



Aiducation
International



Regenerative Impact

www.aiducation.org

Annual Report 2022

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Message from the CEO

The past year has been an intense period of challenge and transformation for Aiducation International. We faced various difficult situations across our two main focus countries, Kenya and the Philippines, where the impact of elections affected social and economic activity. Furthermore, Europe witnessed a global conflict and rising price levels, which still has far-reaching consequences. But also internally, we underwent significant organizational transitions in Kenya and Switzerland, including the implementation of non-executive board structures. These challenges required substantial resources, in addition to the already daunting task of stabilizing our operational activities in the aftermath of COVID-19. As a result, our organization was deeply impacted by these combined factors. Despite the challenges faced, we were determined to overcome them and continue making a meaningful difference in the lives of underprivileged individuals.

To address these challenges, we conducted a Strategy Retreat in the latter half of 2022. This retreat allowed us to identify and tackle both internal and external obstacles, resulting in the development of a clear action plan and strategic growth roadmap. With the resulting project "Scale2Impact," we aim to bridge structural gaps over the next two years to fully unleash the potential of our sustainable and regenerative business model enabling us to create sustainable impact at scale.

And there was also good news, due to a one-time school fee capping triggered by government regulations related to COVID-19, we were able to enroll an additional 35 underprivileged talents in high school. We have secured online and on-site mentorship programs for this talented pool, and we have established a laptop library to support their educational journey.

With a clear action plan, strategic roadmap, and the support of our stakeholders, we are confident in our ability to achieve sustainable and scalable impact. We have also reallocated a portion of the one-time surplus, prompted by Covid-related regulations, into the transformation of Aiducation, ensuring we continue to adapt and grow in our mission.

Our circular impact model has indeed begun to power itself, as Aiducation alumni become leaders, mentors, advanced scholars, entrepreneurs and self-sustaining members of society who give back in kind. With a very particular framework and focused aims, we are seeing a new form of international collaboration take place: beyond charity, to empowerment and impact across thousands of individual lives and many sectors of society.

Just as we search for the most resilient, driven and thoughtful students, Aiducation demonstrates these qualities having persisted through the pandemic and pivoted mentoring programs to online modules, which can support more graduates and entrepreneurs dynamically. In fact, we won the most innovative company in the education industry in 2022 by World Finance Magazine (www.worldfinance.com) for our circular for-impact model, and moreover for our recently-launched goal to empower 1000 young entrepreneurs by 2050.

We are grateful to the Swiss Re Foundation for providing global mentorship and seed startup funds along our re-design of the Start Up Fund. In fact 12 startups in our talent markets have already received funding within our prototype demonstrating the successful approach. The businesses cover the mobility, food and beverage, tech, real estate financing, agriculture and healthcare sectors.

This year as well has been monumental in our ability to see clear impact, first in that we conducted a comprehensive survey across the recipients of an Aiducation scholarship - 962 still active in high school, and 1402 alumni. Having reached 916 alumni, we found that more than 90% are continuing their education, employed, self-employed or involved in startups. This is a huge testament to the efficacy of not only scholarship but mentorship that is fundamental to the success of Aiducation participants.

Partnering with DierkeHouben Leadership Advisors, we ran a weeklong Leadership Academy, in Nairobi, Kenya, which gathered 8 senior professionals and 40 young talents to focus on their motivations, challenges, purpose, self-management, emotional intelligence and envisioning a purpose-driven future summarized by an action plan. It was the second such in-person academy since the onset of the pandemic, and we are thrilled that we can again encourage future talents in Kenya to expand their limits.

Leaders shape the future, and on this note, I'd like to welcome Carole Häusermann as our first non-executive board member in Aiducation International. An experienced entrepreneur with

several ventures, Carole is a renowned business leader and sought-after innovation and growth expert. We are truly excited to welcome her, and I am sure she will contribute tremendously to the futures of hundreds of Aiducation talents over the coming years.

Finally, I have to say that all of this would not have been possible without our highly committed team across the globe and our many long-term supporters and partners – notably Swiss Re, UBS, Bearingpoint, Zühlke, Symphasis, Wietlisbach Foundation, adDta Foundation, Reinhart Foundation, Swissair Staff Foundation for Children in Need and many others in combination with all our supporters and individual scholarship supporters, Aiducation Ambassadors and members.

Thank you for your trust and commitment.

Matthias Meier
CEO a.i. Aiducation International

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The world doesn't change one person at a time. It changes as networks of relationships forming among people who discover they share a common cause and vision of what's possible.

— Margaret Wheatley & Deborah Frieze



Our Highlights of 2022

Aiducation raised 153 scholarships in 2022, and a total of 2,447 scholarships since the foundation of Aiducation in 2007 (Jan 2023 status).

More than 80% of our Kenyan graduation class students graduated with a C+ and above, which qualified them for university admission and compared to the average Kenyan student, Aiducation students attained much higher grades in their final exam. The Aiducation high school scholarship enabled them to graduate high school with great results and they have now the chances to apply for government support, such as loans and scholarships.

Aiducation organized 5 Mentorship Academies:

- 2 Swiss Re Corporate Career Academies in Kenya (1) and the Philippines (1)
- 2 Realize Your Potential Academies in Kenya
- 1 DierkeHouben Leadership Academy in Kenya

Aiducation redesigned the Swiss Re Corporate Career Academy 2022:

Together with Swiss Re, Aiducation redesigned the Corporate Career Academy from a 1-week program into a fully virtual program and implemented it for the first time in the Philippines. During a period of 6 weeks Aiducation talents and mentors from Swiss Re as well as local experts were able to meet virtually on synchronous and asynchronous sessions focusing on the topic of the individual's corporate career.

Through our partnership with **DierkeHouben Leadership Advisors**, we successfully implemented a week-long **Purpose-driven Leadership Academy** in Nairobi, Kenya in June 2022. This is the second edition after the pilot Academy in February 2020. The Academy also marked the second fully onsite Aiducation Academy we have launched in Kenya since the emergence of Covid-19. Watch a short highlight video from the Academy here: shorturl.at/uARV2

Aiducation redesigned the Start Up Fund as one of the core building blocks of Aiducation's "Lifelong Learning Experience" for its talents in 2021. After completing the Start Up Academy, AiduTalents with the ambition to start their own

business are encouraged to submit their business plans for consideration. This is a unique opportunity to apply the skills they have developed during the Academy to real life and take the first steps towards building their own venture. Successful Stage 1 applicants will not only receive an initial grant to prototype their business, but also enroll into ongoing mentoring activities. Entrepreneurs who manage to implement their ideas and grow their business model are eligible for additional funding and mentoring during theme-based Stage 2 competitions.

In 2022, Aiducation was able to conduct the Stage 1 competition with 6 winners (5 Ghana, 1 Kenya) who got a grant of USD 1,000 each and are currently all still operating. Furthermore, the pilot of Stage 2 saw a total of 17 young entrepreneurs applied with a business idea of which 5 (all from Kenya) winners were announced by end of 2022.

Aiducation and UBS continued partnership on E-Mentoring Program

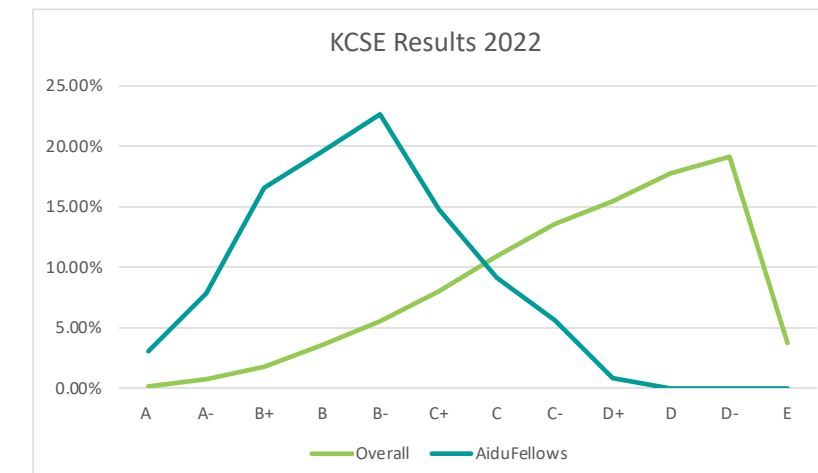
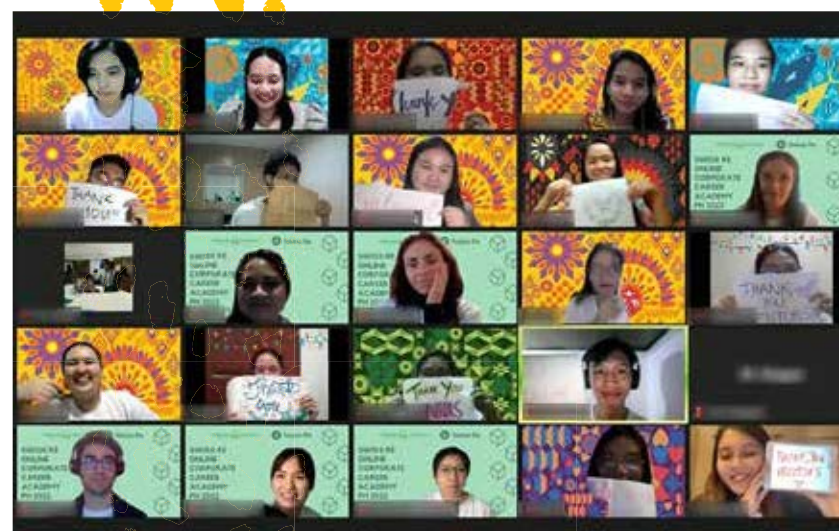
and kicked off the second E-Mentoring cycle together in 2022 focusing on 21 mentor-mentee pairings. UBS will continue the E-Mentoring Program in 2023 with another 15 pairings.

