



INJAZ
Palestine

Member of JA Worldwide

Annual Report 2024

Accomplishments under Challenging Conditions
A Year of Persistence



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INJAZ

About INJAZ

Injaz Palestine is an independent, non-governmental Palestinian organization established in 2007, managed and sponsored by a group of leading Palestinian companies seeking to enhance the capabilities of Palestinian youth to contribute to economic development. Injaz provides programs delivered by experienced volunteers to inspire and motivate young people regarding innovation in the field of project management and business.

Injaz plays a prominent role in creating innovative economic awareness among youth at the global level through its active membership with INJAZ Al-Arab Network and Junior Achievement Worldwide.

It aims to enhance economic opportunities for Palestinian youth by providing a series of educational and economic courses of a practical and scientific nature to Palestinian schools and universities.

Injaz programs are distinguished by their ability to develop students' leadership capabilities, which accelerates their creativity, prepares them for the business world, and enables them to employ knowledge to create new paths that ultimately reduce unemployment, provide opportunities and open promising horizons for new entrepreneurial projects.





Vision

To contribute to empowering and inspiring Palestinian children and youth to become a pioneering, innovative and creative generation capable of leading social and economic development.

Injaz will continue to focus on mobilizing youth in Palestine to provide them with advanced skills and raise their capacities, and will also seek to expand its outreach to more students, while making sure not to compromise the quality of the services provided. Injaz Palestine is determined to bring about sustainable and measurable change, and to make a tangible, positive impact on the direct beneficiaries and on society as a whole.



Mission



Values

- ◀ Resolute belief in the unlimited potential of the Palestinian youth generation.
- ◀ Honesty, integrity and excellence in the work and programs that we offer.
- ◀ respecting the different viewpoints and backgrounds of all individuals.
- ◀ Belief in the strength of partnership and cooperation with the various institutions of Palestinian society.
- ◀ Consolidating the concept of volunteerism within the Palestinian society.



Bassam Walweel
Chairman

Distinguished members of the board of directors, the staff of INJAZ, strategic partners and all those who contributed to INJAZ's journey this year.

From the heart of the challenges that we face in Gaza, and against the backdrop of the ongoing aggression that has overwhelmed every corner of our lives, I am honored to present the INJAZ Palestine annual report 2024. This report is not merely a narration of accomplishments, but a testimony of our ability to withstand and live up to the challenge, and a message of hope to those who seek to press forward despite the difficult circumstances.

We went through an extraordinary year in the full sense of the word. It was not an easy year, but a year full of challenges that were trying to stop us, but we did not permit them. At a time when the aggression was planting destruction everywhere, we stood firm. Despite the cruel conditions in Gaza and the pressures in the West Bank, we were able to reach 52,800 students in all of the governorates. In spite of everything, we continued our work strongly, and proved that we do not submit to obstacles.

This year, the challenges were greater than ever. But we persisted; we did not retreat, but rather pressed forward. We successfully implemented our projects in the West Bank and Jerusalem, launched important initiatives in Gaza, and contributed to educating our youth and enhancing their capabilities despite the difficulties. Our message was clear: life goes on, the will does not stop, and we insist on building the future.

One of the achievements we are proud of this year is our progress in constructing the INJAZ Building with the support of the Arab Fund for Economic and Social Development, our strategic partner with whom we are proud of our continuous cooperation. This construction project represents an important step towards the sustainability of the organization and its ability to continue.

Today, we are more determined than ever. Although the challenges are not over yet, we are confident that our strategic partnerships, teamwork, and unwavering will continue to drive us to achieve more successes. At INJAZ, we promise you that we will not stop here, and that we will continue to achieve our objectives and build a better future for our future generations.

In conclusion, I would like to extend my sincere thanks to everyone who contributed to this year's success, and to everyone who stood by us on this journey. Special thanks to the members of the General Assembly and the private sector companies for their support, which had a great impact on achieving our goals. Thanks to your combined efforts, we have transformed challenges into opportunities, and crises into achievements. We will not stop striving to achieve the best, and together we will continue on the path towards more success.

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Rania Kutteneh
General Manager

In every challenge, there lie opportunities for growth and innovation - and this idea was vividly illustrated throughout 2024. I am pleased to share with you the annual report of “Injaz Palestine,” which highlights our resilience in facing the toughest circumstances.

Despite the profound impact of the ongoing aggression in Gaza, which resulted in the loss of our office and the displacement of our staff, our team has shown remarkable determination and commitment. They continued to work diligently, leaving a positive mark everywhere.

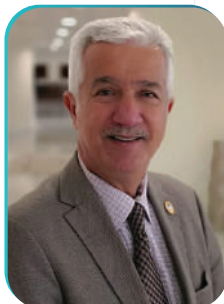
This belief drives us to build a future filled with opportunities by enhancing the skills of our youth and empowering them to become leaders of change. The challenges arising from the aggression have inspired us to develop innovative solutions that meet their needs. Despite the difficult conditions, we managed to reach thousands of students and implement our programs effectively and with excellence, reflecting our determination to expand our impact.

We believe our mission transcends obstacles, and we will continue to reach every Palestinian youth, whether in Palestine or in the diaspora, bringing them hope and support. In the coming year, we will strengthen our partnerships with leading institutions and complete the “Injaz” building project in Ramallah, which will serve as a hub for innovation, collaboration, and partnership building.

We take pride in organizing two national competitions “Youth Creativity” and the “Student Company” this year, which showcased the creativity and excellence of our students. We also launched a new training pillar in science and technology, equipping young people with the digital skills necessary to face future challenges. We will further develop the “Student Company” program to align with sustainable development goals and the changing needs of the market.

Thank you to our partners, teachers, volunteers, and the Injaz team for their passion and dedication. Together, let us continue to work united in our vision, transforming every challenge into an opportunity and contributing to a community where creativity thrives, innovation is celebrated, and hope flourishes. Together, we can write the success stories of our youth, fulfill their dreams, and serve as a catalyst for the future of Palestine.

Board of Directors



Bassam Walweel
Chairman



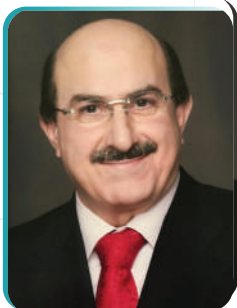
Imad Hindi
Deputy



Reem AlSheikh
Secretary



Thaer Hamayel
Treasurer



Samir Jarrad
Board Member



Aseel Zakarneh
Board Member



Salim Takroui
Board Member



Anan Anabtawi
Board Member



Mohanad Assaf
Board Member



Muammar Orabi
Board Member



Yazan Abdul Hadi
Board Member

General Assembly and Board of Directors

INJAZ Palestine held four regular Board of Directors meetings, adhering to all legal requirements and good governance. These meetings played a pivotal role in achieving strategic objectives, evaluating performance, reviewing achievements, and adopting new policies that enhance work efficiency. During the year, the Board approved three regulations and policies developed by the executive management, namely the Complaints and Feedback Guide, which aims to improve handling of complaints and observations and develop response mechanisms; the Corporate Communication Policy, which defines the internal and external communication of the organization in a way that enhances transparency and ensures effective communication; and the Gender Equality and Social Inclusion Policy, which aims to ensure equal opportunities for all individuals regardless of their gender or social background.

Through these meetings, the Board also worked to strengthen strategic partnerships, ensure sound financial planning to achieve sustainability, and provide the necessary guidance to the executive management to contribute to supporting innovation and sustainable growth.

In April 2024, the General Assembly meeting of INJAZ Palestine was held, where the administrative and financial reports for 2022-2023 were approved, and Ernst & Young was appointed as external auditor. At the conclusion of the meeting and after the previous Board of Directors was discharged, a new Board of Directors was elected, including Mr. Bassam Walweel, Chairman of the Board of Directors of Raya Media Network, as Chairman, Mr. Imad Hindi, General Manager of the National Beverage Company - Coca-Cola / Cappy, as Vice Chairman, Ms. Reem Al Sheikh, Executive Director of Wassel Group/Palestine Development and Investment Company/PADICO, as Secretary, and Mr. Thaer Hamayel, General Manager of PalPay Company, as Treasurer.

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General Assembly Members



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Partners and Sponsors



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INJAZ in a Year



Total Number of Students

52800



Females

34320



Males

18480



Schools

131



Universities

25



Number of Youth Centers

55



Volunteers

763



Corporate Volunteers

57%

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Number of Student Companies

17



Schools

12



Universities

5



Number of Company Program Students

326



Schools

229



Universities

97

INJAZ Information



Number of Initiatives

47



Number of Initiatives
Students

1058



Number of the Members
of the General Assembly

29



Number of Staff
Members

22



Number of Injaz
Offices

9



Number of the members
of the Board of Directors

11

INJAZ

Theory of Change of INJAZ Palestine: Towards Empowering the Youth and Building the Future

The theory of change is an essential strategic framework for INJAZ Palestine, through which it aims to achieve comprehensive and sustainable change that enhances the role of Palestinian youth as leaders of social and economic development. This theory reflects the organization's vision of empowering youth by building their leadership and innovation capacities, and developing their sense of responsibility, with a focus on linking education to the needs of the labor market.

