
A&CO.
TOGETHER FOR EXCELLENCE
INDUSTRIAL EXPERTISE
INTEGRATED THINKING
MEASURABLE VALUE
www.a3cement.com

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ABOUT A³&CO.®

A³&Co.® is an independent, senior-led advisory firm specializing in the cement value chain, heavy-emitting industries and the wider built environment. Our focus is straightforward: delivering business value through technically sound, commercially viable, and operationally achievable solutions.

Established in 2021, the firm combines extensive industrial experience with strategic, technical, financial, digital, and organizational expertise to help businesses strengthen competitiveness, improve operational performance, advance decarbonization, and develop the capabilities required for long-term success.

Our work spans the full industrial value chain —from raw materials and production to products, markets, investment decisions, and organizational performance.

We advise shareholders, boards, executive leadership, and operational teams, connecting strategic priorities with the practical realities of industrial operations.

Through our Design-to-Implement approach, we support clients in moving from assessment and strategy to execution and sustained improvement.



A³&CO.® AT A GLANCE

ESTABLISHED IN
2021



3 VISIONARY FOUNDERS

Founded by industry leaders with a shared vision for industrial excellence.

5 INTEGRATED DISCIPLINES

Spanning Strategic Consulting, Operational Excellence, Digital Maturity, Decarbonization, and Human Capital.

250+
YEARS OF COMBINED EXPERIENCE

50+
YEARS OF EXECUTIVE & BOARD-LEVEL EXPERIENCE

200+
INDUSTRIAL FACILITIES



OVER 55 COUNTRIES

Represented in our team's international industrial experience.

OVER 24 COUNTRIES SERVED

A³&Co.® consulting engagements across international markets.

OUR EVOLUTION

Since 2021, A³&Co.® has evolved from its founding vision into an international consulting firm, expanding its capabilities, geographic reach and contribution to industrial transformation.

2021

ESTABLISHING THE FOUNDATION

Founded as an independent strategic and technical consulting firm for industrial performance.

- First Baseline Assessment project

2022

BROADENING THE ADVISORY MANDATE

Expanded into greenfield investment advisory, industrial decarbonization and carbon utilization innovation.

- Decarbonization roadmap: Reducing Carbon While Reducing Cost
- First Greenfield Project Advisory

2023

ADVANCING INDUSTRIAL TRANSFORMATION

Built landmark capabilities in digital maturity and decarbonization, with 596% year-on-year revenue growth.

- World's first Digital Maturity Roadmap
- First standalone and Group-Wide Decarbonization Roadmaps
- Own SBTi-verified roadmap

2024

SCALING INTERNATIONAL IMPACT

Expanded to **16** countries, with initiatives covering **63 million** tonnes of capacity and **55 million** tonnes of CO_2.

- Introduced the Complete Decarbonization Solution (CDS®)

2025

CONSOLIDATING GROWTH AND CAPABILITIES

Achieved **54%** growth in new business, expanding investment advisory and capability development.

- Baseline Assessment evolved into CEO 360 Performance
- First Sector-Wide Decarbonization Roadmap

2026

EXPANDING OUR STRATEGIC INFLUENCE

Grew our footprint to **24** countries, strengthening decarbonization, digital and sector-specific advisory.

- Established A³&Co.® Academy
- CEO 360 evolved into Enterprise 360 Performance



THREE FOUNDERS. COMPLEMENTARY EXPERTISE. ONE ADVISORY VISION.

A³&Co.® was established by three founders—Amr Gad, Dr. Ahmed Zugail, and Eng. Amr A. Nader—whose complementary professional backgrounds and industry experience formed the foundation of the firm.

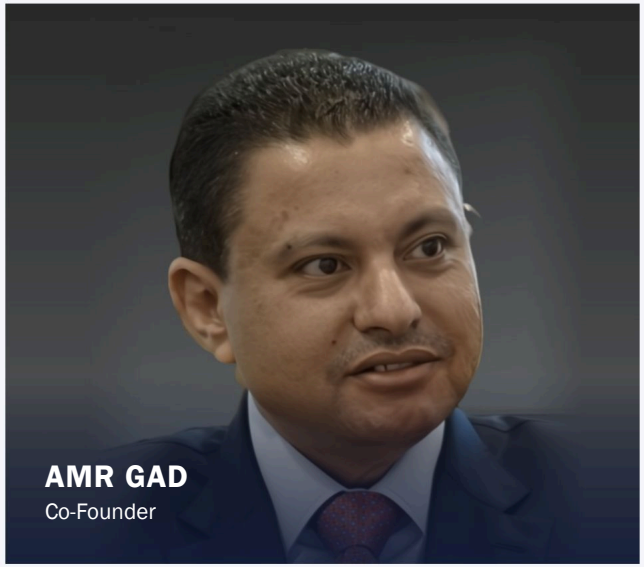
The name A³, A to the power of three, represents the combined contribution of its founders and their shared conviction that complex industrial challenges require more than isolated technical solutions.

