



Saying it Loud and Clear
Impetus for Change



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Mission

To affect positive change in the Middle East & North Africa by nurturing a sense of self-motivation, confidence, empowerment, and a mindset among Arab youth that anything is possible, while fostering a passionate spirit of mentorship among business leaders and encouraging them to invest in helping youth make the leap from school to the workplace.

Values

- Belief in the boundless potential of young people.
- Commitment to the principles of market-based economics and entrepreneurship.
- Passion for what we do and honesty, integrity, and excellence in how we do it.
- Respect for the talents, creativity, perspectives, and backgrounds of all individuals.
- Belief in the power of partnership and collaboration.
- Conviction in the educational and motivational impact of relevant, hands-on learning.

“On the cusp of this unprecedented time in history where we witnessed Egypt’s youth stage a revolution and overthrow a 30 year old regime, it is high time for Egyptians to collectively take a stand in order to raise awareness of the importance of reshaping the education system of this country.

INJAZ is needed more than any other time to help capture the momentum of change sweeping the country. We can do this by immediately heightening the importance of entrepreneurship, taking it to the forefront of reform efforts to offer young people opportunities for self-employment.”

Dina El Mofty,

Executive Director of INJAZ Egypt on the evening of Friday February 11, 2011

Message From the Regional Director



Arab youth arrived to classrooms this fall with a new and powerful sense of self-awareness. The Arab spring has clearly changed their mindset to one of empowerment and ownership over their lives and futures and those of their countries.

We are now partners with them investing in their personal aspirations for leadership, entrepreneurship and start-up creations. We are following them, trying our best to listen to them and catch up. We find ourselves in a vastly different scenario now compared to our past 10 years, where we encountered youth waiting for government employment and family direction. They are no longer passive recipients, but are intent to make their voices heard loud and clear!

For Arab youth, replacing the same system that has failed them consistently with an education that makes them competitive is a defining priority.

Hopes are highest among the females who stood alongside their male counterparts in Tahrir Square and Maydan Al Taghyeer, who are overcome by a new sense of confidence and equality. Rihab Khaled, a 21-year old entrepreneur from Egypt, expressed in words so powerfully resonating, "The impossible has become possible – the revolution is in our blood and nothing will stop us."

Young females across the Gulf Cooperation Council (GCC) countries are no different. A 2011 Booz & Co. survey of GCC youth highlighted that 71% of young females would like to be employed for financial independence and 65% have requested that their governments encourage youth entrepreneurship as a top priority.

The Arab World's private sector has brought INJAZ this far - to one million Arab youth trained in entrepreneurship and workforce readiness skills, by a core of over 21,000 volunteers. Today we are asking business leaders to do more, to step up to the moment, to help in skills development, but in addition, to incubate our alumni, to invest in their start-ups and mentor them to success. This requires the creation of a better entrepreneurship ecosystem - to lobby and change policy that jails those who fail, and to make entrepreneurship education mandatory in every Ministry of Education. Most importantly, we are asking them to invest in shifting society's thinking to one that values, respects and empowers entrepreneurs. Entrepreneurship and innovation must become engrained in the culture of the region's youth. Now is the time to make this happen.

A handwritten signature in black ink, appearing to read 'Soraya Salti'.

Soraya Salti
Regional Director, INJAZ Al-Arab

One of the most rewarding aspects of my involvement with INJAZ Al-Arab is witnessing the impact we achieve year after year. This annual report will attest to another period of development and progress in our mission to create a culture of entrepreneurship and business innovation for Arab youth across the Middle East & North Africa (MENA) region.

This year, INJAZ's entrepreneurship, financial literacy and work readiness programs have reached over 230,000 students in 14 countries through the support and volunteer work of more than 5,000 Arab business leaders – a total of over one million youth have been impacted by INJAZ.

I have witnessed a sharp increase in programming and partnerships, and an expansion in the variety of partnership structures with a focus on the critical need to nurture entrepreneurship. Our partners and supporters have continued to work in a most dedicated and relentless fashion to address the employment challenges that hold the young of this region in stagnancy. There is a clear connection between unemployment and the louder voices of our youth – there is a clear impetus for change.

What I feel most excited and passionate about is the recent focus on utilizing technology, not only in INJAZ programming and training initiatives, but very importantly the investment in the Arab Youth Portal. This online presence will allow INJAZ to scale its reach across the region through online learning modules with a focus on entrepreneurship and workforce readiness, and by creating communities of entrepreneurs and mentors from 1,000 partner companies.

With 100 million Arab internet users expected to be online by 2015, this is the medium of choice for communication, knowledge-sharing and building support networks. There are 40,000 active blogs throughout MENA and Facebook users in the region increased by 76% in 2010 to 21.3 million. This tells us that Arab youth are very active online – with the majority using internet at least once a day and social networking sites to connect with friends.

The INJAZ Arab Youth Portal will serve to connect the Arab youth community with each other, provide them with knowledge and tools they need to support innovative and entrepreneurial thinking, link them to mentors who can help them develop their ideas through advice or funding and realize their dreams.

This report provides a compelling story of the increasing momentum of the INJAZ movement and the private sector's leading role in investing in Arab youth at this pivotal moment. Thank you for your continued support and I look forward to another year of positive change advocacy through INJAZ.



H.E. Sheikh Khaled Bin Zayed Al Nahyan
Chairman, INJAZ Al-Arab



Message From the Chairman

REVOLUTION

Unemployment: A Common Thread.

The MENA region continues to lead with the world's highest youth unemployment rate with 65% of the population under the age of 25 radically alter the political and social landscape of the region as they struggle for a louder voice, jobs and productive futures. Individual and

MENA Youth Unemployment 2011

| | Total % | Male % | Female% |
|--------------|---------|--------|---------|
| Algeria | 42.19 | 36.96 | 47.92 |
| Bahrain | 17.60 | 6.75 | 32.22 |
| Egypt | 44.25 | 22 | 66.76 |
| Jordan | 25.07 | 9.35 | 45.17 |
| Lebanon | 18.38 | 4.86 | 32.10 |
| Morocco | 29.48 | 21.71 | 36.97 |
| Oman | 23.58 | 12.91 | 33.40 |
| Palestine | 33.21 | 22.03 | 46.03 |
| Qatar | 26.72 | 22.50 | 32.90 |
| Saudi Arabia | 22.75 | 8.44 | 40 |
| Tunisia | 25.05 | 23.29 | 27.35 |
| U.A.E. | 20.96 | 12.18 | 32.67 |
| Yemen | 51.06 | 25.27 | 71.15 |

†Gallop Centre Statistics

A COMMON THREAD TO THE REVOLUTIONS IN TUNISIA AND EGYPT AND PROTESTS ELSEWHERE IN THE MIDDLE EAST AND NORTH AFRICA IS THE SOUL-CRUSHING HIGH RATE OF YOUTH UNEMPLOYMENT. TWENTY-FOUR PERCENT OF YOUNG PEOPLE IN THE REGION CANNOT FIND JOBS. TO BE SURE, PROTESTERS WERE ALSO AGITATING FOR DEMOCRACY, BUT NONEXISTENT EMPLOYMENT OPPORTUNITIES WERE THE POWERFUL CATALYST.

-Don Tapscott, The Guardian

Unemployment

and a labour market that has no current or future capacity to absorb this group. The youth of the Arab world have been and continue to collective mobilization is critical at this time to make big strides in entrepreneurship education and create a difference for this generation.

"Algeria is one of the most youthful countries in the world, yet young Algerians like me are completely unqualified to compete in the modern world," said Lahcène Bouziane, 24. "People of my generation were brought up to be proud Algerians and Arabs, but not to contemplate succeeding in the global economy. When our own, insular economic system begins to fail, as it is at the moment, we have no chance to escape. This boils into frustration and anger."

- The Guardian

"The current youth-led citizen revolt across much of the Arab world reflects massive dissatisfaction with prevailing conditions; it also indicates the desire and capacity of youth to work hard to fix the problems of the past and build more productive, more equitable Arab societies."

-Dr. Rami Khouri, Director of Issam Fares Institute for Public Policy and International Affairs

"The median age in North Africa is 27, with more than 75% of the population under 30. Little surprise, then, that the majority of those protesting against soaring food prices and mass unemployment are barely more than teenagers. "

- The Guardian

"The central, underlying feature of the Middle East's crisis is a massive youth bulge. About 60% of the region's population is under 30. These millions of young people have aspirations that need to be fulfilled, and the regimes in place right now show little ability to do so. The protesters' demands have been dismissed by the regimes as being for Islamic fundamentalism or a product of Western interference. But plainly these are homegrown protests that have often made the West uneasy as they have shaken up old alliances. And what the protesters want in the first place is to be treated as citizens, not subjects. In a recent survey of Middle Eastern youth, the No. 1 wish of the young in nine countries was to live in a free country, although, to be sure, jobs and the desire to live in well-run, modern societies ranked very high as well. "

-Fareed Zakaria, Editor of Newsweek International

"If I ran into a head of state in a lift and had two minutes to argue for Arab youth, I would say: "Sir, there is great need across the region for collaboration to: one, increase financing to SMEs through vehicles that ensure extensive business development support for enterprises and entrepreneurs to grow; two, propagate skills development programmes that are linked to job placement and career development; three, change regulations such as financial insolvency laws that inhibit innovation and enterprise development; and four, respect young people, listen to them and give them the opportunity to bring about the change you wanted for this region when you were young."

-Ahmed Younis is a senior analyst at the Gallup Center for Muslim Studies

Oday Amayrh, Age 23, Jordan

INJAZ Company Program graduate, 2008 Co-Founder and CEO, Ajga (2011), a creative content production marketing company.

"I was a student company CEO in 2008 leading a creative content company in Tafileh in the remote south of Jordan. After graduating, INJAZ provided me the opportunity to pitch my concept of puppetry theater and photography to Meydan a small business incubator in Jordan. I followed my passion in the creative arts, however, with the help of INJAZ and the incubator I decided to shift the company's focus to online video content. This B to B model catered to commercial websites and their need for production content. Fortunately, I found a market in need of my services and have met with great success!"



Entrepreneurship

Entrepreneurial thinking and innovation has emerged as the only viable option to tackle the unemployment challenges faced by Arab youth today. Public and private sectors, academia and civil society all agree that the integration of entrepreneurship education into the traditional education programming is a prerequisite to develop the kinds of skills, aptitudes and attitudes that are required of the region's youth in order to build prosperous futures for themselves and our region.