Around 100 Guests attended our **Impact Dinner** at ETH Zurich. Once again it was a very successful event and raised over **20,000 Swiss Francs and 16 scholarships**.

After the launch of GYLA, our **Global Young Leaders Alliance**, in 2019, the network has continued to grow with 2,483 members by the end of 2022.

Aiducation International was awarded as the most innovative company in the education industry in 2022 by the World Finance Magazine

(www.worldfinance.com) for its circular for-impact model, and foremost for its recently launched goal to empower 1,000 Young Entrepreneurs by 2050 (thousandyoungentrepreneurs.org). Thereby, creating social impact by investing into future leaders and businesses.



source: <https://www.advance-africa.com/KCSE-Results.html>





Our Regenerative Approach to Impact

Aiducation's mission is to empower talented individuals to achieve their full potential by providing them with opportunities for education and career advancement. We believe that economic resilience is crucial for our scholarship recipients and strive to support them beyond just providing scholarships. We believe in quality over quantity and therefore focus on a smaller pool of talented individuals who can be fully supported throughout their educational and career journey.



We are committed to empowering our scholars and nurturing them to become future change-makers in their communities. Our primary objective is to enable our scholars to eventually award scholarships themselves (Kenyan for Kenya), and we view Aiducation as a platform of opportunities that extends beyond scholarships and access to education. Our ultimate goal is to provide economic resilience for our scholars, whether through securing their employment or creating jobs themselves. This approach is guided by a strong belief in merit and purpose, and we prioritise quality impact over quantity.

Our scholars' outstanding academic performance often leads them to pursue tertiary education or secure direct employment opportunities. During this phase of transition, post-secondary education, we continue to support our talents through our E-mentoring program, Corporate Career Academy, and targeted career fairs. Our career fairs facilitate

match-making between talents and employers for internships, graduate programs, and entry-level positions.

In addition to addressing the education gap, we recognise the critical investment gap holding back young entrepreneurs. To tackle this issue, we have expanded our efforts through 1,000 YE (Young Entrepreneurs), where we deliberately award funds as equity to provide independent financing in the medium term.

As we move forward, we will continue to innovate and seek new ways to support our scholars and achieve our mission of empowering talented individuals. We remain committed to making a positive and lasting impact in the lives of our scholars and their communities.

Aiducation Impact Stairs

MULTIPLYING & GIVING BACK

A network of AiduTalents uses their potential to give back and build their country socially, politically, and economically.

GROWING A NETWORK OF TALENTS

Access to opportunities like Mentorship Academies, workshops, internships, start-up capital, infrastructure (e.g. laptops), and an evergrowing network

SELECTION

- financially challenged background
- outstanding academic performance
- exceptional personalities & willingness to build their country & communities



Our Impact 01

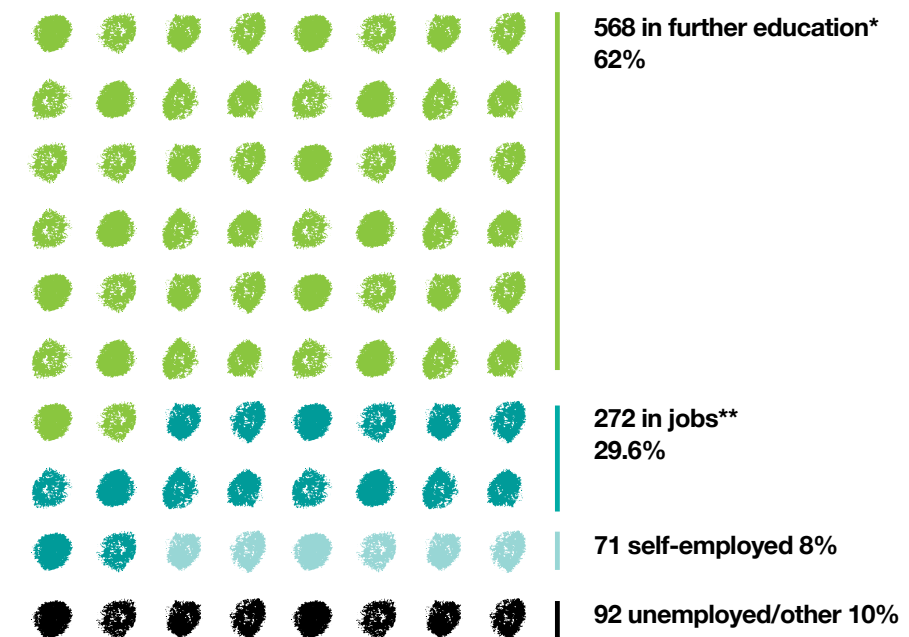
Transitioning the next level of education

based on the Scholarship Alumni Impact Report 2022

Aiducation International has awarded over 2,364 merit-based high school scholarships since 2007. These scholarships went to students in Kenya and the Philippines. But where are these talents today? Are they still in their countries? Did they successfully transfer into tertiary education, the job market or become entrepreneurs?

To answer these questions, we surveyed our scholarship alumni between June and August 2022. When surveying current occupation we allowed for multiple answers. This was due to the fact that some alumni engage in several occupations. A large part of the respondents, 568 or 62%, are in further education. The majority of them, 543 (79.8%) in the field of Professional & Applied Sciences.

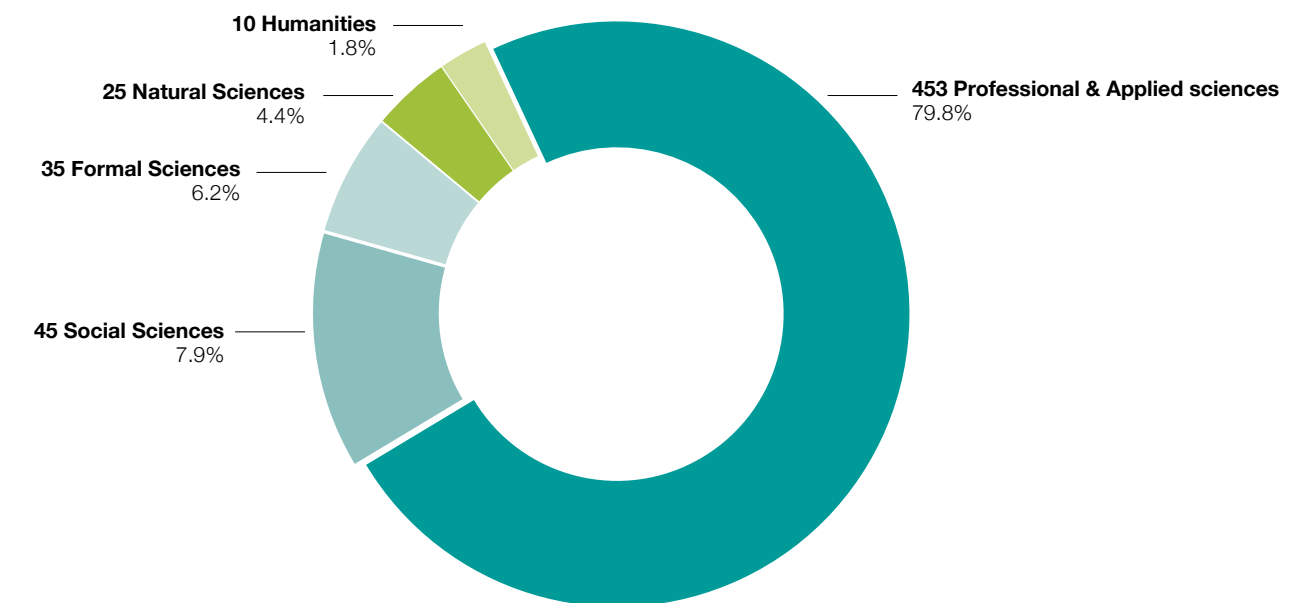
Current Occupation (Multiple answers possible), n=916



* 49 besides studying are either employed or self-employed

** 38 are employed and self-employed

568 Total in further education



Professional & Applied Sciences: agriculture, architecture and design, business, education, engineering and technology, environmental studies and forestry, family and consumer science, journalism, media studies and communication, law, medicine, public administration, social work, etc. **Social Sciences:** economics, geography, interdisciplinary studies, political science, psychology, sociology, etc. **Formal Sciences:** computer sciences, mathematics, systems science, statistics, etc. **Natural Sciences:** biology, chemistry, earth sciences, physics, space sciences, etc. **Humanities:** anthropology, history, linguistics and languages, philosophy, religion, arts, etc.



written by Naima Bomu,

Walking the path of life: Naima's journey with Aiducation

Meet Naima Bomu, one of our Aiducation scholarship beneficiaries from Kenya. Naima performed exceptionally well in this year's Kenya Certificate of Secondary Education (KCSE) examination having achieved a mean grade of A of 81 points. She is one of the 213 of our scholars who graduated from high school this year. Amongst many other achievements, she also ranked as the best female and top 5 best science students nationally in the national science competition called the Interswitch Spak Competition. Naima has just joined the University of Nairobi to pursue her bachelor's degree in pharmacy.

My name is Naima Bomu from Mombasa, born in the year 2004. I joined St. Kevin Hill School for my primary level of education and sat for my Kenya Certificate of Primary Education (KCPE) examinations in 2017. It was never a smooth journey due to the many challenges I encountered but I never gave up keeping in mind that my future depended on me. For that reason, I worked hard in my studies and eventually scored 420 marks in the National examinations. Life became tough and tougher day by day. Both my parents were jobless by then and we were financially unstable. This made me to almost lose hope knowing that I'll never continue with my studies and become the certified medical doctor I had aspired to be.