The firm's founding model connects business strategy, industrial expertise, and leadership judgment to address the interconnected priorities of performance, competitiveness, and sustainability.

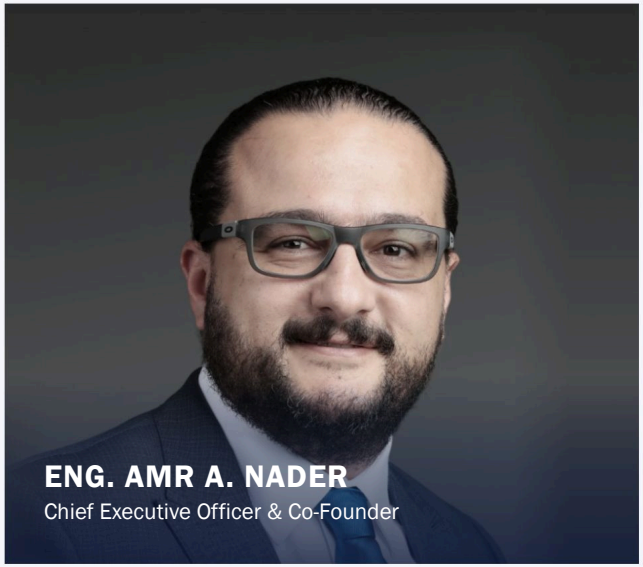
Five years after its establishment, this principle continues to define how A³&Co.® works: combining specialist depth with multidisciplinary perspectives, independent judgment, and direct engagement with clients.



DR. AHMED ZUGAIL
Chairman & Co-Founder



AMR GAD
Co-Founder



ENG. AMR A. NADER
Chief Executive Officer & Co-Founder

INTERNATIONAL PERSPECTIVE. LOCAL INDUSTRIAL UNDERSTANDING.

A³&Co.® combines international industrial expertise with direct understanding of the commercial, operational, and regulatory environments in which our clients operate.

Since founded, A³&Co.® engagements have reached 24 countries, spanning plant-level technical advisory, corporate and group-wide performance improvement, sector strategy, industrial decarbonization, digital maturity, and professional capability development.

We adapt our methodologies to the specific conditions of each engagement, recognizing that industrial performance and transition pathways are shaped by local resources, infrastructure, market dynamics, organizational maturity, and investment requirements.



24
COUNTRIES

OUR CLIENTS AND STAKEHOLDERS

Cement, steel, and building materials producers
Industrial groups and investors
Shareholders, boards, and executive management
Governments and industrial authorities
Development and financial institutions
Technology and engineering organizations
Industry associations and professional institutions

DIFFERENT SCALES. ONE INTEGRATED APPROACH.

PLANTS
Technical performance, operational efficiency, maintenance, quality, energy, and reliability.

COMPANIES
Corporate strategy, business performance, investment, sustainability, digital maturity, and organizational capability.

GROUPS
Multi-site performance, governance, operating models, systems integration, and capability development.

COUNTRIES
Industrial-sector strategies, market structures, decarbonization roadmaps, and policy-related advisory.

TRUSTED ACROSS THE INDUSTRIAL ECOSYSTEM

From industrial producers and government entities to financial institutions and technology partners, organizations have trusted A³&Co.® to support critical transformation initiatives.

CLIENT AND PROJECT REFERENCES

COLACEM CANADA
اسمنت الإمارات EMIRATES CEMENT
TITAN
VICAT
وزارة الصناعة والثروة المعدنية
European Bank for Reconstruction and Development
إمستيل EMSTEEL
اسمنت اليمامة YAMAMA CEMENT
HOLCIM
carbon upcycling
ARABIAN CEMENT العربية للأسمنت
CIMAT Ciments de l'Atlas
EPAP Green Finance
CIMAF Ciments de l'Afrique
شركة أسمنت الخليج Gulf Cement Company
everox
اسمنت البادية AL BADIA CEMENT
KAFD مركز الملك عبدالله المالي
اسمنت أم القرى Umm Al Qura Cement
MAADEN
إسناد ESNAD الشركة السعودية لخدمات التعدين SAUDI MINING SERVICES CO.
SOGHOLEEN COMPANY
SDAIA الهيئة السعودية للبيانات والذكاء الاصطناعي Saudi Data & AI Authority
Primecement
شركة أسمنت المنطقة الجنوبية SOUTHERN PROVINCE CEMENT COMPANY
SINAI CEMENT أسمنت سيناء
Royal El Minya Cement Co.
SECIL

