



B.O.T

YEAR IN

REVIEW

Navigating
towards
the **FUTURE**

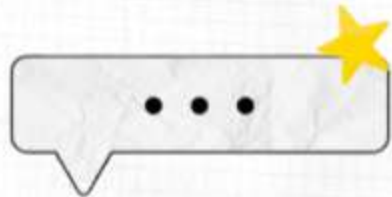
Join us in celebrating the milestones, stories, and impactful strides that have reshaped lives and communities throughout the year.

B.O.T

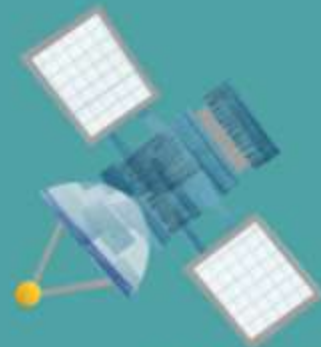
Founder's
Message



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%

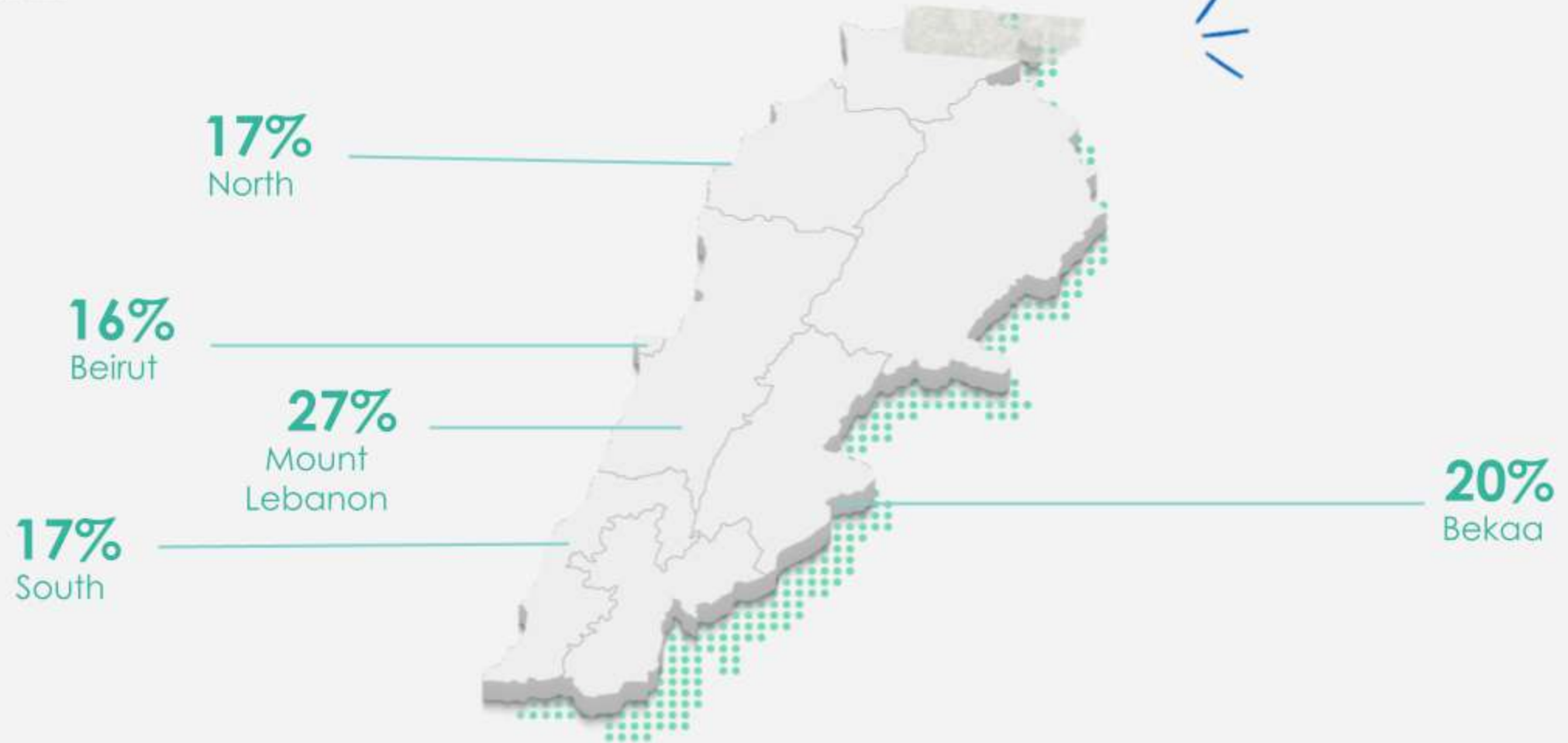


% of Workforce who feel
satisfied with their job at B.O.T

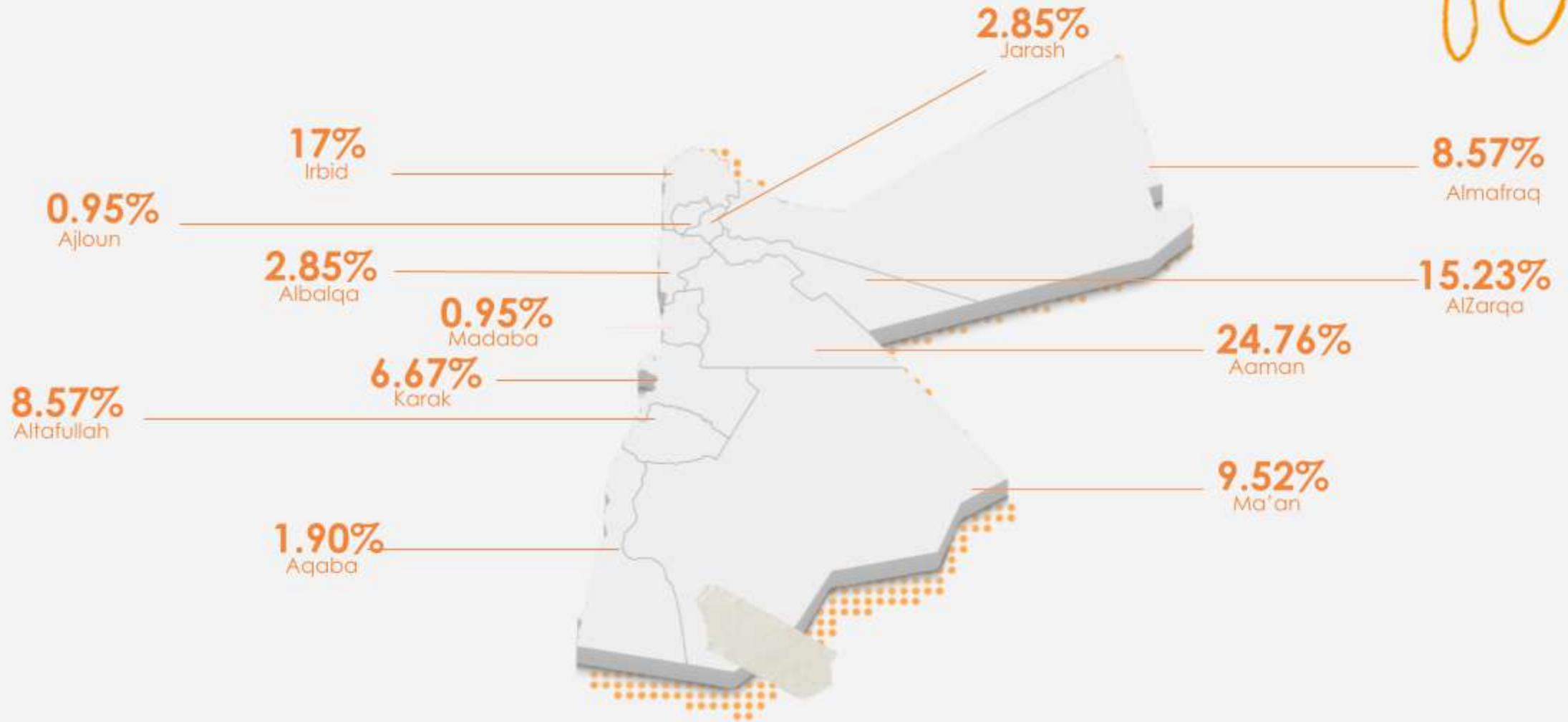
96%

% 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 GSVIC 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.



 Marianne Bitar	 Hamza Shraideh	 Charbel Saliba	 Charbel Karam	 Katya Egorova	 Carlo Haddad	 Imad Hteit
 Melissa Salame	 Samer El Hajjal				 Hazem Mrad	 Anna-Maria Tass Ibrahim
 Bedros Hosebian	 Anas Qahoush				 Carine Samaha	 Yorgo Wakim



 Yazan Barakat	 Rifa Hawa	 Maria Safi	 Sara Abou Soufa
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Our Clients

