

CEO'S MONTHLY MESSAGE

Dear Team,

Warm greetings to each of you, wherever you are today. As we approach the close of another year, I would like to take a moment to recognize your tireless commitment to improving the lives of refugees and the communities we serve. Every effort you have made this year, despite the significant challenges we have faced financially, which tested our strength but also allowed us to reflect, prioritize and re-focus has created an impact that matters, and for that, I extend my heartfelt appreciation. We are also hopeful that the financial challenge will open new opportunities.

This month, I am proud to celebrate AIRD Tanzania, which successfully graduated 15 youth from the vocational skilling programme-7 from Kibondo and 8 from Kasulu. Since July, the team has diligently provided hands-on training in automotive mechanics, opening doors to employment, economic independence, and improved livelihoods for these young people, their families, and their wider communities. Well done to the Tanzania team for this transformative achievement.



I also wish to acknowledge AIRD Uganda, which recently participated in the National Symposium that brought together businesses from across the country to exchange ideas, showcase innovations, and strategically position themselves for new opportunities. Our team used this platform effectively to highlight the skills being developed at the Multi-Purpose Skilling Centre and the Mbarara Social Enterprise Project. Trainees demonstrated their competencies in vehicle repair and



maintenance, which greatly enhanced the credibility and visibility of our work. We also promoted the Mbarara Social Enterprise Income Generation Project to potential clients, strengthening our future business prospects.



As we conclude the month, I encourage everyone to finalise their 2025 staff Performance Reviews with their supervisors if you have not yet done so. These discussions are crucial in identifying our strengths, skills, areas for talent, succession planning, workforce and career development, both personally and also for organizational growth, thus meaningfully benefiting the refugees we serve. If you face any challenges in completing this process, please reach out to our acting HR manager at HQ for support.

We are heading into the final stretch of the year, and I urge you all to finish strong. December is a short working month as offices close on the 19th, so let us avoid leaving critical tasks pending.

This year has brought challenges, including a loss of funding that has affected several areas of our work. Yet, despite this, we have continued to move forward with dedication, ensuring refugees are transported with dignity, have access to clean water, essential infrastructure, livelihoods, and vocational skills, among others. This resilience speaks loudly about who we are as AIRD.

Management is actively pursuing new funding opportunities, and your continued professionalism and commitment to delivering quality services strengthen our credibility and position us for a success.

Thank you for your hard work, your resilience, and your belief in our mission. Let us continue to move forward together, strong, focused, and committed to impact.

You are Well appreciated.

A handwritten signature in blue ink, appearing to read 'Fikru Abebe Abebe'.

Fikru Abebe Abebe