



B.O.T

YEAR IN

REVIEW

Navigating
towards
the **FUTURE**



Join us in celebrating the milestones, stories, and impactful strides that have reshaped lives and communities throughout the year.

B.O.T

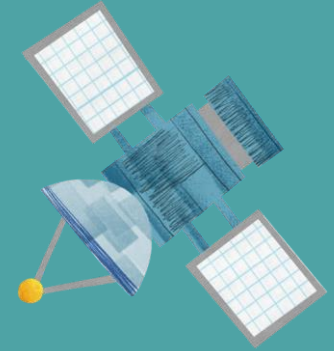
Founder's
Message



Client Testimonials



Impact Metrics

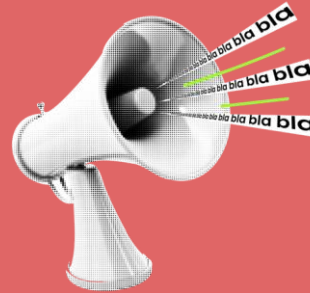


What you 'll see in this report

Milestones



Meet the team



Highlights



Founder's Message

2023 was a year of true grit and heart at B.O.T.

We took on big challenges, **launching Haivo and exploring new markets**, all while managing our most ambitious data projects yet.

It wasn't easy, but **we did it together**. As we step into 2024, I'm **filled with hope and excitement** for our future, inspired by the strength and passion of our team.

