

Foundever.org

2025 Impact Report

Creating pathways to opportunity

foundever.org

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Letter from the Executive Director

Dear colleagues, partners and friends,

When we talk about impact, it is easy to focus on numbers. The number of people reached, the number of mentoring hours delivered, the number of graduates, volunteers or programmes launched. These metrics matter and they help us measure our progress.

But, more importantly, behind every number in this report is a person. Someone who gained a new skill, or found the confidence to apply for a job. Someone who met a mentor who helped them see new possibilities or that their future could be different from what they had imagined before. That is what Foundever.org is ultimately about.

During 2025, I have had the privilege of meeting many of the people who make this work possible: programme participants determined to build a better future, nonprofit partners deeply committed to their communities, volunteers generously sharing their time and expertise, and colleagues across Foundever who choose to contribute beyond their day-to-day responsibilities.

What strikes me most is that meaningful change often starts with something very simple: a conversation, an introduction, a piece of advice, a new skill, a vote of confidence. Those small moments that can open doors and create opportunities even if you don't immediately realize it.

We want to reach more people; strengthen the programmes we already have; create new opportunities for associates, partners and clients to engage with our mission.

Most importantly, we want to continue building initiatives that create lasting impact rather than short-term interventions.

Throughout 2025, Foundever.org continued to focus on areas where we believe we can make the greatest contribution: employability, mentorship, education and future skills.

We supported women looking to strengthen their economic independence. We connected students with experienced professionals through mentoring relationships. We worked with young people exploring future career opportunities. We supported programmes designed to build confidence, develop skills and increase access to opportunity.

None of this would be possible without our partners. Their expertise, local knowledge and commitment allowed us to reach communities and individuals that we could never reach alone. I am deeply grateful for the trust they place in us and for everything we continue to learn together.

I am equally grateful to the many Foundever associates who have contributed to these programmes. Whether through mentoring, volunteering, sharing expertise or supporting activities in their local communities, they demonstrate every day that talent and generosity can be powerful forces for positive change.

As we look ahead, our ambition remains clear. We want to reach more people; strengthen the programmes we already have; create new opportunities for associates, partners and clients to engage with our mission. Most importantly, we want to continue building initiatives that create lasting impact rather than short-term interventions.

Foundever.org is still a young foundation, but the results highlighted in this report reinforce our belief that we are building something meaningful, not because of the programmes themselves, but because of the people behind them.

To everyone who has been part of this journey - participants, volunteers, partners, colleagues and supporters – a huge thank you! Your commitment, energy and belief in what is possible are the true drivers of our impact.

I look forward to continuing this journey together.



Benedita Miranda
Executive Director, Foundever.org

Executive Summary

2025 was a year of growth, consolidation and impact for Foundever.org. Building on the foundation established in its first year of operation, Foundever.org expanded its reach, strengthened strategic partnerships and increased opportunities for individuals to access education, mentorship, employability support and future-focused skills development.

Throughout the year, the foundation remained focused on a clear mission: creating pathways to opportunity for individuals and communities facing barriers to education, employment and economic inclusion. By bringing together nonprofit organisations, volunteers, mentors, associates and partners, Foundever.org continued to demonstrate the power of collaboration in driving meaningful and measurable social impact.

2025 in a glance

1,700
Total beneficiaries

$542K
Total investment

28
Countries reached

150
Volunteers engaged

113
Mentors engaged

42
Students supported through mentorship

621
Mentoring hours delivered

Key Achievements

- Expanded access to employability and economic inclusion programmes, supporting women and underserved communities in developing new skills and pathways to employment.
- Strengthened the Global Mentorship Initiative, engaging mentors who collectively delivered mentoring support to students and young professionals.
- Continued to invest in programmes focused on education, career exploration and future skills, helping participants build confidence, knowledge and professional.networks.
- Increased employee engagement through volunteering, mentoring and community-based initiatives, reinforcing Foundever's commitment to creating positive social impact.
- Strengthened partnerships with nonprofit organisations and local stakeholders to maximise programme effectiveness and extend reach across multiple geographies.
- Continued to build the operational foundations, governance and measurement capabilities required to scale the foundation's impact in the years ahead.

Main Partnerships

Foundever.org's impact was made possible through collaboration with a diverse network of nonprofit organisations, educational institutions and community partners.

These partnerships enabled Foundever.org to deliver programmes tailored to local needs while benefiting from the expertise, knowledge and experience of organisations deeply connected to the communities they serve.

Key partnerships in 2025 included:

- Global Mentorship Initiative (GMI)
- Inspiring Girls
- Carerha
- UNHCR- ACNUR

Looking Ahead

While still a young foundation, Foundever.org has already demonstrated the value of combining professional expertise, strategic partnerships and employee engagement to create opportunities for others. As the foundation looks to the future, it remains committed to expanding access to employability, mentorship, education and future skills programmes while strengthening its role as a catalyst for positive change across the communities it serves.

