



2024

Annual Performance Report



Institution's Innovation Council University of Kashmir, Srinagar-190006 IC201811306



Centre for Innovation, Incubation and Entrepreneurship (CIIE)







About IIC Institute:

Innovation and entrepreneurship are key drivers of economic and societal progress, and universities play an essential role in fostering these qualities among students and faculty. The University of Kashmir has been proactive in promoting innovation and entrepreneurship through various programs, initiatives, and partnerships.

The university's innovation ecosystem is supported by its dynamic centres like Centre for Innovation, Incubation and Entrepreneurship (CIIE), NewGen IEDC (Business Incubation Centre). These centres act as a hub for nurturing ideas, providing mentorship, and facilitating the commercialization of innovations through workshops, hackathons, and start-up competitions, fostering a culture of creativity and problem-solving. The University of Kashmir also emphasizes research-driven innovation, encouraging students and faculty to engage in projects that address local and global challenges. This has led to the development of several successful Technologies and start-ups in areas such as clean technology, Health care, smart automation, renewable energy, life sciences etc. Furthermore, the university offers courses and programs through its centre for Skill Development and Capacity building and Directorate of lifelong learning, focused on entrepreneurship education, equipping students with the skills required to launch and manage their own ventures. These efforts are complemented by guest lectures, industry interactions, and networking events, which provide students with insights into the entrepreneurial world.

In conclusion, the University of Kashmir is making significant strides in promoting innovation and entrepreneurship, positioning itself as a catalyst for regional economic development and a model for other institutions. Through its comprehensive approach, the university is empowering the next generation of innovators and entrepreneurs to make meaningful contributions to society.

Vision:

• To be a global leader in nurturing innovation and entrepreneurship, driving economic and social transformation through cutting-edge research, and empowering students and faculty to create impactful solutions for the future.

Mission:

1. **Fostering a Culture of Innovation:** Cultivating a dynamic ecosystem where creativity and innovation thrive by encouraging interdisciplinary collaboration and leveraging the latest technologies.

2. **Empowering Entrepreneurs:** Providing students, faculty, and researchers with the resources, mentorship, and support necessary to transform ideas into successful ventures that address real-world challenges.

3. **Promoting Industry Collaboration:** Building strong partnerships with industry, government, and the community to ensure that research and innovations are aligned with market needs and contribute to economic growth.

4. Sustainable Impact: Focusing on developing sustainable solutions that not only drive economic prosperity but also contribute to social and environmental well-being.

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	IIC Council					
S.no	Name of the faculty	Designation	Role			
1	Prof. M. Tariq Banday	Professor & Director Institute of Technology, University of Kashmir.	President			
2.	Dr. Bilal Ahmad Malik	Sr. Scientific officer Dept. of Electronics and Communication.	Convener			
3.	Dr. A. M . Hafiz	Sr. Assistant Professor Dept. of Electronics and Communication.	Social media coordinator			
4.	Er. Rouf ul alam Bhat	Sr. Assistant Professor Dept. of Electronics and Communication.	Innovation activity Coordinator			
5.	Dr. Farooq Ahmad Najar	Assistant Professor Dept. of Mechanical Engineering	ARIIA Coordinator			
6.	Er. Aarish Shaheen	Assistant Professor Dept. of Electrical Engineering	NIRF Coordinator			
7.	Er. Qazi Junaid Ashraf	Assistant Professor Dept. of Mechanical Engineering	Start-up Activity Coordinator			
8.	Er. Adil Mudasir	Assistant Professor Dept. of Mechanical Engineering	IPR Activity Coordinator			
9.	Er. Ubaid Bashir	Assistant Professor Dept.of Electrical Engineering	Internship Coordinator			
10.	Dr. Shabir Ahmad Parah	Sr. Assistant Professor Dept. of Electronics and Instrumentation Technology	Member			
11.	Dr. Javaid Ahmad Sheikh	Sr. Assistant Professor Dept. of Electronics and Instrumentation Technology	Member			
12.	Dr. Junaid Hassan Masoodi	Assistant Professor Dept. of Mechanical Engineering	Member			
13.	Junaid Ayub	Technical Assistant Centre for Innovation, Incubation & Entrepreneurship.	Member-			

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Portfolio/Tabular representation strength (Human and Physical capital).

