

SILA

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Energizing education in Qatar

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Energy to drive human potential

In the next decade, Qatar will need more and more engineers and technology workers to meet the world's growing energy demand. Who's going to fill those jobs? Today's students. That's why we established the Qatar University ExxonMobil Teachers Academy, an innovative program designed to help teachers cultivate future leaders. Because what we invest in our children today will pay off for the whole country tomorrow.

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EXXONMOBIL
TEACHERS ACADEMY] *

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Welcome

Alistair Routledge,
President
and General
Manager,
ExxonMobil
Qatar

As the year comes to a close, I'm pleased to share with you the Winter 2015 edition of Sila. In this edition, we're focusing on a critical component of ExxonMobil Qatar's commitment to the State of Qatar: educational development.



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Energy for Research, Safety, Health and Environment

ExxonMobil Research Qatar and Qatar University Launch New Program to Bolster Academic and Industry Relations

ExxonMobil Research Qatar (EMRQ) and Qatar University (QU) have long shared a commitment to advancing science and technology in Qatar through research and development, and to promoting academic excellence through strategic investment in human capital, innovative technology and state-of-the-art facilities. To bolster these efforts, EMRQ and QU signed an agreement earlier this year to launch the Qatar University ExxonMobil Research Scholars Program - the most recent of several research collaborations shared by EMRQ and QU.



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Energy for Human Potential

ExxonMobil Qatar Inaugurates Customized Tamayoz

There is perhaps no better example of ExxonMobil's support for the Human Development Pillar of the Qatar National Vision 2030 than the Tamayoz training program, which has for years provided professional and personal development opportunities for valued partner Qatar Petroleum and joint ventures RasGas and Qatargas, as well as organizations such as Tasweeq and Nakilat. To keep up with the demand and provide a state-of-the-art learning environment, ExxonMobil Qatar recently inaugurated new facilities for the training program at EMRQ, housed at the Qatar Science and Technology Park.



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Energy for Human Potential

World Innovation Summit for Education 2015 Sparks Creative Approaches to Education

With support from ExxonMobil Qatar, the 2015 World Innovation Summit for Education (WISE) was held in November for more than 2,000 participants, under the theme "Investing for Impact: Quality Education for Sustainable and Inclusive Growth." WISE, an initiative of Qatar Foundation, is an international platform for creative thinking, debate and purposeful action toward building the future of education through innovation and collaboration.



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Energy for Human Potential

ExxonMobil Welcomes Qatar Leadership Centre Delegation at the ExxonMobil Houston Campus

In early October, a ~40person delegation from the Qatar Leadership Centre (QLC) took part in a visit to the United States, organized by Rice University's Baker Institute for Public Policy in Houston, Texas. Entitled "A Special Briefing on Energy and Health Policy Issues: Challenges and Opportunities," the visit included an official tour of the ExxonMobil Campus in Houston and its newly unveiled Energy Center.

Welcome

As the year comes to a close, I'm pleased to share with you the Winter 2015 edition of Sila. In this edition, we're focusing on a critical component of ExxonMobil Qatar's commitment to the State of Qatar: educational development.

On a global scale, improving educational programs is a priority issue for ExxonMobil. We invest in programs around the world that focus on inspiring students to pursue careers in science, technology, engineering and mathematics (STEM). We do this because global economic growth relies upon highly skilled individuals, particularly those well-trained in STEM fields.

At ExxonMobil Qatar, we firmly believe that no single classroom factor is more important to improving educational outcomes than the quality of the teacher. That's why, as part of our commitment to drive human potential, we've made it a priority to ensure that our teachers are empowered educators who can teach students how to learn - not just what to learn.

Last month, we furthered this mission with the fourth Qatar University ExxonMobil Teachers Academy, in partnership with Qatar University (QU) and in coordination with the Supreme Education Council (SEC). More than 50 teachers from over 40 independent schools in Qatar dedicated a week of their time to intensive professional development that will help them inspire a STEM generation (page 6). At the end of the week, we held a gala dinner to recognize our valued education partners: The

Supreme Education Council; Teach For Qatar; INJAZ Qatar; Qatar University; Social Development Center; Qatar Petroleum; Qatar Foundation; Teach and Learning and Al Fursan Center. You can read about several of their initiatives in this issue, such as the two milestone agreements we recently signed with QU - one for the sponsorship of an academic chair in science and technology education (page 10), and one to launch the Qatar University ExxonMobil Research Scholars Program (page 12). We're honored to have the support of each of these organizations who work tirelessly to build a sustainable future for our children.

TFQ is a tremendous example. The grassroots organization provides exceptional young professionals the opportunity to inspire students through a two-year teaching placement in Qatar's independent school system. We had the privilege of interviewing TFQ's Chief Executive Officer Mohammed Fakhroo in this issue (page 22), and he shares his thoughts on TFQ's efforts to close the education gap in Qatar, the challenges that lie ahead, and the fruitful partnership between TFQ and ExxonMobil Qatar.

Within our own organization, we're working to ensure that human

development doesn't stop in the classroom. We recently inaugurated state-of-the-art facilities for our Tamayoz training program at ExxonMobil Research Qatar, housed at the Qatar Science and Technology Park (page 14). We're pleased to now have a specialized training platform for the growing program, which has for years provided professional and personal development opportunities for our partner Qatar Petroleum and joint ventures RasGas and Qatargas.

You can also read about our University Liaison Committee (page 24), dedicated to attracting high caliber graduates to ExxonMobil Qatar by increasing our visibility and awareness with Qatari students and universities. Thanks partly to this committee, ExxonMobil Qatar is steadily progressing toward the target of having national employees represent 50 percent of its workforce.

These are just a few of our efforts to drive human potential in the State of Qatar, and we look forward to sharing more with you as 2016 unfolds. I'm continuously impressed by the energy that lives in this country - in its people, in its ambitions and in its incredible progress - and on behalf of ExxonMobil Qatar, we wish you all the best in the New Year.



Alistair Routledge
President and General Manager
ExxonMobil Qatar



7-9
Dec 15

IPTC Doha

At the 9th International Petroleum Technology Conference, regional oil ministers, industry leaders and government representatives will discuss and share their views on timely industry topics, present state-of-the-art technology and innovation, and stimulate further research.



9
Feb 16

Qatar National Sport Day

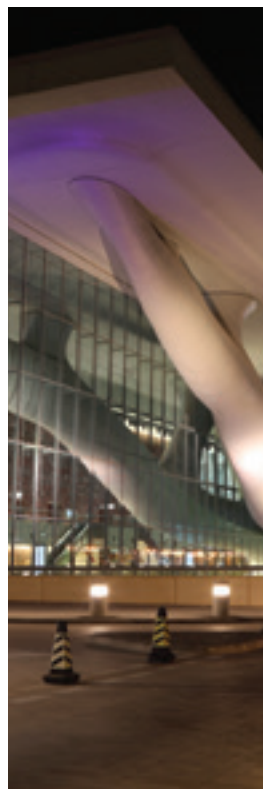
Hosted by the Qatar Olympic Committee, National Sport Day celebrates and encourages nation-wide recognition of the benefit of sport. The National Sport Day activities highlight how athletics nurture teamwork, communication and persistence, in addition to supporting a healthy lifestyle.



4-9
Jan 16

Qatar ExxonMobil Open 2016

For the 22nd year, ExxonMobil Qatar will be the title sponsor of the Qatar ExxonMobil Open, one of the major highlights of the Qatar sports calendar and the international tennis circuit. The tournament will bring together the world's top players to compete in Doha in the first ATP World Tour event of the year.



22-23
Mar 16

Qatar Foundation Annual Research Conference 2016

ARC'16, Qatar Foundation Research and Development's flagship conference, builds on nationwide efforts to advance Qatar's ambitious research agenda. Under the theme "Investing in Research & Innovating for Society," ARC'16 will feature various sessions related to the four thematic pillars defined in Qatar's National Research Strategy.

The Fourth Annual Qatar University ExxonMobil Teachers Academy: Empowering Teachers, Building a STEM Generation

By the year 2040, the world will need 35 percent more energy than it does today, according to the ExxonMobil Outlook for Energy. As a result, an increasing number of professionals will be needed to solve the toughest challenges of the energy sector - a fact that becomes ever more significant as fewer and fewer students are choosing careers that involve science, technology, engineering and math (STEM).



$$E=mc^2$$



$$\pi = 3.14$$

Back

$$\frac{x^2y}{2x}$$

$$2x$$

$$\frac{2xy}{2x}$$



$$x^2 = 9$$



That's why improving educational programs worldwide to enhance STEM skills is a priority issue for ExxonMobil. STEM skills are the fundamental building blocks of individual opportunity and economic growth, critical to ensuring today's students are prepared for the jobs of the 21st century. ExxonMobil Qatar remains committed to inspiring and preparing students to take on these important and rewarding career paths. The company invests in education programs that focus on motivating students to pursue careers in STEM, including those that support teacher development and training, such as the flagship Qatar University ExxonMobil Teachers Academy.

"In recent years, ExxonMobil Qatar has focused its community outreach programs on educational development through our national strategy," said Alistair Routledge, President and General Manager for ExxonMobil Qatar. "We believe it is our responsibility to support and improve education because of the crucial role it plays in the wider development of society. Education is economic destiny – and quality education helps citizens work together to create strong, capable and prosperous societies. We are honored and grateful for the support of our valued local partners who share the common goal of building a sustainable future for our children."

$$\begin{aligned} 3 \times 1 &= 3 \\ 3 \times 2 &= 6 \\ 3 \times 3 &= 9 \\ 3 \times 4 &= 12 \\ 3 \times 5 &= 15 \end{aligned}$$

$$x \in \mathbb{R}$$

$$1 + 1 = 2$$



Alistair Routledge, President and General Manager for ExxonMobil Qatar, recognized ExxonMobil Qatar's education partners during the gala dinner: Nasser Al-Jaber, Deputy Chief Executive Officer, Teach For Qatar; Sheikha Hanadi Nasser Bin Khaled Al Thani, Chairman, INJAZ Qatar; Fahad Saad Al-Qahtani, Executive Group Director, Qatar Foundation Administration Science and Community Development; Dr. Hassan Rashid Al-Derham, President, Qatar University; Abdulaziz Al-Mannai, Executive Vice President - Human Capital, Qatar Petroleum; Amal A. Al-Mannai, Chief Executive Officer, Qatar Foundation for Social Works; Dr. Hissa Sadiq, Dean of College of Education, Qatar University; Fawziya Abdulaziz Al-Khater, Director of Education Institute, Supreme Education Council; Sheikh Noof Ahmad Al Thani, Executive Director, Qatar Foundation Education Development Institute; Dr. Haya Al Medadi, General Manager, Al Fursan Training Center.

More than 45 teachers attend fourth Qatar University ExxonMobil Teachers Academy

The fourth Qatar University ExxonMobil Teachers Academy took place in Doha in November, equipping 50 third- to sixth-grade primary school teachers from around 40 of Qatar's independent schools with innovative teaching techniques that will inspire a STEM generation.

Held jointly by the National Center for Educator Development, Qatar University and ExxonMobil Qatar, the Academy is an innovative professional development program designed to enhance math and science teaching skills among educators. The week-long Academy provides independent school teachers with active-learning and inquiry-based teaching techniques, tailor-made for engaging students in the learning process and deepening their understanding of math and science. Teachers are selected by Qatar University and the Supreme Education Council based on their qualifications and commitment to participate in the Academy.

Maharaty, an initiative by Her Excellency Sheikha Hind bint Hamad Al-Thani, also assigned 10 third-grade science and math teachers to attend the Academy.

"Over the past three years, the Qatar University ExxonMobil Teachers Academy has proudly evolved into the leading training program for educators in Qatar," said Mr. Routledge, President and General Manager for ExxonMobil Qatar. "Now in its fourth year, the Academy is one of our principal initiatives, thanks to our collaboration with Qatar University and the National Center for Educator Development. The Academy emphasizes our commitment to drive human potential in Qatar by ensuring that teachers have the right tools to get their students more actively involved in science and math - paving the way for Qatar's next generation of scientists and engineers."

"The Qatar University ExxonMobil Teachers Academy serves as a platform to engage educators in professional development, and to equip them with the skills and confidence they need to

motivate their students and encourage them to become active learners and pursue careers in math and science," said Qatar University President Dr. Hassan Al-Derham. "This highlights QU's pivotal role as a driving force for the development of the education sector in Qatar, which is an essential pillar of the country's ambitions towards a knowledge-based economy. It also reflects the organization's ongoing mission to shape a cadre of excellent teachers and educators whose work will help to advance the goals outlined in the National Vision and human development strategies."

During the Academy, teachers underwent an intensive, week-long professional development program that emphasized innovative math and science teaching skills, with the aim of helping them to inspire their students to develop an interest in these subject areas. Education experts travelled to Doha from the United States to provide teachers with pedagogical tools for dealing with young, active learners in their classrooms by using a series of creative, fun and meaningful classroom-style activities.

By the end of 2015, more than 160 teachers in Qatar will have participated in the Qatar University ExxonMobil Teachers Academy since its creation, impacting more than 17,000 students. The Academy is the first international program to stem from the successful Michelson ExxonMobil Teachers Academy, established in 2005.

ExxonMobil Qatar extended special recognition for its local education partners during a gala dinner entitled “Energizing Education in Qatar” that marked the conclusion of the 2015 Academy. Representatives of the Supreme Council of Education, Teach For Qatar, INJAZ Qatar, Qatar University, Social Development Center, Qatar Petroleum, Qatar Foundation, Teach and Learning, and Al Furan Center were all present as honored guests at the event. A special video created for the evening captured the collaboration between ExxonMobil Qatar and the respective organizations.

“Our challenge is to continue to drive effective collaboration across government, academia and industry in order to integrate and build on these education successes,” noted Mr. Routledge, who delivered remarks at the gala dinner. “We must continue to search for ways to maximize our impact in an efficient way. Only then will we be able to build the brightest future for our children.”



Participants of the Qatar University ExxonMobil Teachers Academy learn interactive activities that will help them deepen students' understanding of math and science.



The inaugural Qatar University ExxonMobil Teachers Academy alumni gathering included more than 40 teachers.

Qatar University ExxonMobil Teachers Academy hosted the first gathering of its alumni for a two-day event following the 2015 Academy. More than 40 teachers who participated in previous academies in Doha met to share lessons learned and discuss how their participation in the academy impacted their students, their classes and their teaching approaches in the classroom.

“This event highlights the College’s position as a leading partner in education reform committed to promoting quality education that ultimately impacts students and their future success,” said Dr. Hissa Sadiq, Dean of the College of Education at Qatar University. “It also highlights the College’s ongoing efforts to providing the wider community with learning and teaching strategies and techniques that reflect global trends and best practices and that lead to optimal learning and successful outcomes.”

ExxonMobil Qatar and Qatar University Sign Milestone Science and Technology Chair Agreement

ExxonMobil Qatar and Qatar University (QU) recently signed an agreement for the exclusive three-year sponsorship of an academic chair in science and technology education at the university. The ExxonMobil Chair in Science and Technology will work closely with QU's College of Education to explore methods that provide teachers with an improved educational experience in the fields of science and technology, in addition to increasing the numbers and quality of Arabic science and technology teaching and learning resources.



Dr. Hassan Rashid Al-Derham, President of Qatar University; Alistair Routledge, President and General Manager for ExxonMobil Qatar; and other representatives of ExxonMobil Qatar and Qatar University attend the signing ceremony.



Alistair Routledge, President and General Manager for ExxonMobil Qatar, and Dr. Hassan Rashid Al-Derham, President of Qatar University, commemorate the signing of the agreement for the exclusive three-year sponsorship of an academic chair in science and technology education at Qatar University.

The Chair will also collaborate with various QU faculty members in encouraging a larger number of students to enter science, technology, engineering and math (STEM) career pathways, among others. STEM students are independent thinkers, collaborators, innovators, and problem solvers with skills that are vital to success in the 21st century. ExxonMobil and QU believe that energizing students' interest in science and math at all ages is the key to building a competitive workforce and ensuring students get the education needed to become the engineers and innovators of tomorrow.

"We are delighted to begin yet another partnership with Qatar University, and to build on the excellent relationship we have developed over the years," said Alistair Routledge,

President and General Manager for ExxonMobil Qatar. "The ExxonMobil Chair in Science and Technology Education is a crucial position that involves strategizing and identifying opportunities for development, but ultimately, the heart of this agreement is ensuring that STEM subjects inspire the same, if not greater level of interest in students as other subjects do. We are honored to support the university in developing Qatar's next generation of scientists and engineers, in line with our joint vision of providing quality education for Qatar's youth."

The agreement represents a significant milestone in the long history of successful collaborations between the two organizations and was signed by Mr. Routledge and QU President Dr. Hassan

Rashid Al-Derham in the presence of faculty members and university administrators at a ceremony held on the QU campus.

"This is another initiative in a number of agreements signed with ExxonMobil Qatar in recent days which attests to our long relationship with the organization that has yielded many academic and research opportunities on both sides," said Dr. Al-Derham. "The ExxonMobil Chair in Science and Technology Education will bring added value and expertise to our faculty body, enriching not only Qatar University's interdisciplinary approach to science and technology but also the region's academic resources in this area.

Further, the agreement reflects and advances both institutions'

strategic commitment to promoting science, technology, engineering and math among young nationals, as an initiative of critical importance the country's development and progress."

Building human capacity is at the forefront of ExxonMobil's commitment to supporting the Qatar National Vision 2030. For many years, ExxonMobil Qatar has partnered with QU on a variety of projects and programs -such as the Qatar University ExxonMobil Teachers Academy, STEM Adventure Week, Life is Engineering Project, and GASNA (Our Gas) competition- to drive human potential across the country.



Alistair Routledge, President and General Manager for ExxonMobil Qatar, and Dr. Hassan Rashid Al-Derham, President of Qatar University, officially sign the Research Scholars Program agreement between ExxonMobil Research Qatar and Qatar University.

ExxonMobil Research Qatar and Qatar University Launch New Program to Bolster Academic and Industry Relations

ExxonMobil Research Qatar (EMRQ) and Qatar University (QU) have long shared a commitment to advancing science and technology in Qatar through research and development, and to promoting academic excellence through strategic investment in human capital, innovative technology and state-of-the-art facilities. To bolster these efforts, EMRQ and QU signed an agreement earlier this year to launch the Qatar University ExxonMobil Research Scholars Program – the most recent of several research collaborations shared by EMRQ and QU.

The ExxonMobil Research Scholars Program will not only promote academic and industry relations, but will foster innovation and facilitate the development and use of state-of-the-art technology, helping to prepare students for success in a dynamic and changing global economy. QU and EMRQ will also mutually support a number of post-graduate research projects in the fields of environmental risk assessment and monitoring and water re-use. These research projects are intended to lead to academic publications, which encourage the academic development of students.

"We are thrilled to embark on the Qatar University ExxonMobil Research Scholars Program. Qatar University is an ideal partner with whom we can continue to promote educational excellence because we share a vision and commitment to developing the next generation of scientists and engineers - the ones that will carry Qatar forward into a sustainable, prosperous future," said Alistair Routledge, President and General Manager for ExxonMobil Qatar. "Our research efforts with the university have made a significant impact in Qatar over the years, and we are confident the Research Scholars Program will deliver many more benefits for the country and its people."

The agreement was signed by Mr. Routledge and Dr. Hassan Rashid Al-Derham, President of Qatar University, during a ceremony at QU in the presence of faculty members, university administrators, and ExxonMobil Qatar and EMRQ staff.

"Our relationship with ExxonMobil has facilitated a number of projects that have benefitted our students and researchers and contributed considerably to our goal of promoting a vibrant culture of research at Qatar University," said Dr. Hassan Al-Derham. "We are especially enthusiastic about partnering with ExxonMobil Research Qatar on this initiative and look forward to reaping the fruits of this collaboration in the form of outstanding research output, notably in the areas of environmental risk assessment, and monitoring and water re-use for the benefit of our students, researchers and the industry."

"We are extremely pleased to be entering yet another exciting partnership with Qatar University," said Dr. Jennifer Dupont, Research Director for EMRQ. "Our teams have been actively working together on a number of programs to build research and technology capacity in Qatar that will help

advance industry and academia in the country. I am certain that this collaboration will go a long way in fostering innovation, and will strengthen STEM-based research by providing a stimulating and supportive research environment for Qatar's future scientists and researchers."

EMRQ and QU have been collaborating since 2010, when the two parties jointly conducted a comprehensive ecological baseline study. Last year, EMRQ and QU signed a tri-party agreement with Texas A&M at Galveston to further environmental research and marine mammal initiatives, including those to preserve the dugong population in the State of Qatar coastal waters.

EMRQ was established in 2009 to conduct research in areas of common interest to the State of Qatar and ExxonMobil, including environmental management, water reuse, LNG safety and coastal geology. Along with

its local and international partners, EMRQ continues to work to provide the scientific research needed to develop key technologies that will benefit the oil and gas industry in Qatar and around the world, so that it functions in a safe and environmentally responsible manner. EMRQ exemplifies how ExxonMobil provides the energy to support responsible and sustainable development, in line with the Human and Environmental Development Pillars of the Qatar National Vision 2030.

Dr. Jennifer M. Dupont, Research Director for ExxonMobil Research Qatar; Alistair Routledge, President and General Manager for ExxonMobil Qatar; and Dr. Hassan Rashid Al-Derham, President of Qatar University are joined by representatives of ExxonMobil Qatar and Qatar University during the signing ceremony.



ExxonMobil Qatar Inaugurates Customized Tamayoz Training Facilities at ExxonMobil Research Qatar



There is perhaps no better example of ExxonMobil's support for the Human Development Pillar of the Qatar National Vision 2030 than the Tamayoz training program, which has for years provided professional and personal development opportunities for valued partner Qatar Petroleum and joint ventures RasGas and Qatargas, as well as organizations such as Tasweeq and Nakilat. To keep up with the demand and provide a state-of-the-art learning environment, ExxonMobil Qatar recently inaugurated new facilities for the training program at ExxonMobil Research Qatar (EMRQ), housed at the Qatar Science and Technology Park.

Abdulla Al-Tamimi, Corporate Training Manager, Qatar Petroleum; Sheikh Khalid bin Abdulla Al-Thani, Chief Operating Officer - Engineering & Ventures, Qatargas; and Alistair Routledge, President and General Manager for ExxonMobil Qatar, at the inauguration of the customized Tamayoz training program facilities at EMRQ.





Alistair Routledge, President and General Manager for ExxonMobil Qatar, is joined by representatives of Qatar Petroleum, Qatargas, Rasgas, Tasweeq, Nakilat, Texas A&M Qatar and Qatar Science & Technology Park at the inauguration of the Tamayoz training program's new facilities.

"The Tamayoz training program has been so well-received by our industry partners that we felt it important to not only expand the program, but house it at a well-recognized location that best suits its overall purpose as a specialized training platform," said Alistair Routledge, President and General Manager for ExxonMobil Qatar. "Both ExxonMobil Research Qatar and Qatar Science and Technology Park offer a framework for advancing research that is instrumental to Qatar's economic development. In the same vein, Tamayoz also supports Qatar's economic growth through knowledge transfer that promotes national workforce development with a particular focus on the energy sector."

"This milestone reflects the success of our industry collaboration, and provides a purpose-built home for our

ongoing support of local partners and the State of Qatar," added Mr. Routledge.

More than 30 representatives from ExxonMobil Qatar's valued partner Qatar Petroleum and joint ventures RasGas and Qatargas attended the inauguration ceremony in October, in addition to other community partners from academia and public sector organizations.

"We are extremely pleased with where the Tamayoz program is today," said Anthony Pryde, Joint Interest Technical Manager for ExxonMobil Qatar. "The plans to inaugurate this facility are based on the proven merits of the program since it was established in 2012. Tailoring the training and support that is available to our partner Qatar Petroleum and our joint ventures RasGas and Qatargas through

Tamayoz has ensured that we produce even stronger benefits for participants."

Launched in support of His Highness the Father of the Emir's vision to increase participation of Qatari nationals in the workforce, the Tamayoz training program allows ExxonMobil Qatar to share experience, disseminate knowledge and instill best practices with partners and participants in Qatar's energy industry. Since its inception in 2012, the program has grown steadily with more than 120 courses offered to ExxonMobil partners free of charge with over 1,700 individuals receiving training.

In 2016, the Tamayoz training program will offer courses on a variety of subject matters from each of the program's six critical competency areas: leadership and personal effectiveness; project management; commercial; operations

excellence; technical (surface and subsurface); and safety, health and the environment. ExxonMobil Qatar's partners can continue to expect long-term gains from the Tamayoz courses, the new facility and ExxonMobil Qatar's commitment to developing human potential across Qatar's energy industry.

ExxonMobil Qatar Supports Thriving Qatari Entrepreneurs through the Al-Fikra Business Competition

Qatar Development Bank recently completed its fourth annual Al-Fikra competition for business start-ups, with support from platinum sponsor ExxonMobil Qatar.

The competition is designed to encourage young, creative and business-minded individuals to start their own businesses and to spread the culture of entrepreneurship in Qatar. By nurturing Qatari entrepreneurs' talents and mentoring them as they develop their innovative businesses, Qatar Development Bank is contributing to the economic diversity of the state.

"The Al-Fikra competition is designed to attract the largest possible number of entrepreneurs and small and medium enterprises to add value to Qatar's economy," said Mr. Abdul Aziz Bin Nasser Al Khalifa, Chief Executive Officer at Qatar Development Bank. "At Qatar Development Bank, we support competitors in every possible way to speed up the development process within the Qatari private sector and ultimately establish new

private businesses. Our vision is to transform Qatari business by developing the entrepreneurial leaders of tomorrow, and celebrate and support entrepreneurship and innovation."

The 2015 competition involved training, submission of projects and pitching sessions held in November by a committee of seven members of the academic and business community, including ExxonMobil Research Qatar Technical Interface Coordinator Dr. Mohamad Al Sulaiti and representatives from Qatar Development Bank. The five winning teams then received lucrative reward packages, announced at a gala awards dinner held under the patronage of H.E. The Minister of Economy and Commerce Sheikh Ahmed bin Jassim Al Thani.

"At ExxonMobil Qatar, we're committed to providing the energy to drive human potential by helping to build a workforce that can sustain Qatar's future – a feat which will only be achievable through close collaboration with valued local partners such as Qatar Development Bank, and initiatives like the Al-Fikra Business Competition," said ExxonMobil Qatar Production and Joint Interest Manger Simon Younger, who delivered remarks at the gala dinner.

"Qatar Development Bank is excelling at fostering Qatar's most pioneering young business minds, creating an environment where they can express their entrepreneurial talent and see their creative concepts come to fruition. We have been supporting the competition for the past three years, and are delighted to have a role in its fourth edition this year as platinum sponsor."

A number of ExxonMobil Qatar's sponsored students participated in the competition and attended its workshops.

The Al-Fikra competition supports the Qatar National Vision 2030 and its Human Development Pillar by promoting and facilitating the development of small and medium enterprises, with the goal of providing socioeconomic benefits to the people of Qatar that will leave a lasting, positive impact on Qatar's economy.



ExxonMobil Qatar Production and Joint Interest Manger Simon Younger shares his thoughts on the importance of innovation at the closing ceremony of the fourth annual Al-Fikra competition for business start-ups.



ExxonMobil Qatar Vice President Nasser Al-Kawari delivers remarks at the opening ceremony of the fourth annual Al-Fikra competition for business start-ups.



Sultan Al-Kuwari, Head of Development at Qatar Development Bank; Nasser Al-Kawari, Vice President for ExxonMobil Qatar; Simon Younger, Production and Joint Interest Manager for ExxonMobil Qatar; Ibrahim Al Mannai, Capability Development Manager at Qatar Development Bank; and Khalid Abdulla Al Mana, Executive Director of Business Finance at Qatar Development Bank at the opening ceremony of the Al-Fikra competition for business start-ups.

**First place winner of the Al Fikra business competition:
Ahmad Salman Al-Meer - Blue marine farm project**

The 2015 World Innovation Summit for Education Sparks Creative Approaches to Education



Her Highness Sheikha Moza bint Nasser, Chairperson of Qatar Foundation, addresses the 2015 World Innovation Summit for Education (WISE) in Doha, Qatar.

With support from ExxonMobil Qatar, the 2015 World Innovation Summit for Education (WISE) was held in November for nearly 2,000 participants, under the theme “Investing for Impact: Quality Education for Sustainable and Inclusive Growth.” WISE, an initiative of Qatar Foundation, is an international platform for creative thinking, debate and purposeful action toward building the future of education.

Her Highness Sheikha Moza bint Nasser, Chairperson of Qatar Foundation, inaugurated the 2015 summit and delivered remarks on the global challenges facing the education sector. The First Lady of the United States Michelle Obama also spoke at the opening ceremony, providing her perspective on the importance of educating women across the world.

ExxonMobil has supported WISE since 2009, as part of its commitment to improving educational programs worldwide to enhance STEM skills.

“WISE is an inspirational initiative that addresses the most pressing challenges that face global education today. It is also aligned with the national strategy ExxonMobil Qatar has been implementing

with key education partners to help drive human potential and advance education locally, particularly in the areas of science, technology, engineering and math (STEM). From classroom to boardroom, from primary school level to adult education, our collaborative programs help create comprehensive learning opportunities for students and young



His Excellency Dr. Khalid bin Mohammed Al-Attiyah, Qatar Minister of Foreign Affairs, Her Highness Sheikha Moza bint Nasser, Chairperson of Qatar Foundation, and The First Lady of the United States Lady Michelle Obama attend the opening ceremony of WISE.

professionals in Qatar,” said Alistair Routledge, President and General Manager for ExxonMobil Qatar.

“We are proud to have supported WISE since its inception in 2009, and appreciate all of Qatar Foundation’s efforts towards inspiring and leading creative change in the world of education and scientific research and development,” added Mr. Routledge.

WISE connects innovators, offers a global platform for the development of new ideas, and supports innovative approaches to education. The 2015 summit featured several new elements designed to increase participation from and engagement with the local community. Learning labs provided interactive demonstrations of the latest teaching and learning

practices, and students and teachers were given the opportunity to experiment with innovative approaches to education.

The Meet Qatar Zone of WISE 2015 targeted education stakeholders in Qatar, providing organizations such as Teach for Qatar and INJAZ Qatar, as well as the Qatar Science and Technology Park, with dedicated meeting spaces and organized networking sessions to familiarize international participants with their activities.

WISE has rebalanced educational priorities in the past year to better serve learning needs in Qatar, placing special emphasis upon engaging with local education stakeholders. A year-round leadership program for school principals has been designed to support

and advance educational imperatives of the Qatar National Vision 2030 and to add value in supporting Qatar’s educational policy makers and practitioners in schools.

Since its inception in 2009, WISE has positioned itself as a global reference in new

approaches to education under the visionary leadership of its Chairperson, Her Highness Sheikha Moza bint Nasser and with the support of corporate partners such as ExxonMobil Qatar and Qatar Petroleum.



Children take part in an educational activity at the WISE Learning Lab.

INJAZ Qatar and ExxonMobil Support Promising Entrepreneurs, Shape Tomorrow's Leaders Through Mubadara Competition



ExxonMobil Qatar Business Services Manager Norman Kreutter with the winners and participants of the 2015 Mubadara competition.

Each year, INJAZ Qatar and ExxonMobil Qatar work to harness the mentorship of Qatari business leaders to inspire entrepreneurialism from Qatari youth. The annual Mubadara Young Enterprise of the Year competition, which concluded in October, represents INJAZ Qatar's annual celebration of the achievements of its students and participating companies.

Supported by ExxonMobil Qatar, the Mubadara competition allows student teams from Qatar's independent secondary schools and universities to establish and run a real business over four months, with the guidance of professionals from leading businesses across Qatar.

"ExxonMobil Qatar is pleased to be a supporter of INJAZ Qatar's 8th Annual Mubadara Young Enterprise of the Year Competition," said Alistair Routledge, President and General Manager for ExxonMobil Qatar. "We have been a part of INJAZ Qatar's programs since it was launched in 2007, in line with our commitment to the Qatar National Vision 2030 and the increased participation of Qatari nationals in the workforce. Year after year, through the competition, we have the opportunity to meet Qatar's aspiring entrepreneurs, and to witness their motivation and confidence."

"The more that students can get into the startup ecosystem, the more we can build a strong pipeline of entrepreneurs for tomorrow who can contribute to Qatar's economic future," added Mr. Routledge.

The Mubadara competition winners demonstrated running a financially successful company or the creation of an innovative product or service. In each case, competitors must also demonstrate that they understand how and why the company performed as it did, and show team spirit and self-growth among other skills, as a result of having taken part in the rigorous Mubadara program.

Evaluation occurs over four stages of the competition: company report; trade fair stand and interviews; public presentation; and a panel interview. Winners are then recognized in four categories, including Best Social Impact, Most Innovative Product or

Service, Best Marketing Campaign and Best Company of the Year. ExxonMobil Qatar Vice President and Joint Venture Terminals Asset Manager Nasser Al-Kawari served as a judge for this year's competition, and ExxonMobil Qatar Business Services Manager Norman Kreutter spoke at the awards ceremony honoring the winners.

"I would like to congratulate the winners of INJAZ Qatar's 8th Annual Mubadara Young Enterprise of the Year Competition," said Mr. Kreutter. "I was so impressed with this year's competitors and the breadth of ideas and amount of research that had gone into each business concept to establish real needs in the economy. "I wish the winners the best of luck, and I am sure their products and services will go a long way because today's entrepreneurs are the bedrock of tomorrow's economy."

The university-level winners and runners-up of the Mubadara competition are given the opportunity for their businesses to take part in the INJAZ Qatar Start-Up™ Program, which provides seed funding and professional mentoring. The competition serves as a launch pad from which Qatar's up-and-coming generation of entrepreneurs learn and implement a unique skill set that will be the driver for the successful businesses of tomorrow.

INJAZ Qatar provides a wide range of development opportunities for students, including courses that address entrepreneurship, financial literacy and work readiness. More than 19,000 students, primarily from local schools, have graduated from INJAZ Qatar's programs since its inception in 2007.

High School Level Winners:

- o "Save Yourself" from Al Resala Independent School for Girls won the Best Company of the Year Award, sponsored by ExxonMobil
- o "E-Order" from Ahmed Bin Mohamed Al-Thani Independent School for Boys won the Most Innovative Product or Service Award, sponsored by Regency Group Holding
- o "Smart Recycle" from Al Shaimaa Independent School for Girls won the Best Marketing Plan Award, sponsored by QFC (Qatar Financial Center)
- o "Re-glass" from Tareq Bin Ziad Independent School for Boys won the Best Social Impact Award
- o "Do Something Different" from Al Kawthar Independent School for Girls won the Best Public Presentation Award
- o "The Echo" from Al Wakra Independent School for Boys won the Best Annual Report Award
- o "Gas Detection Service" from Mosab Bin Omer Independent School for Boys won the Best Booth Display Award

University Level Winners:

- o "Qaho" from Qatar University (female) won the Best Company of the Year Award, sponsored by ExxonMobil
- o "Q-Cycle" from Qatar University (male) won two awards: the Most Innovative Product/Service Award, sponsored by Regency Group Holding and also the Best Social Impact Award
- o "Ptactica" from Qatar University (female) won the Best Marketing Plan Award, sponsored by QF

A black and white portrait of a man wearing a white thobe and a ghutra with a black agal. He has a mustache and is wearing glasses. The background is dark.

Interview with
Mohammed Fakhroo,
Chief Executive Officer of Teach
for Qatar

In 2014, ExxonMobil Qatar signed an agreement with Teach For Qatar, a local grassroots organization that is working to be a part of the solution to Qatar's education challenges. Under the patronage of Her Excellency Sheikha Hind, the organization provides exceptional, talented graduates and young professionals – whether nationals or residents – the opportunity to inspire students through a two-year teaching placement in Qatar's independent school system.

The partnership between ExxonMobil Qatar and Teach For Qatar is a result of a shared commitment to closing the education gap in Qatar. ExxonMobil Qatar strongly believes that human capacity is the cornerstone to building a successful future for any nation, and as such, provides the energy to drive human potential through its support of local initiatives like Teach For Qatar.

Mohammed Fakhroo serves as the Chief Executive Officer for Teach For Qatar, which receives support from the Supreme Education Council, Qatar Foundation and Qatar Petroleum, in addition to ExxonMobil Qatar. Sila discusses with Mr. Fakhroo the tremendous growth of his organization over the past year, the challenges facing the Qatar education industry, and ExxonMobil Qatar and Teach For Qatar's joint mission to tackle the nation's education challenges.

What have been Teach For Qatar's milestones since its inception?

The most significant milestone for Teach For Qatar is when we went out to recruit our first cohort and when we had the opportunity to put our business plan to action. Now we have a total of 32 fellows, one-third (14) of which are Qatari. Our first cohort of fellows has now successfully completed the first year of fellowship and is now in the second year. We are already receiving positive feedback from principals, parents and students. Currently, Teach for Qatar fellows have an impact on the lives of approximately 1,600 students.

Another milestone was signing Memorandum of Understandings with 18 independent schools where we place our fellows.

What are Teach For Qatar's major plans or initiatives for 2016?

Our recruitment campaign for the new cohort of fellows kicks off in November and continues until April. We have some very exciting and engaging events planned as part of the

campaign. Additionally, over the next year we hope to increase the number of our fellows and partners, as well as sign with more partner independent schools.

In your experience, what are the current challenges facing the education industry in Qatar?

I think the main challenge faced by Qatar's education industry is that teaching is not currently considered as a top career choice. It is undervalued by society as a profession, which means low reinvestment of top graduates into the education system. However, this is something that Teach For Qatar is actively seeking to address by reinvesting top local graduates and professionals into the education system through our fellowship, which also aims to promote the value of teaching and its importance in realizing the Human Development Pillar of the Qatar National Vision 2030.

How would you describe Teach For Qatar and ExxonMobil Qatar's partnership? Where would you like to see this partnership go in the future?

It is a win-win partnership between both our organizations, and it addresses some of the most challenging issues that affect learning in our children's classrooms today. ExxonMobil Qatar is among the first organizations that believed and supported our mission and vision. They go above and beyond our official partnership and they act as thought partners. And they take what we do extremely seriously and personally invest in helping us overcome challenges.

We at Teach For Qatar would like to extend our gratitude to ExxonMobil Qatar for its continued support of Teach For Qatar's mission to be part of the solution to our nation's educational challenges, and we look forward to the continuation of our fruitful partnership for years to come.

What has been the most rewarding aspect of your role as CEO of Teach For Qatar so far?

I find this type of work extremely rewarding since navigating the challenges of the NGO sector can be quite fulfilling. At the end of the day you can see tangible change. When we first launched our initiative, school principals were reluctant to support us, but now they are actually some of our biggest advocates. I was equally as surprised to find that some of Qatar's largest organizations such as ExxonMobil Qatar partnered with us, as part of their CSR initiatives, with deep conviction.

Our first cohort of fellows only began teaching at our partner schools last year. However, their achievements and the positive change they are enacting have been visible from day one. Some of our fellows have already received positive feedback from their students' parents, while others have been officially recognized with awards. It is all these achievements combined that bring me not only great professional satisfaction, but personal fulfillment as well.

What is your vision for Teach For Qatar over the next 10 years?

Over the next 10 years, we aim to have a significant impact on changing society's perception of teaching as a career choice. We aim to see more fresh graduates considering teaching as one of their top career choices, as well as a significant increase in the number of Qatari men and women going into this profession. We aim for our fellows to graduate from the program with the mission to enact long-term change in the education sector in Qatar.

ExxonMobil Qatar's University Liaison Committee: Strengthening Student Outreach and Qatarization Efforts

Based on the simple premise that making connections brings people together, ExxonMobil Qatar is building its Qatari workforce one person at a time, ensuring that each new addition to its team is one of Qatar's best and brightest future stars.

To aid in this, ExxonMobil Qatar built an internal taskforce several years ago – the University Liaison Committee – to achieve more effective student outreach and increase Qatarization efforts within the company. The committee is dedicated to attracting high caliber graduates for careers with ExxonMobil Qatar by increasing the company's visibility and awareness with Qatari students, university faculty and staff members. Due in part to the committee's efforts, ExxonMobil Qatar is steadily progressing toward the target of having national employees represent 50 percent of its workforce.

Abdullatif Al Naemi, National Development Manager for ExxonMobil Qatar, has chaired the University Liaison

Committee since 2010 when he also joined the organization. "Developing the capacity of Qatari nationals is an intrinsic value for our organization. This priority is woven throughout every aspect of our business and is reflected in our commitment to educating, training and developing Qatari employees. We are committed to attracting, developing and retaining the best people in support of the local industry, which in turn helps us to meet our business needs worldwide."

Mr. Al-Naemi regularly engages with Qatari students who are interested in internships and sponsorships, and with motivated, talented and qualified Qatari graduates who are interested in employment opportunities with the company. He is

also responsible for the career development of Qatari nationals hired at ExxonMobil Qatar; this involves fulfilling their training needs and overseeing their progress and growth in the company, in addition to monitoring their career planning and skills development.

ExxonMobil Qatar participates in several activities throughout the year to strengthen its outreach efforts, guided by the University Liaison Committee. Earlier this year, ExxonMobil Qatar hosted a luncheon for a group of more than 40 female university students from various local universities, including Qatar University, Carnegie Mellon University in Qatar, Georgetown University School of Foreign Service in Qatar and Community

College of Qatar. The diverse group comprised sponsored students as well as graduate students.

The luncheon began with a welcome and brief by Noora Al-Qahtani, Human Resources Advisor for ExxonMobil Qatar, which highlighted the company's programs that support national education development initiatives. Al Anoud Darwish, Chief Development Officer for Teach For Qatar, one of ExxonMobil Qatar's key national education partners, followed the welcome with a presentation about the organization's education activities.

Every year, ExxonMobil Qatar provides internship and sponsorship opportunities to students from local and international universities. These programs help Qatar's youth gain a better understanding of how their country's natural resources are developed, given the importance the industry plays in Qatar's economy and efforts to achieve the National Vision 2030. During the 2015 - 2014 academic year, ExxonMobil Qatar sponsored 45 students, which represents a 10 percent increase from the previous academic year.

Through a number of initiatives such as the University Liaison Committee, ExxonMobil Qatar is contributing to the Qatar National Vision 2030 by providing the energy to drive human potential, in support of a skilled and productive workforce with strong science, technology, engineering and math skills that can sustain Qatar's future.



Abdullatif Al Nuaimi, National Development Manager for ExxonMobil Qatar



The ~40member delegation from the Qatar Leadership Centre during the visit to the ExxonMobil Houston Campus.

ExxonMobil Welcomes Qatar Leadership Centre Delegation at the ExxonMobil Houston Campus

In early October, a 40-person delegation from the Qatar Leadership Centre (QLC) took part in a visit to the United States, organized by Rice University's Baker Institute for Public Policy in Houston, Texas. Entitled "A Special Briefing on Energy and Health Policy Issues: Challenges and Opportunities," the visit included an official tour of the ExxonMobil Campus in Houston and its newly unveiled Energy Center.



Representatives of the Qatar Leadership Centre tour ExxonMobil's newly opened Energy Center at the ExxonMobil Houston Campus.



Kathy Pepper, ExxonMobil Production Company Vice President for Middle East and Russia, and Steve Lidisky, ExxonMobil Gas and Power Marketing Company Global Market Development Manager, greet the delegation upon arrival, which included representatives of both the Qatar Leadership Centre and Rice University's Baker Institute for Public Policy.

Kathy Pepper, ExxonMobil Production Company Vice President for Middle East and Russia, served as the delegation's senior executive host and was joined by Rob Gardner, Exxon Mobil Corporation's Manager for Economics and Energy, and Steve Lidisky, ExxonMobil Gas and Power Marketing Company Global Market Development Manager.

Mrs. Pepper welcomed the group to the campus and reflected on ExxonMobil's long-term relationship with the State of Qatar. She highlighted the company's commitment to providing the country with the energy to drive human potential; to support research, safety, health and the environment; and to nurture Qatar's thriving society, as a dedicated partner for more than 22 years.

"It is a real privilege for ExxonMobil to host the Qatar Leadership Centre delegation. The development of the next generation of leaders is vital to Qatar's continued prosperity, and is something we are proud to support, not only today but through our many training and education partnerships with the State of Qatar."

Mr. Lidisky spoke at more length to the group about the long and unique history ExxonMobil enjoys in Qatar. He provided the group with an outline of the company's activities with its partner Qatar Petroleum (QP) and joint ventures RasGas and Qatargas to develop the North Field, the world's largest non-associated natural gas field. He explained that the QP / ExxonMobil partnership includes 12 of the 14 LNG trains, 27 of the world's largest LNG ships, three receiving

terminals in Europe and the United States, and Qatar's largest condensate refinery.

Of the company's other important activities in Qatar, Mr. Lidisky noted that ExxonMobil also participates in the two domestic gas projects – Al Khaleej Gas and Barzan Gas – and that it provides technical and management expertise to directly support QP and Qatar Gas Transport Company Ltd. (Nakilat) through secondments of ExxonMobil employees.

Following Mr. Lidisky's remarks, Mr. Gardner presented the group ExxonMobil's Outlook for Energy, the company's long-term global view of energy demand and supply. The discussion covered a range of topics, including the energy impact of the growing global middle class, the surge in unconventional resource production in North America, and trends in electricity demand across the Middle East. The Outlook forecasts that energy demand globally will grow by about 35 percent by 2040.

At the end of the visit, the delegates expressed their thanks to ExxonMobil for hosting them at the Houston Campus and for the warm welcome they received on arrival.

"I was so impressed with today's visit to the ExxonMobil Houston Campus. All the presentations we sat through were comprehensive and extremely effective in meeting their objectives of making us aware of the work ExxonMobil does in Qatar," said Mr. Ali Majid Al-Zamil Al-Kuwari, Internal Audit Director at Qatar Stock Exchange.

"I thoroughly enjoyed our visit, and would like to thank the team at ExxonMobil for the time and effort they put into making it an experience that was not only successful, but also extremely relevant to the purpose of our visit to the United States," he added.

Each year, QLC's curriculum includes one overseas Learning Journey that executive leaders must take part in with their group. The visit provides these individuals with a first-hand professional learning experience, as well as access to the expertise of other countries that share knowledge with Qatar.

QLC was established by His Highness Sheikh Tamim bin Hamad Al Thani, Emir of the State of Qatar, to further develop the leadership capabilities of promising Qataris and support national progress toward accomplishing the goals of Qatar National Vision 2030.

As a national platform for leadership excellence, QLC works closely in partnership with prominent international institutions and leading Qatari organizations to deliver programs for select Qatari professionals. There are 34 executive leaders in this year's -12month program who hail from various backgrounds, including the energy, communications, financial, health, transportation and real estate sectors.

Events & Celebrations

Qatar Museums & Reach Out To Asia Sponsors Dinner

Her Excellency Sheikha Al Mayassa bint Hamad bin Khalifa Al Thani, Chairperson of Qatar Museums Board of Trustees, is joined by Senior Vice President of Exxon Mobil Corporation Andrew P. Swiger and President and General Manager of ExxonMobil Qatar Alistair Routledge, for a gala dinner hosted by Her Excellency to celebrate the sponsors of Qatar Museums and Reach Out To Asia for their valuable contributions to the State of Qatar.

حفل عشاء رعاية متاحف قطر وأيادي الخير نحو آسيا

سعادة الشيخة المياسة بنت حمد آل ثاني، رئيس مجلس أمناء متاحف قطر، ونائب الرئيس الأعلى لمؤسسة إكسون موبيل السيد أندرو سويجر ورئيس ومدير عام إكسون موبيل قطر السيد أليستير روتليدج خلال حفل عشاء استضافته سعادتها للاحتفاء برعاة متاحف قطر وأيادي الخير نحو آسيا تكريماً لمساهماتهم القيّمة تجاه دولة قطر.



ExxonMobil Qatar Luncheon for Female University Students

A group of more than 40 female university students from various local universities -- including Qatar University, Carnegie Mellon University in Qatar, Georgetown University School of Foreign Service in Qatar and Community College of Qatar -- attend a luncheon hosted by ExxonMobil Qatar for female sponsored students and graduate students.

حفل غداء إكسون موبيل قطر لطالبات الجامعات

مجموعة مكوّنة من أكثر من ٤٠ طالبة جامعية من مختلف الجامعات المحليّة كجامعة قطر وجامعة كارنيجي ميلون في قطر وجامعة جورجتاون- كلية الشؤون الدولية في قطر وكلية المجتمع، يحضرن حفل غداء استضافته إكسون موبيل قطر على شرف طالبات ممن يحظين برعاية الشركة وغيرهن من الخريجات.

نشاطات واحتفالات



Inauguration of the Abdullah Bin Hamad Al-Attiyah Foundation for Energy and Sustainable Development

His Highness Sheikh Hamad bin Khalifa Al Thani, the Father Emir of Qatar, and His Excellency Abdullah Bin Hamad Al-Attiyah inaugurate the Abdullah Bin Hamad Al-Attiyah Foundation for Energy and Sustainable Development.

تدشين مؤسسة عبدالله بن حمد العطية الدولية للطاقة والتنمية المستدامة

صاحب السمو الشيخ حمد بن خليفة آل ثاني الأمير الوالد مع سعادة الشيخ عبدالله بن حمد العطية أثناء تدشين مؤسسة عبدالله بن حمد العطية للطاقة والتنمية المستدامة

Alistair Routledge, President and General Manager for ExxonMobil Qatar, attends the inauguration of the Abdullah Bin Hamad Al-Attiyah Foundation for Energy and Sustainable Development.

أليستر روتليدج، رئيس ومدير عام إكسون موبيل قطر أثناء حضوره لحفل تدشين مؤسسة عبدالله بن حمد العطية للطاقة والتنمية المستدامة.