The theory of change is based on enhancing cooperation between the three sectors: private, public, and civil society, which creates a supportive environment that stimulates change on four levels: the personal level through developing skills and building positive behaviors; the cultural level through spreading the values of innovation, volunteer work, and enhancing national belonging; the relational level that focuses on building effective partnerships and continuous interaction between individuals and institutions; and finally the structural level that seeks to improve institutional systems and enhance transparency.

The theory also highlights INJAZ Palestine's commitment to achieving its strategic goals of empowering Palestinian youth wherever they are, investing in modern technologies to enhance training and education opportunities, strengthening partnerships with local and international institutions, and building a strong organization. In short, the theory of change represents an integrated methodology that embodies the organization's vision of transforming challenges into opportunities, and directing energies to achieve sustainable development and prosperity for Palestinian youth and society as a whole.



The measurable impact of INJAZ in fostering change

These accomplishments demonstrate "INJAZ Palestine's" steadfast commitment to fostering sustainable change by empowering youth, cultivating a culture of leadership and innovation, and forging strategic cross-sector partnerships. Furthermore, the organization actively promotes an enabling environment for education and employment, driving sustainable development and societal progress across Palestinian communities.

58000+

young men and women empowered with essential life and career skills, preparing them for future success

17

innovative startups launched through the Student Company program, transforming entrepreneurial ideas into reality.

15

local and international partners contributing to empowering youth and expanding opportunities for them.

40+

impactful community initiatives led by our students to make a difference in their community.

1200+

students inspired through career guidance seminars, shaping their professional journeys and aspirations.

1700

youth equipped with smart financial management tools to secure a more resilient economic future.

19000+

students enhanced their employability through targeted work readiness programs.

12000+

Aspiring talents in technology, programming, and e-marketing engaging in hands-on learning experiences.

3000+

emerging entrepreneurs launched into leadership and innovation with confidence.

On the Path of Hope: Working Against the Backdrop of Aggression

In light of the escalating humanitarian crises resulting from the ongoing aggression against the Gaza Strip, children are facing harsh scenes that have imposed exceptional circumstances of displacement and loss of security on them. These circumstances have left a deep psychological impact on their young souls, as well as on their mothers, who are considered the safety shield for their lives. Recognizing the extent of this suffering, INJAZ Palestine launched a series of humanitarian initiatives starting in June 2024, focusing on providing psychological and social support to children and their mothers in the most affected areas.

In light of these difficult circumstances, the organization worked to develop flexible strategies that allow it to respond to the increasing challenges, and through its close partnerships with local institutions and its strong volunteer base in the Strip, it was able to provide group activities and specialized training programs that enhance resilience and flexibility in the community, and stimulate positive change in the midst of these difficult times.

Through interactive activities, we were able to provide safe spaces for more than 150 children to express their feelings, which contributed to alleviating the deep psychological pain caused by the aggression. Awareness programs also targeted 60 women in order to enhance their abilities to support their children in facing psychological and social challenges. We focused on promoting the concept of resilience within the community by involving mothers in these programs, to enable them to provide psychological support to their children effectively.

Moreover, we focused on providing educational support to children in displacement environments, where 100 children benefited from educational programs that ensured their continuity of learning despite the harsh conditions. These interventions were not only an emergency response, but were part of a strategic plan to empower youth and enhance their ability to adapt to crises by supporting mental health and developing their life skills. Thanks to strong partnerships with volunteers, who were on the ground, and members of the local community, we were able to make a real difference in the lives of children and their families. We are committed to continuing these humanitarian initiatives, not only as a response to the needs of the phase, but also as part of our long-term vision to enhance resilience in Palestinian society.

Success Story: Sameer, from Isolation to Hope

Sameer, a child with autism spectrum disorder, participated in INJAZ Palestine activities, where he had the opportunity to continuously participate in interactive programs that aim to enhance communication and social integration. At first, Sameer lived in extreme isolation due to the difficult circumstances he went through as a result of the aggression, which made him prefer to stay away from others. Over time, Sameer gradually began to interact through activities such as drawing and group games that helped him break the barrier of fear and isolation.

What impressed his family was the remarkable change in Sameer. His uncle made sure that he always attended, and he noticed a great improvement in his interactions with other children. "We were looking for any way to get Sameer out of his world, and these activities were the perfect opportunity for him," said his grandfather, who expressed his deep gratitude to the organization, describing the change they witnessed with Sameer as more than they had expected. This transformation showed that psychological and educational support in a safe environment can make a huge difference in the lives of children affected by crises. For Sameer's family, these activities were a turning point towards their child's integration into society and the restoration of his social and psychological abilities.

Empowerment and Capacity Building



Creating
change



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INJAZ Palestine is committed to achieving its strategic objective of empowering Palestinian youth and enhancing their capabilities to become effective and innovative leaders in their communities. This is achieved through implementing its carefully designed interactive programs to develop life, leadership and entrepreneurial skills, enabling youth to effectively contribute to social and economic development and meet the demands of the labor market.

INJAZ programs reach students in the various governorates, including marginalized areas, providing them with educational opportunities and interactive experiences, in addition to local and regional competitions that aim to enhance innovation and hone talent. To ensure achieving its goals, the organization invests in training its volunteers and teachers and equipping them with the latest educational tools, while continuing to develop the efficiency of its executive staff to maintain the quality of programs and expand their scope.

In this chapter, we highlight the achievements that embody the organization's vision of achieving youth development and enhancing its pioneering role in Palestine.



Empowering Volunteers and Teachers: Continuous Support for Development and Influence

INJAZ Palestine seeks to establish the value of volunteering as an essential part of the success of its programs, as volunteering is one of the pillars of building the Palestinian society and a pillar of social change and sustainable development. This value is considered one of the authentic values that distinguish Palestinian society, and studies have shown that volunteering enhances the spirit of cooperation and strengthens the bonds of social solidarity among individuals. Through it, volunteers get the opportunity to develop their personal and professional skills, while at the same time contributing directly to improving societal conditions.

Since its establishment, INJAZ Palestine has succeeded in attracting more than 8,000 volunteers of different ages and specializations, including volunteers from large companies, civil society organizations, and individuals on their own initiative. At the beginning of the school year in September 2023, a series of training of trainers workshops were held in various governorates, including the Gaza Strip, benefiting 370 volunteers. At the beginning of the second semester, two training workshops were held in Nablus and Jenin, with the participation of 120 volunteers.

During the workshops, the concept and elements of training were reviewed, with an analysis of the impact and value of training for trainees. The characteristics of a successful trainer were also deduced, and interactive strategies were applied in training. In addition, challenges facing trainers were discussed and expertise and advice were exchanged to enhance the effectiveness of training sessions. At the end of each workshop, volunteers receive a certificate proving their completion of the training, which increases their chances of being accepted into volunteer or job opportunities later.

In addition, a special training workshop was held for the trainers of the student companies, numbering 20 volunteers, where they were introduced to the program and its various stages, and informed about its implementation plan.

Regarding teacher training, 36 teachers and supervisors from the West Bank directorates were trained to implement the Youth Creativity Program, in addition to training 12 teachers to guide student companies in schools. 160 teachers were also trained in the fields of communication as well as “work skills under pressure” in cooperation with the Arab Bank, which contributes to enhancing teachers’ ability to deal with educational challenges.

INJAZ

INJAZ honors its volunteers

INJAZ Palestine organized a series of honorary celebrations in the summer of 2023, in appreciation of the efforts of 256 volunteers in the governorates of Hebron, Gaza, Nablus, and Tulkarm, and in gratitude for their inspiring service and valuable contributions to the success of INJAZ programs over the years from 2020 to 2023. The organization also honored 44 teachers and supervisors for their active role in the success of the Youth Creativity and Student Company competitions.

These honors came as an expression of the organization's thanks and gratitude for the unique spirit of volunteers and teachers, and in appreciation of their role in supporting youth and enabling them to develop their skills and prepare them for a future full of creativity and excellence.



Six years ago, my journey began as a participant in INJAZ's Student Company Program—where I discovered my potential, honed my skills, and learned to overcome barriers. Today, I've returned to INJAZ as a volunteer, carrying forward the legacy of those who guided me. Now, it's my turn to empower others and amplify our collective impact on the society.

