

Juru



Year
Anniversary

11 years of persistence

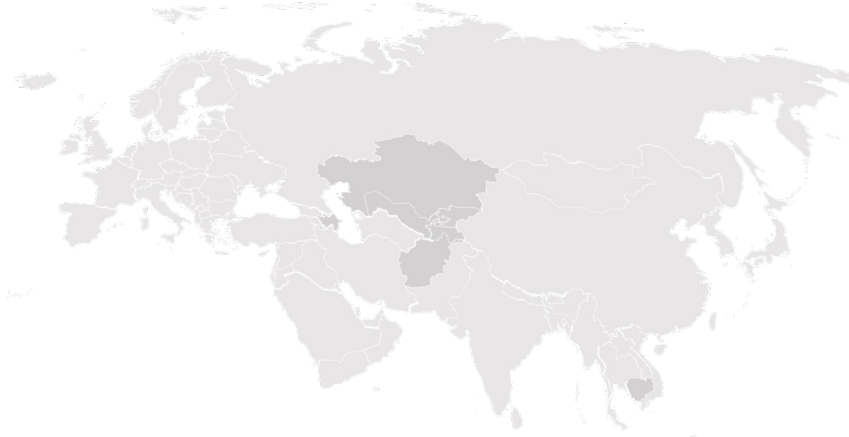
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2025

Year of comparison

2026

Where we are



- **From 185 to 144 FTE**
- **From 30% to 26%** women FTE
- **93%** staff job satisfaction (as of Dec 2025)
- Long list of **world-class clients**
- Number of projects: 80+

Our Mission & Goals



OUR MISSION

Solve engineering and environmental problems in socially meaningful sectors

OUR GOALS

High client satisfaction

through sincere advice and project execution

High job satisfaction

through teamwork, competitive pay and supporting personal growth

Innovate

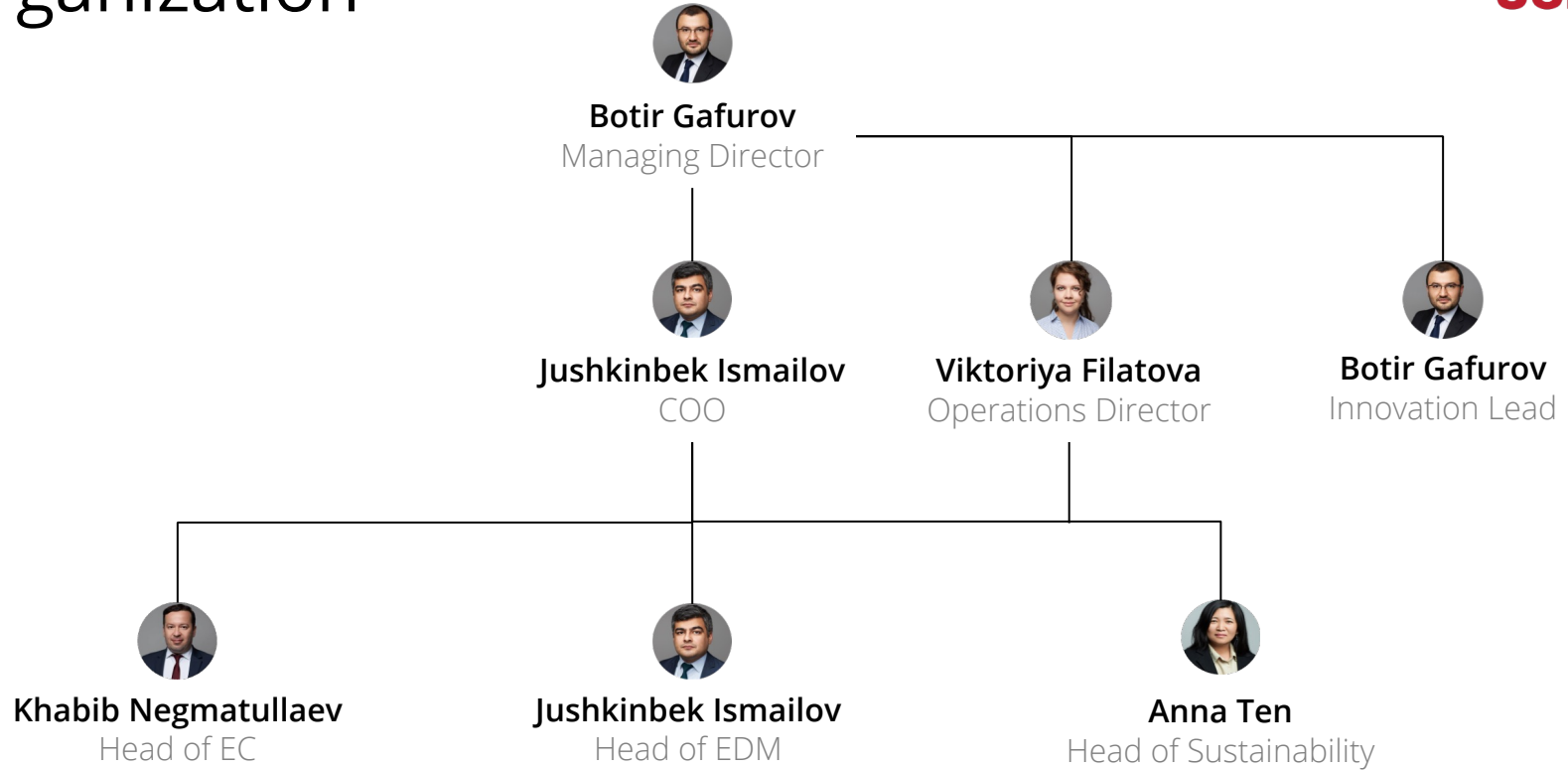
through product development, R&D and venture investments

Strong profitability

through operational excellence, a risk-management culture and cost competitiveness

Organization

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A vertical photograph on the left side of the slide shows two birds, possibly eagles or hawks, in flight over a grassy field. One bird is in the upper left, and another is in the lower left, both with wings spread, showing dark feathers on the underside. The background is a soft-focus landscape with hills under a grey sky.

Sustainability Business Unit

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Expansion of expertise: Collision Risk Modelling, Lenders' E&S Advisor, Capacity-building for development partners

Portfolio diversification: Kirguli District Heating Social Surveys and Aktau Port Biodiversity Assessment

New technologies and tools: GenEst (R library), Evidence of Absence (R library), MergeMap, OrnithoMatch Pro, SafeFlight CRM



Engineering Consulting BU

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New market/product: SPV small-MW segment (KZ, KG), full PV/BESS development and design cycle

Portfolio diversification: Social and energy infra PPP advisory (schools, hospitals, dorms, gas), carbon market essentials (A6, MRV)

New technologies and tools: Plexis 3D modelling, licensed drone, borehole logger, PSCAD, ETAP



Engineering Design & Management Business Unit

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Expansion of expertise: Full-fledged 3D and BIM-enabled HV substation design capability

Organizational development: Reorganization BU into client-centric product teams for closer and better collaboration

Capacity-building trainings on leadership and hands-on technical skills