STRATEGIC AND TECHNICAL PARTNERSHIPS

KHD HUMBOLDT WEDAG
ThyssenKrupp
UTIS
worley
EVALUESERVE
L3ORON Institute
HERIOT WATT UNIVERSITY Dubai

MEMBERSHIPS AND AFFILIATIONS

United Nations Global Compact
RACE TO ZERO
SCIENCE BASED TARGETS
WCA WORLD CEMENT ASSOCIATION
IDAIC.ORG
WORLD GREEN BUILDING COUNCIL ADVANCING NET ZERO
Human Capital Impact
INTERNATIONAL CEMENT CONFERENCE Cemtech PRODUCTION EXPERTISE - MANAGEMENT SKILLS



ADVANCING INDUSTRIAL PERFORMANCE AND COMPETITIVENESS

OUR VISION

BRINGING THE FUTURE CEMENT PLANT INTO REALITY.

OUR MISSION

To support industrial organizations in realizing their full business and investment potential by connecting strategy, operational excellence, digital maturity, sustainability, and human capabilities.

We work alongside our clients to develop technically credible, economically viable, and implementation-ready solutions that strengthen performance across the industrial value chain.

OUR GUIDING PRINCIPLE

REDUCING CARBON WHILE REDUCING COSTS.

We view industrial decarbonization and competitiveness as interconnected priorities. Our approach identifies opportunities to improve efficiency, optimize resources, reduce emissions, and create economic value—while recognizing the investment and operational requirements of deeper industrial transition.

WHAT DEFINES US



INDUSTRIAL KNOWLEDGE AT EVERY LEVEL

Our collective experience extends from plant operations and technical management to corporate leadership, investment decision-making, and board governance. This breadth allows us to understand industrial challenges from multiple perspectives and develop solutions that respond to both strategic objectives and operational realities.



INDEPENDENT, SENIOR-LED ADVISORY

Our recommendations are driven by client requirements, technical evidence, and commercial value—not by predetermined technology or equipment preferences. Senior experts remain directly involved in the substance of our engagements, from diagnosis and strategic decisions to implementation oversight.



MULTIDISCIPLINARY BY DESIGN

Industrial challenges rarely fit within one discipline. We connect strategy, engineering, operations, finance, digital systems, sustainability, and people to address the underlying causes of performance gaps and identify integrated opportunities.



FOCUSED ON IMPLEMENTATION

We recognize that the value of advisory work depends on what organizations can execute and sustain. Our work emphasizes priorities, accountable ownership, governance, practical roadmaps, performance measurement, and capability development.

THE VALUES BEHIND OUR WORK



INTEGRITY

We maintain professional independence, transparency, and accountability in our recommendations and relationships.

CLIENT PARTNERSHIP

We work collaboratively with clients, aligning our expertise with their business priorities, organizational context, and long-term interests.

RESILIENCE

We respond to complex challenges with discipline, adaptability, and a sustained focus on results.

AUTONOMY

We encourage independent thinking, professional ownership, and evidence-based judgment.

VISIONARY LEADERSHIP

We challenge conventional approaches, anticipate industry developments, and connect emerging opportunities with practical business requirements.

EXPERIENCE THAT REMAINS CLOSE TO THE WORK

A³&Co.® operates through a senior-led advisory model supported by a multidisciplinary network of industry specialists and subject-matter experts.

This structure enables us to assemble the right expertise for each assignment while maintaining direct senior involvement, consistent quality, and accountability.

A³&CO.® BOARD



DR. AHMED ZUGAIL
Chairman



AMR GAD
Co-Founder

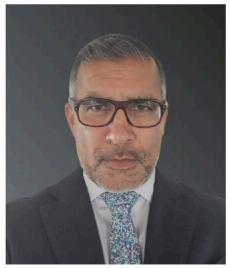


AMR A. NADER
CEO

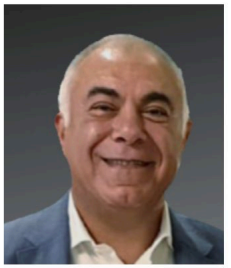
BOARD ADVISORY



SIMON JENSEN
Advisor to the Board

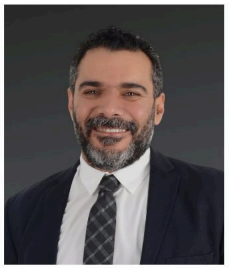


AZIZ MULAY-SHAH
Advisor to the Board



AHMAD HESHMAT
Advisor to the Board

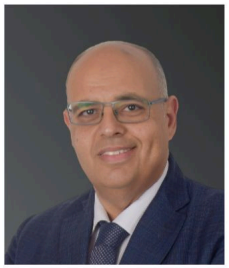
EXECUTIVE LEADERSHIP



MOSTAFA ELRAKHAWY
Chief of Strategy & Growth



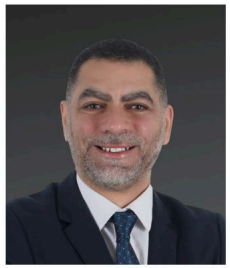
SUHAIR ABU SALEM
Chief of People & BD



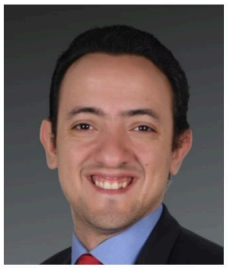
OSAMA YOUSSEF
Chief of Operational Excellence & Material