Volunteer Rama Arafat - graduate of the student company program for the year 2023 An -Najah National University



From Training to Employment: Building the Capacities of Students and Graduates

INJAZ Palestine is committed to providing real training opportunities for students and graduates, aiming to providing them with the necessary skills to be able to serve their community and be prepared to enter the labor market with confidence and competency, through a group of diverse extracurricular activities and programs, which fall under the Pillar of entrepreneurship, financial knowledge, and work readiness. This year, the organization added The Science, Technology, Engineering, and Math STEM & Technology Pillar, which focuses on developing students' skills in the fields of science, engineering, technology and mathematics, in line with the requirements of the age and future challenges.



Financial Literacy

Through its programs under the Financial Literacy Pillar, INJAZ seeks to bridge the large gap that students suffer from in understanding basic financial matters, making them more capable of managing their financial affairs responsibly and effectively. This Pillar benefited **1700** students during the year, who learned how to deal with money through basic concepts including saving, investments, budgeting, and credit, which enhances their readiness for the financial future and the job market.

These programs are implemented in cooperation with competent volunteers from banks and private sector companies, who provide content that reflects the practical condition of the market, enabling students to apply financial concepts in their daily lives. The programs target age groups starting from 12 years, and use innovative educational methods such as simulations and interactive activities to make financial concepts clearer and easier. They also focus on teamwork skills and making smart financial decisions, which contributes to building their capacities to continue improving their professional and personal lives.

Word Readiness

19,800 male and female students benefited from the Work Readiness Pillar, through a set of training programs targeting students of different age groups, starting from those in primary school, through middle and secondary school, and up to university graduates. These programs aim to develop basic skills that are in line with the needs of the contemporary labor market, such as effective communication, critical thinking, teamwork, and problem solving, which helps in better preparing students for their professional future.

Through these programs, young people are trained and provided with the knowledge and skills necessary to keep pace with developments in the labor market, including the ability to make sound decisions in real work situations. Activities are implemented in an interactive manner, with practical aspects that aim to prepare students to adapt to daily challenges in changing work environments.

The program also focuses on enhancing self-learning skills, which contributes to building the students' abilities to analyze and think independently, and enhances their readiness to engage in the labor market or to continue improving their professional skills throughout their career.

INJAZ



Spotlight

Distinctive Seminars to Prepare Students for their Professional Future

During the academic year, INJAZ Palestine held 38 career guidance seminars that benefited 1,270 high school and university students. These seminars hosted prominent professional figures who shared their practical experiences with the students, providing them with realistic insights into the requirements of the labor market. This type of guidance greatly contributes to enhancing students' readiness to engage in work environments and provides them with the necessary tools to make informed career decisions.



Entrepreneurship

This year, INJAZ Palestine succeeded in reaching 3,100 students through its programs and activities under the Entrepreneurship Pillar. These programs aim to build a generation of youth capable of making a positive impact on their society and economy, as they contribute to developing leadership and innovation skills through hands-on practices. Starting at the age of 13, students launch purposeful initiatives in various fields inside and outside their schools, while young people work to find innovative solutions to the problems of their communities. High school and university students continue to establish distinguished student companies year after year.

This year, INJAZ also organized 15 "innovation camps" that presented challenges in fields such as health, environment, economy, education, and others. Students were given the opportunity to present creative solutions to these challenges within an organized group work.

Through this renewed program Pillar, INJAZ continues to empower youth with the basic skills that contribute to building their professional and social future, such as critical thinking, leadership, and problem solving.

STEM & Technology

The STEM & Technology Pillar is a new addition to the INJAZ Palestine Pillars, and aims to equip students with the skills needed to keep pace with the developments of the digital age and innovation in the fields of science, engineering, and technology.

This Pillar focuses on providing students with the tools that enable them to excel in a fast-paced world. During “this year, INAZ launched two important programs within this Pillar. The first is “Abtal AL Internet, which targeted primary school students (**8 to 10 years old**), and focused on teaching them how to use the Internet safely, which is of utmost importance in light of their exposure to distance learning experiences. This program benefited **3,100** male and female students, which helped enhance digital safety skills and increase awareness of digital risks among children in this age group. The second program is “Maharat Min Google”, which focused on digital marketing. The program aimed to enable students to acquire vital skills in this field, such as data analysis, content development, and interacting with customers online.

INJAZ has successfully benefited **13,000** students within this Pillar, highlighting its ongoing commitment to enhancing technical skills among young people. This is part of the organization’s commitment to expanding its scientific and technological Pillar in the coming years by adding new training materials that keep pace with ongoing technological developments.



INJAZ

INJAZ Team: Developing Capacities to Achieve Excellence

This year, the INJAZ team held 13 monthly meetings, which served as a vital platform to enhance cooperation, exchange experiences, and make decisions collectively. These meetings went beyond discussing achievements and projects, becoming an ideal space to strengthen relationships between the team members of 22 employees, which enhances a positive work environment that encourages creativity and innovation.

As part of capacity development, the General Manager and Program Manager participated in a specialized training on project management organized by Solarity, a certified partner of the PMI Institute, which confirms the organization's commitment to implementing global best practices. Two employees were also delegated to attend a training with Google in Dubai, which gave them the opportunity to learn about the latest training in the digital field.

In addition, five employees participated in training workshops on gender equality and social inclusion, the complaints system, and communication strategies. The Financial and Administrative Manager and the Media Coordinator also received training on fundraising and attracting sponsors to support the organization's activities. In the field of media, the Media Coordinator participated in the Entrepreneurship and Work Skills for Young Female Journalists Workshop at Nisaa FM radio station. The Program Manager and "Young Leadership" Project Coordinator also benefited from a training workshop on integrating the concepts of equality and inclusion into programs.

These training workshops did not only improve individual skills, but also contributed to enhancing the organization's ability to implement its projects with the highest levels of competency, which enhances its positive impact on society and serves its strategic goals.



Inspiring Entrepreneurial Competitions



#BelieveinINJAZ
High-School



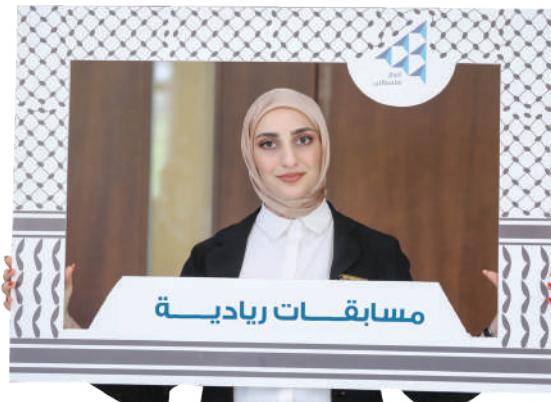
INJAZ Palestine organizes two national entrepreneurship competitions annually: Youth Creativity, which highlights community leadership, and Student Company, which gives students an exceptional opportunity to establish and manage their own companies. These competitions are not just competitions, but rather an inspiring journey that opens new horizons, ignites students' passion, enhances their confidence in their abilities, and motivates them to take responsibility and take initiative towards change, giving them the opportunity to discover themselves and hone their leadership skills. Through these experiences, students present their ideas to the community, exchange experiences, and communicate with community institutions and private sector companies, making them a starting point towards a future full of opportunities and achievements. Let's learn together about the details of these competitions and the surprises they hold this year!

Youth Creativity 4.0

INJAZ Palestine launched the Youth Creativity Competition for the fourth year, with the support of the Ministry of Education and in cooperation with the ministry's Student Activities Department. 550 male and female students from 18 directorates in the West Bank participated in the program, under the supervision of teachers and supervisors from the ministry.

Teachers and supervisors were prepared with two workshops organized by INJAZ at the beginning of the program. Students were later trained and 18 initiatives were launched in various fields inside and outside schools, in cooperation with local community institutions.

The final competition was held in March, where students presented their initiatives to a specialized jury, and Al-Awda Girls Secondary School won first place. INJAZ honored the winners, teachers and supervisors, and distributed prizes to the top three places and to the rest of the participants.