AI & Technology



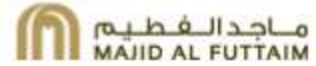
NGOS



Education



Retail/
wholesale



Insurance
and Health



Consultancy



Handwritten signature

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

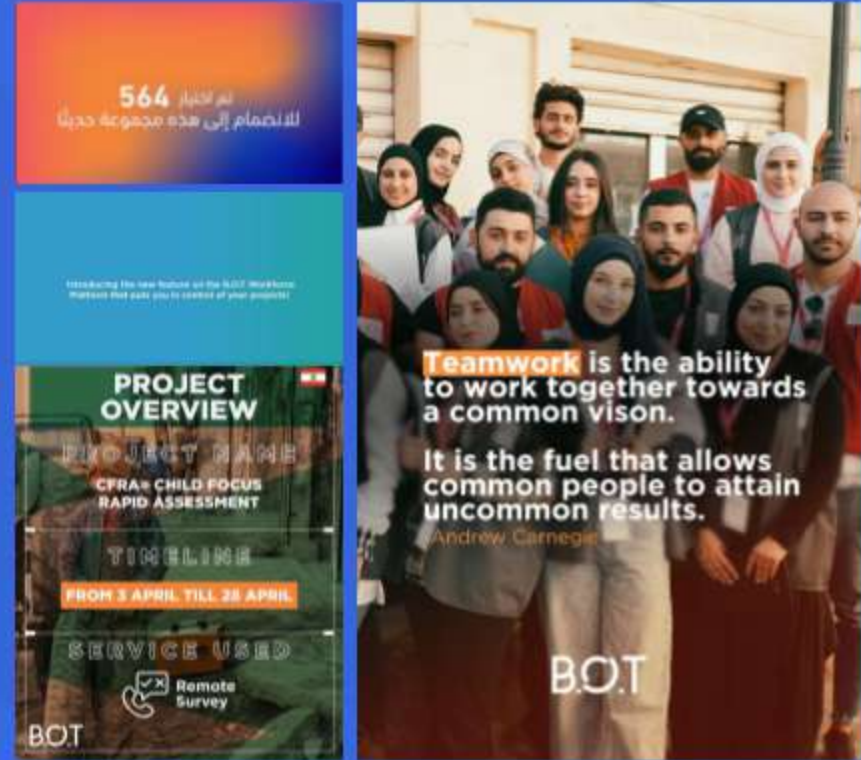