MOHAMMED FAHMY
Industrial Sustainability & Special Projects Director



MOHAMMED A. FATTAH
Business Intelligence & Analysis Director



AHMED OSMAN
Industrial Financial Solutions

MULTIDISCIPLINARY DELIVERY EXPERTS

- **PRE-INVESTMENT & GREENFIELD EXPERTS**
- **DECARBONIZATION & CLIMATE ADVISORY EXPERTS**
- **DIGITAL MATURITY EXPERTS**
- **OPERATIONAL EXCELLENCE EXPERTS**
- **HUMAN CAPITAL ADVISORY EXPERTS**
- **INDUSTRIAL FINANCE EXPERTS**

WHAT WE DO

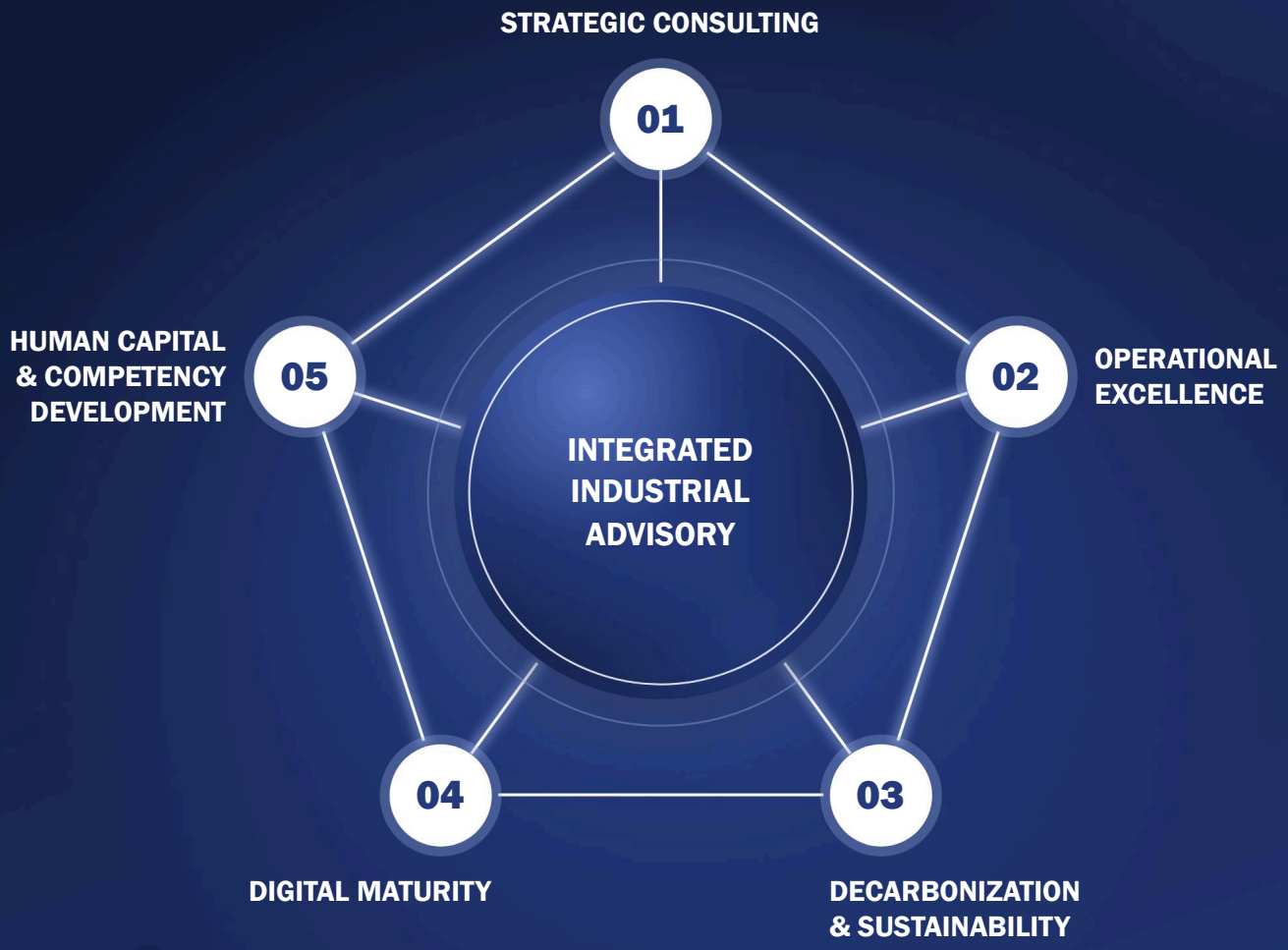
FIVE AGENDAS. ONE INTERSECTION.