The economic and political circumstances across the MENA region over the past year have further amplified not only the need but the urgency of INJAZ's entrepreneurship programming.

INJAZ Students Compete for Global Social Entrepreneurship Award

Junior Achievement/Young Enterprise hosted the first global social entrepreneurship award competition in Oslo on August 4-7, 2011. Two finalist companies from the INJAZ Al-Arab region advanced to the final round of the competition, sponsored by the Norwegian firm Ferd.

These two companies, Vireo and Port Mokha, addressed pressing social issues. Vireo promoted recycling in Jordan and employed adults who had previously been financially supported by their children who collected cans.

Employment of the adults has allowed them the ability to support their families and allowed children in the family the opportunity to go to school. Port Mokha is a coffee export company that worked with Yemeni farmers to replace qat, a narcotic with detrimental effects on society, with coffee production – an activity at which Yemen had historically excelled. Both companies plan to continue and expand their operations.



2010 INJAZ Young Entrepreneurs Competition

INJAZ Al-Arab held its 4th Annual Regional Company Competition in Marrakech on Oct 23 – 26, 2010, for entrepreneurs participating in the INJAZ Company Program. The event, which coincided with the World Economic Forum MENA meeting, witnessed 13 teams of young Arabs vie for top honors before the region's top business leaders. Hilde Schwab, Founder of the Schwab Foundation for Social Entrepreneurs, delivered the keynote speech at the gala awards dinner, emphasizing the importance of entrepreneurship in delivering sustainable development. Astronaut Anousheh Ansari, the first Muslim woman in space, also shared her personal experiences as an entrepreneur and the importance of continuing to strive for goals despite facing challenges.



Celebration of Entrepreneurship

Abraaj Capital held a Celebration of Entrepreneurship on November 8-9, 2010 in Dubai, United Arab Emirates. The event highlighted the importance of entrepreneurship and marked the launch of Wamda, an online portal to support the region's entrepreneurs. The Celebration of Entrepreneurship provided a forum for expert group sessions as well as a marketplace for young entrepreneurs to compete for investment. INJAZ entrepreneurs from Egypt, Lebanon, Saudi Arabia, UAE, and Yemen participated by sharing their experiences and pitching business concepts. Abraaj CEO Arif Naqvi recognized INJAZ Yemen entrepreneur Rayan Sanabani during the closing ceremony, inviting him onstage to demonstrate the ability of young social entrepreneurs to impact communities.

Deloitte21 Challenge

INJAZ Al-Arab and Deloitte launched a \$250,000 partnership to bring Arab youth an advanced entrepreneurship education program in which participants develop their own business plans. The initiative which will involve Deloitte staff across six countries, demonstrates the depth of the INJAZ – Deloitte relationship, with Deloitte having provided volunteers, leadership on INJAZ boards, and financial support at the regional and Member Nation level.

One Boeing Award

INJAZ Al-Arab was awarded \$400,000 from Boeing in a partnership to fund the launch of youth startup ventures for INJAZ Company Program graduates. Boeing generously supported the Company Program in seven countries, provided \$100,000 in seed funding for newly launched companies, as well as resources to evaluate the success of the program in order to assist in future development.



Rayan Sanabani (right), INJAZ student CEO from Yemen and Arif Naqvi (left), Founder and Group CEO, Abraaj Capital, UAE during the closing remarks at the CoE. In true entrepreneurial spirit, Rayan took the opportunity to deliver a funding pitch to invest in his student coffee company 'Mocca'. The audience rewarded him with a standing ovation.



I attended the regional board members roundtable discussion on behalf of Sheikh Khaled this year at the Junior Achievement global gathering in Oslo. I have to say here that Sheikh Khaled's absence left a gaping hole. He is as well respected among this crowd as I've always known him to be in his own backyard in the UAE. I was struck by two things: one is that the level of engagement and volunteerism on the MENA board can be held up as an example to emulate elsewhere in JA. The pro-bono work of Hill and Knowlton, McKinsey and the entrepreneur sponsorship of the likes of Boeing, Aramex and Abraaj to name only a few were all cited as best practices. Second, the governance I have witnessed on the MENA board is exemplary, thanks partly to a strong understanding by all involved of the mission and vision, a strong professional relationship between successive chairmen and director, and passionate leadership all around.

The Yemeni and Jordanian student teams that participated in the Ferd global social enterprise competition were fabulous. The fact that two of six of the teams competing in the first ever global social entrepreneurship competition hailed from MENA

was testimony to all kinds of success, from the INJAZ program in the region generally to the creativity and innovation of our young men more specifically. There were 'goose bump' moments peppered throughout the weekend, and while it's so hard to put these into words, I can only try to do them justice: when Rayan and Adam, our Yemeni boys, presented their Yemeni coffee company as a catalyst for the replacement of qat crops with some of the world's best coffee, everyone knew they were onto something big. They were educating a large crowd of 600 about the negative effects of a sedative on an entire nation's economy and society. They were also educating the crowd about the historic significance and future potential of Yemeni coffee. And most significantly, they were showing how a small group of high school graduates can dream about changing their country for the better, and make a living doing it.

Then at the tail end of the gathering, Rayan and Adam were called up on stage to sing and rap about Yemen. It was then that a group of us looked around at a cheering crowd of 600 Europeans and commented how these young men have just managed to change a stereotype about the Arab world. In the words of one of the event's sponsors 'Yemen will never be the same again' and in the words of another 'these boys have just put Yemen on the map'.

Sami and Feras, the entrepreneurs from Jordan, did their country proud. Their company had identified two major problems, one environmental and one social. They were set on providing employment opportunities and schooling to young children who were wasting their lives collecting soda cans from garbage bins for a measly JD 2 a day. They helped their government write the law on recycling, produced and placed can crushing and recycling machines centrally across Amman and started a recycling plant. Perhaps most importantly, they hope to take 140 young kids off the streets this year and place them into schools, arm them with back packs, books and pocket change and in doing that, provide them dignity and opportunity where they had neither before. Inspiring stuff!

Hani Kablawi

*Head of EMEA, Client Management
Bank of New York Mellon*



Our Startup Program

500 students from 11 universities came together to showcase their businesses and compete for seed funding in this year's "Egypt's Young Entrepreneurs Competition, and the event kicked off the filming of the first episode in the INJAZ Generation Entrepreneur Pan Arab Reality Television series funded by Middle East Partnership Initiative (MEPI).

For the first time in INJAZ's history, 10 winning teams received a total of \$50,000 in seed funding, completing the pipeline from entrepreneurship education to startup creation. These young entrepreneurs are the first to be funded in a new program sponsored by Boeing that launches INJAZ's student companies into viable enterprises. These startups will be incubated by Mobinil, ExxonMobil and Abraaj Capital who will mentor the young entrepreneurs as they grow and register their businesses.

Startups Winning Funding and Incubation

"Recyclobekia "

60,000 EGP (Tanta University)

Incubated by Abraaj Capital

We are protecting Egypt's environment by recycling old electronic and computer devices, and generating revenue by exporting valuable electronic parts to China. Recyclobekia aims to open the first electronics recycling plant in Egypt.

"Axology "

25,000 EGP (Ain Shams University)

Incubated by ExxonMobil

Axology is a rising enterprise focusing on retail, B2B, and B2C that provide a variety of high quality products to end-users in addition to practical and cost efficient tailored solution for corporations.

Mobinil Incubation: 25,000 EGP Each

"Unusual Egypt "

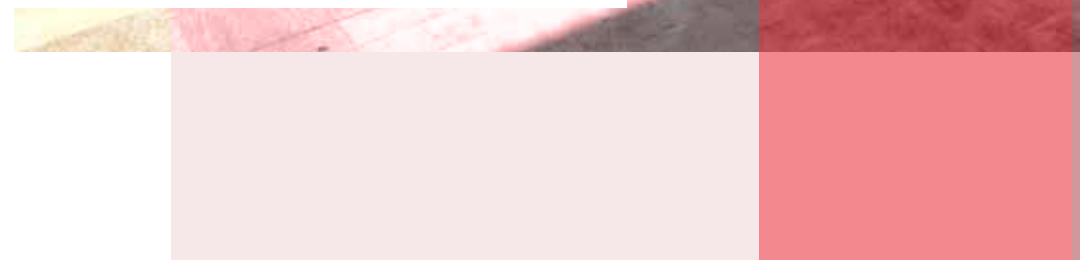
(Cairo University)

We have built a website called Unusual Egypt to give tourists a chance to have a unique experience of living like an Egyptian. Our website recommends our favorite sites to see, restaurants, outings, local transportation that we as locals use. The site addresses tourists in all English-speaking countries with a special focus on low budget travelers as well as domestic tourism.

"Al Sherka Al Handaseya Lel Tahakom Al Aaly "

(Mansoura University)

This company is focused on a remote controlled and fully automated security system for buildings using face recognition technology.





"Soletrik "

(Helwan University)

Solar Charger is a portable solar device that enables our customers to recharge their mobile phones, cameras, or any electronic device batteries without the need to plug in.

"Basmety"

(Misr International University)

Basmety goes all out to reinforce the Egyptian culture and identity among youth through a line of trendy apparel. Basmety launches fresh pictures of the Egyptian creative industries that appeal to the state of mind young Egyptians have in this day and time.

"Simpion"

(Ain Shams University)

Simpion is a company focused on simplifying people's lives with products to ease household chores. We are also the first company in Egypt that produces 3D glasses.

Bara2a

(Tanta University)

Bara2a is a company that produces scientific toys that aim to develop the Egyptian student's understanding of nature and mechanics.

III

(Helwan University)

Wippy is a plastic product; used for wiping glasses, with two pads of microfiber, the best type of fabrics used to wipe glass lenses; The product also includes a keychain to make it easy to be carried anywhere.

Imagineers

(Ain Shams University)

Imagineers has developed the product Zero Gravity, a bookshelf to promote reading. When used, the shelf makes the book placed on it appear like it is floating. It is small and very little space is needed to hang it to the wall or to another shelf. In addition to its functional use, it serves as a decorative piece in the home.

Gaelle Feghali, Age 17, Lebanon

CEO of The Fifth Wheel INJAZ Student Company

(Winner of the Best Company in Lebanon National Competition and INJAZ Young Entrepreneurs Competition 2010 in Morocco)

"I'm 17 now, but after this [INJAZ] experience I began to think about my future more. I want to grow up, and have a job, start my own business, and earn a living. INJAZ has prepared me to maximize my own skills and take advantage of opportunities that I would have otherwise overlooked. The people I meet who entered the INJAZ Company Program are more aware of what life has to offer them.

