



Annexure

Company Profile

A photograph of a modern office lobby with large windows, a white sofa, and a large potted plant. The Annexure logo is visible on the wall.

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About Annexure

Annexure is a Hongkong-based multidisciplinary consulting and engineering firm.

Company's clients include public sector organizations as well as private companies in several sectors including financial services, agriculture, water, transport, energy, etc. Its projects in public sector are financed by International Financial Institutions such as European Union, EBRD, World Bank, ADB, AIIB, GIZ, etc.

Annexure subsidiaries:

- ❑ Annexure Financial Solutions (Shanghai) Ltd – Shanghai, China
- ❑ Annexure LLC – Tashkent, Uzbekistan

Uzbekistan-based subsidiary, Annexure LLC has engineering design license (Category II) in Uzbekistan.

Annexure has experience in serving its clients from different countries listed below:

- Uzbekistan
- Australia
- South Korea
- Turkey
- Singapore
- Poland
- Malaysia
- China



Our Services



Project Management



Environment and Social Impact Assessment



Feasibility study & Detailed Design



Supervision Engineering



HR Management & Audit



Market entry support



Training / Capacity Development



Marketing & PR

Our Services

Project Management

- Resource management
- Monitoring and managing human resources in line with project requirements and IFI standards
- Following IFI project management best practices
- Developing detailed project plans and schedules
- Create a detailed project schedule
- Identify and assess project risks
- Allocating resources and budgets efficiently and transparently
- Managing risks in accordance with IFI guidelines
- Implementing transparent reporting mechanisms for IFI stakeholders

Environment and Social Impact Assessment

- ESIA screening, Environmental and Social baseline assessment
- Environmental and Social Management Plans
- Initial Environmental Examination
- Environmental and social impact assessment
- Frameworks documents on Land acquisition and resettlement
- Resettlement action plans
- RAP/ LARAP / A-LAPR implementation, verification, monitoring
- Social and environmental safeguard monitoring
- Health and safety audits on core labor standards, Livelihood restoration plans
- Gender Based Assessment and Gender Action Plan

Part I

Our Services

Feasibility study & Detailed Design

- Define the purpose and scope of the study
- Conducting feasibility studies in line with IFI standards
- Assessing project risks in accordance with IFI guidelines
- Develop recommendations based on the study
- Evaluate alternative solutions
- Provide comprehensive reports that meet IFI expectations
- Conducting detailed architectural design
- Drafting comprehensive plans and drawings
- Incorporating IFI design guidelines and international construction standards

Supervision Engineering

- Develop a construction supervision plan
- Supervision and coordination the activities of engineering teams
- Adhering to IFI construction guidelines and international standards
- Develop an on-site inspection schedule
- Conducting on-site inspections in line with Client and IFI expectations
- Implementing quality control measures
- Monitoring compliance with international construction standards
- Providing regular progress reports in accordance with IFI standards
- Complete final inspections

Part II

Our Services

HR Management & Audit

- Employee Training and Development
 - Performance Management
 - Compensation and Benefits
 - Employee Relations and Engagement
 - Compliance and Legal Issues
 - Planning the Audit, Reviewing HR Policies and Procedures
 - Assessing Recruitment and Selection Practices
 - Performance and Compensation Analysis
 - Employee Relations and Workplace Environment
 - Compliance and Risk Assessment
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Market Entry Support

- Market Research and Analysis
- Market Entry Strategy Development
- Marketing and Branding Strategy
- Partner Identification and Networking
- Partnership Development and Negotiation
- Operational Setup
- Staffing and HR Support
- Sales and Customer Acquisition
- Monitoring and Adjustment
- Reporting and Strategic Recommendations