1.	Total Number of IIC Members	13
2.	Total Number of Innovation Ambassadors	25
3.	Total Number of Faculty Mentors	10
4.	Pre-Incubation Unit	<i>03</i> • Centre for Innovation, Incubation and Entrepreneurship (CIIE).
	se deservation and a second	 5G Use case Lab. NewGen IEDC Incubation centre.
5.	IP Facility Unit	• Centre for Innovation, Incubation and Entrepreneurship (CIIE).

Highlights of Facilities and Infrastructure of Pre-Incubation and Incubation kind, student bodies engaged in campus for I&E activity promotion.

1. Pre-Incubation Facilities:

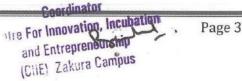
> A 5G Use Case Lab awarded by Department of Telecommunication, Government of India to the University of Kashmir, with an aim to serves as a dedicated environment where companies, telecom operators, and developers can test and showcase 5G-enabled applications and technologies. To explore the potential of 5G in real-world scenarios, enabling innovation across various industries.

Key Features of a 5G Use Case Lab:

• **Testing Environment**: Providing a controlled setting to test the performance, latency, and reliability of 5G networks. This helps in refining applications before deployment in real-world environments.

• Innovation Hub: Acting as a space for developing and experimenting with new 5G technologies, including IoT devices, augmented reality (AR), virtual reality (VR), smart cities, autonomous vehicles, and more.

• **Collaboration Platform**: Bringing together different stakeholders—tech companies, telecom providers, academia, and start-ups—to collaborate on 5G projects. This ecosystem fosters the exchange of ideas and accelerates the development of use cases.









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• **Real-World Simulation**: Simulating real-world conditions, allowing for practical demonstrations of 5G capabilities. This is particularly useful in industries like healthcare, manufacturing, and transportation, where the impact of 5G can be directly observed.

2. Incubation Facilities: (Incubation Centres):

I. Centre for Innovation, Incubation and Entrepreneurship (CIIE)

Centre dedicated with facility designed to foster creativity, collaboration, and experimentation. Aim to drive innovation by bringing together diverse teams, providing access to cutting-edge technology, and encouraging a culture of open exploration to accelerate the development of new ideas, products, and services.

CIIE provides mentorship to the students and Innovators, helping them to convert their Ideas into working prototypes by offering technical as well as financial support. CIIE is a dedicated IP facilitation centre for filing patents, designs on behalf of the Innovators.

Achievements:

Centre actively participates in flagship programs and key Initiatives of MoE's Innovation Cell viz, Annual calendar activities, IAs, YUKTI, Kapila, NISP, NIRF-Innovation etc.

- Centre has scouted 50+ Innovative Ideas in different sectors, supported 15 working Prototypes of cutting edge technologies.
- Centre has secured 09 Patents,02 Designs,09 patents are under process filed on behalf of the Innovators, providing financial as well legal assistance
- > Centre organizes entrepreneurship workshops boot camps, exhibition hackathons etc.

II. NewGen IEDC Business' Incubation centre

Dedicated space established with in University of Kashmir, that provide start-ups with the necessary infrastructure, including office space, meeting rooms, and administrative support. The key role of the centre is:

- Funding Support: Access to seed funding, grants, and connections to venture capitalists and angel investors.
- Business Development Services: Assistance in business planning, marketing, and sales strategies.

• Networking Opportunities: Platforms for start-ups to connect with industry experts, alumni, investors, and other entrepreneurs for collaboration and knowledge sharing.







Achievements:

S.No. Name of the Incubate		Name of the Startup	Support Under category		
1.	Afsha Jan	Alriziq Foods	Minimum viable product under MIETY Tide 2.0		
2.	Raies Ahmad Wani	MyCapmus247	Entrepreneurship in Residence		
3.	Aaqil Rasool Wani	Mustpi	Entrepreneurship in Residence		

3. Student Bodies Engaged in I&E Activity Promotion:

Innovation Clubs: I-Club focussing on fostering creativity and innovation among students by organizing hackathons, ideation competitions, and innovation challenges.

Start-up Clubs: Dedicated to helping students launch their start-ups by providing mentorship, resources, and networking opportunities. .

Highlights of Achievements:

Innovation and Entrepreneurship related activities carried by Institution's Innovation Council, University of Kashmir during the year 2023-24 (IIC 6.0).