The achievements presented in this report reflect not only the progress made during 2025, but also the collective commitment of associates, volunteers, partners and participants who share a common belief: that everyone deserves the opportunity to learn, grow and build a brighter future.



About Foundever.org

Creating Pathways to Opportunity

Foundever.org is the corporate foundation of Foundever, created in December 2023 to extend the company's commitment to people, education and opportunity beyond its business operations.

Founded on the belief that talent is universal but opportunity is not, Foundever.org works to help individuals and communities access the skills, knowledge, networks and support needed to thrive in an evolving world of work. Through partnerships with nonprofit organisations, educational institutions, volunteers and corporate partners, the foundation develops and supports programmes focused on employability, education, mentorship and future skills.

As a private operating foundation, Foundever.org was established to create impact beyond the scope of Foundever's day-to-day business activities while building on the expertise, capabilities and values that have shaped the company for more than three decades. At its core, the foundation seeks to connect talent with opportunity and contribute to a future where more people have access to meaningful employment, lifelong learning and economic inclusion.

Our Mission

Our mission is to build and leverage educational programmes that benefit untapped talent in underserved and disadvantaged communities around the world. Through education, skills development, mentorship and employability initiatives, we help individuals access opportunities that can improve their lives, strengthen their communities and unlock their full potential.

Our Vision

We envision a world where every individual has access to the skills, support and opportunities needed to lead a productive, independent and fulfilling life.

By creating pathways to education, employability and economic participation, we aim to contribute to more inclusive communities and a future where opportunity is not defined by geography, background or circumstance.

Our Strategic Pillars

> Employability and Economic Inclusion

We support programmes that help individuals develop the skills, confidence and readiness needed to access employment opportunities and achieve greater economic independence.

> Mentorship and Career Development

We connect participants with experienced professionals who provide guidance, encouragement and practical insights to help them navigate educational and professional pathways.

> Education and Lifelong Learning

We promote access to learning opportunities that equip individuals with the knowledge and capabilities required to succeed in a rapidly changing world.

> Future Skills and Digital Inclusion

We invest in programmes that help individuals develop the digital, technical and human skills that are increasingly essential in the future of work.

These pillars reflect Foundever.org's commitment to creating long-term impact through opportunity, capability building and access to networks that support personal and professional growth.

Our Governance Model

Foundever.org was incorporated in the United States as a 501(c)(3) nonprofit private operating foundation on December 22, 2023. The foundation is governed by an independent structure designed to ensure transparency, accountability and effective stewardship of resources.

The foundation works closely with nonprofit organisations, educational partners and community stakeholders to identify opportunities where its resources, expertise and network can generate meaningful and measurable impact. Programmes are selected based on their alignment with the foundation's mission, potential for sustainable outcomes and ability to expand access to opportunity for underserved populations.

Foundever.org is committed to responsible governance, transparent reporting and continuous evaluation of programme outcomes to ensure that resources are directed toward initiatives capable of delivering lasting social impact.

Foundever.org and Foundever®

Foundever.org and Foundever share a common belief: that education, skills development and human potential are powerful drivers of opportunity.

As a global leader in customer experience, Foundever operates in more than 45 countries and supports clients in over 60 languages. Throughout its history, the company has invested extensively in training, language development, employability and professional growth. Foundever.org was created to extend these strengths beyond the organisation and into the communities where people face barriers to education and employment.

The foundation builds on Foundever's long-standing commitment to impact sourcing, learning and inclusion by creating programmes that serve a broader audience than the company's direct workforce. Through Foundever.org, associates can volunteer, mentor and contribute their expertise, while clients and partners can collaborate on initiatives that create shared value for society.

While Foundever.org operates as an independent nonprofit foundation, it remains deeply connected to Foundever's purpose and values. Together, they share a commitment to helping people develop skills, access opportunities and build brighter futures through the power of education, employability and human connection.



2025 in Numbers

Our Reach

1,700
Direct participants supported

28
Countries reached

4
Programmes delivered

Investing in People

$542K
Total investment

4
Partner organisations

150
Volunteers engaged

Focus Areas

- Employability
- Mentorship
- Education
- Future skills

Impact Highlights



150

Women graduated from Freelance Mama



591

Participants supported through refugee-focused programmes in Brazil



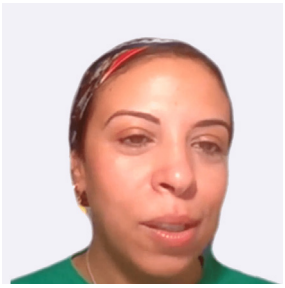
113

Mentors engaged



42

Students supported through mentorship



621

Hours of mentoring delivered

A Global Community



Countries with active programmes in 2025:

1. Belgium
2. Brazil
3. Bulgaria
4. Canada
5. Colombia
6. Costa Rica
7. Egypt
8. France
9. Germany
10. Greece
11. India
12. Mexico
13. Morocco
14. Netherlands
15. Nicaragua
16. Panama
17. Peru
18. Philippines
19. Poland
20. Portugal
21. Romania
22. Senegal
23. Serbia
24. South Africa
25. Spain
26. Uganda
27. United Kingdom
28. United States of America

> Every number represents an individual with greater access to skills, knowledge, networks and opportunities.