Marianne
Bitar



2023 By Numbers

352

of Active Workforce

43

of projects executed

64.5%

Female

35.5%

Male

B.O.T

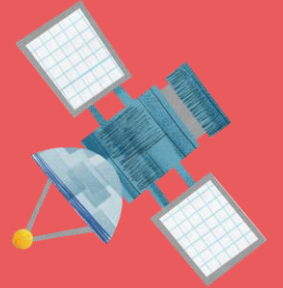


5%

% of PWD who
worked with B.O.T



Impact By Numbers



50%



% of Workforce who are able
to sustain their families

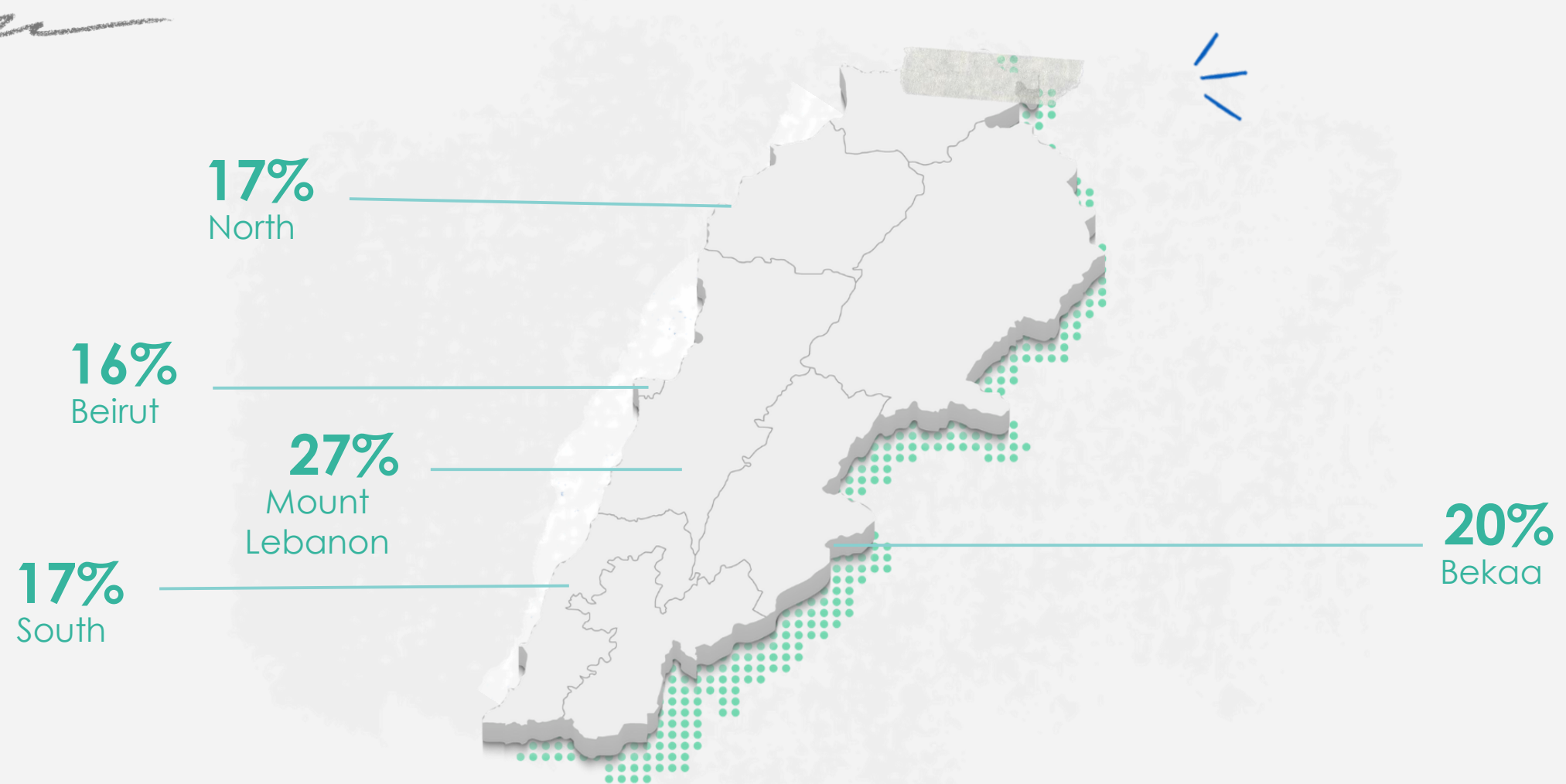
81%

% of Workforce who feel
satisfied with their job at B.O.T

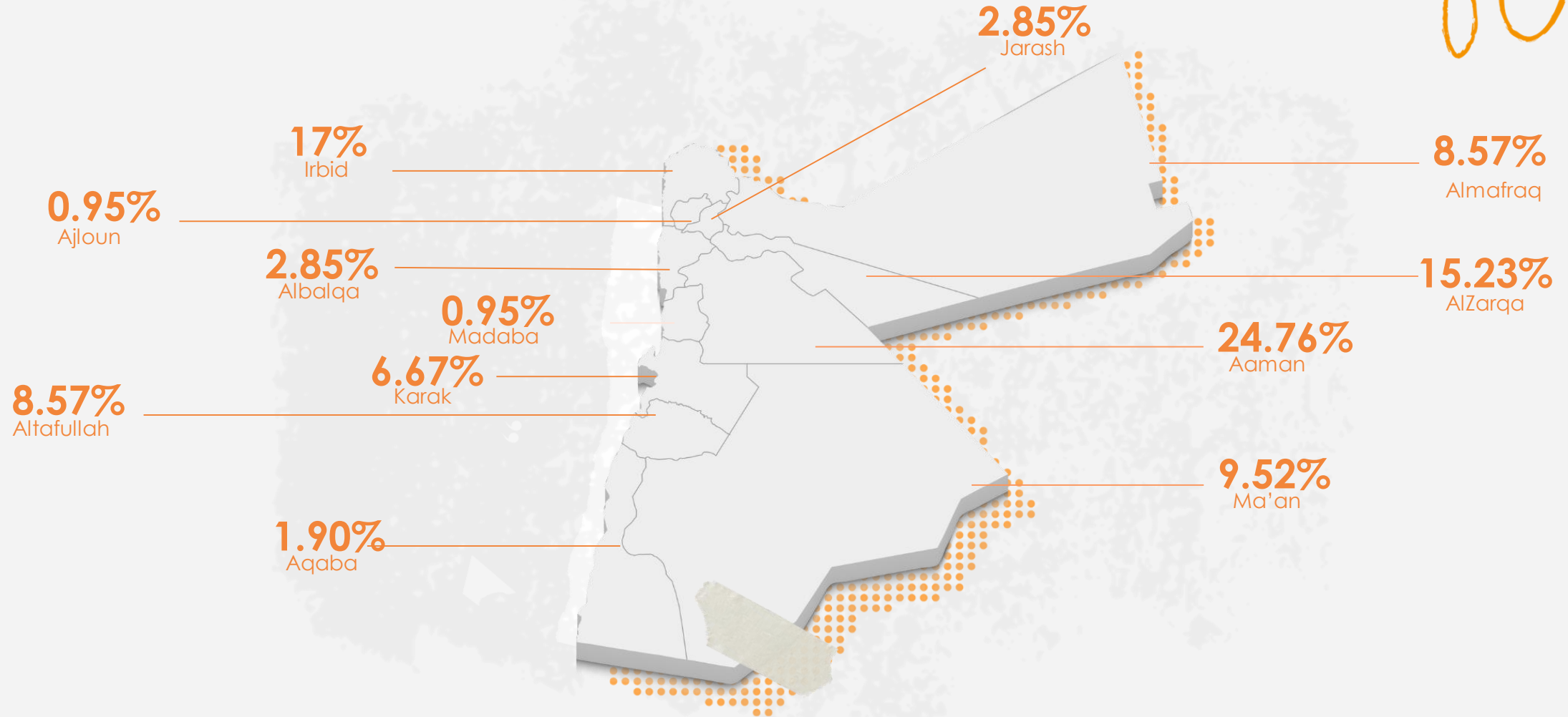
96%

% of Workforce who
have increased their
set of skills after
working with B.O.T

Workforce Distribution in Lebanon



Workforce Distribution in Jordan



Our timeline



2017 Created

B.O.T is created within the GIL Program powered by UNICEF & DOT Lebanon and funded by the Dutch and German Embassies in Lebanon.

2019 Rising Stars

B.O.T got accepted into Alfanar venture philanthropy portfolio, won Total Startupper of the year award and the GSVC regional competition.

2021 Expansion Beyond Borders

B.O.T expands to Jordan.

2023 Growing Stronger

B.O.T launches into new markets with HAIVO. We tackle our biggest data collection projects to date.

2018 Beginners

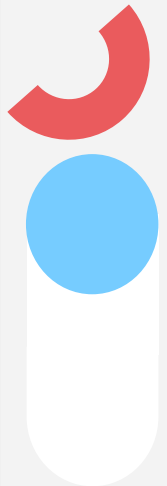
B.O.T is officially launched and operation began in Lebanon with the execution of its first projects.

2020 Pros