Luckily, I was awarded a four-year scholarship by Aiducation International Kenya. It was all by the Almighty grace. Through this support, I joined Mama Ngina Girls High School in Mombasa in 2018. I assured and promised myself that success is all that I was going for. Therefore, I toiled and milled to become the best. At times my studies couldn't be easy as I thought but I kept on striving for success. I participated in mathematics and science contests in school and even out of school.

These contests were basically at the county and regional levels. I also got a chance to participate in a national STEM contest known as Interswitch Spak Competition. It was really competitive but remarkable as I emerged to be the best girl and position four overall out of fifty-four best science students country-wide. You can watch part of the competition here: shorturl.at/pxBU7

Eventually, I sat for my KCSE examinations in March 2022. I was panic-stricken and worried not knowing what I will score. I never wanted to disappoint my parents and donor, and therefore worked strategically towards my startling performance. Sincerely speaking, I focused much on my studies, and I was determined to be the best student in our school of which I was. I scored grade A of 81 points, and I am yet to join the University of Nairobi for a bachelor's degree in pharmacy.

To Patience; my AiduMaker, words fall short when I try to express my sincerest gratitude for your marvellous support in my education journey. Your contribution was really vital, and I couldn't have succeeded if it were not for supporters like you. I am really grateful for making me accomplish my dreams. May the Almighty grant you good health and exceptional blessings. Thank you. Long live Patience Grueniger.

To Aiducation, I am extremely grateful that you chose me for one of your sponsorships. I would like to express my sincerest thanks to you for sponsoring my education from 2018 to 2022. Without your generous contribution, I don't know how I would have managed to balance my studies. This meant the world to me. I'm looking forward to actively participating in GYLA programs. Thank you again.



**Naima Bomu, Mama Ngina Girls Secondary School
Top KCSE performer in Kenya 2022**



written by Diana Romero

Diana Romero's Journey: From an Aiducation Scholar to a Computer Engineering PhD Student

Meet Diana Romero, a self-driven and talented student from the Philippines. Despite facing significant financial challenges and coming from a family with no college-educated parents, Diana's passion for technology and determination to succeed led her to pursue a degree in computer engineering. With the help of an Aiducation scholarship, Diana was able to achieve her dreams and is now a successful PhD student in the field of human-in-the-loop systems at the University of California, Irvine.

Join us as we explore Diana's inspiring journey, from humble beginnings to ground-breaking research, and discover how Aiducation has played a vital role in empowering her to make a positive impact on the world.

Hello! I'm Yana or Diana Romero. I'm a former beneficiary of Aiducation scholarship program in the Philippines and I'm here to tell you a little bit about my Aiducation journey.

I realized from an early age that I had a natural affinity for technology, but it wasn't until high school that I knew I wanted to pursue a career in computer engineering. At the time, it was unclear whether my family would be able to support my college education, as neither of my parents had gone to college, and my mother could even barely write. Despite these challenges, I knew my parents were doing everything they could to help me achieve my aspirations, and I was determined to put in the effort myself. I never thought that people or communities beyond my immediate family would invest in my future. That's why I was pleasantly surprised when I received an Aiducation Scholarship in 2014.

Through this scholarship, I was able to pursue higher education, build my confidence and skills, and finally realize my dream of becoming a researcher.



I am forever grateful for this opportunity because it introduced me to my true passion for computer engineering. My love for the field grew gradually, as I incrementally learned things, I liked about it through my education. Until one day, I just realized how amazing and marvellous it is that we, as humans, have created something so intricate, compact, and powerful. I am especially thankful for the Aiducation community because it meant the world to me to know that people believed in me and saw my potential. Being part of this community has given me so much confidence, inspiration, and joy that I can't express it in words.

My achievement of completing my bachelor's degree in computer engineering from Ateneo de Manila University with Cum Laude Latin honours was not just my own. It was the result of love and compassion from many people who believed in me. I am still excited and giddy about the possibilities in this field, and my undergraduate experience has led me to pursue my dream of being at the forefront of innovation in computer engineering.

I am currently a Computer Engineering PhD student at the University of California, Irvine, working on my goal of becoming a research engineer in the field of human-in-the-loop systems which are essentially just computer systems that require human interaction or input. I've always been interested in developing systems that directly improved our lives as humans so I'm very happy to be mentored by Professor Salma Elmalaki who specializes in this field and jump-start my career as a research engineer.

I am forever grateful to the many people who believed in me, supported me, and helped me through my tertiary education. I would like to especially thank and express my wholehearted gratitude to Mr. Marco Spitz and KIMI Krippen AG. Their encouragement and belief in me enabled me to get to the point where I wake up every day to do what I love - learn and research - all in the name of advancing humanity through computer engineering.

“ [...] it was unclear whether my family would be able to support my college education, as neither of my parents had gone to college, and my mother could even barely write. Despite these challenges, I knew my parents were doing everything they could to help me achieve my aspirations.

Diana Romero



Our Impact 02

Transitioning into employment.

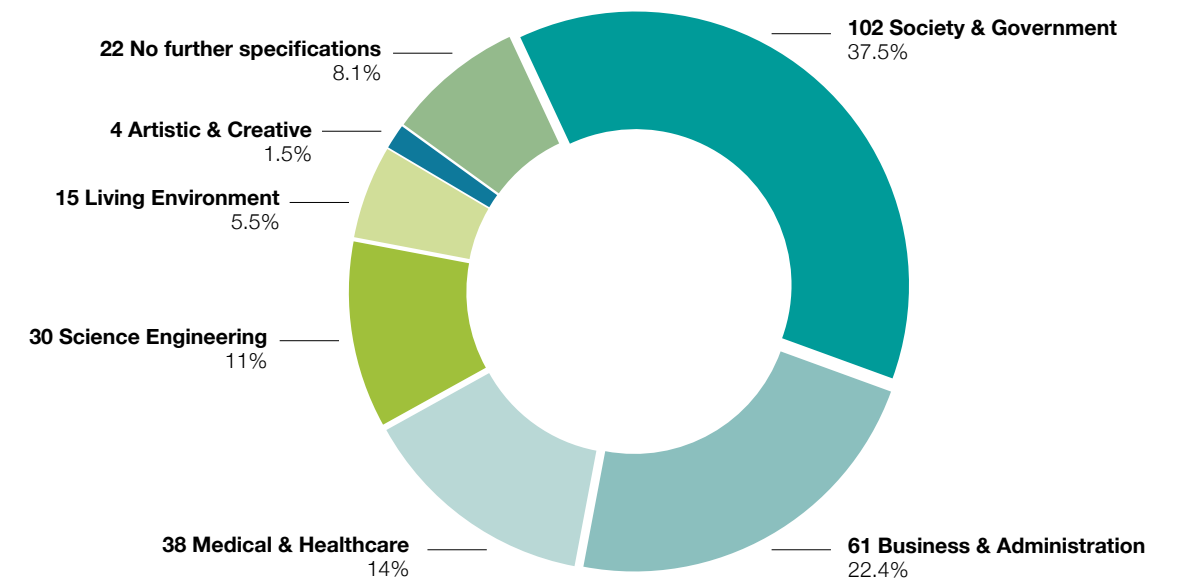
based on the Scholarship Alumni Impact Report 2022

49 of the respondents are working next to their studies - employed or self-employed. 272 Alumni are currently in employment representing 29.6%. 71 are self-employed representing 8%. The remaining 92 are either unemployed, full-time housewife/ husband, sick, in the army or managing the family business (paid or unpaid).

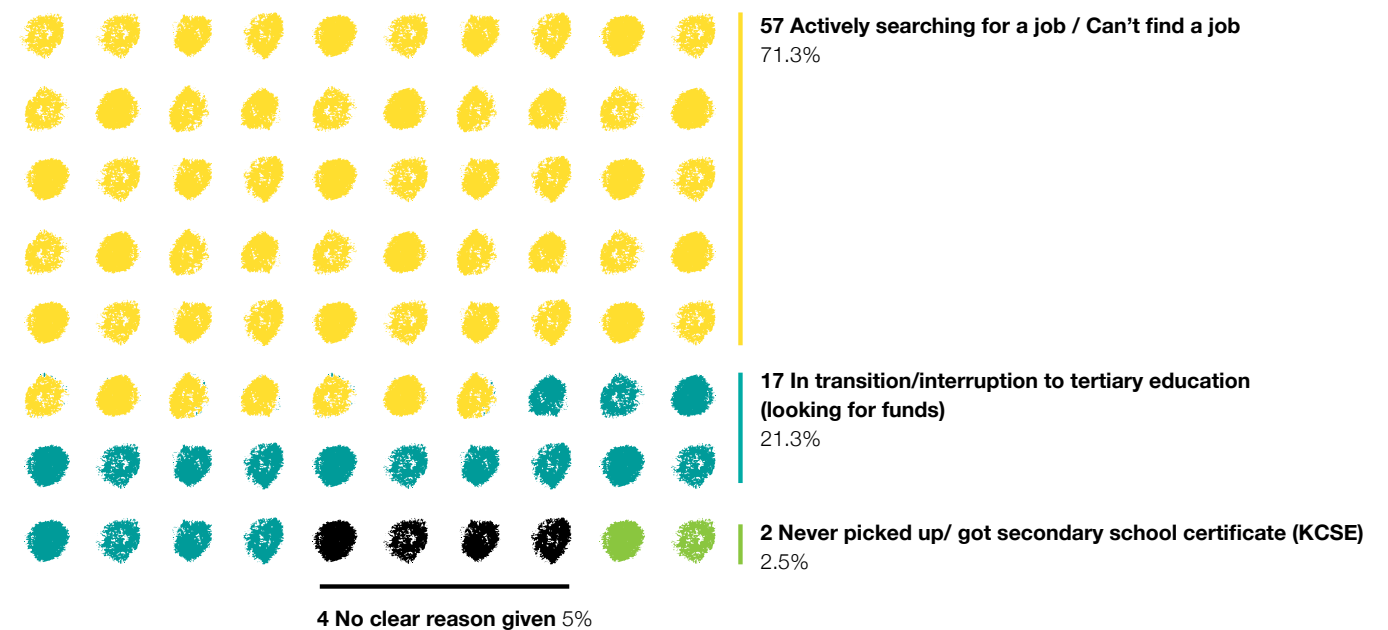
The majority of the survey participants who are unemployed stated they are currently actively looking for a job but find it hard to get one or they lack funds to continue their tertiary education and are therefore mostly at home or looking for a job.