Impact Areas

Employability

Freelance Mama - Egypt

Empowering women through skills, confidence and economic opportunity

The Challenge

Across Egypt, many women- particularly mothers- face significant barriers to entering or re-entering the workforce. Family responsibilities, limited access to flexible employment opportunities and gaps in digital skills often prevent talented women from achieving economic independence.

At the same time, the growth of the digital economy is creating new opportunities for remote work, freelancing and entrepreneurship. However, access to the skills required to participate in these opportunities remains uneven.

Programme Model

Freelance Mama was developed in partnership with Carerha, one of the leading women-focused education platforms in the Middle East and North Africa.

The programme provides women with practical training in areas such as digital skills, content creation, community management, graphic design and freelancing. Participants also receive career guidance and support designed to help them access income-generating opportunities and build greater confidence in their professional capabilities.

The programme combines technical training with personal development, creating a pathway towards greater economic resilience and independence.

Why it matters

At Foundever.org, we believe that empowering women creates a multiplier effect that benefits families, communities and local economies.

Freelance Mama helps women access opportunities that fit their circumstances while developing skills that remain relevant in an increasingly digital world.

2025 Results

In 2025, Freelance Mama continued to expand its impact in Egypt, supporting women as they developed new skills and explored new pathways to employment and entrepreneurship.

The programme achieved strong participant satisfaction and employability outcomes, demonstrating the value of combining practical training with personalised support.

Key Metrics

107
Graduates

5,457
Training hours delivered

90%
eNPS

23%
Employee rate

Participant Story

For years, Nourhan balanced the demands of motherhood while putting her own professional aspirations on hold. Before becoming a mother of two, she had built a career in marketing and customer service, but like many women, family responsibilities led her to step away from the workforce. When the time came to consider her next chapter, she was looking for more than a job opportunity. She was looking for a way to reconnect with herself. That opportunity came through Freelance Mama, the women's empowerment programme delivered by Foundever.org and Carerha in Egypt.

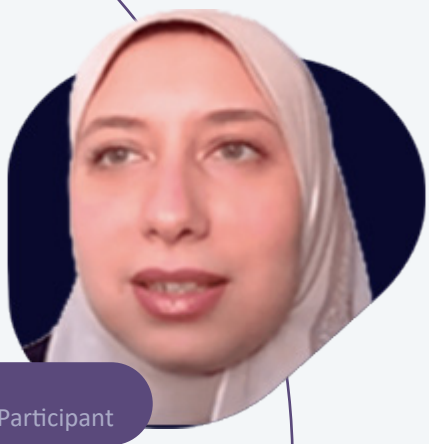
Drawn to the Graphic Design track, Nourhan discovered a space where she could combine learning with a long-standing passion for creativity. Since childhood, she had loved painting, drawing and experimenting with colours. Through the programme, she learned design principles, digital tools and visual storytelling techniques, while gaining practical skills that could help her build a freelance career.

The experience went far beyond technical training. Nourhan developed greater confidence in her abilities, learned how to manage her time effectively, navigate client relationships, search for opportunities and strengthen her professional presence online.

Perhaps most importantly, the programme helped her rediscover a sense of possibility. Inspired by her learning journey, Nourhan has since developed an interest in animation, combining skills acquired through Freelance Mama with another passion she shares with her children: watching cartoons together.

Today, Nourhan sees herself not only as a mother, but also as a creative professional with new ambitions and renewed confidence.

"Freelance Mama reminded me that I am capable of learning new skills, pursuing my passions and building a future on my own terms. It gave me the confidence to believe that I can do anything."



Nourhan
Freelance Mama Participant

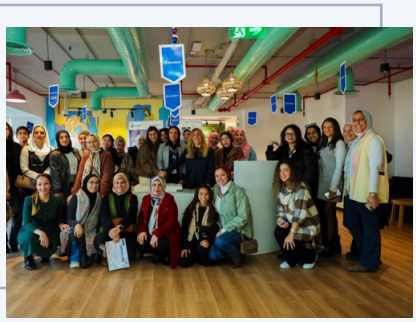
Partner Perspective

One of the reasons Freelance Mama has been so successful is that it was designed around the realities many women face. Many participants are highly educated but have stepped away from the workforce due to caregiving responsibilities or other life circumstances. Traditional employment pathways are often difficult to access, creating a gap between talent and opportunity.

"Freelance Mama demonstrates what can happen when skills development, confidence-building and practical career support come together. These women already have the potential. What they need is access, guidance and opportunities."