	Date of Conduct
30	26-12-2023
30	27-12-2023
30	06-03-2024
25	27-12-2023
20	26-12-2023
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IIC Driven activities-(28) 1)







<i>.</i>	Organized and hosted State level Skill India Competition in 3 trades	100	12-03-2024
	Automobile		
	Electronics		
	Electrical		
7.	 Exhibition TechXsocial showcasing 20 indigenous technologies supported by CIIE. 	30	20-12-2023
3.	Workshop on Design Thinking, Critical thinking and Innovation Design	35	27-03-2024
2.	Innovation & Entrepreneurship Outreach Program in Schools/Community At Govt. Boys HSS Bomai Sopore (Atal Tinkering lab benefited school) 	. 50	21-08-2024
10.	Organize an Expert talk on Process of Innovation Development, Technology Readiness Level (TRL); Commercialization of Lab Technologies & Tech-Transfer	30	06/03/2024
1.	Workshop on Entrepreneurship Skill, Attitude and Behavior Development	25	28/03/2024
2.	Session on Achieving Problem-Solution Fit and Product-Market Fit	30	21/01/2024
3.	Field/Exposure Visit to Power Grid station Ganderbal for operation and problem identification	60	20-08-2024
'4.	Mentoring Event: Demo Day & linkage with Innovation Ambassadors/Experts for Mentorship Support.	20	28/02/2024
5.	Workshop on Prototype/Process Design and Development.	30	29/03/2024
6.	Session/ Workshop on Business Model Canvas (BMC)	25	18/03/2024
7.	Session on "How to plan for Start-up and legal & Ethical Steps"	30	24/04/2024
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18.	Workshop on Intellectual Property Rights (IPRs) and IP management for start up	35	26/04/2024
19.	Organize an Inter/Intra Institutional Business Plan Competition and Reward Best Innovations.	30	27/03/2024
20.	Exhibition Chirgish Buisness Fest	100	25/07/2024
21.	Session on Innovation/Prototype Validation – Converting Innovation into a Start-up or Session on Achieving "Value Proposition Fit" & "Business Fit"	27	12-06-2024
22.	Session on Accelerators/Incubation - Opportunities for Students & Faculties - Early-Stage Entrepreneurs	34	06/07/2024
23.	Session on "Lean Start-up & Minimum Viable Product/Business" - Mentoring Session	27	8/06/2024
24.	Session on Angel Investment/VC Funding Opportunity for Early-Stage Entrepreneurs.	32	13/08/2024
25.	Panel discussion with innovation and Start-up Ecosystem Enablers from the state on "Navigating the Innovation landscape in academia and connect to Industry" 	26	21/08/2024
26.	Innovation & Entrepreneurship Outreach Program in School Kashmir University Model High School Naseem bagh Srinagar.	45	08/02/2024
27.	Inter/Intra Institutional Start-up Competition and Reward Best Start-ups.	30	17/7/24
28.	 Exhibition Atal Expo 2023 Showcasing business startups. 	23	24/07/2024

a		elebration Activities-(09).
S.no	Activity Title	Date of conduct
1.	National Startup Day	16-01-2024 redinator ration
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2.	National Science Day	29-02-2024
3.	International Women's Day	08-03-2024
4.	World Intellectual Property Day	26-04-2024
5.	National Technology Day	12-05-2024
6.	World Creativity and Innovation Day	23-04-2024
7.	Environment Day	06-06-2024
8.	Entrepreneur Day	21-06-2024
9.	Independence Day	15-08-2024

	III. MIC Driven Activities-(05)				
S.no	Activity Title	Participation			
1.	Viksit Bharat@2047 Utsav in Campus and Watch the Inaugural Adress by Hon'ble Prime Minister of India on 11th Dec. 2023	Participated by Students from various departments of university			
2.	Orientation cum Refreshers' Session on Institution's Innovation Council Objectives, Structure, Operation for IIC Institutions	Attended by All IIC Members and Innovation Ambassadors			
3.	Building the Pipeline of Quality Innovations and Startups in HEIs with Ecosystem Enablers by Creating and Managing YUKTI Innovation and IPR Repository (YIIR)				
4.	Strengthening IIC Linkages with ATLs and SICs in Schools and the Framework for Providing Mentorship and Guidance				
5.	Guiding Framework for Creating and Engaging Trained Faculty and Student IIC Members, Innovation Ambassadors (IA) in IIC Institutions, and Rewarding Mechanisms for IAs				