CONNECTING THE PRIORITIES THAT SHAPE INDUSTRIAL PERFORMANCE

Industrial performance depends on interconnected priorities: competitiveness, capital efficiency, operational reliability, decarbonization, digital transformation, and workforce capability.

Addressing these priorities in isolation risks fragmented decisions, duplicated investments, and execution gaps. A³&Co.® connects five complementary advisory capabilities to align strategic priorities with operational execution and long-term business performance.

OUR ADVANTAGE LIES NOT ONLY IN THE DEPTH OF EACH CAPABILITY, BUT IN HOW THEY WORK TOGETHER.





CAPABILITY 01

STRATEGIC CONSULTING

INFORMED DECISIONS. STRONGER BUSINESSES.

OUR PERSPECTIVE

Growth decisions are only as strong as the evidence behind them. Informed strategy links market insight, investment rigour, and execution capability.

Industrial investment and transformation require a clear understanding of market dynamics, operating performance, capital requirements, organizational readiness, and long-term competitiveness.

A³&Co.® supports shareholders, boards, and executive teams in evaluating strategic options, identifying value opportunities, managing complex investments, and strengthening corporate performance.

Our advisory combines industry-specific market knowledge with technical, commercial, financial, and operational assessment, ensuring that strategic decisions are grounded in industrial realities.

CORPORATE AND BUSINESS STRATEGY

- Corporate and business-unit strategy
- Strategic business planning and performance reviews
- Market assessments and competitive positioning
- Market entry and portfolio evaluation
- Sector strategies and market restructuring
- Production allocation and capacity planning

INVESTMENT AND PROJECT ADVISORY

- Pre-investment assessments and opportunity studies
- Bankable feasibility studies
- Greenfield and brownfield project development
- Technical and commercial due diligence
- M&A advisory and post-merger integration
- Procurement and tender advisory
- Project management, supervision, and commissioning support

CORPORATE PERFORMANCE AND GOVERNANCE

- Executive and enterprise performance assessments
- Operating-model and governance design
- Business performance improvement roadmaps
- Transformation and project management offices
- Strategic decision support for shareholders and boards

FLAGSHIP ADVISORIES

- **DEAL-TO-VALUE AND M&A CONSULTING**
- **GFPS — GREENFIELD PROJECT CONSULTING**
- **PRE-INVESTMENT & BANKABLE FEASIBILITY**
- **STRATEGIC VALUE ADDITION (SVA)**



CAPABILITY 02

OPERATIONAL EXCELLENCE

TURNING INDUSTRIAL POTENTIAL INTO PERFORMANCE

OUR PERSPECTIVE

Operational excellence is not a collection of improvement initiatives. It is a disciplined management approach that connects technical performance, organizational effectiveness, and business results.

Sustained industrial performance depends on the interaction of production processes, equipment reliability, product quality, energy efficiency, maintenance practices, people, and management systems.

A³&Co.® supports industrial organizations in identifying performance constraints, improving operating practices, and establishing the technical and managerial systems required for continuous improvement.

Our work combines plant-level engineering expertise with operational governance, performance management, and organizational capability development. Rather than treating production, maintenance, quality, and cost as separate functions, we assess their combined contribution to industrial performance.

PROCESS AND PRODUCTION PERFORMANCE

- Process diagnostics and optimization
- Quarrying and raw material management
- Raw mix and clinker quality optimization
- Pyroprocessing and grinding performance
- Product quality and cement performance
- Production planning and operating efficiency

MAINTENANCE AND ASSET RELIABILITY

- Maintenance strategy and reliability improvement
- Industrial asset management
- Preventive and predictive maintenance practices
- Shutdown planning and performance
- Electrical, instrumentation, and automation assessments
- Maintenance systems and SAP process integration

ENERGY, FUELS, AND COST OPTIMIZATION

- Thermal and electrical energy efficiency
- Fuel flexibility and alternative fuel utilization
- Industrial cost optimization
- Resource and material efficiency
- Product and process optimization

INDUSTRIAL PERFORMANCE MANAGEMENT

- Plant performance assessments
- Operational improvement programs
- Plant Management Operating System (PMOS)
- LEAP implementation
- Technical audits and operational due diligence
- Performance indicators, routines, and accountability systems