Through the partnership between Foundever.org and Carerha, participants receive more than technical training. They gain mentoring, career coaching, professional networks and exposure to flexible work opportunities aligned with today's digital economy.

"In 2025, we saw women not only complete the program but actively apply their new skills, launch freelance activities and rebuild their professional confidence. The impact extends beyond the individual participant. It strengthens families, communities and local economies."







Jessy Radwan
CEO, Carerha

Mentorship



Global Mentorship Initiative (global)
Connecting Talent with Opportunity

The Challenge

Many students and early-career professionals possess the ambition and potential to succeed but lack access to professional networks, career guidance and experienced mentors who can help them navigate important decisions.

Mentorship helps bridge this gap by providing practical advice, confidence and exposure to real-world professional experiences.

Programme Model

Through Foundever.org's partnership with the Global Mentorship Initiative (GMI), Foundever associates volunteer as mentors, supporting students and young professionals through structured one-to-one mentoring relationships.

The programme creates meaningful connections between experienced professionals and emerging talent, helping participants develop career readiness, confidence and professional skills.

Why it matters

A single mentoring relationship can have a lasting impact on a person's educational and professional journey.

By sharing knowledge, experience and encouragement, mentors help participants expand their horizons and access opportunities that might otherwise remain out of reach.

Mentor Growth

The mentor community continued to grow significantly throughout 2025, reflecting strong employee engagement and increasing interest in skills-based volunteering.

Student Growth

The programme supported students from multiple countries and educational backgrounds, creating opportunities for learning, networking and professional development.

Volunteer Engagement

The Global Mentorship Initiative remains Foundever.org's flagship employee volunteering programme and one of the clearest examples of how professional expertise can be transformed into social impact.

Success Story
Mentorship in Action - Building Confidence, Creating Opportunities

One of the most powerful examples of the Global Mentorship Initiative is the story of Destin, a student from Côte d'Ivoire who aspired to build a career in technology.

Although he had a strong academic background and a clear vision for the future, Destin faced a challenge familiar to many young professionals: translating ambition into a realistic career path. Through the Global Mentorship Initiative, he was matched with Guillaume Barry, an IT manager at Foundever.

Over twelve weeks, mentor and mentee worked together on career planning, professional positioning, networking and confidence-building. Guillaume helped Destin recognise that his previous studies and experiences were not obstacles to a career in technology, but valuable assets that could help him stand out.

The mentorship relationship provided practical guidance, but also something equally important: belief. Through regular conversations, feedback and encouragement, Destin gained greater confidence in his abilities and developed a clearer roadmap for his future.

Today, he continues to pursue opportunities in the technology sector with a stronger sense of direction and purpose.

Their story demonstrates what mentorship can achieve when professional expertise meets genuine commitment. It is not simply about sharing knowledge. It is about helping someone see possibilities they may not yet see for themselves.

2025 Results

113 registered mentors

42 students supported

621 mentoring hours delivered

85 members of the #CXforGood Mentor Community

96 participants in the English Mentor Drive

49 participants in the Spanish Mentor Drive

Mentor Spotlight

For David Poncin, Finance Director at Foundever, mentoring is about creating opportunities for others while continuing to learn himself.

Having built a successful international career in finance, David understands how valuable guidance can be during the early stages of a professional journey. Through the Global Mentorship Initiative, he volunteers his time to support students as they navigate career decisions, strengthen their professional profiles and prepare for the realities of the job market.

What motivates him most is seeing mentees gain confidence and discover their own potential. While sharing professional expertise is important, David believes effective mentoring is equally about listening, understanding individual aspirations and helping students identify practical steps towards their goals.

The experience has also been rewarding on a personal level. Through conversations with students from different countries and backgrounds, David has gained fresh perspectives and insights into the challenges and opportunities facing the next generation of professionals.

"Mentoring is not only about giving back. It is also an opportunity to learn, broaden your perspective and connect with talented young people who will shape the future."

Like many Foundever mentors, David demonstrates that mentorship is a two-way exchange, creating value for both mentor and mentee while strengthening a culture of learning and inclusion.

Mentor: David Poncin

Student Spotlight

Marwa, a Human Resources Management master's student from Morocco, joined the Global Mentorship Initiative with strong academic credentials but limited experience navigating the professional job market.

Like many students approaching graduation, she knew her subject matter well but was less confident about how to present herself to employers. Through the programme, she was matched with Coline, a mentor from Foundever who helped her strengthen key employability skills.

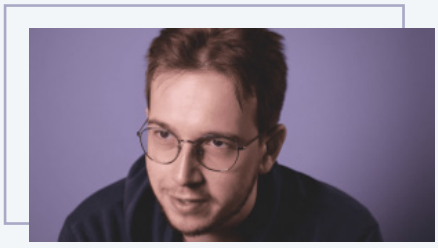
Together, they worked on refining her CV, improving her professional profile and preparing for future job opportunities. Coline also leveraged her professional network to gather additional feedback and ensure Marwa's application materials reflected her full potential.