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	IV. Self-Driven Activities				
S.no	Activity Title	Participants	Date of conduct		
1.	Two Day National Workshop on Innovate to Elevate; Igniting Innovation and Entrepreneurship.	75	25-26 Sep 2023		
2.	One Day Workshop on Intellectual Property Rights-Patent filing	50	23-11-2023		
3.	Foundation of Entrepreneurship	75	21-11-2023		
4.	Workshop on Idea to Pitch	100	29-01-2024		
5	Interviews for start-up selection under TIDE 2.0 scheme	50	11-10-2023		
6.	CHIRGISH Unleashes Entrepreneurial Brilliance: Kashmir University 's two-day business fest a showcase of innovation and talent	70	11-12-2023		
7.	Roun table conference titled IDEA (Inclusive Development through Entrepreneurial Advancement)	80	22-11-2023		
8.	Food & Bakery Expo-2023	200	24-25 Sept 2023		
9.	Entrepreneurial Training Program and Promotion of Startup Culture	100	25-30 March 2024		
10.	Spring Start-up Challenge	40	25-27 April 2024		

• Innovation and Entrepreneurship Courses.

S.no	Title	beneficiaries	Date of conduct
1.	Weeklong Agri Start-up Sensitization Programme	50	20 Mar-26 March 2024
2.	5 Days hands on training on Electrical equipment repairing	30	27-31 March 2024
3.	3 days hands on training program on CNC Operations and programming	35 .	27-29 March 2024
4.	2 days hands-on training on advanced brick masonry for local masons	25	28-29 March 2024
5.	"Enhancing Aquaculture: Training Program on Sustainable Fish Farming & Affordable Feed Ingredients	35	21-26 March 2024

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• Innovation and Entrepreneurship Collaborations

S.no	Name of the Agency	Agency Type	Collaboration
1.	National Innovation Foundation-India	Central Govt	Active
		(An Autonomous body of DST).	
2.	SIIC-IIT Kanpur	Incubator	
		(Academic Institution)	
3.	Tele Communication consultants of India Limited (TCIL)	Central Govt. agency	
4.	SIDBI	Private Agency	
5.	Jammu & Kashmir Entrepreneurship Institute (JKEDI)	Government of Jammu & Kashmir	Under process

• Number of student & faculty Ideas Generated- 55

• Number of student & faculty Innovation/Prototype generated -20

• No. of IPs generated, published and granted- 22

Patents				
S.no	Title	Application Number	Status	
1.	A Carbon Monoxide detection (CO) Detection and Ventilation System	202111031357	Granted Patent no: 426153	
2.	Winter water pipe defreezer using non-invasive induction heating.	202111060290	Granted Patent no: 435930	
3.	An Automatic Pink Tea Vending Machine	202111057612	Granted Patent no: 419100	
4.	Fuel Quality and Quantity Monitoring add on system.	202111050729	Granted Patent no. 413695	
5.	Starch Free Rice cooker for Diabetic patients	202111047064	Granted Patent no. 410011	
6.	A novel eight amino acid sequence in S-6 kinase mediate insulin response	20241102279	Published - 02/02/2024	

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2. Tv	vist Ease clean Tank 4	03388-001	Granted
		02885-001	Granted
and a	Industrial Designs		
22.	Adaptive headlight control with lamp deflection for vehicles		0 Granted
21.	A novel apparatus for environment sensing in tunnel, deep wells and manhole before repair works		5 Granted
20.	Development of functional milk products by inclusion of nano-encapsulated sea buckthorn polyphenols.		D Filed
19.	A Pilow System		2 Under examination
18.	Solar Electrified Road for wireless charging on electric vehicle		5 Granted
17.	Wearable Device for personal safety, security and health monitoring	202311043559	9 Under examination
16.	Incubator System for Premature Infants	202311030117	7 Granted
15.	Temperature controlled bottle with Integrated hydration monitoring capabil	lity 202311034675	5 Under examination
14.	Internet based dual ambu bag resuscitator	202211020737	7 Granted
13.	Smart Lock system and operating method thereof	202111060348	3 Under examination
12.	A smart room heater configured to operate on a low voltage under blanket	usage. 202111052990	Granted
11.	Device for providing cooling and heating effects for therapeutic treatment	202311053914	4 Published 06/10/2023
10.	Automation of saffron drying based on Infra-red heating.	202411002255	5 Published 02/02/2024
9.	Development of efficient and cost effective kit for isolation and purification calcium oxalate crystals from plant tissues	n of 202411002230	0 Published 02/02/2024
8.	Bio- In formulations of endophytes isolated from stigmas of crocus sativus management of corm rot diseases of saffron		02/02/2024
7.	A novel 19 amino acid sequence in S-6 kinase is required for mediating its MTORC2- Dependent action	202411002267	02/02/2024