FLAGSHIP ADVISORIES

- ENTERPRISE PERFORMANCE 360°
- PMOS — PLANT MANAGEMENT OPERATING SYSTEM
- LEAP (OPERATIONAL EXCELLENCE)
- INDUSTRIAL REPORTING
- FUEL FLEXIBILITY FRAMEWORK (MAP/MAS)
- CEMLAB EXCELLENCE



CAPABILITY 03

DECARBONIZATION & SUSTAINABILITY

INDUSTRIAL DECARBONIZATION GROUNDED IN BUSINESS REALITY

OUR PERSPECTIVE

The most effective decarbonization pathways connect environmental objectives with industrial performance, investment priorities, and economic value.

Decarbonization is reshaping industrial competitiveness, investment priorities, product requirements, and access to international markets.

For cement and other heavy-emitting industries, the transition must address the realities of industrial chemistry, existing assets, energy systems, material availability, regulatory requirements, and economic feasibility.

A³&Co.® supports clients in developing and implementing decarbonization strategies that connect emissions reduction with operational performance, investment viability, and long-term business value.

Our work extends from corporate emissions inventories and plant-level improvement opportunities to national sector roadmaps, circular resource strategies, environmental product declarations, and climate-related investment planning.

CARBON MANAGEMENT AND DECARBONIZATION STRATEGY

- Scope 1, 2, and 3 emissions assessment
- Corporate and industrial decarbonization strategies
- National and sector-level roadmaps
- Carbon baselines, benchmarking, and scenario modelling
- Climate governance and transition planning
- Science-based target readiness and alignment

INDUSTRIAL DECARBONIZATION SOLUTIONS

- Clinker-factor reduction
- Supplementary cementitious materials
- Alternative fuels and raw materials
- Process and energy efficiency
- Waste heat recovery and clean energy opportunities
- Carbon capture technology assessment
- Low-carbon product development

CIRCULAR ECONOMY AND RESOURCE EFFICIENCY

- Industrial waste valorization
- Cross-sector resource utilization
- Circular construction materials
- Concrete waste recovery and mineral reuse
- Alternative material sourcing and industrial integration

SUSTAINABILITY REPORTING AND CLIMATE FINANCE

- Environmental product declarations (EPDs)
- Organizational GHG inventories and ISO 14064-1
- Sustainability and ESG reporting
- Carbon-related regulatory and market readiness
- Climate investment assessment
- Financing pathways and carbon-market opportunities

FLAGSHIP ADVISORIES

- CDS® — COMPLETE DECARBONIZATION SOLUTION®
- DECARBONIZATION ROADMAPS
- MODEL FOR NATIONAL DECARBONIZATION
- CARBON REDUCTION PROJECTS
- EPD & GHG PORTFOLIO



CAPABILITY 04

DIGITAL MATURITY

DIGITAL TRANSFORMATION STARTS WITH BUSINESS VALUE

OUR PERSPECTIVE

Technology creates value when it strengthens processes, improves decisions, and supports measurable business outcomes.

Industrial digital transformation is not defined by the number of technologies deployed. Its value depends on how effectively systems, data, processes, and people improve business decisions and operating performance.

A³&Co.® supports industrial organizations in assessing digital maturity, identifying value opportunities, and developing practical digital transformation roadmaps.

Our approach begins with business requirements and operating processes before evaluating the technologies, information architecture, and organizational capabilities needed to support them.

We work across the industrial and enterprise environment—from plant-level instrumentation and technical systems to ERP integration, business intelligence, and executive reporting.

DIGITAL STRATEGY AND MATURITY

- Digital Maturity Model (DMM)
- Digital readiness assessments
- Digital transformation roadmaps
- Business-case development and investment prioritization
- Technology and vendor evaluation

INDUSTRIAL AND ENTERPRISE SYSTEMS

- ERP and SAP process integration
- Maintenance and planning systems
- Industrial automation and information systems
- Industrial IoT opportunity assessment
- Data architecture and management

DATA, INTELLIGENCE, AND DECISION SUPPORT

- KPI and reporting architecture
- Industrial and management dashboards
- Business intelligence
- Data governance and information quality
- AI opportunity assessment and governance
- Decision-support models and management reporting

DATA-DRIVEN PLATFORMS · IN DEVELOPMENT

A³-EOS | ATLAS | MANARA

Data-driven systems developed for A³&Co.®'s internal operations and future client solutions, currently under controlled validation.

FLAGSHIP ADVISORIES

DMM — DIGITAL MATURITY MODEL

DMR — DIGITAL MATURITY ROADMAP



CAPABILITY 05

HUMAN CAPITAL & COMPETENCY DEVELOPMENT

BUILDING THE ORGANIZATIONAL CAPABILITIES BEHIND PERFORMANCE

OUR PERSPECTIVE

Sustainable improvement requires more than new systems and processes. It requires organizations with the leadership, skills, accountability, and capabilities to maintain performance over time.