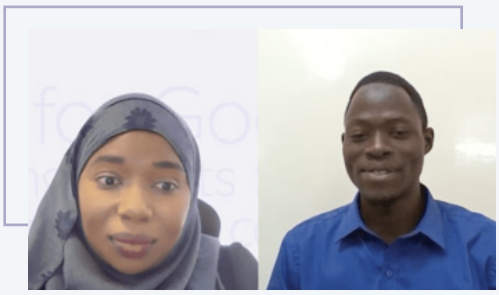
The experience helped Marwa move beyond academic achievement and develop greater confidence in her ability to compete in a professional environment.

"The mentorship programme gave me practical guidance that I could immediately apply. It helped me understand not only how to look for opportunities, but also how to communicate my strengths with confidence."

Marwa's journey reflects the broader purpose of the programme: helping talented young people bridge the gap between education and employment through mentorship, guidance and access to professional networks.

Student: Marwa, Human Resources Management master's student, Morocco





Women & Girls

Inspiring Girls (Portugal and Spain)
Expanding Horizons and Challenging Stereotypes

The Challenge

Many girls continue to face barriers when imagining their future careers. Limited exposure to diverse role models and professional pathways can affect aspirations, confidence and career choices from an early age.

Creating opportunities for girls to meet women from different industries helps broaden perspectives and challenge stereotypes about what is possible.

Programme Model

Through its partnership with Inspiring Girls, Foundever.org connects girls with female role models who share their experiences, career journeys and lessons learned.

Sessions focus on confidence building, aspiration raising and helping young people understand the opportunities available to them in an evolving world of work.

Why it matters

Representation matters.

When girls see women succeeding in different careers and leadership roles, they are more likely to believe that similar opportunities are available to them.

Volunteer Participation

Foundever associates participated as speakers, role models and programme ambassadors, sharing their experiences and encouraging girls to pursue their ambitions.

Activities Delivered in 2025

. Inspirational Sessions in Portugal

. Inspirational Session in Spain

. Volunteer role-model participation

. Career awareness activities

Activities Reach

240
students reached

3
sessions delivered in Portugal

1
session delivered in Spain

Stories

Participant: Sofia

Before participating in an Inspiring Futures workshop, Sofia had never considered that a career in technology could be for someone like her.

Like many young people, she had ideas about what she enjoyed at school but little exposure to the wide range of careers that exist beyond the professions she saw around her every day. Technology, artificial intelligence and digital careers felt distant and difficult to imagine.

Seeing new possibilities

Through the Inspiring Futures programme, delivered by Foundever.org and Inspiring Girls, Sofia took part in an interactive workshop exploring AI, digital skills and future career opportunities. Most importantly, she met professional women who shared their own career journeys, challenges and achievements.

Hearing directly from role models helped her understand that successful careers are rarely linear and that skills such as curiosity, resilience and continuous learning are just as important as technical expertise.

The experience changed how she thought about her future. Rather than focusing on what she could not do, she began exploring what she could become.

"The workshop showed me careers I didn't even know existed. Listening to women working in technology made me believe that I could follow a similar path one day."

Today, Sofia approaches her studies with greater confidence and a broader understanding of the opportunities available to her. Her story reflects the programme's mission: helping young people see possibilities that stereotypes and limited exposure often hide.

Women & Girls

Inspiring Girls (Portugal and Spain)
Expanding Horizons and Challenging Stereotypes

Stories

Volunteer: Carmen Carmona

When Carmen Carmona volunteered for Inspiring Futures, she expected to share her professional experience. What she did not expect was how much she would learn from the students themselves.

As a Foundever volunteer role model, Carmen participated in workshops designed to help young people explore future careers, strengthen digital confidence and better understand how technology is shaping the world of work. Alongside other volunteers, she shared her personal journey, including the challenges, doubts and lessons that shaped her career.

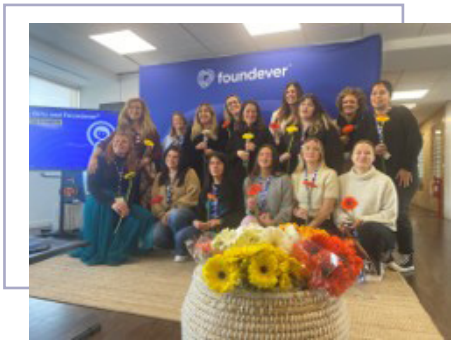
The power of showing up

What struck her most was the curiosity and openness of the students. Their questions about technology, artificial intelligence, work and personal growth revealed a generation eager to learn but often lacking access to role models who could help them imagine different futures.

For Carmen, volunteering was a reminder that representation matters. Sometimes a single conversation can help a young person see a new possibility for themselves.

"Many students told us they had never met someone working in a global company before. It reminded me that simply sharing our experiences can have a powerful impact on how young people view their own potential."