Our Services

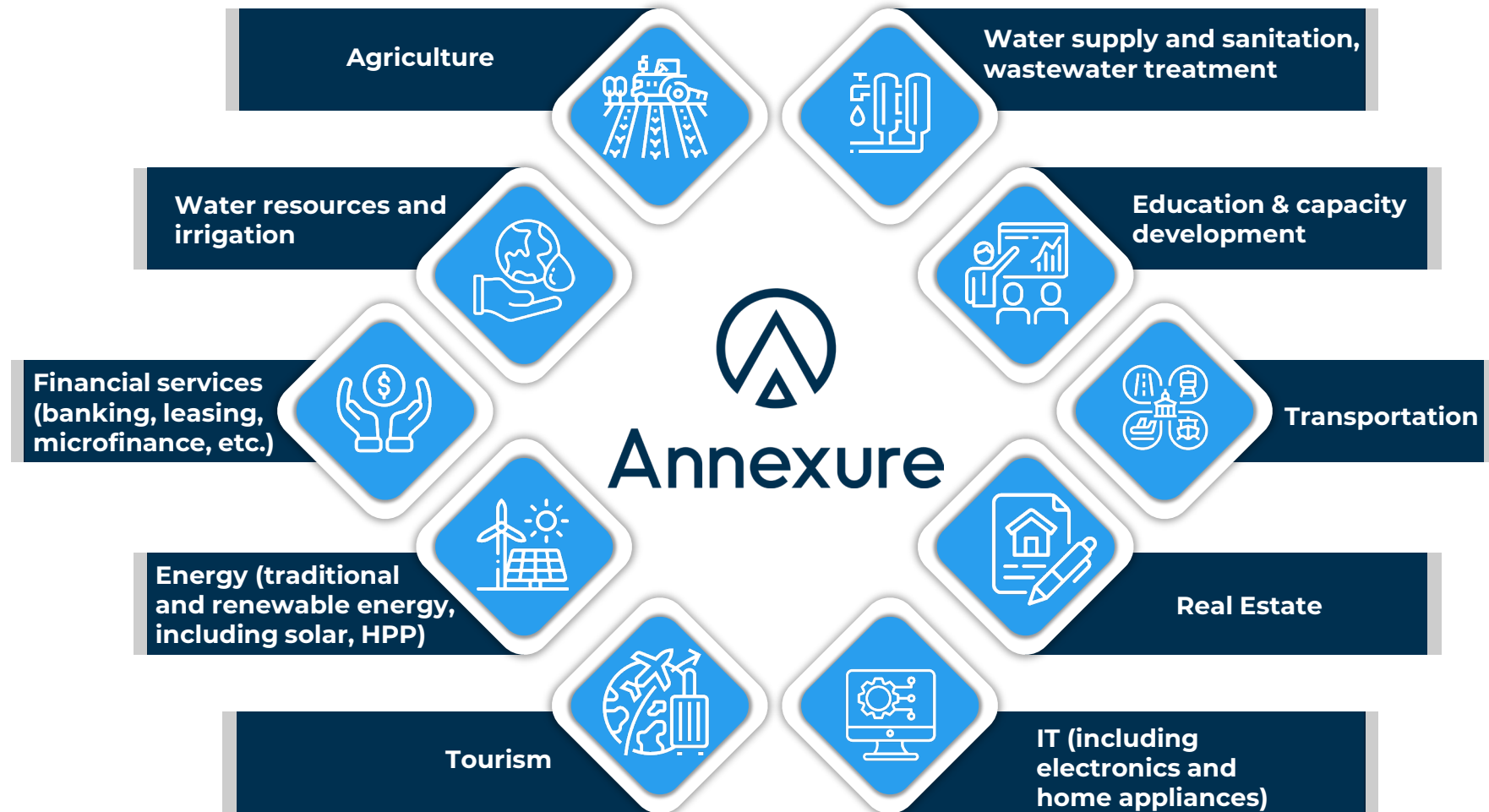
Training & Capacity Development

- Developing training modules in line with IFI requirements and project TOR
- Conducting training needs assessments
- Customizing training programs to meet Client and IFI criteria
- Conduct training sessions and workshops
- Evaluate participant progress and engagement
- Facilitating capacity-building workshops aligned with Client and IFI expectations
- Ensuring that skills enhancement meets the specific criteria set by Client and IFIs
- Gather feedback for future improvements
- Develop Training & Capacity Development strategies and programs for Clients

Marketing & PR

- Adhering to IFI guidelines for communication and marketing
- Building a reputation in line with international standards
- Implementing PR campaigns that meet IFI transparency and integrity standards
- Developing marketing strategies that align with IFI expectations
- Providing transparent and accurate information to IFI stakeholders
- Define marketing and PR goals and implementation
- Identify target audiences
- Develop a comprehensive marketing/PR strategy, create branding guidelines
- Monitor media and public perception

Sectors we work



Representative projects

Technical Assistance on Horticulture marketing



- Project status and period: Completed | 2020-2023
- Client: ISCAD under Ministry of Agriculture, Uzbekistan
- Funding: EU, World Bank

Key Outputs of the project:

- Improved access of Uzbek products to established and new foreign markets and increased profitability for the horticulture sector.
- Conducted market studies and published findings on ShirinMeva media platforms of the project to improve access to both local and international markets
- Organized study missions to 10 countries and prepared reports

Capacity building/training component, Ferghana Valley Water Resources Management - Phase II