Industrial competitiveness depends as much on leadership, organizational effectiveness, and workforce capabilities as it does on technology and physical assets.

A³&Co.® supports organizations in aligning human capital strategies, operating structures, talent systems, and professional development with business objectives.

Our approach positions human capital as an integral component of industrial performance, connecting organizational design and workforce capability with operational priorities and strategic execution.

We combine human capital advisory expertise with practical knowledge of industrial roles, management systems, and competency requirements.

ORGANIZATION AND HUMAN CAPITAL STRATEGY

- Organizational structure and design
- Human capital strategy and operating models
- Workforce planning
- Role and competency frameworks
- Organizational change management

HUMAN CAPITAL OPERATIONAL EXCELLENCE

- HR process assessment and re-engineering
- HR digital transformation
- Human capital governance and performance
- ISO 30414 human capital reporting
- HR data, metrics, and management dashboards

TALENT AND LEADERSHIP

- Talent acquisition strategy
- Talent management and succession
- Leadership and management development
- Performance and rewards management
- Nationalization and workforce capability initiatives

COMPETENCY DEVELOPMENT

- A³&Co.® Academy
- Customized technical and leadership programs
- Cement Professional Development Programs (CPDP®)
- Role-based competency assessment
- Learning pathways and professional certification
- Implementation-linked training and coaching

FLAGSHIP ADVISORIES

- **A³&CO.® ACADEMY**
- **ISO 30414 HC REPORTING**
- **CPDP® — CEMENT PROFESSIONAL DEVELOPMENT PROGRAM**

WHERE WE DELIVER

FROM INDUSTRIAL MATERIALS TO THE BUILT ENVIRONMENT

A³&Co.®'s industrial expertise spans the interconnected activities that shape the performance and sustainability of the built environment, extending beyond cement to steel and other construction materials. Our integrated perspective encompasses six areas.



CLINKER

Raw materials, pyroprocessing, fuel utilization, clinker quality, process efficiency, and carbon intensity.

CEMENT

Grinding, supplementary cementitious materials, product optimization, quality, energy efficiency, and market requirements.

CONCRETE

Cementitious material performance, low-carbon concrete opportunities, product requirements, and material optimization.

CONSTRUCTION

Cement, steel, and other construction materials; material performance, sector demand, product transparency, and circular pathways.

CLEAN ENERGY

Industrial energy efficiency, fuel transition, renewable energy opportunities, and integrated energy strategies.

CIRCULAR

Waste valorization, resource recovery, alternative materials, and cross-industry circular solutions.

SIX CONNECTED AREAS.
ONE INDUSTRIAL PERSPECTIVE.

This value-chain perspective enables us to assess opportunities beyond individual processes or facilities, identifying connections between production, materials, markets, energy systems, and wider industrial ecosystems.

HOW WE DELIVER

DESIGN-TO-IMPLEMENT

FROM STRATEGIC DIRECTION TO OPERATIONAL EXECUTION

Advisory recommendations create value only when they can be translated into decisions, implemented effectively, and sustained within the organization. A³&Co.®'s Design-to-Implement (D2I) approach connects strategic assessment with the technical, organizational, financial, and operational requirements of execution. The framework provides a structured methodology while remaining adaptable to the complexity, maturity, and objectives of each engagement.



ONE APPROACH. DIFFERENT LEVELS OF APPLICATION.

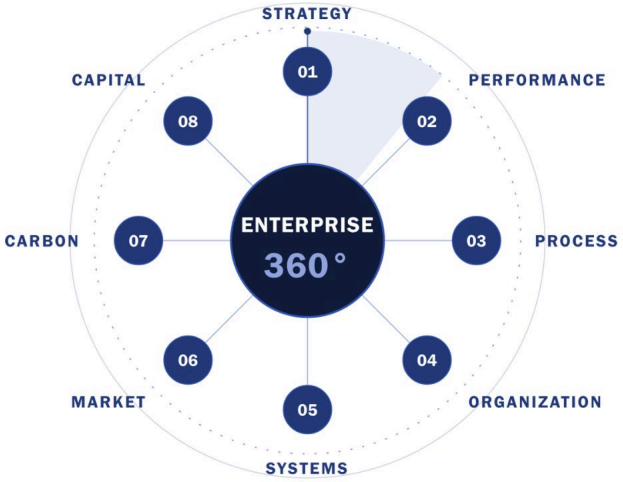
Our methodologies can be applied to individual production lines, industrial facilities, companies, multi-site groups, and national industrial sectors. The scope and depth of our involvement are defined by client requirements, project maturity, and the value to be achieved.