B.O.T acquires a large section in the Data Collection Market in Lebanon working alongside some of the biggest names in the humanitarian field in Lebanon.

2022 Step into the future

B.O.T Pilots and launches its first sub-brand HAIVO that brings the world of AI to the vulnerable youth of Lebanon and Jordan.





Meet the team

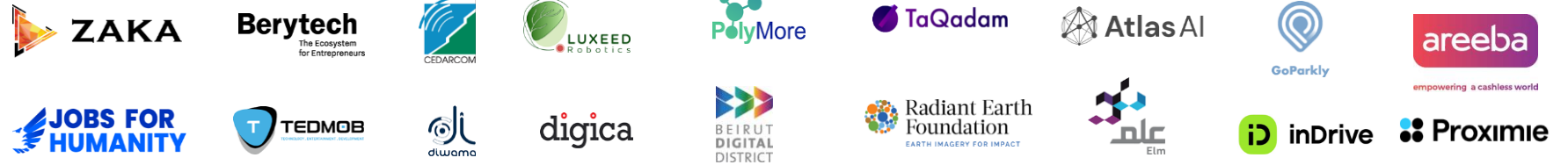
The graphic features a central blue rectangle with the text "Meet the team" in white, overlaid on a torn paper effect. Below the text is a stylized orange signature. Surrounding this central element are 14 individual portraits of team members, each with their name in a white box at the bottom. The portraits are arranged in three rows: the top row has 7 members, the middle row has 4 members (with the central space occupied by the title), and the bottom row has 3 members.

Marianne Bitar	Hamza Shraideh	Charbel Saliba	Charbel Karam	Katya Egorova	Carlo Haddad	Imad Hteit
Melissa Salame	Samer El Hajjal	Meet the team		Hazem Mrad	Anna-Maria Tass Ibrahim	
Bedros Hosebian	Anas Qahoush			Carine Samaha	Yorgo Wakim	
Yazan Barakat	Rita Hawa	Maria Safi	Sara Abou Soufa			



Our Clients

AI & Technology



NGOS



Education



Retail/
wholesale



Insurance
and Health



Consultancy



Client's Testimonials

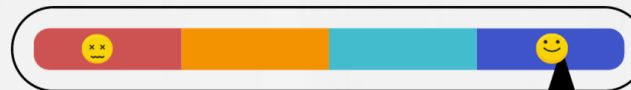
For us B.O.T is a true partner in fieldwork and market research.