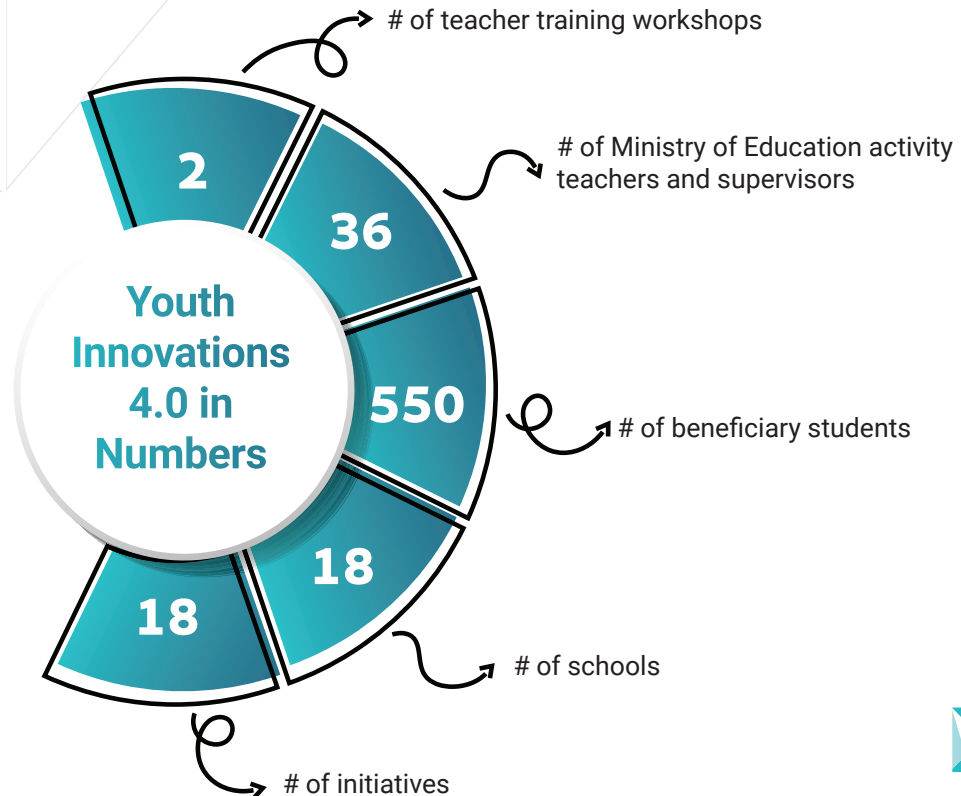




Spotlight

Community Leadership

refers to empowering individuals to lead change in their communities by developing innovative initiatives that respond to the challenges of their surroundings, while enhancing leadership skills, teamwork and effective planning, which contributes to creating a positive and sustainable impact.



	Name of Initiatives	Directorate	Sector	
1	Reading Lounge	Jenin	Educational, cultural	
2	Innovation Yard	Jerusalem	Environmental, volunteer, cultural	
3	The Impact of the Butterfly Does Not Vanish	North Hebron	Improvement of school environment, cultural	
4	Children without Deformities are Happier in their Societies	Bethlehem	Recycling, technology, environment, awareness raising	
5	Children's Cultural Cafe	Tulkarm	Cultural, entertainment, environmental	
6	My School Environment: Face the Innovation	Qalqilyah	Improvement of school environment	
7	Student Touches	Nablus	Awareness raising, cultural, improvement of school environment	
8	My Path is Safe	Ramallah	Safe traffic and passage	
9	Pull Together	Tubas	Advocacy campaign: introduction to the northern Jordan Valley region and its needs	

	Name of Initiatives	Directorate	Sector
10	Mathematics is More Beautiful with Us	Jerusalem suburbs	Educational, training, learning activities
11	Return My Life Back to Me	Birzeit	Environmental, recycling
12	My School's Environment is My Responsibility and Identity	South Hebron	Improvement of school environment, student activities
13	Electronic archive	Yatta, Hebron	Technology, development of a historical archive for the school
14	Garden and familiarity	Jericho	Improvement of school environment, awareness raising
15	What Can Be Treated with Food Needs No Medicine	Qabatiya	Health, awareness raising
16	Culture Café: A Window into the Past and a Fact for the Future	South Nablus	Cultural, improvement of school environment
17	My heritage is the symbol of my identity	Salfit	Heritage, support for women, awareness raising
18	Environmental Interaction Project	Hebron	Environmental, improvement of school environment

Members of the Jury

Dr. Abdelrahman Al-Tamimi
General Manager
Palestinian Hydrology Group

Mr. Hamed Abu Makho
Director General of student activities
Ministry of Education

Ms. Muna Hawash
Media professional and Instructor
AL-Najah National University



First place:
Al-Awda Secondary Girls School
Bethlehem



Second place:
Hijja Secondary Girls School
Qalqilyah



Third place:
Imraish Girls School
South Hebron

Student Company Program



At the beginning of the academic year, the Student Company Program was launched in cooperation with the Ministry of Education and Higher Education, with the participation of 17 teams from schools and universities. Students received intensive training under the supervision of entrepreneurship teachers and volunteers from major private sector companies, in addition to specialized workshops covering areas such as effective presentation mechanisms, corporate governance, and developing financial statements.

This year, student companies distinguished themselves by presenting innovative solutions in the fields of sustainable energy, smart applications, and agricultural technology. In May 2024, qualifiers were held for participating schools, and 7 companies out of 12 were selected to qualify for the final competition.



The Student Company Program taught me the fundamentals of leadership and management, equipped me with entrepreneurial experience and valuable professional connections, and became a turning point in both my professional and personal journey.”

Obadah Al-Rajabi – Chief Financial Officer, Aleint Company – Palestine Polytechnic University.

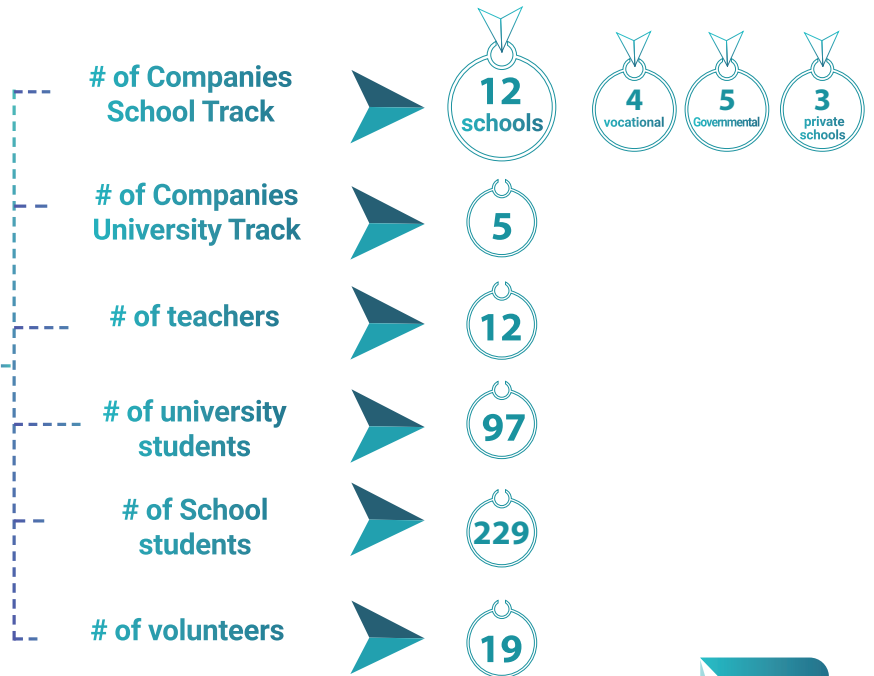









Spotlight








Entrepreneurial Adventure with the Student Company

During the academic year and within the folds of the Student Company Program, students are prepared with intensive training material, and in parallel, students go through the experience of establishing a real company, starting from choosing an innovative idea and ending with producing and marketing their product. They learn leadership, teamwork, developing financial reports, and experience the business world up close. The journey ends with a national competition and an opportunity to qualify regionally, where the dream turns into a tangible reality.



Competitors - Schools Track

Schools	Company Name	Product / Service
Rosary Sisters High School for Girls, Jerusalem	Icart 	A smart application to facilitate the purchasing process in line with the family's needs
Al-Mustaqbal Schools, Ramallah	UNB 	Providing innovative financial solutions, the first of which is integrating the university card with the bank card.
Sebastiya Vocational Schools, Nablus	Dr.Mama 	An application that ensures pregnant women follow-up on their health with their doctors.
Al-Fatimiyah Secondary School, Nablus	Sesame Box 	Production of healthy food products from sesame desserts suitable for diabetics and dieters.
Ramallah Vocational Girls School, Ramallah	Snipon 	Production of electronic parts added to shoes to convert kinetic energy into electrical energy.

Schools	Company Name	Product / Service
Friends Secondary School	3a.balata 	Piezoelectric Tiles» which is an innovative solution in the field of sustainable energy.
Broqeen Secondary Girls School	Khatwa 	An electronic application to facilitate access to professionals, ensuring quality service and rapid response to the user.
Doura Industrial Secondary Girls School	Seeds 	Unique cardboard pieces like greeting cards that contain plant seeds to be planted after the cards are used.
Ras Atiyah Secondary Girls School	Chalet savior 	A device to monitor drowning cases in swimming pools and activate audio alarms using artificial intelligence systems, which speeds up rescue procedures.
Kufr Raii Secondary Girls School	Master Plate 	Eco-friendly paper plates made from paper waste, healthy and biodegradable, available in several sizes, durable and low cost.
Iskander Khoury Secondary Boys School	Free Your Mind 	Innovative double-sided educational toys (cardboard game/electronic game).
Silat Al-Thaher Secondary Industrial School	Eco Heat 	Provide environmentally friendly and economical solutions for heating and energy through the use of renewable and available materials such as wood chips and leaves.

