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OCT 2024-OCT 2025

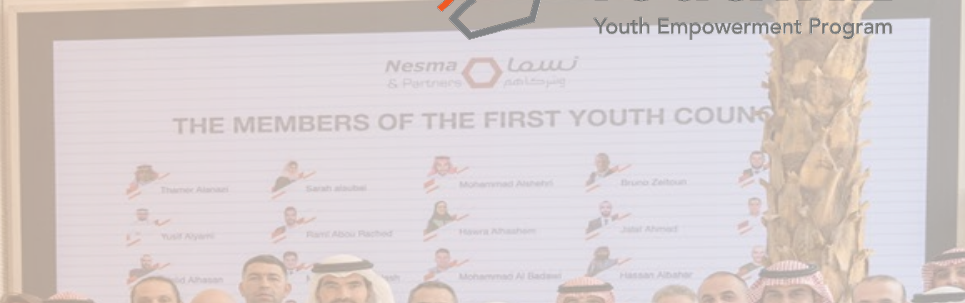
KSA



YouthRE
Youth Empowerment Program



نسما
nesma
& Partners وشركاهم



Nesma & Partners Youth Council 'YouthRE'

Progress Report 2024

YouthRE Committees



Council President
Salsabeel AlSultan

Vice President
Meshal Alabbas

Programs & Activity Committee

Nasser Abualhala

Ahmed Hamed
Amro Khayyat
Alaa Serhal
Ezz Alfadhli
Hassan Albahar
Jalal Ahmed
Mohammed Albalawi
Thamer Alanzi

Media Committee

Layan Alqahtani
Rami Abou Rached
Sahar AlQarrash
Mohammad Elkady
Mohammed Almomatin
Wael Rajab
Walid Aboushanab
Yousif Alyami

Walid Alhasan

Masoud Al Qahtani
Bayan Alnasser
Sultan Aldhafiri
Mohammed Neyyathur

Administrative Committee

Hassan Al Bahar

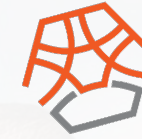
Abdulaziz Almusaied
Baraa Meemesh
Mohammad Alshalash
Rahaf Alsufyan

Finance Committee

Mohammed Alshehri

Georges Balesh

YouthRE Vision & Mission



YouthRE
Youth Empowerment Program

Vision, Mission, Values, and Goal

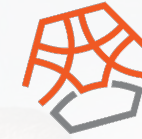
Vision:

To become a **leading dynamic and influential** Youth Council, recognized for its role in **shaping the future** of Nesma & Partners, and **driving a legacy** of excellence that **inspires other Youth Councils** in the region.

Mission:

To **empower the youth** within Nesma & Partners by providing them with a platform to **voice their opinions, contribute innovative ideas, and actively participate** in decision-making processes.

YouthRE Vision & Mission



YouthRE
Youth Empowerment Program

Vision, Mission, Values, and Goal

Values:

Respect
Collaboration
Inclusion
Accountability
Innovation

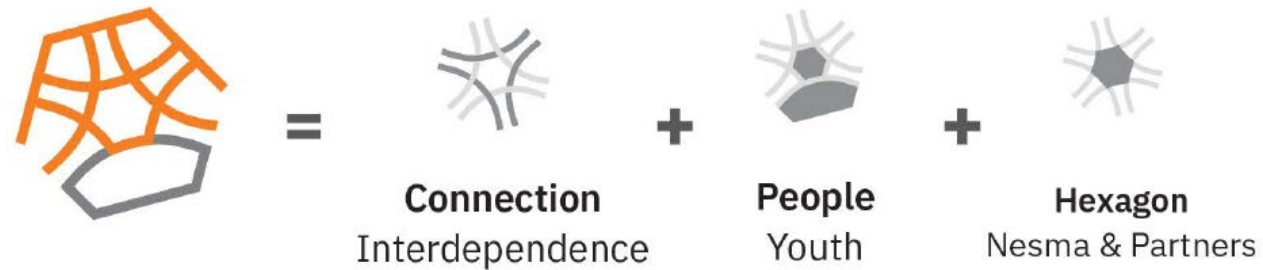
Goal:

Create a **collaborative and inclusive environment** that nurtures the **personal and professional growth** of our young talents, while fostering a **sense of ownership and responsibility** towards the company's success.