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• No. of Student & Faculty Start-ups/Ventures established- (03)

Nan	ne of the student	Sart-up Name	
•*•	Afsha Jan	Alriziq Foods	
***	Raies Ahmad Wani	MyCapmus247	
***	Aaqil Rasool Wani	Mustpi	

- Amount spent on promotion and awareness generation on Innovation Entrepreneurship in the campus- 30.00 Lakhs.
- No. of Technology Transfer and Commercialization happened- Nil.

Highlights of IIC Faculty/Student members and their achievements/ Rewarded for the innovations at different forum:

1. Er. Rouf- ul-alam Bhat

Senior Assistant Professor (Department of Electronics and Communication), Innovation Activity Coordinator IIC, University of Kashmir.

Achievement: Successfully secured (05) patents for ground breaking technologies:

- CO detection and Ventilation System.
- Fuel Quality and Quantity Monitoring Device.
- Winter water defreeze for pipes.
- > Pink Tea Wending Machine.
- A novel apparatus for environment sensing in tunnel, deep wells and manhole before repair works.

Recognition: facilitated by Honb'le Vice chancellor University of Kashmir at Annual Techfest 2023 for the outstanding contribution in Innovations.

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2. Dr. Shabir Ahmad Parra

Senior Assistant Professor (Department of Electronics and Instrumentation Technology), Member IIC, University of Kashmir.

Achievements: Successfully securing patent for the ground breaking technology "Adaptive headlight control with lamp deflection in Vehicles".

3. Dr. Bilal Ahmad Malik.

Senior Scientific officer (Department of Electronics and Communication), Convener IIC, University of Kashmir.

- Successfully securing patent and design for "Innovation titled Starch Free Rice cooker for diabetic patients".
- > Two Patents are published and under examination.
- > Recognition:
- facilitated by Honb'le Vice chancellor University of Kashmir at Annual Techfest 2023 for the outstanding contribution in Innovations.
- Won the award at Kashmir Expo felicitated by Honb'le Lt. Governor of UT of J&K for the outstanding accomplishment in the form of

patent.

Forum: Jammu and Kashmir Science and Technology.

- 4. Dr. Sheikh Javaid
- Sr. Assistant Professor Dept. of Electronics and Instrumentation Technology, Member IIC, University of Kashmir.
- Achievement: . Dr. Javaid Ahmad Sheikh has two patents to his credit on Intelligent Pillow System and Twist Ease Clean Tank.
- Recognition: Regional Mentor of Change for Jammu and Kashmir in Atal Innovation Mission (AIM), NITI AYOG
- Forum: NITI Ayog.

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Starch Free Rice cooker for Diabetic patients Inventors: Jehanagir Hameed, Sajid Noor, Azra Hussain etl.

Highlight of best Innovations:



CO Detection and Ventilation System Inventors: Rouf ul alam bhat, Manan and Frahana.



Smart Room Heater configured on low voltage Inventors: Simran Hameed, Bazilah Sameen etc.



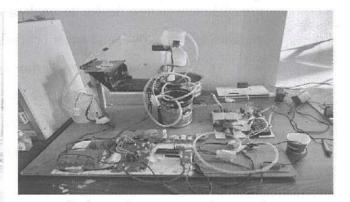
Floating Water Turbine Inventors: Saqlain Naqshi, etl.

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Dual Ambubag Internet based resuscitator Inventors: Jehanagir Hameed, Sajid Noor, Azra Hussain etl.



Pink Tea Vending Machine Inventors: Rouful alam bhat, Qaifa and Yousman.

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Highlight selected start-ups established by students/faculties:

S.No.	Name of the Incubate Name of the Startup/Category	Support Under
1	Afsha Jan Alriziq Foods –	Minimum viable product under MIETY Tide 2.0
2.	Raies Ahmad Wani MyCapmus247	Entrepreneurship in Residence
3.	Aaqil Rasool Wani Mustpi	Entrepreneurship in Residence

Break through Innovations / Technology Developed at the institute:

Starch Free Rice cooker for Diabetic patients: The invention provides a starch-free rice cooker for diabetic patients enabled to cook starch-free rice by sucking out the starch from the starch-free rice cooker . The starch-free rice cooker is enabled to receive input commands from a mobile computing device to cook rice for a predetermined number of persons. The starch-free rice cooker receives rice and water from prefilled rice container and water container respectively. A warm and/ or cook button is enabled to start and/ or stop the rice cooking process.

CO detection and Ventilation system: The invention provides a carbon monoxide detection with automatic ventilation system that comprises a first actuator attached between a gas cylinder and a gas heater a first RF module coupled to the gas heater a sensor coupled to the gas heater a second actuator coupled to a window and a second RF module coupled to the window. The system is configured to activate the first actuator to stop a gas flow between the gas cylinder and the gas heater in response to detection of the carbon monoxide level is increased above a threshold level.

Smart room heater: The invention provides a smart room heater configured to operate on low voltage. An input voltage sensor of the heater is configured to receive an input voltage, and transmit the input voltage to a voltage booster circuit. The voltage booster circuit is

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configured to convert the input voltage into a high frequency AC voltage and supply the high frequency voltage to an induction coil to generate magnetic field in response to the received high frequency voltage. The magnetic field enables heating of the induction plate

• An Automatic Pink Tea Wending Machine: The invention provides an automatic pink tea vending machine comprises a tea preparing container configured to boil a predefined amount of water, tea and baking soda mixture at a predefined temperature for a predefined time period to prepare a tea extract mixture. A milk container and a salt dispenser are configured to transfer a predefined amount of milk and salt into the tea preparing container based on a user input. The tea preparing container is configured to heat the tea extract mixture, milk, and the salt content at a predefined temperature for a predefined amount of time to prepare a tea.

• *Fuel quality and quantity monitoring device:* The present invention provides an add on system to verify quality and quantity of fuel in a vehicle. The system comprises a fuel cap assembly, and a pipe assembly The fuel cap assembly comprises a power generation circuit and a sensor assembly. The power generation circuit comprises a wind turbine and a plurality of solar panels configured to generate power for the fuel cap assembly and the pipe assembly. The sensor assembly comprises a LED (a hall effect sensor and a photodiode. The pipe assembly is located below the sensor assembly. The pipe assembly comprises a first hollow pipe and a second hollow pipe. A hollow floating ring is placed around the first hollow pipe and comprises a magnet. The pipe assembly and the sensor assembly are configured to generate the fuel quantity data and the fuel quality data.

- F. Participation of IIC-institute in various programs of Central and Stage Govt. Highlighting specially for the schemes or programs
- NISP Adoption status Policy constitution under process.
- Smart India Hackathon Nil

YUKTI Innovation Challenge

Registrations	Ideas		Innovation/Prototypes	Startup
27	08	*	15	02
in said of a straight of a str				Coordinator Centre For Innovation, Incubation
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Testimonials:



Establishing an IIC within our institution has created a dedicated framework for promoting a spirit of creativity and entrepreneurship. The MoE's Innovation Cell has provided us with the tools and direction to make innovation a part of our academic culture, allowing us to create a thriving community of innovators."

Prof. M. Tariq Banday Chairman CIIE (President IIC)



"Being a part of the IIC has significantly enhanced our institution's innovation ecosystem. Our students are now actively participating in hackathons and start-up competitions, and we have successfully incubated several student-driven start-ups. The resources and guidance from MoE's Innovation Cell have been invaluable in shaping our innovation initiatives."

> Dr. Bilal Ahmad Malik Coordinator CIIE (Convener IIC)



"The MoE's Innovation Cell's approach of embedding innovation within educational institutions is commendable. Through the IIC, I've had the opportunity to mentor students with disruptive ideas, providing them with guidance to transform their ideas into market-ready products."

Er. Rouf-ul-alam Bhat Innovation activity Coordinator IIC



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The exposure I have received through IIC has been life-changing. From innovation challenges to prototype development, the opportunities have pushed me beyond the classroom and connected me with industry mentors. I'm more confident in pursuing entrepreneurial ventures thanks to the support from the MoE's Innovation Cell."

Sheikh Ateeb Coordinstelident Member IIC Centre For Innovation, Incubation and Entrepreneurship and Entrepreneurship Color Zakura Dampuspage 17



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Thank You!

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