Members of the School Qualifier Jury



Mr. Abdelhakeem Abu Jamoos | Head of the Humanities and Social Studies Curriculum
Ministry of Education

Mr. Ashraf Rizq | Main partner and General Manager
Rizq Audit Company

Mr. Saeed Zeidan | Chief Executive Officer
ULTIMIT Solutions

Ms. Mona Al-Dumaidi | Chairwoman of the Board
Intersect Hub

The final competition

The companies qualified for the final competition



The Judging Juries - Two Tracks



Final Competition Jury Schools Track

Mr. Sadiq Al-Khdour | Assistant Undersecretary for Student Affairs
Ministry of Education

Dr. Nasr Ityani | Economics Expert, Treasurer
General Union of Palestinian Economists, General Union of Arab Experts

Hanin Khoury | Senior Director of Marketing Communications
Ooredoo Palestine

Final Competition Jury Universities Track

Dr. Saeed Dweikat | National Coordinator
United Nations Industrial Development Organization in Palestine

Mr. Ashraf Rizq | Main partner and General Manager
Rizq Audit Company

Mr. Badr Akleek | Financial Director
PADICO Holding, Palestine Development and Investment Company, Ltd.



Competitors - Universities Track

Universities

Student Company

Product / Service

Al-Quds Open University,
Tulkarm



NAWAFETH

A diverse collection of interactive, sensory and electronic educational tools with innovative content for children with learning difficulties and children on the autism spectrum.

An-Najah University



Tayseer

An electronic application that enables the user to "book appointments" in places that suffer from crowding, such as the health sector and clinics.

Polytechnic University of
Palestine



ALEINT
Electrical
Solutions

A safety electrical connection that automatically disconnects the power when the temperature rises due to an electrical overload.

Birzeit University



Mirsal

A unique marketing platform that displays and sells distinctive and diverse Palestinian products, and meets the needs of Palestinian and Arab communities abroad.

Winners of the National Competition- 2024

School Track



Best Student Company Award

3a.balata company, Friends Secondary School



Best Product Award

Eco Heat company, Silat Al-Thaher Secondary Industrial School, Qabatiya



Best Social Impact Award

Khatwa company, Broqeen Secondary Girls School



Best Media Coverage Award

Seeds company, Doura Secondary Vocational Girls School

University Track



Best Student Company Award

ALEINT company, Polytechnic University of Palestine



Best Product Award

Tayseer company, An-Najah University, Nablus



Best Social Impact Award

Mirsal company, Birzeit University



Best Media Coverage Award

Nawafeth company, Al-Quds Open University, Tulkarm

Closing Event

Under the patronage of His Excellency the Minister of Education and Higher Education, Dr. Amjad Barham, INJAZ Palestine organized the closing event of the Student Company Program on July 16 at the Ramallah Municipality Theater, in the presence of representatives of the private sector and companies of the INJAZ Palestine General Assembly, representatives of the education sector, and parents of students. The event opened with a welcoming speech by Mr. Bassam Walweel, Chairman of the Board of Directors of INJAZ Palestine, who stressed the importance of the programs offered by INJAZ, despite the challenges in the Gaza Strip and the West Bank.

This was followed by a speech by Mr. Sadiq Al-Khdour, Assistant Undersecretary at the Ministry of Education, who emphasized the Ministry's support for students and guiding them towards creativity. A video was shown about INJAZ activities in Gaza, highlighting the efforts made to support children and women in difficult circumstances.

The event also witnessed a dialogue meeting between Mr. Saeed Zidan, CEO of ULTIMIT Solutions, and INJAZ graduate Mohammed Al-Aissa from Palestine Technical University - Kadoorie, where the importance of moving towards entrepreneurial projects was discussed.

The event also included a comprehensive evaluation by specialized juries to determine the best companies in each category, in addition to honoring volunteers and sponsors and celebrating their efforts. The day concluded with the announcement of the results, and the winning companies will participate in the regional competition to be held in the Emirate of Dubai in November 2024, crowning the students' inspiring journey from idea to implementation.

Sponsors



Regional Competition 2023

INJAZ Palestine participated in the INJAZ Al-Arab Young Entrepreneurs Competition (YEC) 2023, which was held in February 2024 in the State of Qatar, where Palestine was represented by two distinguished teams: the Safetech company team from Palestine Technical University - Khadouri, Tulkarm, and the Purecent company team from the Islamic School for Boys, Nablus. Over the course of three days, students participated in specialized training workshops in entrepreneurship supervised by prestigious international companies such as Nestle, FedEx, and MasterCard.

This year's competition was attended by Mr. Bassam Walweel, Chairman of INJAZ Palestine, and Ms. Hiba Wazani, General Manager of Raya FM Network, in addition to the Palestinian Ambassador to Qatar, who attended the closing ceremony. Their presence was inspiring and encouraging for the students.

The regional participation provided students with opportunities to interact with their peers from different Arab countries, which contributed to enriching their knowledge and broadening their horizons regarding entrepreneurship. It also gave them the opportunity to learn about the business environment in global companies, which contributed to enhancing their skills and expanding their professional network.

The students achieved outstanding results in the competition, as they received secondary awards that reflect their advanced skills, such as the Project Excellence, Global Possibility, AI Spark, Creation Excellence, and Sustainability awards. At the end of the competition, Warf from Oman won the Best Student Company Award - Schools Track for 2023, while "Speclay" from Tunisia won the Best Company Award - University Track for 2023.



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Sponsors participating in the competition



ooredoo



Our partnership with INJAZ embodies our firm commitment to supporting Palestinian youth and developing their entrepreneurial skills. At Ooredoo, we believe that investing in the capabilities of future generations is the foundation for building a sustainable and prosperous future. Our shared vision with INJAZ to empower youth and prepare them to face the challenges of the labor market with confidence and innovation has a positive impact on us and various private sector companies, and here the complementary role between various community institutions stands out.



Dr. Samer Fares
Chief Executive Officer
Ooredoo Palestine



Spotlight

The Student Company SAFETECH: Innovation for Safety

In an outstanding step, students from the student company SAFETECH from Palestine Technical University - Kadoorie participated in the 6th Conference and Exhibition of the Water Service Providers Association in Palestine. The students presented their innovative product, the Smart Helmet, which they designed to ensure the safety of the user in the event of an accident during work. This product was admired and appreciated by the exhibition visitors, especially Mr. Hani Kort, General Manager of Darb Company and member of the General Assembly of INJAZ, which reflects the importance and diligence of the students in providing practical and effective solutions in the field of occupational safety.

INJAZ



**Partnerships: Bridges towards
Sustainability and Impact**





Despite the ongoing challenges and harsh conditions in the Palestinian territories, INJAZ Palestine has worked hard to achieve its strategic goal of strengthening its partnerships and implementing its projects with excellence. This has had a positive impact on the continuity and quality of work, which has contributed to deepening relations with partners and renewing previous regional and local partnerships. The renewal of cooperation with the Ministry of Education and Higher Education and academic and local institutions has also had a significant impact in supporting the organization's efforts and achieving its vision. These partnerships were not just agreements, but rather a bridge to achieve common goals and serve Palestinian youth in various regions. In the following pages, we will review the most prominent projects and achievements that were made possible by INJAZ Palestine's fruitful partnerships.

1 Enhancement of Youth Initiatives within the Framework of Supporting Palestinian Youth, funded by the Arab Fund for Economic and Social Development.

This year, INJAZ Palestine achieved remarkable accomplishments at all levels, reaching **52,800** male and female students in various governorates, including Jerusalem, Gaza, marginalized areas and areas adjacent to the Separation Wall. The organization also continued to develop its training programs, adding a new Pillar entitled "Science and Technology", which focuses on empowering youth with technical skills and linking it to the Pillars of Financial Knowledge, Entrepreneurship, and Work Readiness to provide a comprehensive educational experience.

The organization also succeeded in implementing the Student Company and Youth Creativity programs, providing distinguished opportunities for students to apply entrepreneurship concepts on the ground. It also launched the Student Company Support program in its first edition in cooperation with Flow Accelerator. Four student companies participated, with Loyint and Safetech each receiving a grant, enhancing their ability to transform into real startups.

At the administrative level, the organization saw a qualitative development in its administrative system, with significant progress in the INJAZ building project. This building represents the organization's permanent headquarters, and includes a business incubator to support entrepreneurial projects, in addition to providing a sustainable source of income through renting internal spaces. This year, the basement, garages, and warehouses were completed, in addition to the external courtyards, thanks to the strategic support provided by the Arab Fund for Economic and Social Development.



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The support of the Arab Fund for Economic and Social Development is a fundamental pillar of INJAZ's successes, as this support extends over the years, contributing to achieving the sustainability of the organization's work and expanding its impact in serving Palestinian youth.