Workforce Community on Facebook



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

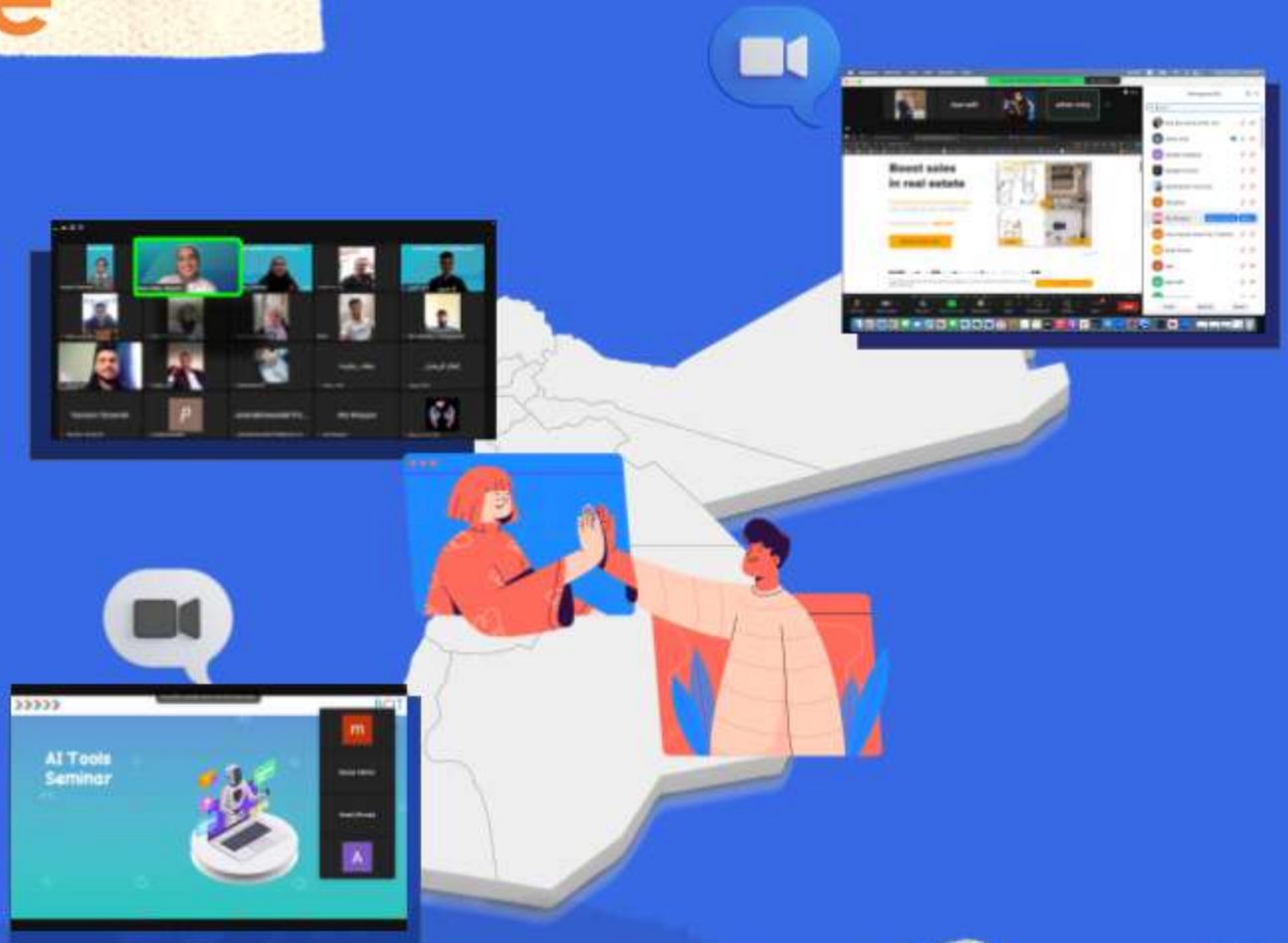
Some of our top performing posts:



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 (...)