- Project status and period: Completed | 2022 - 2024
- Client: Water Center under Ministry of Water Resources, Uzbekistan
- Funding: EU, World Bank

Key Outputs of the project:

- Established 18 demonstration canals and plots with introducing leading innovative water saving and agricultural solutions in three regions of Uzbekistan
- Developed over 100 training modules on various agricultural and water management topics and trained Water management organizations as well as more than 8500 people
- Supported farmers in using land and water more efficiently by promoting innovative land and irrigation management techniques

Representative projects

Development of a feasibility study for the modernization of the drinking water supply and sewerage system in the Republic of Karakalpakstan



- Project status and period: Completed | 2023 - 2024
- Client: Uzsuvtaminot JSC, Uzbekistan
- Funding: AIIB

Key Outputs of the project:

- Development of feasibility study for the construction and reconstruction of water supply and sewerage infrastructure across 12 districts and cities in the Republic of Karakalpakstan, including 10 new desalination plants
- New drinking water supply will be provided for 155.8 thousand people
- Living conditions will be improved for 179.2 thousand people

Project Implementation Consultant, Climate adaptive water resources management in the Aral sea basin



- Project status and period: Ongoing | 2023 - 2029
- Client: Water Center under Ministry of Water Resources, Uzbekistan
- Funding: ADB

Key Outputs that project will deliver:

- Development of feasibility studies for 2 non-core subprojects
- Conducting topographic and geotechnical, socio-economic baseline surveys, engineering design, economic and financial analysis, and project safeguard documents
- Developing detailed feasibility design and bidding documents for civil works
- Providing technical oversight and guidance on civil works contracts

Our Project References *(selected)*

Project Title	Sector	Funding Agency	Project Period
Second Rural Enterprise Development project Phase-2: Consulting Services for Community Business Promotion Partner	Training & Capacity building	WB	2025 - 2028
HR management & Audit	Energy	Private funding	2024 – 2025
Preparing the Resilient Amu Darya River Basin Sector Development Program - Consultants Services for Project Preparation and Relevant Resilience Plans	Water resources	ADB	2024 - 2026
Human Resource (HR) Audit Zarafshan Wind Farm Project	Energy	Private funding	2024 - 2024
Livelihood Restoration Project (LRP training) for Samarkand, Surkhondaryo and Jizzakh	Energy	Private funding	2024 - 2024
Sarimay Solar PV Project (54484) “Phase I”	Energy	EBRD	2023 - 2023
Financial Consultant to Support and Assist in the Organization of Competitive Bids in the Hydropower Industry of the Republic of Uzbekistan	Energy	WB	2023 - 2024
Consulting services for the development of a feasibility study for the Modernization of the Drinking Water Supply and Sewerage System in the Republic of Karakalpakstan	Water supply	WB	2023 - 2023
Project Implementation Consultant, Climate Adaptive Water Resources Management in the Aral Sea Basin Project	Water resources	ADB	2022 - 2028
Consultation services for a) development of the training curriculum and materials, b) conduct trainings in agricultural and water management, c) prepare sample irrigation water distribution schedule for water management organizations and WCA; d) prepare asset management plans for CA farmers and support to water service providers, Ferghana Valley Water Resources Management Project – Phase II	Agriculture, Water resources	WB	2022 - 2024
Analysis of potential for cultivation of licorice in Karakalpakstan and Khorezm	Agriculture	GIZ	2021 - 2021

Our Project References *(selected)*

Project Title	Sector	Funding Agency	Project Period
Feasibility Study for the Improvement of Tashkent Wastewater Treatment Facilities, Uzbekistan	Water, Wastewater	Private funding	2021 - 2022
Market research for Uzbekistan macro economy and 3 sectors (education, tourism and infrastructure)	Education, Tourism	Private funding	2020 - 2020
Uzbekistan market entry strategy report	General	Private funding	2020 - 2020
Technical Assistance on Horticulture Marketing in Uzbekistan	Agriculture	WB	2020 - 2023
Conducting the capacity building program for microcredit organizations within framework of the "Horticulture Development Project"	Agriculture	WB	2019 - 2019
Market research on district heating sector of Uzbekistan	Energy	Private funding	2019 - 2019
Capacity development for local commercial bankers from Uzbekistan	Finance	Private funding	2019 - 2019

Our Clients

Government sector



Ministry of Agriculture of
the Republic of Uzbekistan



DAEWON



SME
CENTRE
@SMCCI

Enterprise
Singapore



JB Financial Group
BNK Financial Group



Xususiy aksiyadorlik tijorat banki
RAVNAQ-BANK



Private Sector

Our funding partners

International Financial Institutions






Annexure


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