YouthRE Name & Logo



Why



YouthRE Name & Logo



Youth**RE** = Youth **R**eaching **E**xcellence

"يُثْرِي"

- يثري (فعل) من أثرى
- أَثْرَى الشَّخْصَ: أَغْنَاهُ وَأَكْثَرَ مَالَهُ
- أَثْرَتِ الْأَرْضُ: كَثُرَ ثَرَاهَا
- أَثْرَى الشَّيْءَ: جَعَلَهُ غَنِيًّا، نَمَّاهُ وَاسْتَثْمَرَهُ

شبابنا نحو التميز



YouthRE Work-streams



YouthRE Work-streams



External Youth Collaborations



Since its establishment in 2023, YouthRE has actively engaged with youth councils from various renowned companies, creating a platform for potential collaboration and knowledge-sharing. These interactions aim to drive forward common goals for youth development and empowerment. This includes:

- Saudi Aramco's Youth Council, YLAB
- Saudi Aramco, ITHRA
- Gulf Petrochemicals and Chemicals Association (GPCA)
- Saudi Electric Company's Youth Council, Executive Youth Council (eYC)
- NEOM Shapers Youth Council
- NEOM Friends, CSR team
- Energy Tech Youth Council, Empowerment & Enhancement (CEE)



Volunteering Partnerships



In partnership with Nesma & Partners' CSR, YouthRE led over 300 volunteering hours over the span of 12 months across Qatif, Dammam, and, for the first time, Riyadh.

These initiatives in partnership with Tarmeem charity focused on renovating homes for families in greatest need while actively encouraging employees from various departments to participate, fostering a strong sense of community and collaboration within the company.



Officiating YouthRE being a Volunteering Program

بنك التنمية الاجتماعية
SOCIAL DEVELOPMENT BANK



YouthRE
Youth Empowerment Program

After the MoU signing with the Social Development Bank in January 2024 to implement national volunteering standards, YouthRE met with the company's volunteering consultant to discuss the implementation of these standards.

On April 2, 2024, the Youth Council officially declared YouthRE as a volunteering program.

Since its inception, members have collectively volunteered over 6,800 hours till date.



Meet Our Leaders Series



In efforts to bridge the gap between Nesma & Partners senior management and the youth within the company, YouthRE launched 'Meet Our Leaders' interview series, an initiative aimed at fostering direct connections between employees and the visionary leaders driving our company's success. This included:

- President & CEO, Samer A. Samad
- EVP & Chief Technical Officer, Richard Ollier
- VP of Civil & Infrastructure, Bilal Ansari
- VP of Strategy & Corporate Development, Shawki Gholmie
- VP & Chief Support Services Officer, Housam Ibrahim-Basha.



Internal Engagement via Tournaments



Organized by YouthRE, Nesma & Partners hosted two padel tournaments and two football tournaments for employees and their families across Khobar, Riyadh, and NEOM.

These tournaments witnessed strong participation from various projects and departments, highlighting the company's commitment to fostering team spirit and inclusivity.

The diversity of participants contributed to the tournaments' success, achieving their goals of creating a harmonious atmosphere and building camaraderie among employees, while also promoting a healthy work-life balance.



Exclusive Workshops

Nesma & Partners Youth Council hosted an exclusive workshop titled the 'Authentic Human Development Program'.

This transformative event featured the esteemed Dr. Khaled Ghattass, a distinguished author, speaker, coach, and thought leader renowned for his impactful approach to personal and professional growth.

This initiative brought together employees from 12 different departments and project teams alongside YouthRE members to create greater impact across the company.



Other Projects & Initiatives



YouthRE has been actively involved in a wide range of dynamic projects and initiatives beyond those already mentioned. These include in-person focus groups successfully held at Khobar, Riyadh, and NEOM, ensuring direct engagement with diverse teams and stakeholders. Additionally, YouthRE is diligently working on two ongoing feasibility studies.



These initiatives are just a glimpse of the continuous efforts being made to drive progress, foster collaboration, and deliver impactful outcomes within Nesma & Partners to create greater impact within the company.





Thank you

Together, We Build Excellence