Current Occupation (Multiple answers possible), n=916

272 Total in Jobs



Reason for Unemployment





written by Ruth Muchiri

Explore the Unseen: Ruth Muchiri's Impact Story from the Online Corporate Career Academy

Please meet Ruth Muchiri, an Aiducation alumni from Kenya. She has just completed her undergraduate studies and she is awaiting her graduation from the University of Nairobi with a bachelor's degree in economics and statistics scheduled for December 2022. Ruth is one of the graduates of the online Corporate Career Academy implemented by Aiducation in partnership with the Swiss Re Foundation. The Academy took place in March/April 2022 virtually with 30 young talents drawn from all over the country as participants and international managers from Swiss Re supported by local coaches as mentors for the academy. The academy provides our young talents, mostly in their final years at the University, with a unique opportunity to be trained on the basic corporate world skills and knowledge to enable them successfully to transition into the workspace by experienced managers from international companies.

It was in February 2022 this year when I saw an advertisement for the online Corporate Career Academy; E-CCA by Aiducation on GYLA (Aiducation alumni online platform). By then, I only had a few weeks remaining to complete my undergraduate course and like many of my collegemates, I was experiencing anxiety from the anticipated transition. E-CCA seemed to be an opportune platform where I hoped to gain tips to lead me through this transition into the workplace.

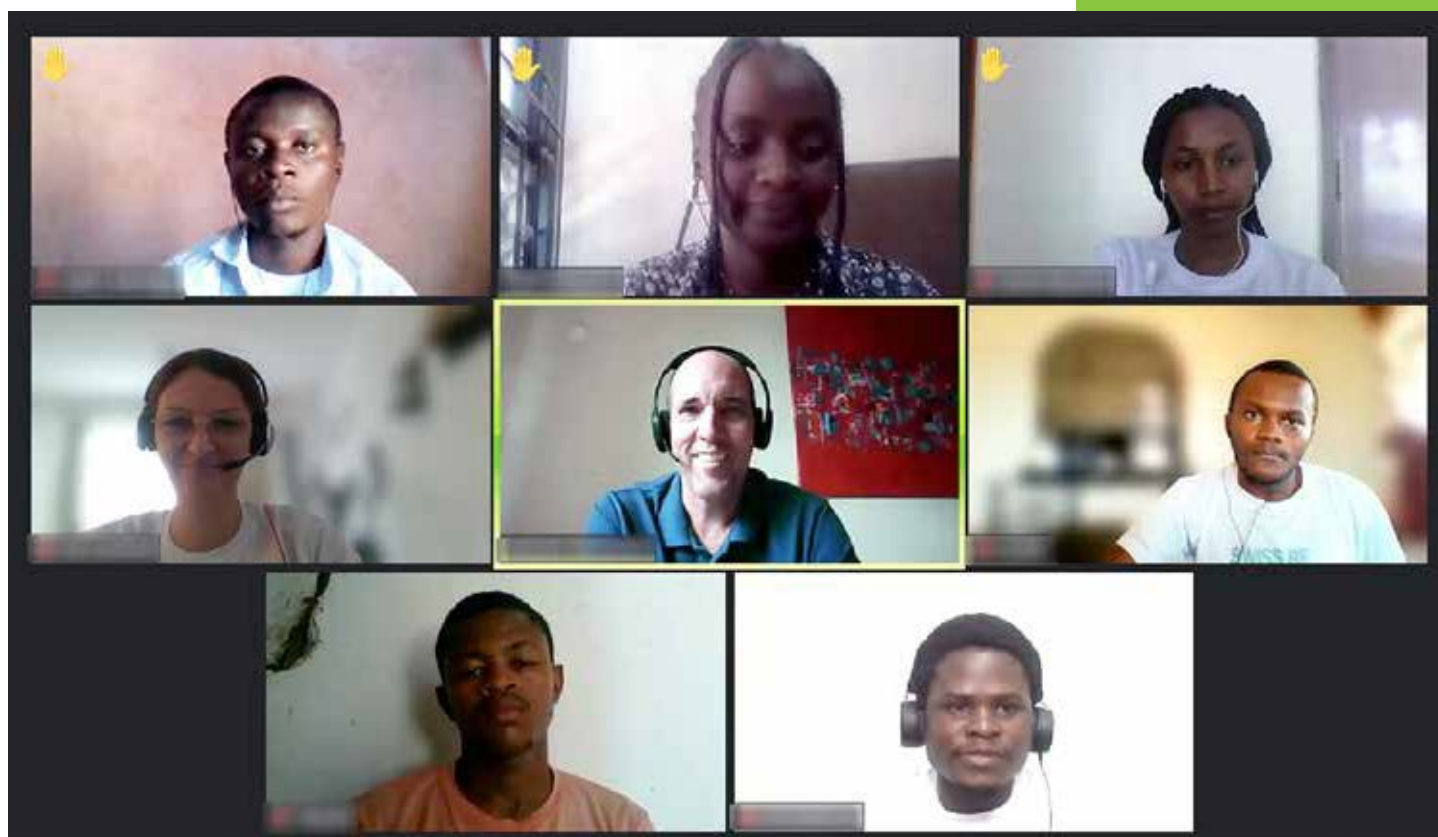
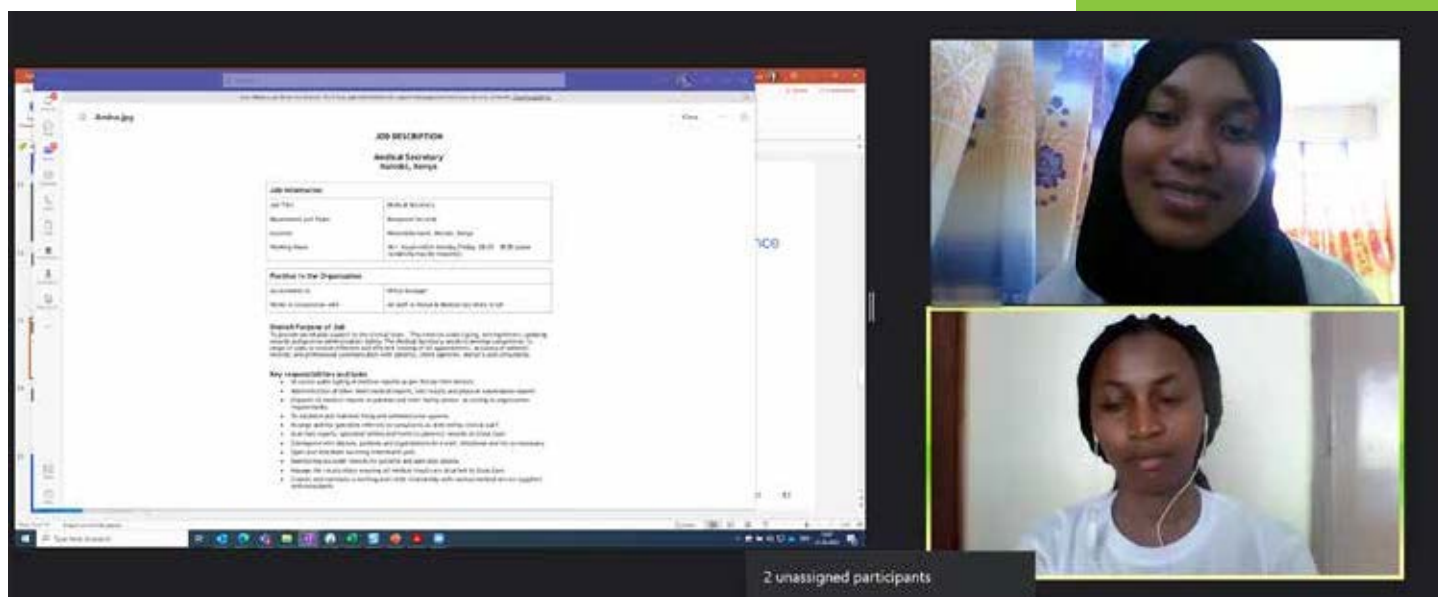
About the Academy

The first session of the academy was about our career journeys and planning. By responding to the key question "What are your career aspirations and options?" we drafted concrete career plans and the next steps we needed to take. We also listened to life stories from some of our mentors which gave us much-needed motivation. The second session was about social media, CV, resume and cover letter writing. Did you know that 70% of employers use social media to screen candidates? We learnt how to optimize our social media profiles, specifically LinkedIn and were guided on how to improve CVs, resumes and cover letters to make them outstanding.

During the third week, we had an interview simulation session where we learnt and practised interview techniques. Having never attended an interview before, I was excited and felt equipped and confident enough to attend any interview.

The fourth week was a career fair where participants attended sessions of their choice with the invited companies. I attended the BDO East Africa session which turned out to be my favourite of all the sessions. It is not every day you get to interact





with a senior HR from such a company and so I purposed to make the best out of it. The session was highly interactive, insightful, and enjoyable. Special thanks to Mr. Robert Mwaura who took us through it very passionately as he responded to our numerous questions. The last session was a graduation session where we were conferred with powers to go and succeed in our professional careers.

My Key Takeaways

Here are my 5 key takeaways from the academy;

- Be open, curious and flexible to explore different career paths.
- Believe in yourself. You got this. You can do it.
- Opportunities do exist. It is upon you to identify them and define your path.
- Your career path does not have to be linear.
- Network! Network and use your networks wisely. Do not be scared to ask for help.

My Post-academy Experience

Right after the academy, I was ready to dive into the deep end. I updated my resume and began sending job applications. A few weeks later, I received an interview invitation from BDO East Africa, a fruition of my interaction with Mr Robert during the academy. Within the same period, I got another interview invitation with Grant Thornton Kenya. The skills I had learnt as well as the practice during the interview simulations came in handy for my first-ever interviews. Gladly, I passed the Grant

Thornton Kenya interview and accepted their job offer. Later on, I also got an offer from BDO East Africa Kenya. Receiving two job offers even before I graduated was an affirmation of great prospects in my career journey.

Appreciation

I recognize the great impact which the academy; mentors from Swiss Re, BrighterMonday Kenya and Aiducation at large had on my career journey. From learning how to create 'the perfect' resume to learning interview etiquette and even helping me create a great network. I gained valuable skills from this academy which undoubtedly made my transition from campus to the corporate world quite seamless.

On my own behalf and on behalf of other participants, I'd like to thank Aiducation International Kenya and Swiss Re for organizing such a great academy. Many thanks to our mentors from Swiss Re, BrighterMonday Kenya and Aiducation - special shout out to my personal mentor, Mr. Carlo Del Grosso, whose support and guidance I highly appreciate.

To other Aiducation alumni who are yet to experience this academy, you don't want to miss the next one. It's an opportunity to learn, network and get inspired. Cheers!

“I gained valuable skills from this academy which undoubtedly made my transition from campus to the corporate world quite seamless.

Ruth Muchiri



written by Kristine Mae Saycon

Kristine's Corporate Career Academy Impact Story

Through its partnership with the Swiss Re Foundation, Aiducation International successfully implemented an online corporate career Academy for our talents in the Philippines between 9th January to 13th February 2022. The academy had 30 of our talents as participants supported by Swiss Re managers and local experts. The participants gained insights into the job opportunities within the corporate world, networked with companies and gained skills in job searching, CV writing and interview techniques.

Here is an impact story from Kristine Saycon who was one of the participants, on how the skills gained from the academy have impacted her personal and professional journey...

If I were to describe Aiducation academies with only one adjective, the answer would definitely be "life-changing". This word has been used in several evaluation forms and for some, it may seem like an exaggerated description of a few days spent together. However, for me, the academies that I have attended truly brought transformative changes in my life.

My motivation to participate in the Corporate Career Academy

The pre-pandemic onsite academies usually lasted for a week, and those 2 weeks that I spent for Swiss Re Start Up Academy and SPMA were some of the most memorable and impactful weeks of my life. I gained new friends, mentors, skills, and words of encouragement. Those memories are still very vivid in my mind. My passion for finance and project management intensified as well. As a huge fan of

academies, I immediately signed up for the Swiss Re Corporate Career Academy which was this time organized virtually (e-CCA) in January 2022.

I got connected with my very caring mentor, Ate Esther, who helped me understand myself more and motivated me to pursue the career path that I wanted. We also went through my career journey plan and CV together, and her tips were extremely useful for my internship applications. Although we were a bit sad because the pandemic restrictions hindered us from meeting onsite, the academy was still very impactful. My other main motivation for joining e-CCA was to prepare myself for my required internship in the summer of 2022.

How the academy prepared Kristine for an internship at P&G

Although chances were slim, I wanted to join the multinational company, P&G. P&G has been my dream company ever since I entered Ateneo. I was fascinated by the passion and the stories of the managers that I talked with in a career booth when I was a freshman. As a growth-minded person whose main personal mission is to help others, I was very much attracted to the company's force for good and force for growth thrusts. The idea of having an impact on millions of people in the Philippines and worldwide through P&G's products ignited my spirit, which made me set my mind to this goal for years.



However, one of my biggest worries was that there were thousands of students who applied for the internship and the acceptance rate was too low. Knowing this, I gave my all for the preparations and I maximized my participation in the e-CCA. Among the activities that we had, the most significant to me was the preparation for interviews. For this, the mentors introduced the STAR method as a way of answering questions. We also held mock interviews with our co-participants wherein we received meaningful feedback and advice. From these activities, I learned the importance of self-awareness and confidence in interviews.

After several engagements and three interviews, I finally got in! A lot of people say that only the best and the brightest students get to enter this company. This statement makes me proud and humble at the same time. Of course, I am extremely grateful for my answered prayer. However, it also brought a real deal of pressure on me. I wanted to do my best and maximize my learning in this internship.

Roles and accomplishments as an intern at P&G Company

As a finance & accounting intern who was assigned to the quality management team, my main project was digitizing the wicked problems in the AMA region. This regional role involved a lot of project management, process improvement, and automation. At first, I did not know anything about the technical tools that I would be using for my projects. Instead of looking at it negatively, I considered it as a huge opportunity to learn and grow. With this story, I realized that the power of YET has always been emphasized both in e-CCA and my internship.

During those three months, some of my classmates who worked in other companies expressed boredom with what they were doing because most of their activities were repetitive, and they felt underutilized. However, it was different for me. Each day was energizing. I learned new things every day, be it technical, professional, social,

or personal. As someone who embodies a love for learning, being in a company that teaches me new things every day delighted me. I also had the opportunity to train managers, interns, and new hires for the Continuous Improvement and Innovation projects of the company. On top of that, I am also very much interested in international business, so I really enjoyed my meetings with some colleagues from abroad.

Overall, it was an experience full of growth, fun, and meaningful relationships. I finished my internship with strong results and recognition from our organization. After my final presentation wherein, I presented my whole P&G internship journey including the impact of my projects, I was offered a full-time position as a finance & accounting manager that I can enjoy once I graduate next year. The journey was extremely challenging, but I was able to make my 4-year dream come true with the help and support of many people, including my family, friends, mentors, managers, and benefactors.

Thank you to Aiducation, academy partners and mentors. From the academies that I have attended, I remember one of my mentors saying, “whatever you do, keep it your greatest passion.” As I pursue my professional career in the future years, I will see to it to keep these learnings, grit, and growth mindset with me and hopefully, find my way to pay the goodness forward as a form of gratitude for everyone’s support that allowed me to come this far.



Our Impact 03

Transitioning into entrepreneurship

based on the Scholarship Alumni Impact Report 2022

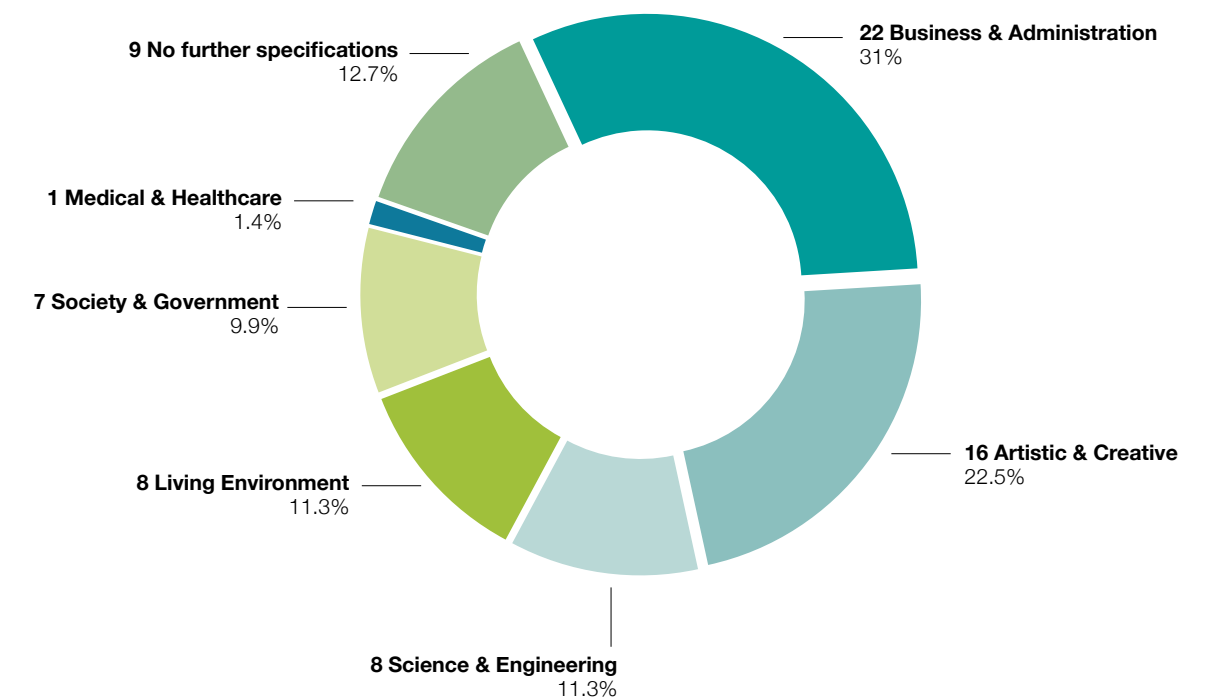
The Start Up Fund serves as a crucial source of pre-seed capital for small-scale start-ups. It is important to emphasize that this program not only provides monetary support but also offers mentoring opportunities and the chance to become part of our esteemed alumni network. From the initial application process to the jury pitching day, entrepreneurs receive guidance and support from mentors.

In 2022, we introduced a renewed approach to the Start Up Fund in Kenya, with the generous support of our sponsor, Swiss Re. We organized two competitions, spanning three months, to identify and recognize five winning companies that demonstrate a commitment to creating positive environmental, social, and economic impacts in their respective countries.

Our focus extends beyond simply providing funds, we are dedicated to scaling our impact by collaborating with local partners and industry experts to offer tailored mentorship programs for start-up owners. Through these initiatives, we aim to foster a thriving entrepreneurial ecosystem and contribute to sustainable development in the region.

Current Occupation (Multiple answers possible), n=916

71 Total Self-Employed/Start Up





written by Boniface Mwadime Mwasaru

Aiducation One Thousand Young Entrepreneurs Start Up Fund Winner

We are delighted to share a blog post that highlights the impact of our Start Up Fund, 1,000 Young Entrepreneurs, which was created to support young entrepreneurs in Kenya. Aiducation, with the support of its partners, is committed to providing the necessary resources to help aspiring business owners overcome the unique challenges they face in Kenya's competitive market. The Start Up Fund has played a significant role in empowering young entrepreneurs to turn their business ideas into reality.

In this blog post, one of the Start Up Fund winners, Boniface Mwadime, shares his story of how the fund is going to help him kickstart his business, overcome obstacles, and make a significant impact in his community. We hope that his story inspires other young entrepreneurs to apply for the Start Up Fund and pursue their dreams of owning successful businesses.

My name is Boniface Mwadime, an AiduAlumni having graduated from high school in 2011. I joined Aiducation International Kenya scholarship program in 2009. By then, I had set my mind on being a change-maker in the world. I was not sure of the how and what. I just had my eyes affixed on the why. At this time, Aiducation had started organizing informal trainings (academies) for their scholars where mentors would come to teach and inspire us on different aspects of life. These academies were pivotal events to my distant dream.

How Aiducation Training Programs ignited my entrepreneurship spirit

After attending a battery of academies, the entrepreneurship spirit was ignited in me. I wanted to be a change-making entrepreneur. I joined the university to do an environmental course, so the change was now attuned to something that makes mother earth a better place to live in. The experience and transformation change in myself for the time I have been a part of Aiducation family is phenomenal. I have seen myself growing in confidence and getting a few key approaches to life directly.

Following several attempts at the Start Up Fund application, my efforts bore fruits when the Start Up Fund Stage 2 applications were opened in mid-2022. At this point, I teamed up with a like-minded friend and came up with the idea of San Feed Limited. San Feed Limited is an agro-based start-up that plans to produce highly proteinous animal feeds from organic waste. It incorporates the use





of a special kind of insect fly called the Black Soldier Fly whose larvae are about five times the size of ordinary house fly larvae. It is these larvae that are dried and become nitrogenous feed for fish, pigs and poultry.

Impact of the Start Up Fund

With the funds, I will be able to set up a business location where I would be running the day-to-day activities. I will also set up the necessary infrastructure for the processing, storage and marketing of the packaged product.

Our projections of the business are in the near future, San Feed Limited to be a regional supplier of reliable, cost-saving and highly nutritious feeds. We are looking into becoming a model business in the field of a circular and sustainable economy.

We want our brand to be out there competing and grabbing a niche in the waste recycling industry.

Message to other young entrepreneurs

As a beneficiary of the Stage 2 Start Up Fund (Thousand Young Entrepreneurs) by Aiducation International in collaboration with the Swiss Re Foundation, I would encourage the youth to apply for the next stage. The future is in the hands of creators and entrepreneurship is all about innovation and creation. Anyone can create great opportunities if they set their mind and with the right support. The world has its hands open to entrepreneurs. Welcome to this world of a thousand young entrepreneurs.

“”” *With the funds, I will be able to set up a business location where I would be running the day-to-day activities. I will also set up the necessary infrastructure for the processing, storage and marketing of the packaged product.*

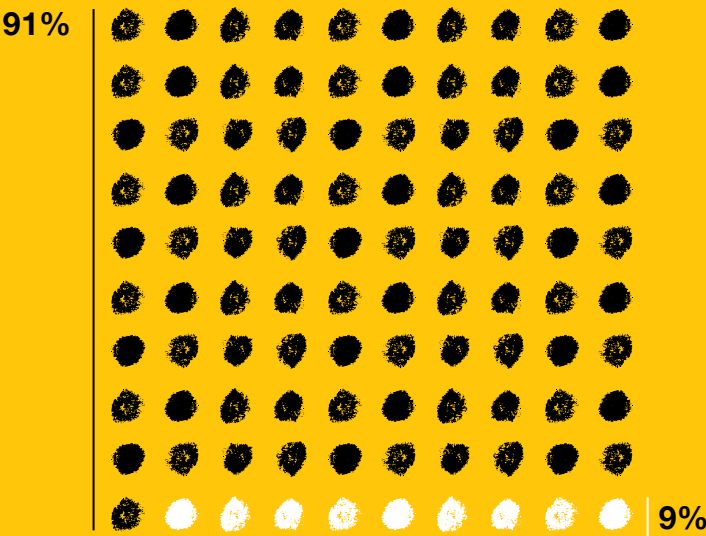
Boniface Mwadime Mwasaru



Our Impact in numbers

General

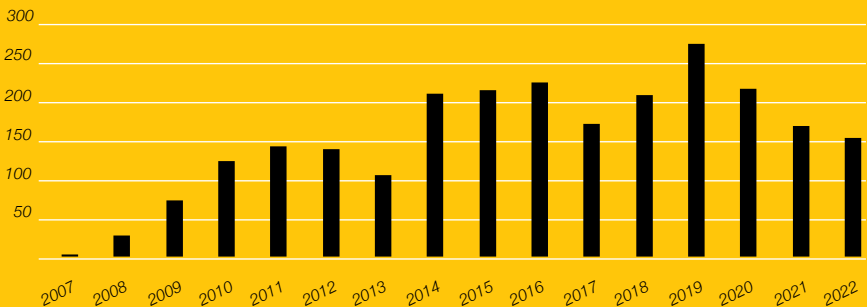
Overall scholarships



Since the beginning Aiducation has awarded over 2,400 High School Scholarships to students in Kenya and the Philippines. (Jan 2022 status)

Kenya Philippines

Scholarships per year



We have been able to increase the number of scholarships per year for the most part over the years.

Scholarships M/F

Together with our partners and donors we have changed the lives of many young boys and girls from Kenya and the Philippines (status Jan 2022)

Male Female



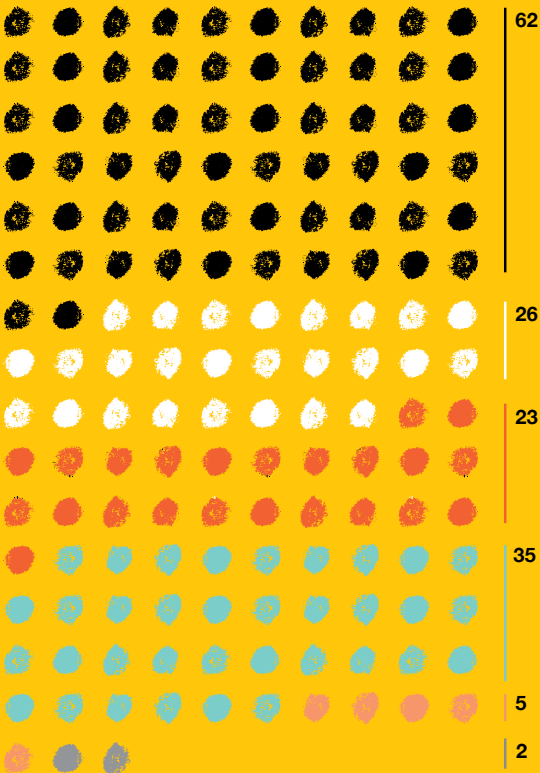
Scholarships

In 2022, we were able to award a total of 153 scholarships.

Male Female



Scholarship channels



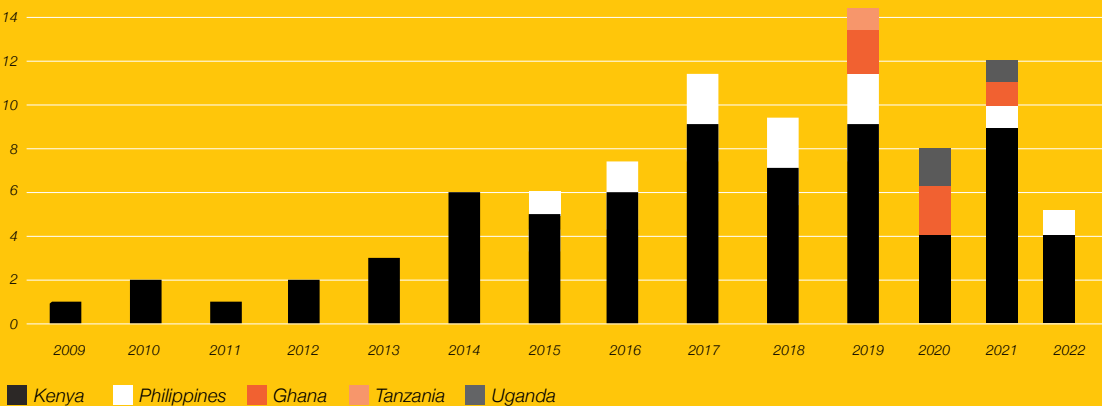
Most scholarships were raised through foundations & family offices as well as private donors. As always, 90% of the scholarship income is being invested to give our AiduFellows direct access to quality education.