Student Company Support

As part of the ongoing partnership between INJAZ Palestine and the Arab Fund, the first edition of the Student Company Support Program was launched. The program aims to support student companies that graduated from the Student Company Program, and focuses on training students to establish their own companies with all their administrative, financial and production details considered, under the supervision of Palestinian private sector consultants.

Through the program, financial support was provided to start-up companies, in addition to enhancing the skills of student companies and exchanging experiences between them. Cooperation was also made with Business Accelerator to promote innovation and entrepreneurship in Palestine, which enabled student companies to benefit from specialized training programs and opportunities to present their projects to investors and businessmen, which opens up new financing opportunities for them.

2 Improvement of the School Environment

Continuing its successful partnership with Arab Bank over the past ten years, INJAZ Palestine implemented this year the Improvement of School Environment Project, which targeted six public schools selected in cooperation with the Buildings Department at the Ministry of Education. Our efforts focused on meeting the schools' needs regarding maintenance and development, which led to the creation of a better educational environment for students and teachers alike.

Arab Bank staff also participated as volunteers in implementing a group of activities in the targeted schools, which had a significant positive impact on the volunteers themselves and on the administrative and educational staff in these schools. In addition, intensive training was organized for teachers, in which approximately 160 teachers participated, and was delivered by experts from Arab Bank with the aim of raising the level of teachers' educational skills and developing their educational capabilities.

البنك العربي
ARAB BANK



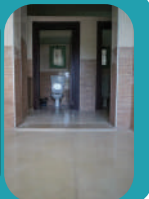
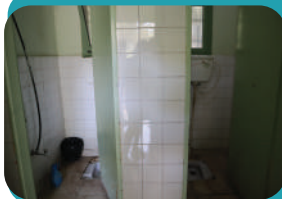
"The School Environment Improvement Program is one of the most important programs adopted by Arab Bank 10 years ago as part of its "Together" social responsibility program, which aims to contribute to providing a safe and healthy educational environment that leaves a sustainable impact on society in general and students in particular. We are proud of our strategic partnership with INJAZ Palestine in implementing the program in cooperation with the Palestinian Ministry of Education, through which we were able to maintain and renovate more than 55 public schools, benefiting more than 15,000 male and female students as part of our ongoing efforts to serve the education sector in Palestine and contribute to developing the educational process for students for the better."



Dr. Jamal Hourani
Palestine Country Manager
Arab Bank

Before

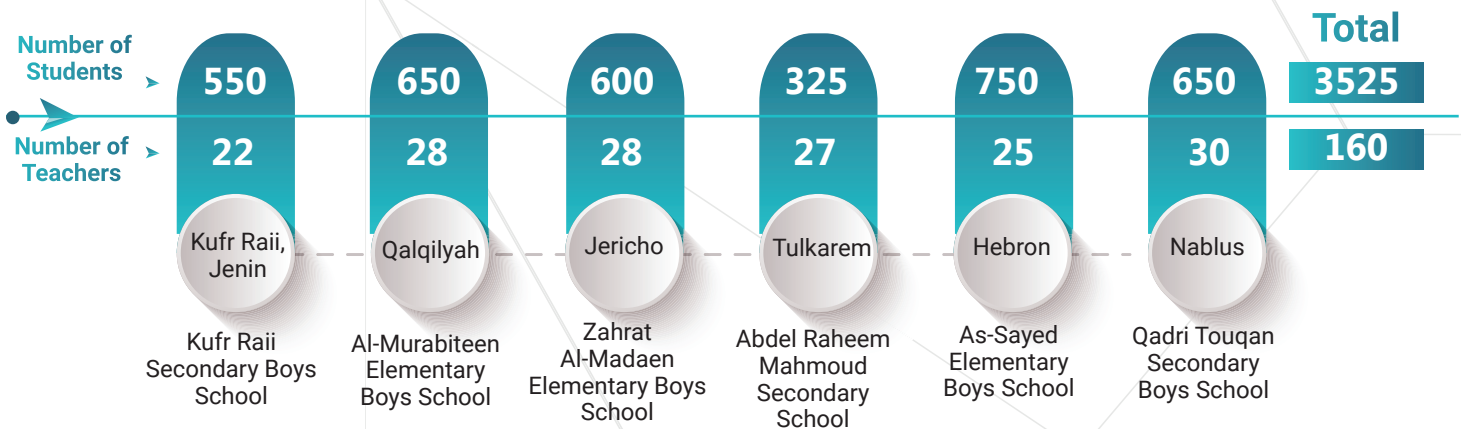
After



Before

After





3 Young Leadership for Environmental Awareness and Proper Waste Disposal Project

This project aims at equipping the youth in Ramallah, Hebron, Bethlehem, and Salfit with the knowledge and skills necessary to address environmental challenges, particularly through improved waste management practices. The participants will engage in training, workshops, and awareness campaigns, culminating in community-led initiatives that promote environmental stewardship. Special emphasis is placed on inclusivity, ensuring active participation by women and individuals with disabilities to drive sustainable waste reduction and enhance local ecosystems.

The initiative achieved significant outcomes through the development of specialized training materials, 'Environmental Challenges in the Palestinian Territories,' facilitated by an environmental expert. The program capacity-built 66 environmental trainers, who in turn delivered 40 workshops engaging 1,150 young participants—both men and women. These efforts led to the implementation of 12 concrete environmental initiatives across targeted areas, while four documentary videos were produced to capture the initiatives' transformative impact on youth and their communities. Notably, the project also strengthened institutional capabilities through the introduction of enhanced organizational policies.





Spotlight

Environmental Challenges and Problems in the Palestinian Territories

The training material focused on empowering Palestinian youth to implement innovative environmental initiatives that contribute to improving the environment and enhancing economic sustainability. It also addressed the most prominent environmental challenges such as increasing solid waste, scarcity of water resources, and soil pollution, highlighting waste management in several governorates and the challenges associated with collecting and recycling waste.

The material also reviewed the concept of the green economy and its role in enhancing human well-being and reducing environmental risks, referring to model initiatives such as recycling, organic farming, and the use of renewable energy. It presented ideas for small projects such as producing heating cubes from olive waste and manufacturing recycled furniture.

The material recommended enhancing community participation and empowering youth for environmental leadership, with a focus on achieving a balance between economic development and environmental protection.

Renewed Global Partnership:

INJAZ Palestine's membership in INJAZ Al-Arab enhances opportunities for regional and international cooperation, and opens up new horizons for implementing innovative projects. On the following pages, we review the most prominent projects for the year 2023/2024.

1 Project Management

The partnership with PMI continues with annual renewal, as a project was successfully completed at the end of 2023 and a new project was started that will continue until the end of 2024. The project included many important milestones, most notably training INJAZ staff and volunteers in addition to training more than 9,000 male and female students from schools, institutes and universities in all West Bank governorates on the Project Management Program. The program was well received by students and educational institutions due to the importance of the topic and the quality of the training material.



Palestinian Youth in a Regional Innovation Camp

300 students from different Palestinian high schools and universities participated in the Virtual Regional Innovation Camp organized by INJAZ Al-Arab Network and sponsored by PMI, which included 3,000 young people from different Arab countries. During the camp, and under the supervision of experts and specialists, various challenges were presented in the fields of energy, technology, and construction. At the end of the camp, some of the competitors who presented innovative solutions were given the opportunity to train at PMI based on their solutions.

2 Digital Skills

This project has been renewed over the years, and aims to empower Palestinian youth with practical skills. During it, the organization was able to train 10,000 secondary and university students on the basics of digital marketing.

At the beginning of the project, two employees from INJAZ Palestine were trained through specialized training at Google in the United Arab Emirates. This cooperation reflects the depth of the organization's commitment to providing high-quality training content in line with global developments.

The program is widely accepted by students, educational institutions, and individuals interested in developing their skills in the field of digital marketing, which enhances their opportunities in the job market.



3 Financial Knowledge

The project was held in cooperation with Ernst & Young, a global auditing firm, targeting 310 male and female students aged 13-15 in four main cities: Gaza, Ramallah, Hebron, and Nablus. The project focused on delivering the My Financial Decisions Program, which aims to enhance financial awareness among students by introducing them to important concepts such as saving, responsible spending, credit, and debt management. Eight qualified volunteers participated in implementing the activities, including two volunteers from Ernst & Young in Palestine.



4 Support for the Student Company Program

Following the tangible success achieved last year, the partnership between INJAZ Palestine and the Consolidated Contractors Company (CCC) was renewed this year, resulting in the training of 161 male and female students in the governorates of Ramallah, Nablus, Qalqilya, Jenin, and Tulkarm. This year's project was also distinguished by the supervision of Mr. Mohammad Dwaikat, a CCC employee in Palestine, in the training of Tayseer Student Company from An-Najah University.

The project also included sponsoring the closing event of the program, reflecting the depth of the ongoing partnership with the CCC and its role in supporting and empowering Palestinian youth.



