climate Transition Plan – Atarjamat

Scope: Applies organization-wide, including office infrastructure, remote workers, and supply chain. The plan is aligned with the **1.5°C pathway, Paris Agreement**, and aims to support the **UN Sustainable Development Goals (SDGs)**.

Integration: Embedded in the EMS and business strategy, with links to budget planning, operations, and employee training. Climate considerations are also reflected in procurement policy and supplier engagement protocols.

1. Accountability

- The ESG Committee oversees the transition plan, reporting quarterly to the CEO.
- A Climate Transition Subcommittee (including finance, operations, HR) tracks implementation.
- Results are reviewed annually and disclosed in sustainability reporting.

2. Integration & Internal Coherence

- The plan is embedded into Atarjamat's EMS, business strategy, and financial planning.
- All climate actions align with ESG goals and are included in internal KPIs and audit reviews.
- Training and internal communications ensure alignment across teams and leadership.

3. Targets & KPIs

- **GHG Reduction Targets:**
 - 25% reduction in total emissions by 2029 (Scopes 1, 2, and relevant 3)
 - Net-zero emissions by 2050
- **Key KPIs:**
 - Energy use per full-time equivalent (kWh/FTE)
 - % of renewable energy used
 - % of low-impact/recycled procurement
 - % of employees trained on climate topics

4. Mitigation Actions

- Reduce energy use through smart systems, A/C scheduling, remote work energy guidance
- Switch to 100% renewable electricity by 2028
- Offset residual emissions through certified tree planting and local energy projects
- Digitize operations to reduce paper and plastic use by 50% by 2027

5. Adaptation Actions

- Upgrade infrastructure to withstand heat/cold extremes
- Engage suppliers in sustainability screening and land use impact monitoring

- Implement flexible work policies for climate-related disruptions

6. Resourcing

- Internally funded through energy cost savings and budget reallocation
- Evaluate external sustainability grants to support infrastructure upgrades
- Carbon credit revenue (from offsets) reinvested in employee training and outreach

7. Feedback & Review

- The ESG Committee conducts quarterly reviews with input from employees and key suppliers
- Annual feedback collected via internal survey and shared in CEO-level strategy meetings
- Transition plan updated annually based on audit results and stakeholder feedback