Through volunteers like Carmen, Inspiring Futures transforms professional experience into inspiration, helping young people connect ambition with opportunity while creating meaningful engagement opportunities for Foundever associates.







Migrants

Refugee Programme with the United Nations (Brazil)
Supporting Inclusion Through Skills and Opportunity

The Challenge

Refugees and migrants often face significant barriers when rebuilding their lives in a new country.

Language barriers, limited professional networks, unfamiliar labour markets and social exclusion can make access to employment and economic participation particularly challenging.

Programme Model

The Refugee Programme in Brazil supports refugees and migrants through education, skills development and integration initiatives designed to strengthen employability and economic inclusion.

Working alongside specialised local partners, the programme provides practical support that helps participants develop confidence, improve workplace readiness and navigate opportunities within their new communities.

Why it matters

Economic inclusion is a critical step towards social inclusion.

By helping refugees access skills, networks and opportunities, the programme contributes to greater independence, resilience and long-term integration.

Looking Ahead

Building on the programme's success, Foundever.org aims to expand support for refugees and migrants in Brazil while exploring additional opportunities to promote inclusion and employability.

Stories of Impact

Building a new future, one opportunity at a time

When Richeily Hernandez arrived in Brazil from Venezuela in 2018, she faced many of the challenges common to people forced to leave their home countries: adapting to a new language, rebuilding a professional network and starting over in an unfamiliar environment.

Despite holding a degree in Business Administration and having previous banking experience, finding a pathway back into a professional career was not easy. Determined to create a better future, she took on different jobs while learning Portuguese and adapting to life in Brazil.

In 2019, Richeily joined Foundever. What began as an opportunity to re-enter the workforce soon became a platform for growth and development. Starting as a research analyst, she quickly demonstrated her capabilities and was promoted to supervisor, a role she has held successfully for several years.

For Richeily, the experience was about more than employment. It was about belonging.

"Foundever was my first formal job in Brazil and also the place where I truly felt welcomed. Having a job was important, but having the opportunity to grow made all the difference."

Today, she continues to invest in her personal and professional development, studying English with the goal of becoming trilingual and progressing further in her career.

Richeily's story reflects the transformative power of inclusion. With access to opportunity, support and a welcoming environment, people forced to rebuild their lives can thrive, contribute and create new futures for themselves and their families.

Participant: Richeily Hernandez

2025 Results

591
participants supported

Key Metrics

591
refugees and migrants supported in 2025

+ 2,000
refugees and migrants hired since the programme's launch

1,000
is the number of refugee and migrant associates aimed to reach by 2027

Participants represented multiple nationalities, including Venezuela, Haiti, Cuba and African countries

Partner Perspective

Creating opportunities through partnership

For more than a decade, Foundever has worked alongside the United Nations High Commissioner for Refugees (UNHCR/ACNUR) and local partners to create pathways to employment for people in situations of forced displacement.

This collaboration goes beyond recruitment. Together, the partners help connect refugees with meaningful employment opportunities, facilitate access to training and development, and support their integration into the workplace and broader community.

As refugee populations continue to grow globally, employment remains one of the most effective ways to support long-term integration, independence and dignity.

"Access to decent work is a critical step in helping refugees rebuild their lives and contribute to their host communities. Partnerships with employers like Foundever demonstrate how the private sector can play a meaningful role in creating opportunities and fostering inclusion.", said Laurent Delache, country director of Foundever in Brazil.

Through this partnership, Foundever has already supported more than 2,000 refugees and migrants in Brazil and has committed to reaching 1,000 refugee and migrant associate by 2027. The programme demonstrates how collaboration between businesses, international organisations and local stakeholders can generate lasting social and economic impact
.
By combining employment opportunities with training, language support, cultural integration and ongoing development, the initiative helps transform inclusion from an aspiration into a reality.







Volunteerism

The Power of Employee Volunteering

At Foundever.org, impact is not created through funding alone. One of the foundation's greatest strengths is the willingness of Foundever associates to share their time, knowledge and experience with others. Across countries, functions and levels of the organisation, associates contribute as mentors, role models, speakers, facilitators and ambassadors, helping create opportunities for people who may not otherwise have access to professional networks, guidance or career development support.

This model of skills-based volunteering sits at the heart of Foundever.org's approach. Rather than focusing exclusively on financial contributions, we seek to leverage the expertise that exists across our global organisation and channel it towards initiatives that create meaningful and lasting impact.

Whether mentoring a university student, speaking to young girls about future career possibilities, supporting employability programmes or participating in community initiatives, Foundever associates play a critical role in extending the foundation's reach and impact.

Their contribution demonstrates that creating opportunities often begins with something simple: sharing knowledge, offering encouragement and helping someone believe in their own potential.

Volunteers in Action

Throughout 2025, Foundever associates contributed to programmes supporting employability, mentorship, women's empowerment and future skills development.