"We take great pride in our partnership with INJAZ Al Arab in Palestine, where we successfully implemented the Start-ups and Work Readiness program aimed at empowering Palestinian youth. It brings us joy to have contributed, even in a small way, to equipping students for a future of professional success. During these challenging times, Palestinians truly need and deserve all the support we can offer."

Ms. Rosie Nasser
Social Responsibility Advisor

The Consolidated Contractors Company (CCC)



A Fruitful Strategic Partnership with Bank of Palestine

The Bank of Palestine is a major supporter of INJAZ Palestine through its membership in the General Assembly over the past years. The bank is also keen to provide its qualified employees as annual volunteers to implement INJAZ programs in various governorates. As part of the exchange of expertise, we established important programmatic partnerships with the bank, where a series of joint workshops were held led by bank staff, benefiting 420 male and female students. These workshops focused on raising financial awareness among young people, while enabling them to make informed financial decisions in light of the rapid changes experienced by banking services, in line with the goals of financial inclusion. The workshops also sought to enhance young people's access to banking services that suit their needs, by presenting topics such as bank accounts, the mechanism for obtaining financial loans, bank cards, and introducing the various services provided by the bank.



We at Bank of Palestine are proud of the strategic partnership with INJAZ Palestine, and the fruits of this partnership in terms of achievements in student companies, enhancing banking awareness among youth and adolescents, and honing their capabilities in financial planning and management. The bank will remain committed to this partnership, so that together we can promote the energies of the pioneering and creative youth, so that they can lead innovation and entrepreneurship, and build a prosperous and sustainable future for Palestine.



Mr. Mahmoud Shawa
General Manager
Bank of Palestine

The Voice of the Sign Reaches All

In an inspiring step to integrate people with disabilities and enhance financial awareness, a face-to-face workshop on financial inclusion was organized at the Red Crescent School for the Rehabilitation and Education of the Deaf. The Volunteer Mohammad Al-Barghouthi from the Bank of Palestine was tasked with presenting the material in a simplified manner that suits the students' needs, supported by simultaneous interpretation into sign language by their teacher.

The workshop was not just an educational meeting, but a unique human experience that was well received by the students and the school administration. Everyone expressed their appreciation for this initiative that opened a new window for students to understand basic financial concepts, and enhanced their sense of empowerment and ability to participate effectively in society.

This experience highlights INJAZ's commitment to integrating people with disabilities into education and training pathways, and emphasizes the importance of providing equal opportunities for all, ensuring true inclusion and sustainable empowerment.

Membership and Active Participation with INJAZ Al-Arab Network

The presence of INJAZ Palestine as a member of the INJAZ Al-Arab network reflects the great energy and creativity of Palestinian youth, and is a vital platform for showcasing their achievements and exchanging experiences with their peers in Arab countries. This membership not only contributes to highlighting the capabilities of Palestinian youth, but also enhances opportunities for regional and international cooperation, and opens new horizons for INJAZ Palestine to implement innovative projects that contribute to developing youth skills and enhancing their competitiveness at the regional and international levels. This membership also gives the organization the opportunity to benefit from the diverse expertise and resources provided by the network, which contributes to achieving its social and educational goals more effectively.

INJAZ Palestine extends its sincere thanks to Sheikha Hanadi bint Nasser Al Thani, Chairperson of INJAZ Al-Arab, and INJAZ Bahrain, for the generous financial support they have provided to fund INJAZ Palestine's programs and activities. This support reflects their firm belief in the role of Palestinian youth and the importance of investing in their capabilities to achieve sustainable development.

This year, INJAZ Al-Arab developed the INJAZ Campus platform, which is an integrated training platform that allows for distance learning and self-training. New training materials were also provided covering various fields that meet the needs of different age groups. The Injaz MENA Forum "Injaz Thrive" was held in the Jordanian capital, Amman, bringing together CEOs of member nations in the network with many international experts to exchange success stories and knowledge.

In this forum, the General Manager of INJAZ Palestine, Rania Kutteneh, reviewed the organization's success story in facing challenges and aggression and presenting a good model of resilience. She was honored in recognition of her significant contributions to enhancing the organization's impact on Palestinian youth.

The Program Manager also presented INJAZ Palestine's experience in cooperating with the Ministry of Education, as teachers were integrated into its educational programs. This experience was shared in a special session that addressed similar experiences from other Arab countries such as the Sultanate of Oman and Tunisia.

In the context of regional cooperation, INJAZ Palestine presented a proposal to expand the Youth Creativity Program to include Arab countries, during the periodic meetings of the education committee, which reflects the organization's belief in the importance of enhancing cooperation between Arab countries to develop youth skills. 200 male and female students from Palestine also participated in the JAHEZ National Employment Forum, organized by INJAZ Al-Arab, where they benefited from training sessions in the fields of project management and professional opportunities in the digital field.

In the regional competition of the Student Company program held in Qatar, INJAZ Palestine participated in the schools and universities Tracks, where teams from various Arab countries competed to present innovative project ideas. This participation represents an opportunity to enhance cooperation between member Nations and exchange experiences among creative youth in the region.

The General Manager of INJAZ Palestine also participated in the CEO Retreat which was held by the network to discuss work priorities for the next stage. This year, INJAZ Palestine also participated in several regional activities, such as the virtual Coffee Net Forum, which brought together INJAZ teams from different Arab countries to exchange experiences and coordinate joint activities at the regional level.



Future Visions and Aspirations

Despite the difficult circumstances and the ongoing aggression on the Gaza Strip for more than a year, and the restrictions in the West Bank, we were able to reach thousands of students and implement our programs effectively and with distinction. These challenges, although great, increase our determination to work with flexibility and determination to maintain our achievements and expand the scope of our impact. We believe that our mission is greater than the challenges, and we will continue to reach the youth of Palestine, especially in Gaza, and wherever they are in the diaspora, bringing them hope and support.

In the coming year, we will move confidently towards the sustainability and development of our work, starting with the completion of the INJAZ building project in Ramallah, and strengthening our partnerships with leading institutions locally and internationally. We will also launch an advanced version of the Student Company Program that keeps pace with the sustainable development goals and changing market needs. In addition, we will work to expand our programs to include new age groups, with a focus on science and technology.

We will also continue to expand the Youth Creativity Competition, in cooperation with the Ministry of Education and Higher Education, to include all the West Bank governorates, providing an opportunity for more students to explore their potential and achieve their ambitions.

With the support of our partners and the efforts of our team, we move towards the future with a firm belief that we are able to make a difference. Together, we will build bridges of hope and plant seeds of change for the youth of Palestine, to be the leaders of tomorrow and the creators of a bright future. With our vision, we will work to renew and diversify partnerships to support the financial sustainability of INJAZ's innovative programs.



INJAZ

Thanks and Appreciation

Finally, we extend our sincere thanks to our partners and supporters. Together, we have succeeded in overcoming many challenges, especially this year, and we were able to reach students in different places. We are grateful to you for your deep belief in our mission and vision.

We also extend our sincere thanks and appreciation to INJAZ's General Assembly and the private sector companies that have supported us and continuously supported our journey. Your belief in your societal role reflects the dedication and commitment that we realize has a great impact in achieving our mission.

As for the INJAZ team, you have proven this year, despite the exceptional circumstances, that determination and will are stronger than any obstacle. You have proven that nothing can stop you from succeeding. Our team in Gaza, where the harsh conditions are more evident, has demonstrated an exceptional ability to continue working and serving with all courage. To all of INJAZ, you are the best example that real work is not limited to location, but to determination.

We should not forget to extend our deepest thanks to the volunteers, teachers, and mentors who did not hesitate to provide everything they could to our youth in these difficult circumstances. They helped open the doors of hope for a better future. We are certain that together, and with your continued support, we will be able to overcome all challenges and continue our journey towards success.

You are the ones who make the difference, and with your continued support, we will continue to strive to achieve our dream of a bright future for the youth of Palestine, from everywhere, that reflects their will and determination to succeed.