Shireen Al Turk
Operations Manager at DNA Levant

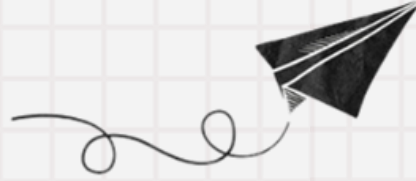
The B.O.T team was solution-oriented, flexible and actively took steps to ensure data quality.

Dr. Maia Sieverding
Assistant Professor at The Faculty of Health Sciences AUB

Average Clients Rating



4.67/5



Workforce of the 4th Quarter



Workforce of
the 1st Quarter



Workforce of
the 2nd Quarter



Workforce of
the 3rd Quarter

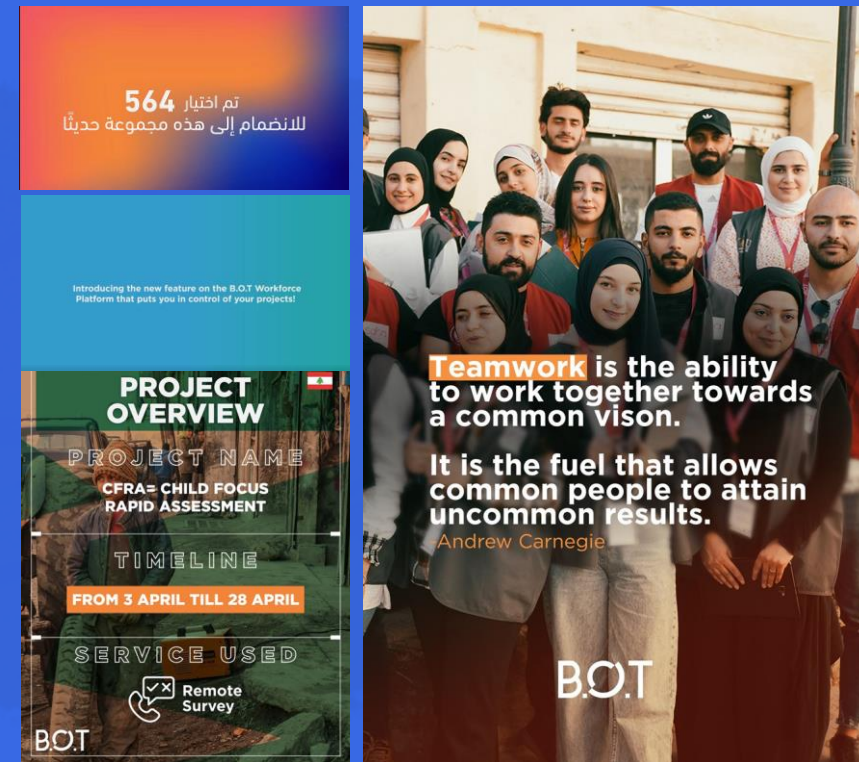


Workforce Community on Facebook



"We created a **community on Facebook** for our workforce to connect and tailor special content for it with the help of the marketing department."

Some of our **top performing posts**:



Virtual Event done in Jordan 2023

Total Participants:

1,045



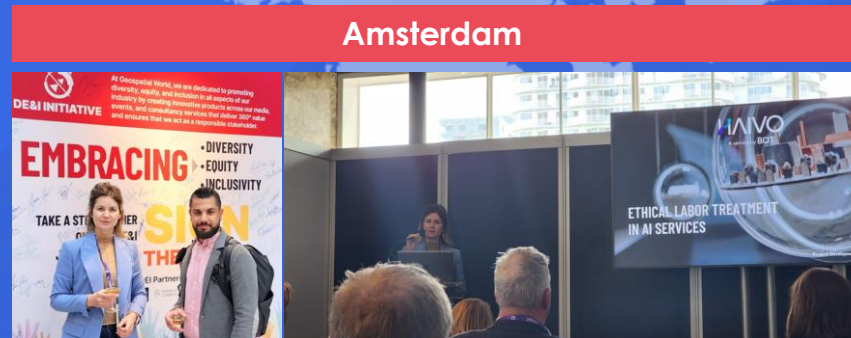
Always happy to help our workforce move forward
with continuous training and seminars in Jordan.

B.O.T/HAIVO

all over the world

- **B.O.T and HAIVO teams** participated in several events throughout the year.

Here is a glimpse of the images collected during the events.



B.O.T



Thank you for coming

with us on this journey



Our amazing partners in 2023



giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

drosos (...)



European Bank
for Reconstruction and Development