Global Mentorship Initiative

The Global Mentorship Initiative remained the foundation's largest employee volunteering programme.

Mentors from across Foundever supported students and early-career professionals through one-to-one mentoring relationships, helping them navigate educational and professional challenges while building confidence and career readiness.

Inspiring Girls

Associates participated as role models and speakers, sharing their personal and professional journeys with girls and young women and encouraging them to explore future opportunities without limitations.

Community Engagement

Associates also supported local initiatives through volunteering activities, awareness campaigns and programme advocacy, helping strengthen connections between Foundever, nonprofit partners and local communities.

Why It Matters

Volunteering creates value for everyone involved:

- For participants, it provides access to experience, networks and guidance that can help shape future opportunities.
- For associates, it offers a meaningful way to contribute beyond their day-to-day responsibilities, develop leadership and mentoring skills, and connect with a broader sense of purpose.
- For Foundever, it strengthens a culture built on empathy, learning and human connection.

As Foundever.org continues to grow, employee volunteering will remain one of the foundation's most powerful tools for creating positive and sustainable impact.

2025 Volunteer Highlights

389
volunteers and participants engaged

159
registered mentors

990
hours of mentoring delivered

85
members of the #CXforGood mentor community



Partnerships

Creating Greater Impact Together

At Foundever.org, partnership is not simply a way of delivering programmes, it is the foundation of how we work.

We believe that lasting social impact is created when organisations bring together complementary strengths, expertise and resources. By working alongside nonprofit organisations, educational institutions, community leaders, clients and volunteers, we are able to reach more people, respond to local needs and deliver programmes that create meaningful and sustainable outcomes.

Our partners provide deep knowledge of the communities they serve, an understanding of local challenges and proven approaches to programme delivery. Foundever.org contributes global reach, professional expertise, employee engagement and a commitment to creating pathways to opportunity through education, employability, mentorship and future skills.

Together, we create solutions that neither organisation could achieve alone.

Why Partnerships Matter

Local Expertise

Our partners understand the realities, challenges and opportunities faced by the communities they serve. Their knowledge ensures that programmes are relevant, accessible and responsive to local needs.

Greater Reach

Partnerships enable Foundever.org to extend its impact across different countries, communities and participant groups while maintaining programme quality and local relevance.

Shared Learning

Collaboration allows us to exchange ideas, share best practices and continuously improve the effectiveness of our programmes.

Sustainable Impact

By combining resources, expertise and networks, partnerships help create long-term solutions rather than short-term interventions.

Our Partners in Action

Nonprofit and Programme Partners



Carerha

A leading women-focused education and employability platform in the Middle East and North Africa, Carerha is the delivery partner behind the Freelance Mama programme in Egypt and the Business Mama initiative in Morocco. Together, we support women in developing digital, entrepreneurial and employability skills that contribute to greater economic independence.



Global Mentorship Initiative (GMI)

Through our partnership with GMI, Foundever associates mentor university students and early-career professionals from around the world, helping them develop confidence, professional skills and career readiness.



Inspiring Girls

Our global partnership with Inspiring Girls helps young girls broaden their aspirations and gain exposure to role models from different professional backgrounds, encouraging them to imagine and pursue future career opportunities.



UNHCR (ACNUR)

Our partnership with UNHCR (ACNUR in Brazil) supports the integration of refugees and migrants into the workforce by creating pathways to employment, skills development and long-term economic inclusion, helping individuals rebuild their lives with dignity and opportunity.

Corporate and Strategic Partners

Foundever.org collaborates with leading philanthropy, social innovation and economic development organisations that share our commitment to expanding access to opportunity and creating lasting social impact.

Through partnerships with organisations such as Philea, Admical and, Miami Dade Beacon Council, we strengthen our understanding of emerging social challenges, identify collaboration opportunities and contribute to broader conversations around employability, skills development, inclusion and the future of work.

Strategic Collaboration Areas

- Employability and economic opportunity
- Future skills and AI literacy
- Social innovation and entrepreneurship
- Workforce development and talent pipelines
- Women’s empowerment and inclusion
- Ecosystem building and cross-sector collaboration

As Foundever.org continues to grow, strategic partnerships will remain essential to our ability to learn, innovate and scale impact.

By engaging with organisations across philanthropy, business, government and civil society, we can strengthen our programmes, expand our network and create greater opportunities for the communities we serve.





Governance & Financials

The team



Benedita Miranda

Executive Director, Foundever.org
EMEA Chief Operating Officer, Foundever



Mariana Victorino

Global Operational Director, Foundever.org



Laurent Delache

Global General Manager Brazil, Foundever;
Global Head of Partnerships, Foundever.org

Financials 2025

Foundever.org is committed to transparency in financial management, ensuring that every dollar invested generates maximum impact. In 2025, our funding was allocated as follows:

$542K
Total Budget

$427K
Budget allocated to programs

79%
Spent on direct program costs

21%
Other costs (salaries, communications, travel, professional services)

These figures highlight our dedication to efficiency and accountability, ensuring that the majority of resources directly benefit the communities we serve.