Private Donor Foundations & Family Offices Corporate Institutions Service Clubs Others Surplus Fund

Mentorship Academies

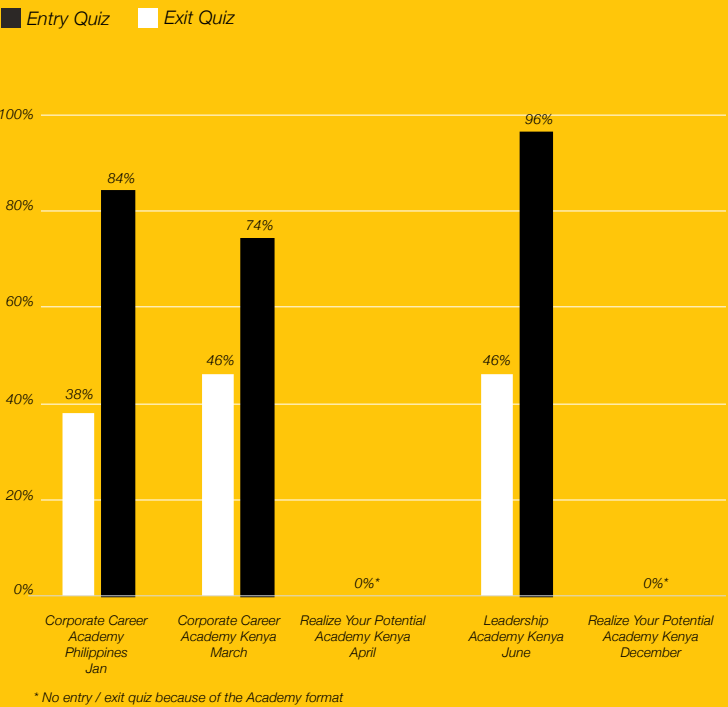
By end of 2022 Aiducation has implemented 95 Mentorship Academies for high school students and alumni in 5 countries: Kenya, Philippines, Ghana, Tanzania and Uganda.

In 2022 we were once again able to conduct numerous Mentorship Academies together with our partners. A total of 5 successful Academies were held in 2 countries: 4x Kenya, 1x Philippines. In total we had 233 participants of which 129 were female and 104 were male.



The highlight was the very first and fully virtual Corporate Career Academy in the Philippines in January 2022 as well as the second edition of the DierkeHouben Leadership Academy in June 2022. All Academies were made possible by the cooperation with our partners such as Swiss Re Foundation and DierkeHouben Leadership Advisors.

Academy participants from 2022 rated the Academies on average with 9.38 out of 10 and made a significant knowledge improvement from before to after the Academy: on average from 43% to 85%. Mentor/coaches involved rated the Academies on average with 9.25 out of 10.

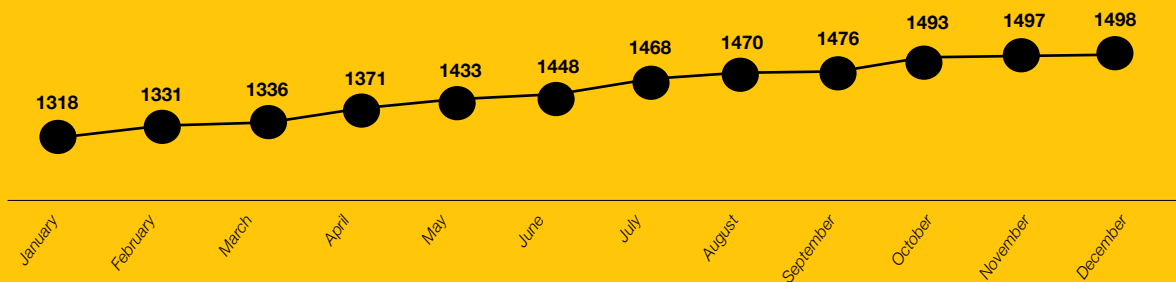


GYLA Global Young Leaders Alliance

With GYLA we created a growth network for continuous learning and development, that helps high performers from low-income families to become the best version of themselves. GYLA has been successfully implemented for Aiducation International talents in Kenya, Ghana, Tanzania, Uganda and the Philippines.

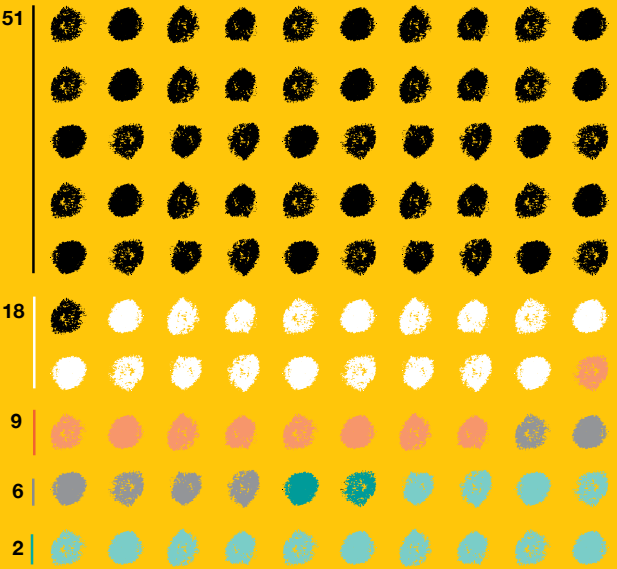
Since its launch beginning 2019, over 2,490 members from 32 countries have joined our online network (status February 2023), on average more than 250 members log in at least once a month and 395 plus jobs and opportunities have been posted.

On average GYLA had a growth rate of 3%.



Most members come from our target talent markets: Kenya, the Philippines, Ghana, Uganda and Tanzania.

(status February 2023)



Start Up Fund (Entrepreneurship)

Seed funding provided to 12 start ups in our talents markets with currently 20 jobs created (including partners employed in the startups) and revenue streams along with social impact will be reported in 2024

- **11** of these 12 are **still operating**
- **During Start Up Fund Stage 2, 12 start-ups were successfully shortlisted and 6 were selected as winners**
- **In Stage 1, 7 start-ups have been supported**
- **Funding valued at almost 37,000 Swiss Francs** has been allocated
- **The supported start ups cover sectors within mobility, food beverage, technology, real estate, agriculture, healthcare, and finance**

Overall volunteering hours in 2022

Our global volunteers and mentors offered 4,318 hours of labour for the E-Mentoring Program and Academies





Financial Report 2022

UMBRELLA
SWITZERLAND



Aiducation International (Umbrella)

Assets and Liabilities 31st Dec 2022

	31.12 2022 (in CHF)	31.12 2021 (in CHF)
ASSETS		
Current Assets		
Liquid Assets	238,738	285,186
Receivables from Affiliates	356,323	198,787
Other short-term Receivables	2,640	8,602
Deferred Income	3,170	978
TOTAL CURRENT ASSET	600'871	493,553
TOTAL ASSET	600,871	493,553
LIABILITIES		
Short-term Debt		
Other short-term Debt	2,880	9,142
Liabilities towards Affiliates	60,467	59,862
Deferred Income	70,000	30,302
TOTAL SHORT-TERM DEBT	133,347	99,306
Restricted Funds		
Project Fund Philippines	86,321	86,321
Project Fund Alumni Relations	77,817	78,462
Project Fund Foundation Incorporation	15,000	15,000
Project Fund Scholarships	2,931	2,931
Project Fund Start Up Fund	88,610	138,214
Project Fund Student Loans	-	1,276
Project Fund "Scale2Impact"	65,000	-
TOTAL RESTRICTED FUNDS	335,679	322,205
Organisational Capital		
Free Fund prev. year	72,042	80,084
Annual Result (A/U of Free Fund)	59,803	-8,042
TOTAL ORGANISATIONAL CAPITAL	131,845	72,042
TOTAL LIABILITIES	600,871	493,553

Aiducation International (Umbrella)

Profit and Loss Statement 2022

	31.12 2022 (in CHF)	31.12 2021 (in CHF)
INCOME		
Income Aiducation Partners	1,000	16,000
Income Aiducation Units	268,260	130,809
Membership Fee	2,400	2,206
Other Income	16,133	4,870
TOTAL INCOME	287,793	153,885
PROJECT EXPENSES	-52,526	-18,051
MARKETING AND COMMUNICATION	-2,036	-2,203
ADMINISTRATION EXPENSES		
CEO's Salary	-30,000	-2,500
Other Personnel Cost	-59,107	-55,782
Administrative Expenses Kenya	-52,628	-72,785
Travel Cost and Representation	-2,137	-
Other Expenses	-14,085	-20,499
TOTAL ADMINISTRATIVE EXPENSES	-157,957	-151,566
OPERATIONAL PROFIT	75,274	-17,935
FINANCIAL RESULTS	-1,997	-1,736
EXTRAORDINARY EXPENSES	-	-2,922
PROFIT BEFORE FUND CHANGES	73,277	-22,593
Allocation to Restricted Funds	-66,000	-3,500
Usage of Restricted Funds	52,526	18,051
Allocation to Free Funds	-118,025	-150,405
Usage of Funds Funds	58,222	158,447
ALLOCATION INTO FUND CAPITAL	-73,277	22,593



Aiducation International Schweiz

Assets and Liabilities 31st Dec 2022

	31.12 2022 (in CHF)	31.12 2021 (in CHF)
ASSETS		
Current Assets		
Liquid Assets	1,487,938	1,445,229
Open Invoices Academies	-	9,025
Receivables towards AI Germany	2,200	2,200
Receivables towards AI Umbrella	17,556	10,256
Receivables against AI Kenya	90,585	-
Other Receivables	1,200	-
Deferred Income	-	33,327
TOTAL CURRENT ASSETS	1,599,479	1,500,037
TOTAL ASSET	1,599,479	1,500,037
LIABILITIES		
Short-term Debt		
Liabilities against AI Umbrella	350,919	188,968
Liabilities against AI Kenya	18,153	-
Deferred Income	55,081	52,355
Accruals	7,936	7,936
TOTAL SHORT-TERM DEBT	432,089	249,260
Restricted Funds		
Project Fund Scholarships	727,290	810,643
Project Fund Academies and Mentoring	156,853	132,743
Project Fund Others	109,437	100,935
TOTAL RESTRICTED FUNDS	993,579	1,044,320
Organisational Capital		
Free Fund	173,811	206,456
Annual Result	0	-
TOTAL ORGANISATIONAL CAPITAL	173,811	206,456
TOTAL LIABILITIES	1,599,479	1,500,037

Aiducation International Schweiz

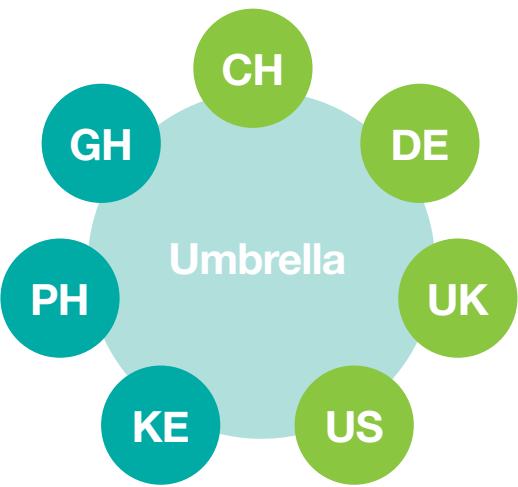
Profit and Loss Statement 2022

	31.12 2022 (in CHF)	31.12 2021 (in CHF)
INCOME		
Income Scholarships	514,830	701,893
Income Academies and Mentoring	80,272	309,778
Other Restricted Income	41,002	42,122
Membership Fees	20,661	16,830
Income Fundraising	119,737	141,487
TOTAL INCOME	776,502	1,212,110
PROJECT EXPENSES		
School Fees	-513,837	-510,428
Project Cost	-5,073	-59,427
Academies and Mentoring	-56,780	-113,280
Extraordinary Expenses	-	-600
Project Cost "Scale2Impact"	-65,000	-
TOTAL PROJECT EXPENSES	-640,690	-683,735
LICENSE FEES	-51,065	-69,838
OPERATIONAL EXPENSES		
Other Expenses	-24,940	-16,636
Service Cost AI CH	-142,470	-149,544
TOTAL OPERATIONAL EXPENSES	-167,410	-166,180
FINANCIAL RESULTS		
Finance Cost	-722	-1,513
Exchange Rate Gain/Loss	0	47,932
TOTAL FINANCE RESULT	-722	46,419
PROFIT BEFORE FUND CHANGES	-83,385	338,777
Allocation(-) / Usage(+) Scholarship Fund	83,852	-168,374
Allocation(-) / Usage(+) Academies Fund	1'537	-22'269
Allocation(-) / Usage(+) Others Fund	-34,148	-86'032
Allocation(-) / Usage(+) Free Fund	32,145	-62,102
ALLOCATION INTO FUND CAPITAL	83,386	338,777
ANNUAL RESULT	0	0



Legal Structure of the Alliance

as of June 2020



Aiducation

Consists of the Umbrella, Talent-raising Chapters (TRC) and Scholarship-raising Chapters (SRC)

Shares values, vision and mission

The relationship between the SRCs, TRCs and the Umbrella is based on:

- The Articles of the Umbrella
- The Aiducation Agreement
- The AiduManual

SRCs and TRCs are connected through the Umbrella

- Scholarship-raising Chapters (SRC)
- Talent-raising Chapters (TRC)

No statutory link - National Chapters are not members of the Umbrella but are independent units. However, contractually, all chapters must commit to the principles and organizational structure laid down in the articles of the Umbrella.

Scholarship-raising Chapters (SRC) / Talent-raising Chapters (TRC) - become units of Aiducation by virtue of a resolution by the board of directors of the Umbrella and the signing of the Aiducation Agreement.

Rights and obligations between the units are governed by the Aiducation Agreement and the AiduManual (processes and directives).

Aiducation International
Dufourstrasse 105
8008 Zürich, Switzerland

Swiss Tax-Exempt Charity (§ 61 lit. g StG and Art. 56 lit. g DBG). A Swiss association registered in the commercial register of the Canton of Zürich, No.CH-020.6.001.568-2.

Aiducation International Switzerland
c/o Matthias Meier, Rautistrasse 61
8047 Zürich, Switzerland

Swiss Tax-Exempt Charity (§ 61 lit. g StG and Art. 56 lit. g DBG). A Swiss association registered in the commercial register of the Canton of Zürich, No.CH-020.6.001.554-7

Aiducation International UK
Cambridge Judge Business School
Trumpington Street
Cambridge CB2 1AG, United Kingdom

A charitable association of England and Wales in accordance with the regulations of the Charity Commission, Reg. No. 1136064

Aiducation International Germany
Aiducation International Deutschland e.V
Postfach 1175
55001 Mainz, Germany

German Tax-Exempt Charity (§ 52 Abs. 2 Nr. 7 AO) A German association registered in the registry of association with the district court of Mainz (Vereinsregister am Amtsgericht Mainz), Reg. No. VR 40841.

Aiducation International USA, Inc.
Corporation Trust Center, 1209
Orange Street, Wilmington, Delaware
19801, Newcastle County, USA

US Tax-Exempt Public Charity (Section 501(c)(3) IRC) not-for-profit corporation without authority to issue capital stock subject to the laws of Delaware

Aiducation International Kenya
Piedmont Plaza, 671 Ngong Road
Nairobi, Kenya

Mail: P.O. Box 43659 – 00100,
Nairobi GPO

Aiducation International Philippines
Pathways to Higher Education
Ateneo de Manila University
Loyola Heights, Quezon City
Philippines

An Initiative of Ateneo de Manila University, Manila. A Philippine Donee Institution (Revenue Regulations No. 13-98)

Organizational bodies required by the articles of Aiducation International

Board of Directors

The board of directors of Aiducation International is the executive body of Aiducation International. The board of directors consists of one president (the “President”) and a minimum of two other members.

Advisory Board

The advisory board of Aiducation International serves as counsel and sparring partner of the executive officers of the Umbrella, in particular of the CEO. It comprises of experienced professionals in various relevant fields.

General Assembly

The general assembly of Aiducation International is the supreme body of Aiducation International. The annual general assembly is held every year not later than six months after the closing of the business year.

Ambassadors

Ambassadors support Aiducation as highly esteemed individuals by promoting and sharing the core idea and vision of the organization within their network. They are committed to our cause and willing to raise awareness of education and mentoring as the most important lever for the development of individuals, societies and economies.

Statutory Auditor

The auditors of Aiducation International review the financial statements annually according to the applicable standards in Switzerland. The audited financial statements are included in the business report.

Other board committees

Additional bodies of Aiducation International may be introduced by the board of directors, e.g. marketing and sales committee, audit committee.

Members of the advisory board of Aiducation International as well as ambassadors act in their individual independent capacity, are not representatives, employees, agents, joint ventures, or partners of Aiducation for any purposes whatsoever and do not receive any remuneration or other benefits from Aiducation. Ambassadors currently only exist at AI Switzerland level.



Aiducation International

Dufourstrasse 105
8008 Zürich, Switzerland

info@aiducation.org

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Aiducation International
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BIC: UBSWCHZH80A
Post Account: 80-2-2

Aiducation International Kenya

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Nairobi, Kenya

Mail: P.O. Box 43659 – 00100,
Nairobi GPO

Aiducation International Philippines

represented by
Pathways to Higher Education
Ataneo de Manila University
Loyola Heights, Quezon City
Philippines

Aiducation International Schweiz

c/o Matthias Meier
Rautistrasse 61
8047 Zürich, Switzerland

info@aiducation.org

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Aiducation International Schweiz
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BIC: UBSWCHZH80A

Aiducation International Deutschland e.V.

c/o Ulrich Werwig
Rechtsanwalt & Mediator
Andechser Weg 29
82041 Oberhaching

Sparkasse Lörrach
Account-Nr.: 1105824
IBAN: DE14 6835 0048 0001 1058 24
BIC: SKLODE66XXX

Aiducation International UK

Cambridge Judge Business School
Trumpington Street
Cambridge CB2 1AG
United Kingdom

Aiducation International US, Inc.

Corporation Trust Center, 1209
Orange Street, Wilmington,
Delaware 19801,
Newcastle County, USA
info.us@aiducation.org



Support us to help achieve our vision and goals.
Contact us at info@aiducation.org or visit www.aiducation.org.



Aiducation International is a for-impact organization that awards merit-based scholarships to needy high school students in developing countries (Kenya and the Philippines). The scholars participate in Aiducation's unique mentoring program and thus become part of a network of future decision makers who develop a culture of giving back to their communities. Thereby, donors directly impact individuals and their societies alike.