The fact that professional people in the business world actually came to us to tell us about their experience, and tell us how they live now and how they made it, and what they studied really made a difference in understanding how people in the private sector succeed. They were role models explaining a world ignored in our classroom. They too were once 17-year-olds like us and now they are important businessmen. So I think we had the chance to meet these people, which made us more motivated and more aware about everything.

A lot of people say, and I think it's true, that in Lebanon there are not a lot of job opportunities, that a lot of people leave Lebanon to work outside [the country]. But one thing that INJAZ taught me is that we can make our own job opportunities. I can open my own business, and I can work and I can make new job opportunities for others. So maybe this is one thing that encourages me to do that, because I don't want to be one of those people that leaves Lebanon to work. As long as I have the skills and the potential to be someone successful in Lebanon, why should I create a business elsewhere?"



The Year In Review

Outreach



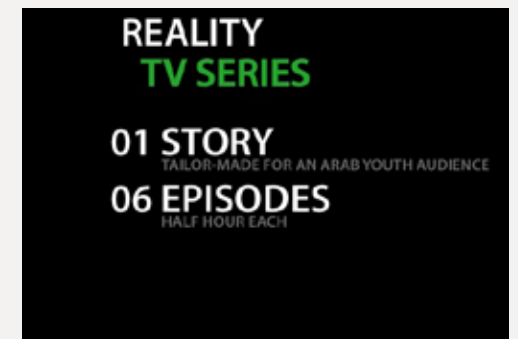
INJAZ Algeria Joins the Family

INJAZ Algeria was initiated this year with the dedication of its founding Chairman, Mr. Slim Othmani. Despite numerous challenges with registration, Ministerial approvals, and general unrest throughout the country, INJAZ Algeria managed to reach 77 high school students in the Rouiba industrial zone. Through the generous seed money for operational start-up from HSBC and Citigroup and their involvement in the Board of Directors along with Intel, INJAZ Algeria is off to a great start.

Initiatives

Generation Entrepreneur Reality Television Series

INJAZ Al-Arab has selected Layalina Productions to begin filming a reality TV series in partnership with Middle East Partnership Initiative (MEPI) that will follow young entrepreneurs participating in the Company Program across the INJAZ network. These young entrepreneurs will for the first time be competing for seed funding provided by Aramex and Boeing as well as advanced incubation with INJAZ's corporate partners. Filming will take place in five countries over the next year with the aim of airing a series on pan Arab television networks in 2012.



Professional Development



Member Nation Awards

INJAZ Egypt Executive Director Dina Mofty was recognized at the Regional Board of Directors meeting that took place in Marrakech on Oct 26, 2010. She demonstrated exceptional growth as measured through INJAZ's performance management system and oversaw the significant expansion of programming from 17,748 students to 35,093 during the 2009-2010 academic year –197% growth.

INJAZ Al-Arab Advises Islamic Development Bank



On May 9-10, 2011, Andrew Lind, the INJAZ Al-Arab Development Manager, represented INJAZ at the Islamic Development Bank Expert Group Meeting on 'Addressing Unemployment in IDB Member Countries' in Jeddah, Saudi Arabia. INJAZ was the only youth NGO present and provided the attendees its perspective on Public-Private Partnerships for Generating

Employment Opportunities: Lessons Learned. The expert group meeting outcomes helped the IDB formulate its strategy for reducing youth unemployment and supporting civil society to generate job growth in Muslim majority countries.



World Economic Forum Education Summit

INJAZ Al-Arab co-chaired the MENA region's first Education Summit at the World Economic Forum in Marrakech, October 25, 2010. The event enabled INJAZ to emphasize the importance of providing entrepreneurship education as well as connecting traditional education to the skills needed by youth entering the labor market. INJAZ has since established itself as one of the leading voices working with others in the region to develop a comprehensive youth employment strategy.

Intel Mapping and Developing of INJAZ Al-Arab Youth Portal:



As INJAZ Al-Arab has grown it has looked to increase its internet-based programming. As such, the need for a single and comprehensive web-based platform was identified and Intel was commissioned to lead this effort along with consolidating the internet presence of all INJAZ network members.

Citi Foundation



Citi Foundation "Are they Ready?" Evaluation

Over a three-year period, the Citi Foundation has supported INJAZ Al-Arab as it conducts an evaluation of its core entrepreneurship program, the Company Program. The evaluation engages Harvard University's Professor Fernando Reimers and the Dubai School of Government's Professor Paul Dyer in the research effort across six INJAZ countries. INJAZ will utilize the results to improve its entrepreneurship education programming as well as demonstrate the importance of these efforts to policy makers across the MENA region.



Annual MENA Training

The third annual INJAZ Al-Arab MENA training brought together staff from the 14 member nations from March 1-3, 2011 at the Dead Sea in Jordan. The training provides a forum for the INJAZ network to share best practices, provides training sessions for different levels of staff tailored to their expertise and roles, and allows the network leadership to review the strategic direction of the organization.

Education

Education programming is at the core of INJAZ and is critical to our ability to affect change and influence a shift in the future of youth across the Middle East. Throughout the 2010/2011 academic year, INJAZ Al-Arab worked to localize Junior Achievement curricula as well as develop material for new education programs. Grants from The National Commercial Bank and Deloitte funded these efforts.

JA Be Entrepreneurial, a new high school program, focused on challenging students through interactive classroom activities to start their own entrepreneurial venture while still in high school, was brought to the MENA region in partnership with Deloitte. All students in the program exit with a business plan to facilitate their transition into becoming productive young entrepreneurs.

In Personal Economics, students experience a hands-on, practical introduction to personal finance, credit & debt, savings and investment and budgeting. The program, in partnership with the National Commercial Bank, aims to encourage middle school students to appreciate their current and future role in society and the economy as consumers, employees, employers, taxpayers, investors and borrowers.



New programs being developed in addition to the localization of JA programs include:

- Ripples of Happiness in cooperation with the Coca-Cola Foundation
- Intel Youth Enterprise program in cooperation with Intel
- The INJAZ Startup Program in partnership with Boeing

Volunteer Management System and E-Training

To simplify the volunteering process for INJAZ's corporate volunteers and to scale programming across the Arab world, INJAZ launched the pilot online volunteer registration and training portal. The volunteer management system was co developed in a partnership between INJAZ Al-Arab and INJAZ UAE to benefit the entire INJAZ network.

Rehab Khaled | Age 21 | Egypt

*INJAZ Company Program Graduate, Founder
of Zerzura Travel Company*

“This has been an incredible year, both as an entrepreneur and an Egyptian. The current situation in the country makes me determined to succeed and do my part to help build our future. It has always been my dream to travel the world, and my firm which caters to travels, is an avenue towards fulfilling that passion as well as supporting myself.”



2010-2011 Student Reach

Aspiration Gap Between Young GCC Men & Women (ages 15-24)

FEMALE

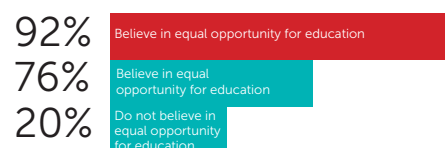
MALE

Booz & Co. Survey of GCC Youth 2011

What should be the role of young girls/women in society?



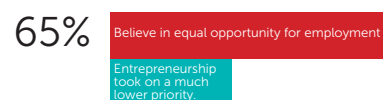
Do you believe in equal opportunity between men and women in education?



Do you believe in equal opportunity between men and women in employment?



How should government expand economic opportunities for youth?



Youth Labour Force Participation Rate

| | Total % | | | Male % | | | Female % | | |
|-----------------------------------------------|---------|------|------|--------|------|------|----------|------|------|
| | 2000 | 2010 | 2015 | 2000 | 2010 | 2015 | 2000 | 2010 | 2015 |
| World | 53.8 | 50.9 | 50.2 | 52.5 | 58.9 | 58.2 | 44.7 | 42.4 | 41.6 |
| Developed Economies & EU | 53.1 | 50.2 | 50.2 | 55.9 | 52.6 | 52.5 | 50.3 | 57.7 | 47.9 |
| Central & South Eastern Europe (Non-EU & CIS) | 42.4 | 41.7 | 40.8 | 48.9 | 47.7 | 47.0 | 35.7 | 35.5 | 34.3 |
| East Asia | 67.2 | 59.2 | 56.9 | 65.8 | 57.0 | 55.0 | 68.7 | 61.6 | 59.2 |
| South East Asia & the Pacific | 55.8 | 51.3 | 50.6 | 63.5 | 59.1 | 57.9 | 48.0 | 43.3 | 42.9 |
| South Asia | 48.0 | 46.5 | 46.3 | 66.1 | 64.3 | 64.0 | 28.5 | 27.3 | 27.2 |
| Latin America & the Caribbean | 54.2 | 52.1 | 51.4 | 66.5 | 61.3 | 59.3 | 41.7 | 42.7 | 43.5 |
| Middle East | 36.9 | 36.3 | 34.7 | 52.6 | 50.3 | 48.1 | 20.2 | 21.5 | 20.5 |
| North Africa | 39.4 | 37.9 | 36.5 | 53.4 | 52.5 | 50.2 | 25.1 | 22.9 | 22.3 |
| Sub-saharan Africa | 57.8 | 57.5 | 57.4 | 64.1 | 62.7 | 62.1 | 51.4 | 52.2 | 52.7 |

Source: ILO Economically Active Population and Projections; 5th Edition, revision 2009

2010-2011 Student Reach

Total
Students
Reached in
2010-2011



Total Number of Schools **2078**

Total Number of Volunteers **5146**

Total Number of Countries **14**

Total Number of Universities **77**

Algeria | Bahrain | Egypt | Jordan | K.S.A. | Kuwait | Lebanon | Morocco | Oman | Palestine | Qatar | Tunisia | U.A.E | Yemen



Ms. Leen Abdel Jaber
Executive Director



Mr. Slim Othmani
Chairman

Board Members:

Mr. Brahim Benabdeslem
Mr. Abdelkrim Boudra
Mr. Karim Bibi Triki
Mr. Kamal Driss
Mr. Karim Bencharif
Mr. Wael Merhabi
Mr. Ali Azzouz
Mr. Majid Fechkeur
Mrs. Hind BenMiloud (Vice-Chairwoman)
Mr. Rachid Sekak
Mrs. Nawal El Aidaoui
Mrs. Khedidja Belhadi
Mr. Sofian Chaib
Mr. Belarbi Hakim

Achievements

INJAZ Algeria joined the INJAZ network during the previous year, overcoming challenges related to registration, political unrest, and ministerial hurdles. With its Chairman, Mr. Slim Othmani helping clear these and the support of INJAZ Al-Arab's business partners, INJAZ Algeria successfully reached 77 high school students in the industrial zone of Rouiba during its pilot. These students visited Mr. Othmani's company factory as part of on-site INJAZ programming. The students stayed for the entire day, production lines were halted and employees judged the student teams as they presented business plans and marketing initiatives for a business challenge given to them.



Total Students 2010-2011

77

2010-11

Projected Student Numbers for 2011-2012: **2,000**



Network +

Algeria | **Bahrain** | Egypt | Jordan | K.S.A. | Kuwait | Lebanon | Morocco | Oman | Palestine | Qatar | Tunisia | U.A.E | Yemen



Sheikha Hessa Al-Khalifa
Executive Director



Abdulrahman Jawahery
Chairman

Number of Staff: 56

Board Members:

Dr. Fareed Al-Mulla
Mr. Ehab Lori
Mr. Nabeel Al-Tattan
Mr. Ahmed A. Rahim
Mr. Abdul Rahman Al-Jawahery
Mr. Rashid Abdulla
Mr. Mazen Manna
Mr. Yasser Al-Sharifi
Mr. Qayes Zu'Bi
Mr. Abdulkarim Bucheery
Mr. Abdul Hakeem
Mr. Austin Rudman
Mr. Patrick Gallagher
Mr. Faisal Al-Mahroos
Mr. Ahmed Al-Noaimi
Mr. Laurent Schmitt
Mr. Samer Majali

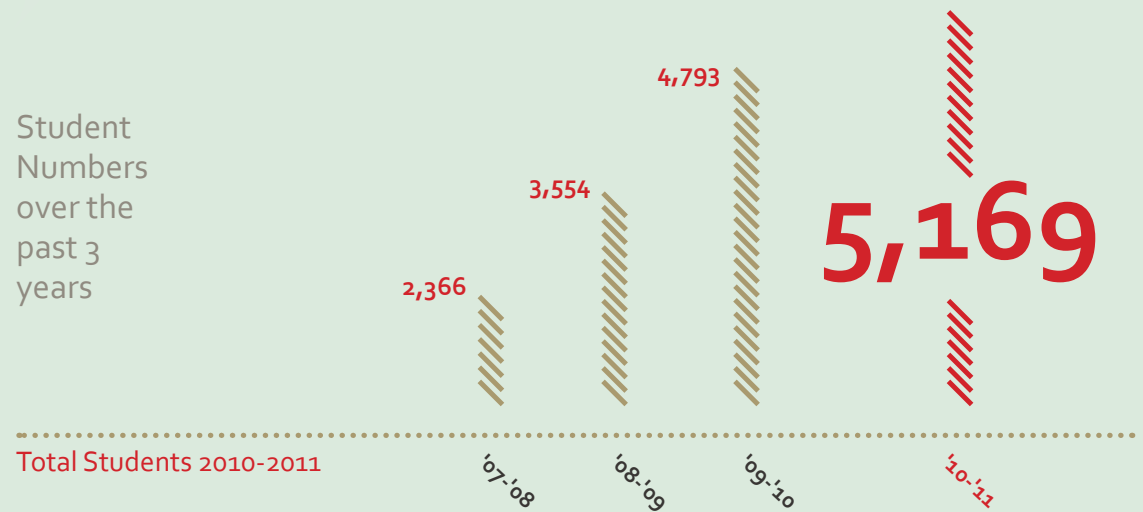
Achievements

Her Majesty Queen Rania Al-Abdullah of Jordan, in her role as the regional ambassador of INJAZ, attended part of the "Banks in Action" program organized by INJAZ Bahrain at the Citibank headquarters in Manama.

Citibank, a longtime partner of INJAZ Bahrain, hosted the "Banks in Action" competition event for the second consecutive year.

Commenting on the event, Her Majesty Queen Rania said, "The 'Banks in Action' competition shows INJAZ Bahrain at its best. Teaching our children the value of money, the spirit of business, and the rewards of hard work improves not only their future prospects as job seekers but our future prosperity as a region. I want to thank INJAZ Bahrain and the Kingdom of Bahrain for their inspiring example, and all the competitors for their impressive skills."

Student Numbers over the past 3 years



Total Students 2010-2011

Projected Student Numbers for 2011-2012: **12,696**

5,169

Students

153

Schools

1

Universities

180

Volunteers

Total Figures for 2010-2011

Facts & Figures

GDP: \$20,594,899,946 (2009)

Percent of population, ages 15-24: 15% (2010)

Percent of working age population, ages 15-24: 19% (2010)



Reach



Ms. Dina El-Mofty
Executive Director



Mr. Alex Shalaby
Chairman

Number of Staff: 24

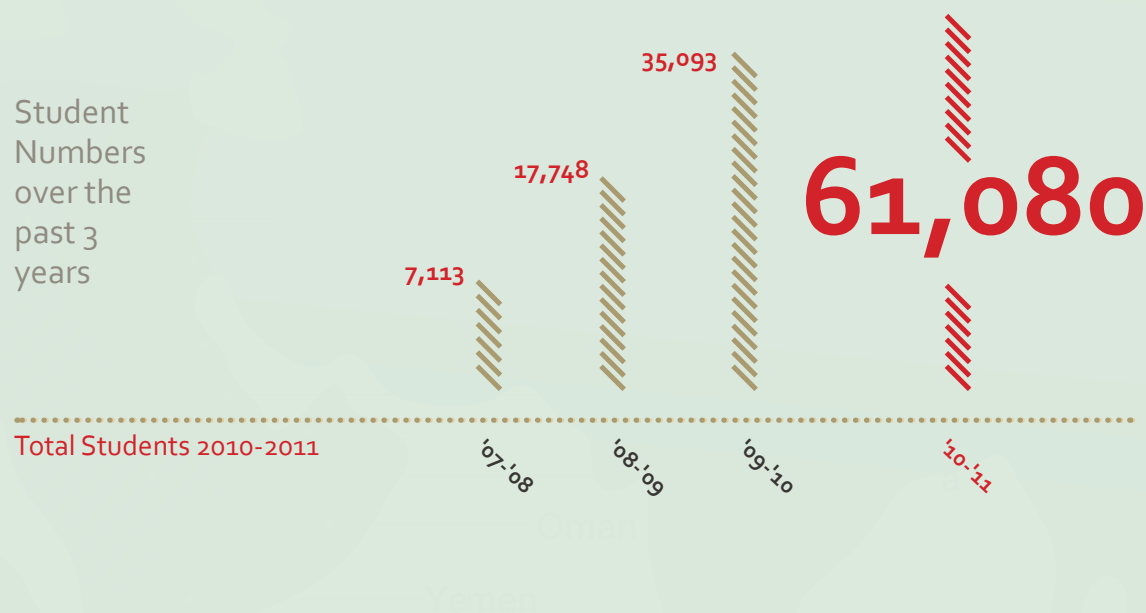
Board Members:

- Mr. Aftab Ahmed
- Mr. Adel Garas
- Mr. Alex Shalaby
- Mr. Hanny El Messeiry
- Ms. Heba Eskandar
- Mr. Hisham Mikawy
- Mr. Kamel Saleh
- Mr. Mohammed Farouk
- Mr. Mounir El Zahid
- Mr. Shehab El Nawawi
- Mr. Tom Walter
- Ms. Nevine El Tahri
- Ms. Ghada Waly
- Dr. Sherif Kamel

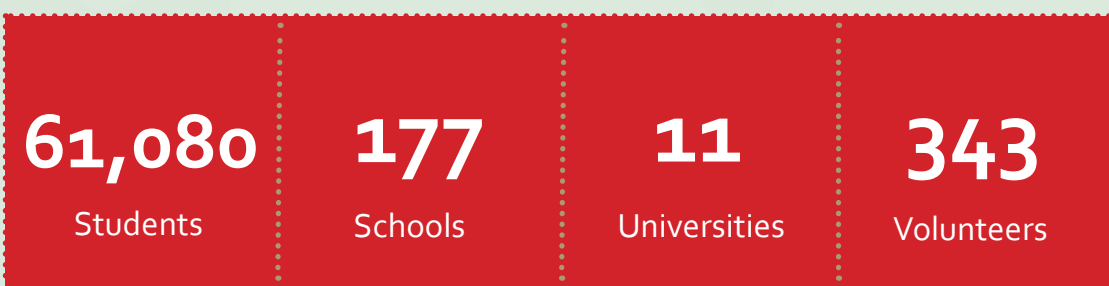
Achievements

In the aftermath of Egypt's revolution, the nation's traditional school term was delayed, leaving little time for planned INJAZ courses. Together with volunteer mentors from private companies including Mars, Mobinil, and AmCham, INJAZ Egypt changed its programming format to "INJAZ-IN-A-DAY" and successfully impacted over 58,000 students this academic year.

Student Numbers over the past 3 years



Projected Student Numbers for 2011-2012: **75,000**



Total Figures for 2010-2011

Facts & Figures

GDP: \$218,912,422,332 (2010)
 Percent of population, ages 15-24: 20% (2010)
 Percent of working age population, ages 15-24: 31% (2010)





Deema Bibi
CEO



Rudain Kawar
Chairman

Number of Staff: 56

Board Members:

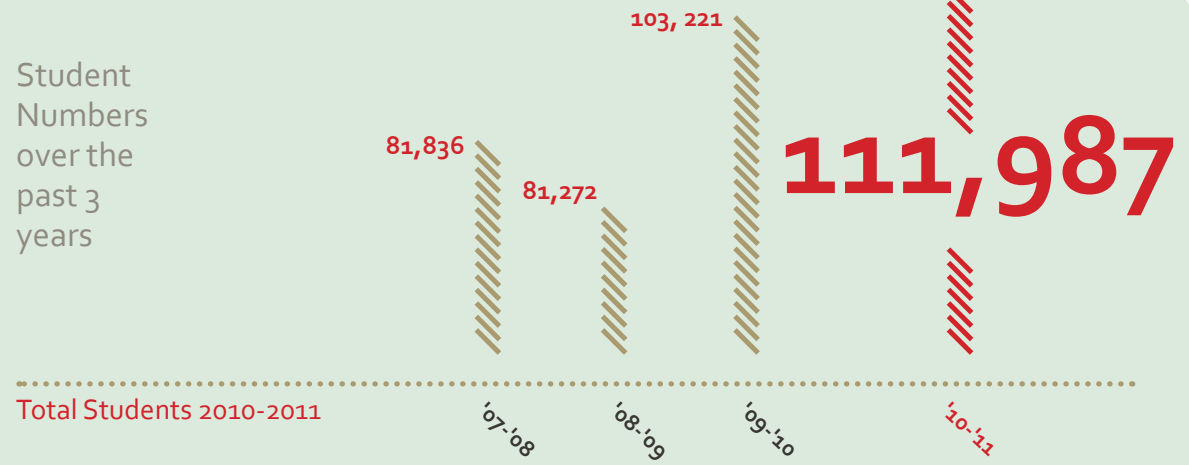
Dr. Abdul Malek Al-Jaber
Mr. Ali Kolaghassi
Dr. Amid Abdelnour
Dr. Amjad Aryan
Mr. Amjad Muasher
Mr. Anwar Sbeih
Mr. Asem Toukan
Mr. Basil Marji
Ms. Dina Shoman
Dr. Dureid Mahasneh
Mr. Faraj Bassil
Mr. Habib Ghawi
Mr. Halim Salfiti
Mr. Haytham Kamhiyah
Mr. Ihab Hinnawi
Mr. Isam Abdelkhaliq
Mr. Jack Andoni
Mr. Joel Jarry
Mr. Kamal Al-Bakri
Mr. Kamil Nader
Mr. Khalil Darawish
Ms. Lina Hundaileh
Ms. Majd Shweikeh
Eng. Malek Haddad

Mr. Mayank Malik
Brig. Gen. Mufareh Al-Tarawneh
H.E. Mr. Mohammed Turk
Mr. Mughith Sukhtian
Mr. Mutasem Faouri
H.E. Dr. Nabih Salameh
Mr. Nabil Khatib
H.E. Nadia Al-Saeed
Ms. Nayla Khawam
Mr. Osama Imseeh
Mr. Osama Yaish
Mr. Oussama Massoud
Ms. Randa Ayoubi
Mr. Rudain Kawar
Mr. Saad Mouasher
Mr. Saed Karajah
Mr. Sahl Dudin
Mr. Salem Sousou
Mr. Salim Karadsheh
Mr. Suhail Halaby
Mr. Walid Finan
Mr. Yousef Jabri

Achievements

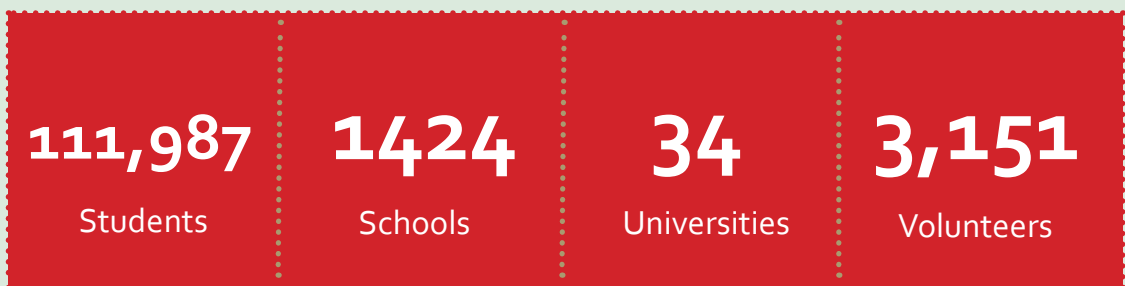
During 2010/2011, INJAZ Jordan was successful in promoting the culture of volunteerism through corporate and public campaigns enabling the organization to recruit more than 3,000 volunteers. Moreover, INJAZ Jordan forged important partnerships with the private and public sectors, most notably with the Ministry of Planning and International Cooperation that will support INJAZ in scaling up entrepreneurship by funding a nationwide implementation of 225 company courses across Jordanian public universities over three years.

Student Numbers over the past 3 years



Total Students 2010-2011

Projected Student Numbers for 2011-2012: **128,277**



Total Figures for 2010-2011

Facts & Figures

GDP: \$20,594,899,946 (2009)
Percent of population, ages 15-24: 15% (2010)
Percent of working age population, ages 15-24: 19% (2010)





Mr. Nael Fayez
Executive Director



Mr. Abdulkareem Al-Nasr
Chairman

Number of Staff: 13

Board Members:

Mr. Abdulkareem Abu Al-Nasr
Eng. Mohammed Jameel
Dr. Abdulraouf Mannaa
Eng. Waleed Albanawi

Achievements

After launching in 2007, an impact assessment from the Saudi Ministry of Education following the pilot implementation in Jeddah, INJAZ Saudi Arabia received the official support and approval to expand across the Kingdom from the Saudi Deputy Minister of Education.

"The Saudi Ministry of Education officially approved INJAZ's expansion into Riyadh, Eastern Province, as well as Tabuk and Aseer in the south. This is a significant milestone from a humble beginning in Jeddah schools 3 years ago!

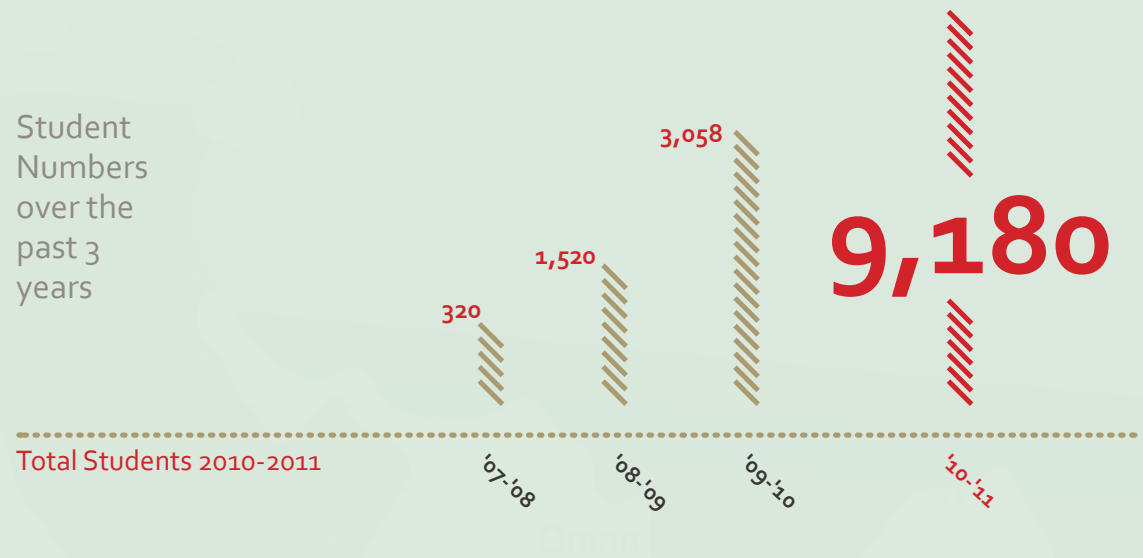
If we are to create jobs, then we have to start with education – including transformation of the education system by integrating entrepreneurship education. We are making the point abundantly clear that education is an economic issue, and connecting the dots between education and workforce readiness."

-Waleed Al Banawi

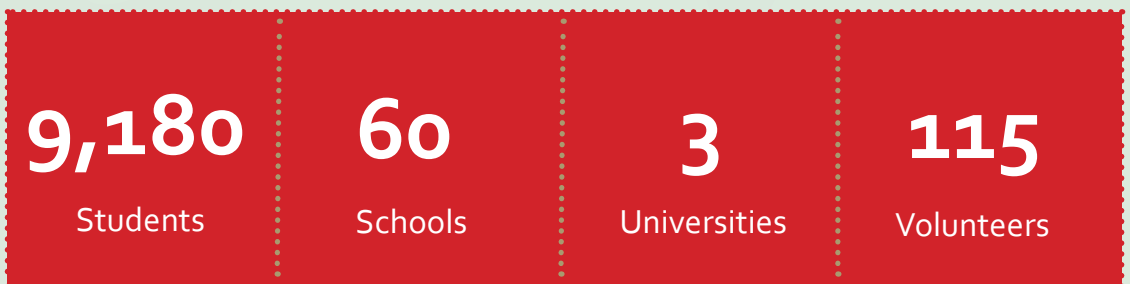
"This marks a milestone that we have been trying to achieve for the last three years and finally this will serve as the official approval umbrella for delivering our programs in any city of the kingdom without having to go through negotiations with specific school districts. The approval letter from the minister of education permits the delivery of INJAZ Saudi programs Kingdom-wide, for both males and females students."

- Nael Al Fayez, INJAZ Saudi Arabia CEO

Student Numbers over the past 3 years



Projected Student Numbers for 2011-2012: **15,000**



Total Figures for 2010-2011

Facts & Figures

GDP: \$375,766,400,000 (2009) GNI per capita: \$17,200 (2009)

Percent of population, ages 15-24: 18% (2010)

Percent of working age population, ages 15-24: 27% (2010)





Omar Al-Ghanim
Chairman

Number of Staff: 4

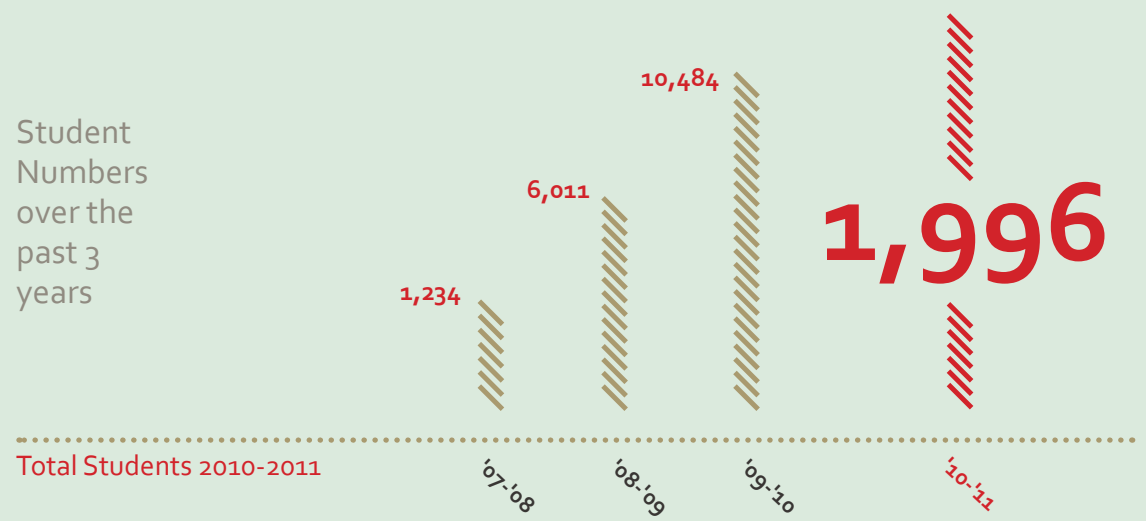
Board Members:

- Mr. Omar Al-Ghanim
- Mr. Bader Al-Kharafi
- Mrs. Sharifa Al-Homaizi
- Mr. Tarek Sultan
- Mrs. Reem Al-Sabah
- Dr. Yousef Al-Ebraheem
- Mr. Khaled Al-Mutawa
- Mr. Abdulwahab Al-Marzouq
- Mr. Abdulwahab Al-Mutawa
- Mr. Naser Bu Al-Hasan
- Mr. Meshan Al-Meshan

Achievements

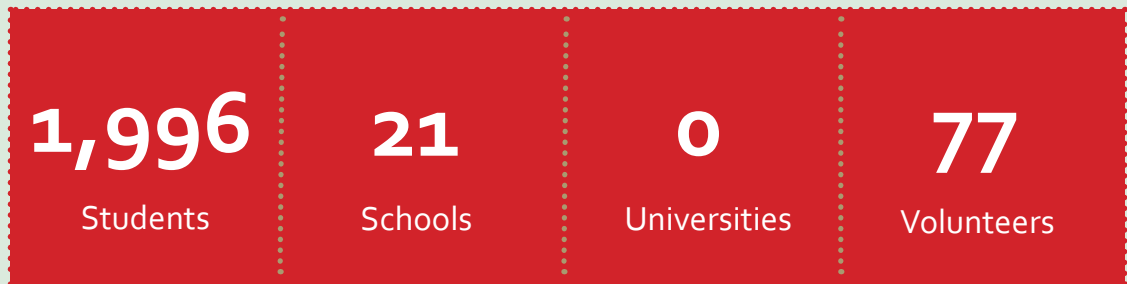
After five years of operations, INJAZ Kuwait is now officially registered as a non-governmental organization becoming the first of 500 pending applications to be approved by the Ministry of Education.

Student Numbers over the past 3 years



Total Students 2010-2011

Projected Student Numbers for 2011-2012: **2,000**



Total Figures for 2010-2011

Facts & Figures

- GDP: \$20,594,899,946 (2009)
- Percent of population, ages 15-24: 15% (2010)
- Percent of working age population, ages 15-24: 19% (2010)





Ms. Dima Khoury
Executive Director



Mr. Kamal Katra
Chairman

Number of Staff: 6

Board Members:

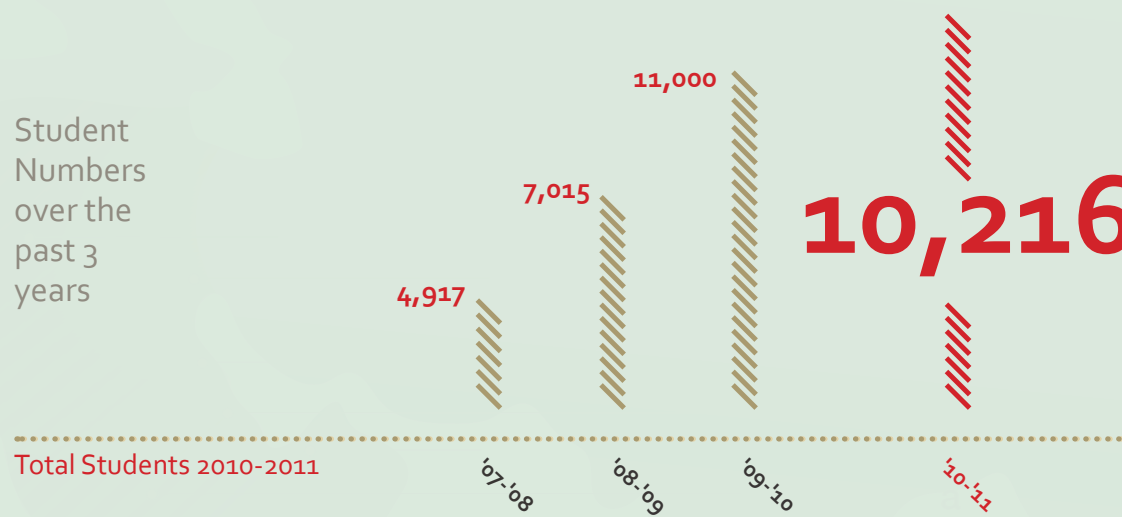
- Ms. Asmahan Zein
- H.E. Raymond Audi
- H.E. Joseph Maalouf
- Mr. Gilbert Doumit
- Mr. Yusuf Kan'an
- Mr. Walter Siouffi
- Mr. Raffi Demerjian
- Mr. Ronald Farra
- Ms. Melek Nimr
- Mr. Michel Fattal
- Mr. Francois Pascal De Maricourt
- Mr. Kamal Katra

Achievements

In the 2010 Annual INJAZ Al-Arab Young Entrepreneurs Competition, the Lebanese Student Company "Fifth Wheel" competed against 12 Arab Student Companies and scooped the title of "Best Regional Student Company". The Fifth Wheel's product "Carmate" is a leather handmade car kit designed to help the consumer organize his/her basic needs in the car.

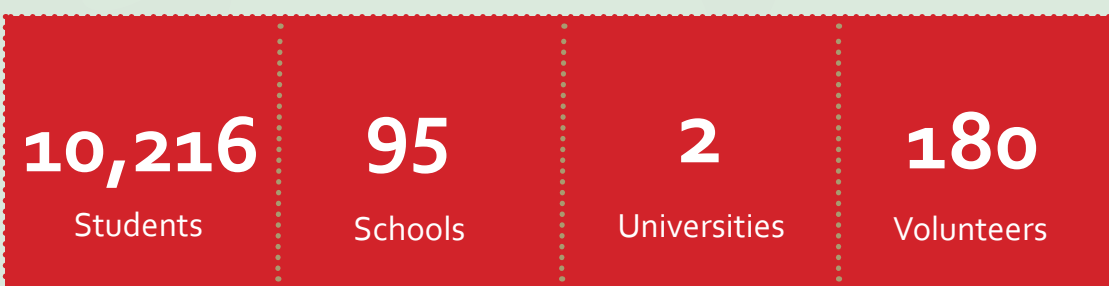
INJAZ Lebanon also piloted the Business Ethics program in 19 schools in the 4 provinces of Mount Lebanon, Beirut, Bekaa, in the north and the south reaching a total of 1422 youth. Students were exposed to daily personal and professional ethical dilemmas and reasoned with their volunteers on how to apply their values and philosophies in their future professional life.

Student Numbers over the past 3 years



Total Students 2010-2011

Projected Student Numbers for 2011-2012: **11,000**



Total Figures for 2010-2011

Facts & Figures

- GDP: \$39,154,916,946 (2010)
- Percent of population, ages 15-24: 18% (2010)
- Percent of working age population, ages 15-24: 26% (2010)





Mr. Mohammad Abbad Andaloussi
Chairman & CEO

Number of Staff: 9

Board Members:

Mr. Mohammed Abbad Andaloussi

Mrs. Rabia, El Alama

Mr. Ramses Arroub

Mr. Rachid Benmokhtar

Mr. Badr Benyoussef

Mr. Mohammed Berrada

Mr. Jaouad Cheikh Lahlou

Mr. Ismail Douiri

Mrs. Nawal El-Aidaoui

Mrs. Nawal El-Ghaib

Mr. Abdelmounaim Faouzi

Mrs. Nadia Fassi Fehri

Mrs. Laila Mamou

Mrs. Hind Mejjati

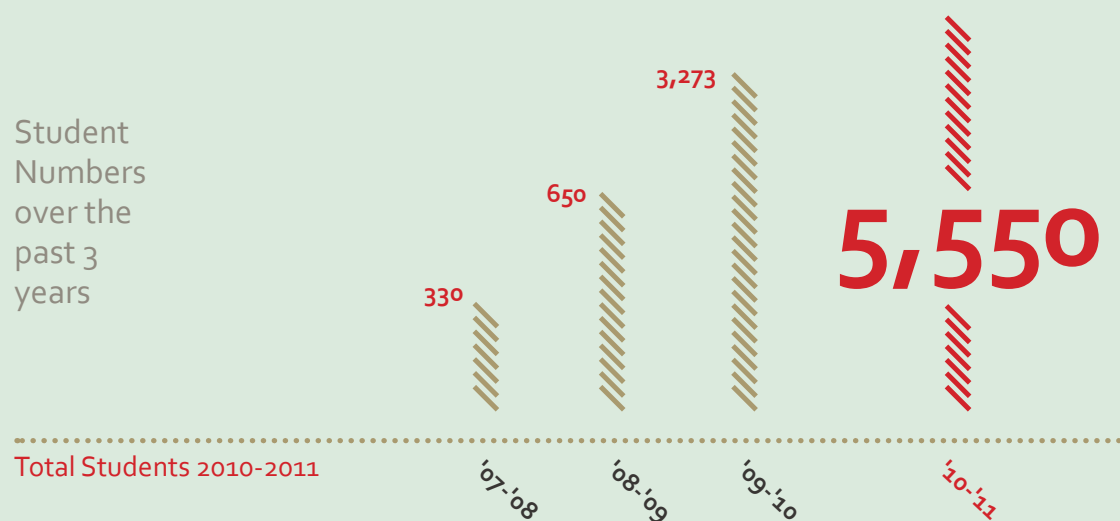
Mr. Brahim Slaoui

Mr. Amine Souhail

Achievements

INJAZ Al Maghreb mobilized 17 new partners to deliver the Company Program for 44 classes, to assist in the organization of the Company Program Regional Competition and to launch Community Days on Entrepreneurship and a Business Leaders Campaign. Its activities have been covered by 11 INJAZ Newsletters, magazines, newspapers and TV channel "2M". The Chairman of INJAZ Maghreb, Mohammed Abbad Andaloussi, received the Social Entrepreneur of the Year Award from Schwab Foundation and the World Economic Forum in October 2010.