SELECTED PROPRIETARY FRAMEWORKS & SOLUTIONS

Developed to connect industrial assessment, strategic decisions, and implementation.

BUSINESS PERFORMANCE

ENTERPRISE PERFORMANCE 360°

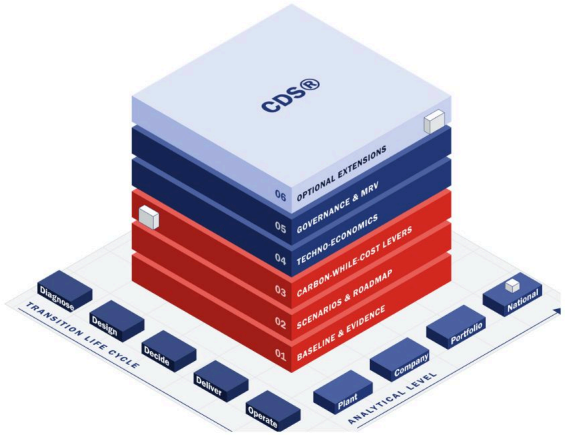


An integrated assessment of industrial business performance across eight interconnected dimensions, establishing a fact-based foundation for strategic priorities and operational improvement.

EXPLORE MORE →

DECARBONIZATION

COMPLETE DECARBONIZATION SOLUTION®



An integrated framework connecting emissions baselining, reduction opportunities, investment priorities, and implementation to support industrial decarbonization.

EXPLORE MORE →

DIGITAL TRANSFORMATION

DIGITAL MATURITY MODEL



A structured assessment of digital capabilities, identifying transformation priorities and the requirements for creating measurable business value.

EXPLORE MORE →

A³&CO.® ACADEMY

INDUSTRIAL CAPABILITY DEVELOPMENT

A³&Co.® Academy develops technical, managerial, and leadership capabilities through competency-based programs grounded in industrial expertise. Our learning solutions connect professional development with organizational priorities and measurable workplace performance.



CORE CAPABILITY DOMAINS

- **CEMENT TECHNICAL MASTERY**
- **OPERATIONAL EXCELLENCE**
- **INDUSTRIAL LEADERSHIP**
- **DECARBONIZATION & SUSTAINABILITY**
- **DIGITAL & INDUSTRIAL INTELLIGENCE**
- **HUMAN CAPITAL & ORGANIZATIONAL CAPABILITY**

PROGRAM FORMATS

Public Courses · In-Company Programs · Executive Tracks · Certification Programs · Advisory-Linked Learning

FLAGSHIP PROGRAM

CPDP®

CEMENT PROFESSIONAL DEVELOPMENT PROGRAM

CPDP® is a structured, competency-based development pathway designed to strengthen professional capability across cement operations and related functions. The approach supports the progressive development of technical and managerial capabilities aligned with operational responsibilities and organizational requirements.

- COMPETENCY ASSESSMENT
- TECHNICAL LEARNING
- APPLIED ASSIGNMENTS
- WORKPLACE EVALUATION
- PERFORMANCE TRACKING

EXPLORE MORE →

WHY A³&CO.®

A DIFFERENT PERSPECTIVE ON INDUSTRIAL ADVISORY

Industrial businesses face complex decisions requiring technical depth, commercial understanding, and the ability to connect strategy with operational reality. A³&Co.® combines independent expertise, integrated advisory capabilities, and implementation-focused approaches to strengthen industrial competitiveness and create sustainable business value.

WHAT SETS US APART

INDUSTRY-SPECIFIC EXPERTISE

Deep technical and executive experience across cement, construction materials, and related industrial sectors.

INDEPENDENT JUDGMENT

Evidence-based recommendations aligned with client priorities and business value—not predetermined solutions.

SENIOR-LEVEL INVOLVEMENT

Direct engagement of experienced advisors in critical decisions and delivery.

INTEGRATED CAPABILITIES

Connecting strategy, operations, sustainability, digital systems, and human capital as interconnected business priorities.

IMPLEMENTATION-ORIENTED ADVISORY

A structured approach that connects diagnosis and design with governance, execution, performance measurement, and capability transfer.

INTERNATIONAL PERSPECTIVE, PRACTICAL APPLICATION

Experience across diverse markets, adapted to local industrial conditions, organizational requirements, and investment realities.

OUR COMMITMENT

INDUSTRIAL EXPERTISE · INTEGRATED THINKING · MEASURABLE VALUE

We measure the value of our work by the quality of decisions it supports, the improvements it enables, and the capabilities organizations develop to sustain performance.

TOGETHER FOR EXCELLENCE

INDUSTRIAL ADVISORY · CEMENT & HEAVY-EMITTING INDUSTRIES

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