Looking Ahead

Building the Next Chapter of Foundever.org

The year 2025 demonstrated the potential of Foundever.org to create meaningful impact through education, mentorship, employability and future skills initiatives. It also confirmed the value of bringing together associates, nonprofit organisations, clients and communities around a shared purpose: creating pathways to opportunity.

As we look ahead to 2026, our focus shifts from building foundations to scaling impact. We will be dedicated to strengthening the operating model of Foundever.org, expanding its reach, deepening stakeholder engagement and establishing the foundation as a recognised contributor to Foundever's people, client and ESG strategy. While our mission remains unchanged, our ambition is growing.

Our goal is to reach more than 3,000 direct participants in 2026, representing a significant step towards our long-term ambition of impacting 10,000 lives by 2028.



Our Priorities for 2026

Consolidate and Strengthen Our Impact

Following the expansion of programmes and partnerships during 2025, our priority is to consolidate these efforts into a more structured, credible and visible platform. We will continue strengthening governance, impact measurement and reporting processes to ensure that our programmes deliver measurable outcomes and create long-term value for participants, partners and stakeholders. Through stronger storytelling and greater visibility, we will reinforce trust and demonstrate the role Foundever.org plays in extending Foundever's purpose beyond its business operations.

Make Employee Engagement a Strategic Lever

One of the most encouraging developments in 2025 was the enthusiasm shown by Foundever associates through mentoring, volunteering and advocacy. In 2026, we will further integrate social impact into the employee experience by creating more opportunities for associates to contribute their expertise, support local initiatives and participate in programmes aligned with their skills and interests.

Our objective is not only to increase participation but also to create meaningful experiences that foster pride, belonging, development and long-term engagement.

Deepen Client Partnerships

Social impact is increasingly becoming a priority for many of our clients. In 2026, Foundever.org will continue to develop and scale programmes co-created with clients, enabling them to engage in meaningful initiatives aligned with their ESG and sustainability goals while addressing real needs in the communities where we operate.

By creating shared-value partnerships, we aim to strengthen client relationships, enhance differentiation and demonstrate how business and social impact can work together to create positive outcomes.

Strengthen ESG Alignment and Impact Measurement

As reporting expectations continue to evolve, robust measurement and transparency are becoming increasingly important. During 2026, Foundever.org will further develop its impact measurement framework, introducing consistent metrics across programmes and expanding its reporting capabilities. This will support data-driven decision-making, strengthen stakeholder confidence and contribute to Foundever's broader ESG commitments.

Our ambition is to ensure that every programme can demonstrate not only its reach, but also its outcomes and long-term impact.

Programme Expansion in 2026

Building on the programmes launched and strengthened in 2025, Foundever.org plans to expand its portfolio across multiple geographies.

Key priorities include:

- Expanding **Freelance Mama** in Egypt to support more women in building skills and pathways to economic participation.
- Launching and scaling the **Business Mama** initiative in Morocco, empowering women and young adults through digital, entrepreneurial and future-focused skills development.
- Launching the **Pathways programme** in the Philippines, creating opportunities for underserved young adults to strengthen their employability and access the digital economy.
- Launching an **upskilling and employability programme** in South Africa, focused on increasing access to skills, innovation and income-generating opportunities for youth and women.
- Growing the **Global Mentorship Initiative**, with a target of reaching 250 mentors globally.
- Expanding the **Inspiring Girls** partnership across multiple countries, helping young girls develop confidence, aspirations and awareness of future career opportunities.
- Developing **new initiatives in strategic markets** including the United States, India and Latin America.
- Strengthening **collaborations with client**s to develop co-created education and employability programmes.

A Foundation for the Future

Foundever.org was created with a long-term vision: to help people access the skills, networks and opportunities they need to thrive in a changing world.

As technology transforms industries and the future of work continues to evolve, access to education, mentorship and employability support will become even more important. Foundever.org is uniquely positioned to contribute to these areas by combining the expertise of Foundever associates, the commitment of nonprofit partners and the support of clients who share our belief in creating positive social impact.

The journey is still in its early stages, but the direction is clear.

In 2026, we will continue to strengthen our programmes, deepen our partnerships and expand our impact, helping more people build brighter futures while reinforcing Foundever's commitment to creating meaningful connections that extend far beyond customer experience.

Appendix

Methodology

Impact Measurement Approach

- Foundever.org measures impact through a combination of quantitative and qualitative indicators designed to assess the reach, outcomes and engagement generated by its programmes.
- Data is collected through programme partners, participant surveys, attendance records, mentoring platforms, volunteer reporting and programme evaluations. Where applicable, information is verified through partner reports and supporting documentation.
- To ensure consistency across programmes, impact is assessed through three primary dimensions:

Reach

- Measures the scale of programme delivery and participation.
- