

Key Motivation

EMPLOYEES' WELLBEING

At KHK, we have developed an "Employee Wellbeing" program to optimize the health of all employees. It is not only about physical wellbeing, but other components of wellbeing that cannot be ignored when talking about healthy and well-functioning individuals.

The Employee wellbeing has expanded from traditional viewpoint and focus on providing medical care to employees to many elements that comprise employee wellbeing that make all our employees happier and healthier.

Soon after implementing the Employee Wellbeing program, we have noticed some significant changes in our employees' behavior as below;

1. Reduced absenteeism and healthcare costs

We have started realizing that preventing issues related to poor employee wellbeing such as burnout, stress or sickness have reduced absenteeism and healthcare costs. It is estimated that 63% employees experiencing often burnout and stress at work place tend to take sick leaves 25% more than the rest, meaning that employee wellbeing is directly related to absenteeism and its cost for employers.

2. Increased employee engagement

According to research, 85% of companies say wellness programs support employee engagement. When we implemented our employee wellbeing program, employees felt more connected, their health improved and their happiness increased. All these factors contributed to higher employee engagement levels.

3. Improved employee productivity

After implementing our employee wellbeing program, our employees began to handle stress better and were less likely to experience burnout. Overall, when employee wellbeing is optimized,



employees are more focused on their work and their productivity increases.

4. Improved employee morale

During COVID-19 crisis, we have seen how important it was to keep employee morale afloat. By introducing employee wellbeing initiatives it has significantly improved our employees' morale.

5. Attractive employer branding

The fight for the best talent on the market is very competitive, and high-quality candidates have several options to choose from when picking their next employer. By providing employee wellbeing benefits we have successfully attracted and retained our talented human capital that has been ensuring our company's business success consistently.

To conclude, our employee wellbeing program includes multiple aspects of care for our employees, making work more meaningful and less stressful to create a comfortable working environment in which all our employees will thrive.

KHK MAKES INROADS INTO THE KINGDOM OF SAUDI ARABIA

KHK Scaffolding & Formwork Ltd LLC in particular and TAURANI HOLDINGS LTD as a group have made strong inroads into the Kingdom of Saudi Arabia. The group has already made a substantial investment in the kingdom by opening stocking and supply points for distribution of steel products, tubes and pipes and scaffolding and formwork systems to cater to diverse sectors cross the kingdom. KSA has always been the most significant market player in the GCC region with a market share of over 60 – 70% in construction, trade and petrochemical business.

According to "Mordor Intelligence Report" the Saudi Arabian construction market is expected to register a CAGR of more than 5% over the forecast

period, 2022–2027. It further says that the Saudi Arabian construction market is expected to witness significant growth and offer lucrative potential, due to its Vision 2030, NTP 2020, and several ongoing reforms to diversify away from oil.

The significance of construction in Saudi Arabia is underscored by its suite of Giga projects; transport and mobility schemes, such as Riyadh Metro; social infrastructure developments, such as the Ministry of Housing's Sakani program; and energy megaprojects, such as the state-owned Aramco's Berri and Marjan oil fields.



KHK EMPLOYEE ENGAGEMENT PROGRAM

As a part of our various employee engagement programs, the KHK management organized a fifteen day training program to identify and harness the personal abilities and professional skills of all its employees. The program was meticulously tailored for four employee categories.

The one dedicated to Grade 1-5 primarily focused on health and healthy habits, role and responsi-

bility, communication, development skills, team building, positive work culture, relationship management, self-motivation, positive mental and emotional Health.

The training module dedicated to Grade 6-8 employees focused more on health, Intellectual relationships, supervisory skills, accountability and team management.

For Grade 9-11 employees, the module covered change and adaptability, leadership qualities, time management enhancing skills, assuring employees' wellbeing, self-motivation and team management.

For Grade 12-15, the training module addressed being focused, proactive and result oriented.