Student
Numbers
over the
past 3
years



Total Students 2010-2011

Projected Student Numbers for 2011-2012: **8,925**

5,550

Students

41

Schools

5

Universities

173

Volunteers

Total Figures for 2010-2011

Facts & Figures

GDP: \$91,196,031,840 (2010)

Percent of population, ages 15-24: 20% (2010)

Percent of working age population, ages 15-24: 30% (2010)



Algeria | Bahrain | Egypt | Jordan | K.S.A.
| Kuwait | Lebanon | Morocco | **Oman** |
Palestine | Qatar | Tunisia | U.A.E | Yemen



Mr. Shabib Al-Mamari
Executive Director



Sheikh Samer AlNabhani
Founding Board Member

Number Of Staff: 3

Achievements

INJAZ Oman participated in INJAZ Al-Arab's Young Entrepreneurs Competition held in Morocco in October 2010 following the successful Best Student Company Competition held in Oman a month earlier. In addition, INJAZ Oman launched its university workshops in March 2011 and its summer program in cooperation with the Research Council in Muscat.

Student
Numbers
over the
past 3
years



Projected Student Numbers for 2011-2012: **5,000**

2211

Students

1

Schools

15

Universities

20

Volunteers

Total Figures for 2010-2011

Facts & Figures

GDP: \$39,154,916,946 (2010)

Percent of population, ages 15-24: 18% (2010)

Percent of working age population, ages 15-24: 26% (2010)



Algeria | Bahrain | Egypt | Jordan | K.S.A.
 | Kuwait | Lebanon | Morocco | Oman |
Palestine | Qatar | Tunisia | U.A.E | Yemen



Ms. Randa Ramahi
General Manager



Mr. Bassam Walweel
Chairman

Number of Staff: 11

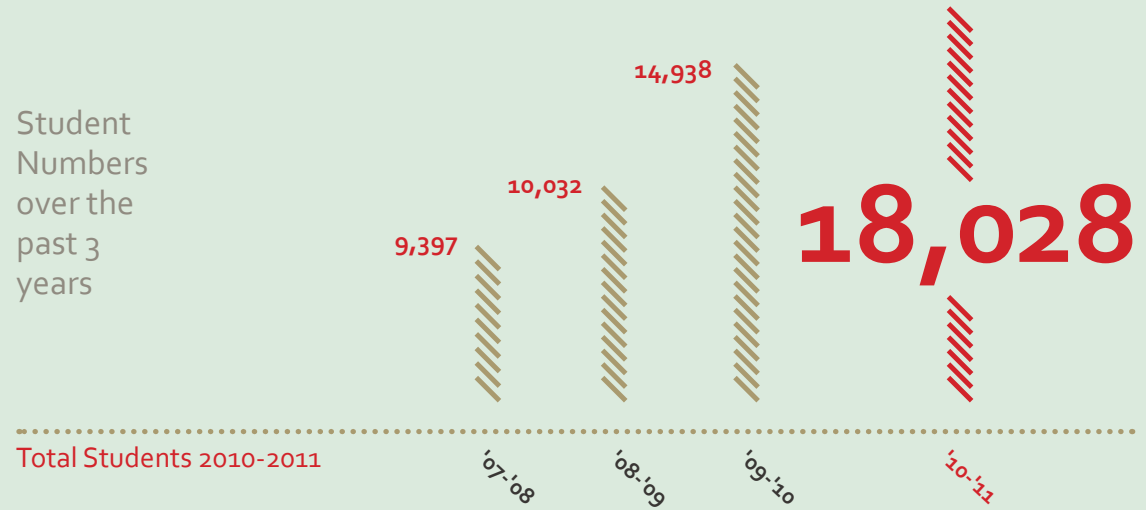
Board Members:

- Mr. Emad Lahham
- Mr. Mazen Abu Hamdan
- Mr. Ghassan Amayra
- Mr. Ali Akkad
- Mr. Luai Jittan
- Mr. Talal Nassereddin
- Mr. Imad Hindi
- Mr. Jamal Milhem
- Mr. Muhannad Assaf
- Mr. Sameh Hamdan
- Mr. Azzam Shawa
- Ms. Hiba Darwish
- Mr. Hashim Shawa
- Mr. Saleh El-Qadi
- Mr. Bassam Walweel
- Mr. Amer Ayoub
- Mr. Samir Jarrad

Achievements

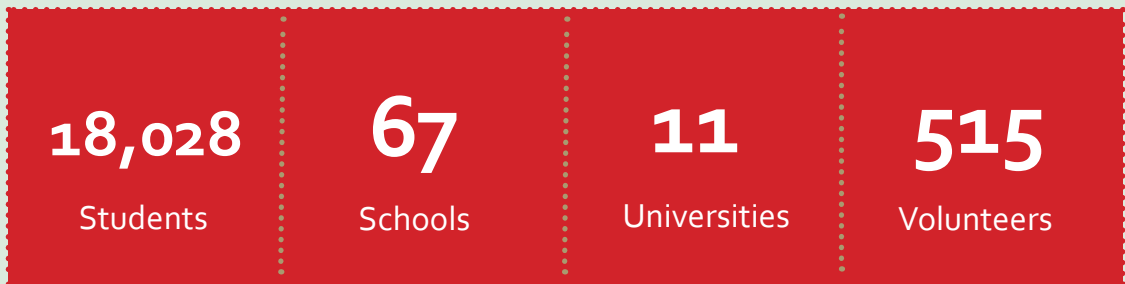
INJAZ Palestine's "Grow Green" student company has participated in the Annual INJAZ Al-Arab Young Entrepreneurs Competition. The company's CEO won the award for the Best CEO for a student company out of twelve competitors.

Student Numbers over the past 3 years



Total Students 2010-2011

Projected Student Numbers for 2011-2012: **21,290**



Total Figures for 2010-2011

Facts & Figures

GDP: \$12.79 billion (2009)
 Percent of population, ages 15-24: 21% (2010)
 Percent of working age population, ages 15-24: 39% (2010)



Algeria | Bahrain | Egypt | Jordan | K.S.A. | Kuwait | Lebanon | Morocco | Oman | Palestine | **Qatar** | Tunisia | U.A.E | Yemen



Ms. Aysha Al Mudehki
Executive Director



Sheikha Hanadi Al Thani
Chairman

Number of Staff: 4 Full time, 1 Part time

Board Members:

Sheikha Hanadi Al-Thani
Mr. Shashank Srivastava
Mr. Abdul Hakim Mostafawi
Mr. Alexander Dodds
Dr. Mohammed Dobashi
Mr. Mohammed Al Mana
Mr. Samer Jaghoub
Mr. Ashraf Abou Issa
Mr. Ali Telfat
H.E. Sheikh Saud Bin Nasser Al-Thani
Mr. Farhan Mahmood
Mr. Abdullah Al-Marri

Achievements

During a press conference that took place at the "W Hotel" in January, early this year, INJAZ Qatar was proud to announce that they are fully registered in Qatar and will expand its operations reaching private and international schools in addition to Independent schools.

Student Numbers over the past 3 years



Total Students 2010-2011

Projected Student Numbers for 2011-2012: **4,000**

1,804

Students

14

Schools

1

Universities

82

Volunteers

Total Figures for 2010-2011

Facts & Figures

GDP: \$98,313,183,980 (2009)

Percent of population, ages 15-24: 15% (2010)

Percent of working age population, ages 15-24: 17% (2010)





Mr. Ben Abdallah
 General Manager

Number of Staff: 11

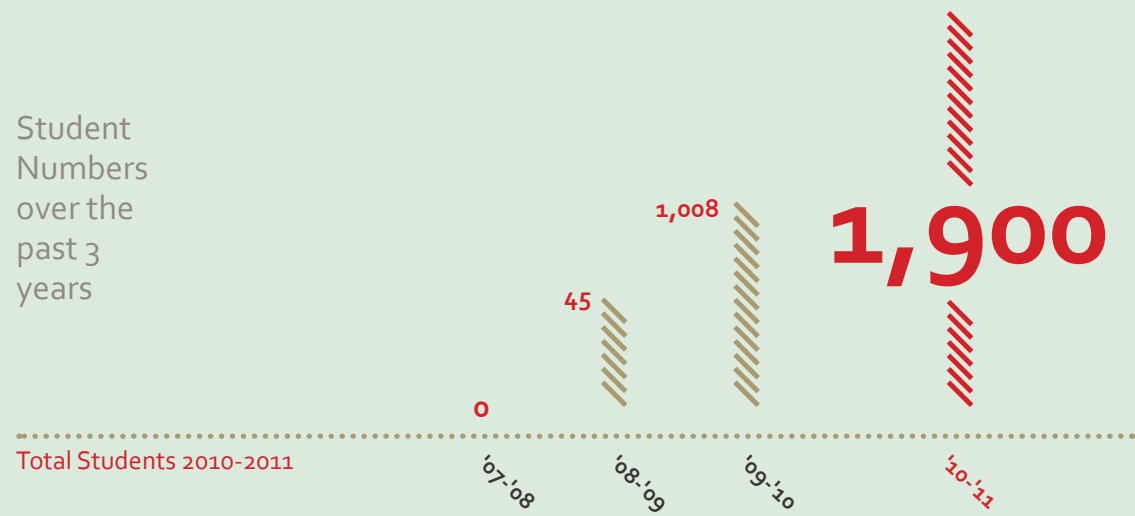
Board Members:

- Mr. Emad Lahham
- Mr. Mazen Abu Hamdan
- Mr. Ghassan Amayra
- Mr. Ali Akkad
- Mr. Luai Jittan
- Mr. Talal Nassereddin
- Mr. Imad Hindi
- Mr. Jamal Milhem
- Mr. Muhannad Assaf
- Mr. Sameh Hamdan
- Mr. Azzam Shawa
- Ms. Hiba Darwish
- Mr. Hashim Shawa
- Mr. Saleh El-Qadi
- Mr. Bassam Walwee
- Mr. Amer Ayoub
- Mr. Samir Jarrad

Achievements

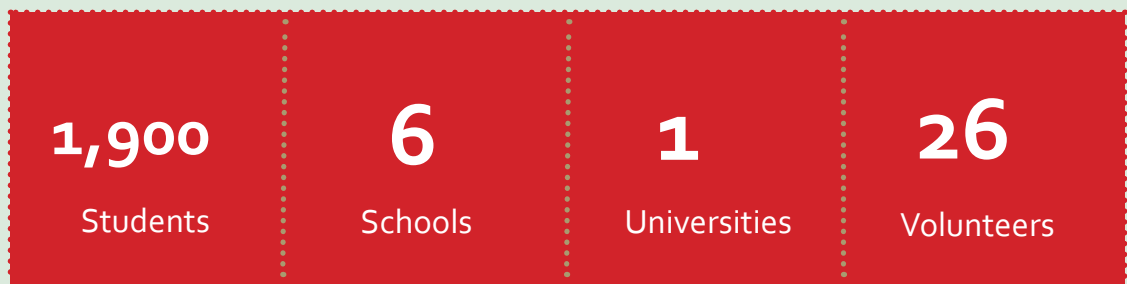
Abraaj Capital seeded the relaunching of INJAZ Tunisia after the revolution. The Ministry of Education has endorsed the implementation of INJAZ programs with the onset of the 2011-2012 academic year with a target to reach 4,000 youth across the country.