Financial Statements

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INJAZ PALESTINE ASSOCIATION

STATEMENT OF FINANCIAL POSITION

AS AT JUNE 30, 2024

		JUNE 30, 2024	JUNE 30, 2023
	NOTE	U.S. \$	U.S. \$
<u>ASSETS</u>			
NON-CURRENT ASSETS			
PROPERTY, AND EQUIPMENT	3	550,934	561,118
RIGHT OF USE ASSETS	4	101,422	15,668
PROJECTS IN PROGRESS	5	670,581	468,590
		<u>1,322,937</u>	<u>1,045,376</u>
CURRENT ASSETS			
CONTRIBUTION RECEIVABLE	6	294,099	552,172
OTHER CURRENT ASSETS	7	20,220	81,475
CASH AND BALANCES AT BANKS	8	117,402	21,379
		<u>431,721</u>	<u>655,026</u>
TOTAL ASSETS		<u><u>1,754,658</u></u>	<u><u>1,700,402</u></u>
<u>NET ASSETS AND LIABILITIES</u>			
NET ASSETS		1,074,445	865,772
TOTAL NET ASSETS		<u>1,074,445</u>	<u>865,772</u>
NON-CURRENT LIABILITIES			
PROVISION FOR END OF SERVICE INDEMNITY	9	126,983	104,675
LONG-TERM LEASE LIABILITIES	10	87,598	5,482
		<u>214,581</u>	<u>110,157</u>
CURRENT LIABILITIES			
TEMPORARILY RESTRICTED CONTRIBUTIONS	11	292,920	558,070
ACCOUNTS PAYABLE AND OTHER CURRENT LIABILITIES	12	151,466	158,229
SHORT TERM PORTION OF LEASE LIABILITIES	10	21,246	8,174
		<u>465,632</u>	<u>724,473</u>
TOTAL LIABILITIES		<u>680,213</u>	<u>834,630</u>
TOTAL NET ASSETS AND LIABILITIES		<u><u>1,754,658</u></u>	<u><u>1,700,402</u></u>

INJAZ PALESTINE ASSOCIATION**STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
FOR THE YEAR ENDED JUNE 30, 2024**

		JUNE 30, 2024	JUNE 30, 2023
	NOTE	U.S. \$	U.S. \$
<u>REVENUES</u>			
RELEASED REVENUES FROM TEMPORARILY RESTRICTED			
CONTRIBUTIONS	11	687,269	1,090,919
MEMBERS' SUBSCRIPTIONS AND CONTRIBUTIONS	13	120,000	172,000
OTHER REVENUES	14	199,471	17,141
TOTAL REVENUES		1,006,740	1,280,060
<u>EXPENSES</u>			
PROJECTS EXPENSES	16	[465,112]	[1,090,919]
ADMINISTRATIVE AND GENERAL EXPENSES	15	[291,571]	[305,213]
DEPRECIATION AND AMORTIZATION	3, 4	[39,369]	[51,234]
LOSS [GAIN] ON CURRENCY EXCHANGE DIFFERENCES		[2,015]	14,053
TOTAL EXPENSES		[798,067]	[1,433,313]
INCREASE [DECREASE] IN NET ASSETS DURING THE YEAR		208,673	[153,253]
NET ASSETS AT THE BEGINNING OF THE YEAR		865,772	1,019,025
NET ASSETS AT YEAR END		1,074,445	865,772

INIJAZ PALESTINE ASSOCIATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED JUNE 30, 2024

		30 JUNE 2024	30 JUNE 2023
	NOTE	U.S. \$	U.S. \$
<u>OPERATING ACTIVITIES</u>			
CHANGE IN NET ASSETS DURING THE YEAR		208,673	[(53,253)]
ADJUSTMENTS:			
DEPRECIATION AND AMORTIZATION	3,4	39,369	51,234
INTERESTS OF LEASED CONTRACTS LIABILITIES	10	8,706	1,955
PROVISION FOR END OF SERVICE INDEMNITY	9	31,908	38,026
LOSS FROM DISPOSAL OF PROPERTY, AND EQUIPMENT	3	2,341	-
		<u>290,997</u>	<u>[(62,038)]</u>
CHANGES IN WORKING CAPITAL:			
CONTRIBUTION RECEIVABLE		258,073	100,633
OTHER CURRENT ASSETS		61,255	[(41,105)]
TEMPORARILY RESTRICTED CONTRIBUTION		[(265,150)]	[(269,764)]
ACCOUNTS PAYABLE AND OTHER CURRENT LIABILITIES		[(6,763)]	36,615
END OF SERVICE INDEMNITY PAYMENTS	9	[(9,600)]	[(5,735)]
NET CASH FLOWS FROM [USED IN] OPERATING ACTIVITIES		<u>328,812</u>	<u>[(241,394)]</u>
<u>INVESTING ACTIVITIES:</u>			
PURCHASE OF PROPERTY, AND EQUIPMENT	3	[(816)]	[(7,172)]
ADDITIONS ON PROJECTS IN PROGRESS	5	[(201,991)]	-
CASH FLOWS USED IN INVESTING ACTIVITIES		<u>[(202,807)]</u>	<u>[(7,172)]</u>
<u>FINANCING ACTIVITIES:</u>			
PAID LEASE LIABILITIES	10	[(29,982)]	[(45,906)]
CASH FLOWS USED IN FINANCING ACTIVITIES		<u>[(29,982)]</u>	<u>[(45,906)]</u>
INCREASE [DECREASE] IN CASH AND BALANCES AT BANKS		96,023	[(294,472)]
CASH AND BALANCES AT BANKS, BEGINNING OF THE YEAR		21,379	315,851
CASH AND BALANCES AT BANKS, END OF THE YEAR	8	<u>117,402</u>	<u>21,379</u>

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2024

1. GENERAL

INJAZ PALESTINE ASSOCIATION [INJAZ] IS A PALESTINIAN PRIVATE NON-FOR-PROFIT ORGANIZATION REGISTERED IN RAMALLAH IN JUNE 4, 2007 UNDER THE REGISTRATION NUMBER [RA-22510-E]. IN ACCORDANCE WITH COMMUNITY ORGANIZATIONS LAW IN PALESTINE No. 1 FOR THE YEAR 2000. INJAZ AIMS TO:

PREPARE TRAINING AND EDUCATIONAL PROGRAMMES FOR DEVELOPING THE YOUTHS IN ORDER TO QUALIFY THEM TO BE EFFECTIVE MEMBERS OF THE SOCIETY.

PREPARE PROPOSALS ABOUT DEVELOPING THE EDUCATIONAL SYSTEM TO SUIT THE LABOUR MARKET AND PROVIDE RECOMMENDATIONS FOR THE MINISTRY OF EDUCATION, RELATED MINISTRIES AND THE VOCATIONAL TRAINING CENTRE.

THE FINANCIAL STATEMENTS AS AT JUNE 30, 2024 WERE AUTHORIZED FOR ISSUANCE BY INJAZ'S BOARD OF DIRECTORS ON APRIL 28, 2025.

2. ACCOUNTING POLICIES

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

THE FINANCIAL STATEMENTS HAVE BEEN PREPARED IN ACCORDANCE WITH INTERNATIONAL FINANCIAL REPORTING STANDARDS [IFRSs] ACCOUNTING STANDARDS AS ISSUED BY THE INTERNATIONAL ACCOUNTING STANDARDS BOARD [IASB].

THE FINANCIAL STATEMENTS HAVE BEEN PREPARED UNDER THE HISTORICAL COST BASIS

THE FINANCIAL STATEMENTS ARE PRESENTED IN U.S. DOLLARS [U.S. \$], WHICH IS THE FUNCTIONAL CURRENCY FOR INJAZ.

2.2 CHANGES IN ACCOUNTING POLICIES

THE ACCOUNTING POLICIES USED IN THE PREPARATION OF THE FINANCIAL STATEMENTS ARE CONSISTENT WITH THOSE USED IN THE PREPARATION OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED JUNE 30, 2023, EXCEPT FOR THE ADOPTION OF NEW STANDARDS EFFECTIVE AS AT JULY 1, 2023:

AMENDMENTS TO IFRS 16 - LEASE LIABILITY IN A SALE AND LEASEBACK

THE AMENDMENTS IN IFRS 16 SPECIFY THE REQUIREMENTS THAT A SELLER-LESSEE USES IN MEASURING THE LEASE LIABILITY ARISING IN A SALE AND LEASEBACK TRANSACTION, TO ENSURE THE SELLER-LESSEE DOES NOT RECOGNIZE ANY AMOUNT OF THE GAIN OR LOSS THAT RELATES TO THE RIGHT OF USE IT RETAINS.

THE AMENDMENTS HAD NO MATERIAL IMPACT ON INJAZ'S FINANCIAL STATEMENTS.

AMENDMENTS TO IAS 1 - CLASSIFICATION OF LIABILITIES AS CURRENT OR NON-CURRENT

THE AMENDMENTS TO IAS 1 SPECIFY THE REQUIREMENTS FOR CLASSIFYING LIABILITIES AS CURRENT OR NON-CURRENT. THE AMENDMENTS CLARIFY:

- **WHAT IS MEANT BY A RIGHT TO DEFER SETTLEMENT**
- **THAT A RIGHT TO DEFER MUST EXIST AT THE END OF THE REPORTING PERIOD**
- **THAT CLASSIFICATION IS UNAFFECTED BY THE LIKELIHOOD THAT AN ENTITY WILL EXERCISE ITS DEFERRAL RIGHT**
- **THAT ONLY IF AN EMBEDDED DERIVATIVE IN A CONVERTIBLE LIABILITY IS ITSELF AN EQUITY INSTRUMENT WOULD THE TERMS OF A LIABILITY NOT IMPACT ITS CLASSIFICATION**



Financial Report

WE
ARE
INDAZ