Student Numbers over the past 3 years



Total Students 2010-2011

Projected Student Numbers for 2011-2012: **4,500**



Total Figures for 2010-2011

Facts & Figures

GDP: N/A

Percent of population, ages 15-24: 21% (2010)

Percent of working age population, ages 15-24: 39% (2010)





Sulaf Al-Zu'bi
CEO



Sheikh Khaled Al Nahyan
Chairman

Number of Staff: 7 Full time, 1 Part time

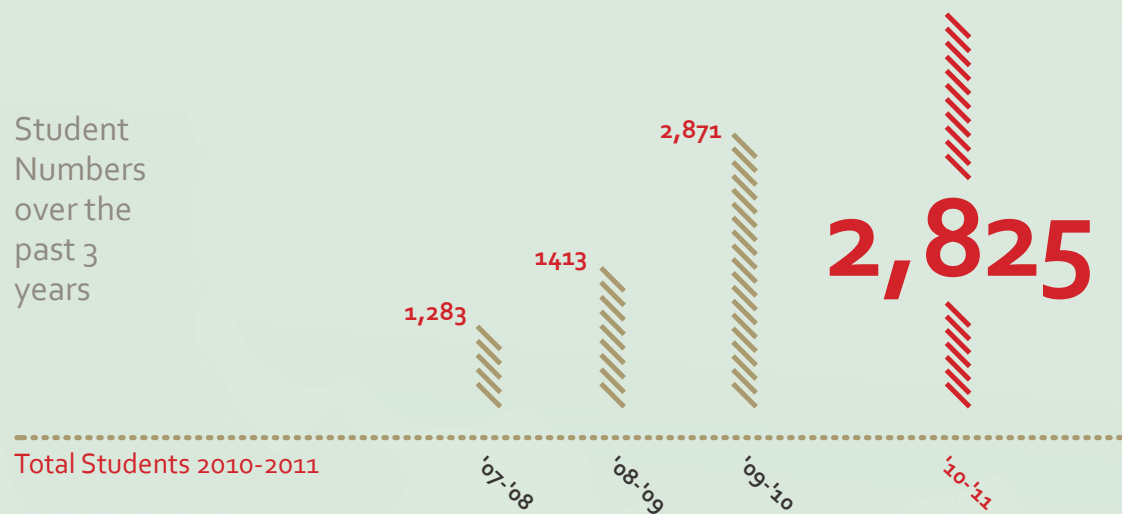
Board Members:

- Sheikh Khaled Al-Nahyan
- Dr. Ahmed Al-Mutawa
- Mr. Steve Donovan
- Mr. Morten Mauritzen
- Mr. Jeff Johnson
- Mr. Mounir Bouaziz
- Mr. Abdul-Fatah Sharaf
- Ms. Lubna Qasim

Achievements

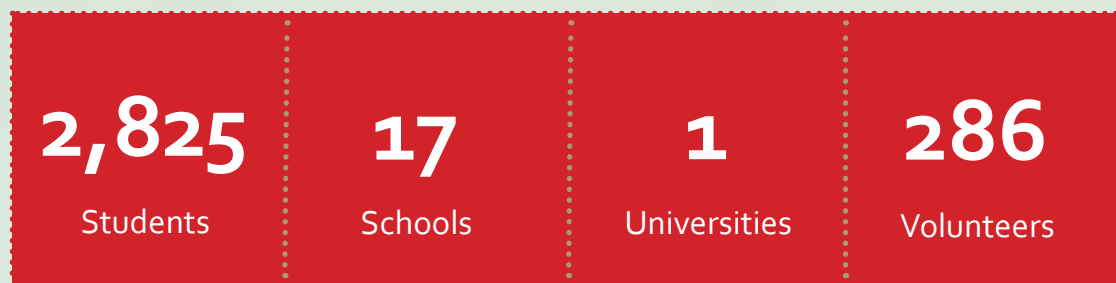
In its efforts to develop tomorrow's entrepreneurs, INJAZ UAE joined with the Khalifa Fund for Enterprise Development to implement a series of programs focusing on entrepreneurship (the Company Program, Innovation Day Camp and the Entrepreneurship Master Class) in Abu Dhabi, Al Ain and the Western Region of the UAE. Over the next three years, the strategic alliance will encourage more than 4,000 students to adopt an entrepreneurial mindset and inspire innovation.

Student Numbers over the past 3 years



Total Students 2010-2011

Projected Student Numbers for 2011-2012: **8,000**



Total Figures for 2010-2011

Facts & Figures

- GDP: \$230,251,878,599 (2009)
- Percent of population, ages 15-24: 16% (2010)
- Percent of working age population, ages 15-24: 20% (2010)





Mr. Munir Daair
Chairman

Number of Staff: 11

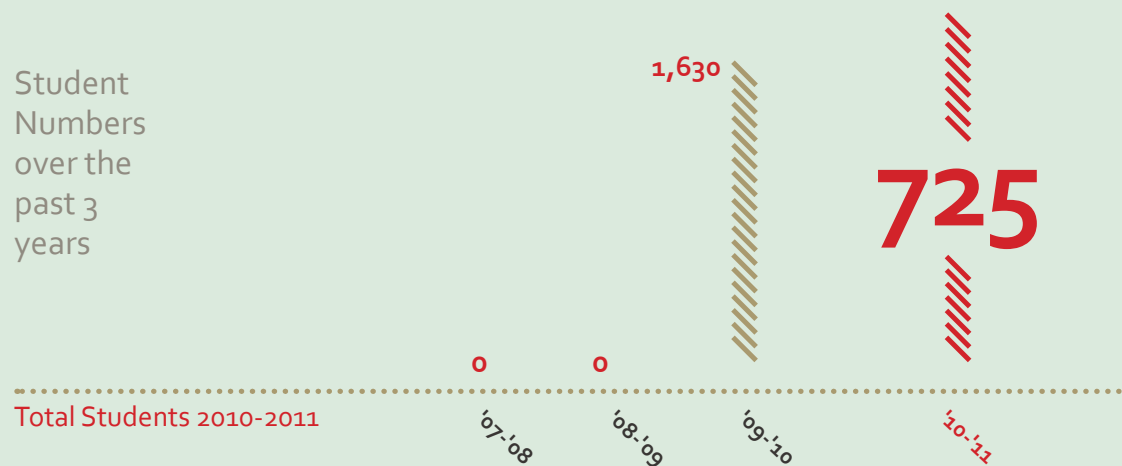
Board Members:

Mr. Munir Daair
Ms. Huda Al-Sharafi
Mr. Faris Sanabani
Mr. Ra'ed Ahmed
Mr. Salah Atter
Mr. Yahya Abuelrejal
Mr. Hassan Al-Kabous
Ms. Leila Al-Hayouti

Achievements

INJAZ Yemen completed the delivery of its Success Skills program in two vocational training centres for more than 450 students despite the ongoing difficulties facing the country.

Student
Numbers
over the
past 3
years



Total Students 2010-2011

725

Students

3

Schools

1

Universities

18

Volunteers

Total Figures for 2010-2011

Facts & Figures

GDP: \$26,365,156,990 (2009)

Percent of population, ages 15-24: 22% (2010)

Percent of working age population, ages 15-24: 42% (2010)



Regional Board Of Directors



H.E Sheikh Khaled Bin Zayed Al-Nehayan

Chairman, INJAZ Al-Arab

Chief Executive Office, Bin Zayed Group



Hani Kablawi

Head of EMEA

Client Management

Bank of New York Mellon



Imad Benmoussa

General Manager

Coca-Cola Middle East



Dave Robinson

*Chief Executive Officer, Middle East, Turkey
& Africa Hill and Knowlton*



Atiq Ur Rehman

Chief Executive Officer

Citigroup, Middle East & North Africa



Sheikha Hanadi Nasser Bin Khaled Al-Thani

Founder & Chairperson

Amwal



HE Mohammed Ebrahim Al-Shroogi

President Gulf Business InvestCorp



Frederic Sicre

Executive Director

Abraaj Capital



Majed Najm

General Manager

Retail Banking – SABB - HSBC

Regional Board Of Directors



AbdulKareem Abu Al-Nasr
Vice-Chairman, INJAZ Al-Arab
Chief Executive Officer, National Commercial Bank



Michael Miebach
Mastercard Worldwide
Division President, Middle East and Africa



Omar El Hamamsy
Partner UAE
McKinsey & Co.



Fadi Ghandour
Founder & Chief Executive Officer
ARAMEX International



Omar Al-Ghanim
Chief Executive Officer
Al-Ghanim Industries



Frank Kemnetz
Vice President & General Manager
ExxonMobil M.E.



Abdul Aziz Al-Yaqout
Regional Managing Partner
DLA Piper Middle East



Omar Fahoum
Chairman of the Board & Chief Executive Officer
Deloitte & Touche M.E.



Semir (Sam) Al-Schamma
Regional Director, Middle East & North Africa
Intel Corporation



Michael Miebach
Mastercard Worldwide
Division President, Middle East and Africa

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INJAZ

Al-Arab

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Amman, Jordan 11194
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F: +962. 6. 568. 1194
<http://www.injazalarab.org/>



Saying it Loud and Clear
Impetus for Change



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Leen Abdel Jaber
Executive Director
leen@injaz-arabia.org

INJAZ BAHRAIN

Sheikha Hessa Al-Khalifa
Executive Director

Office 45, 4th Floor, Entrance 3
Manama Center, Government Road 316
Manama 316
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M +973 3 9520777
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INJAZ EGYPT

Dina Mofty
Executive Director

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Maadi Cairo, Egypt
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F +202 23780274
M +20 122 106684
DMofty@injaz-arabia.org
www.injaz-egypt.or

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Deema Bibi
CEO

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Jabal Amman – Fourth Circle, Ibrahim Ayoub Street
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F +962 6 5657406
M +962 795606109
DBibi@injaz.org.jo
www.injaz.org.jo

INJAZ KUWAIT

Talal Al-Muhanna
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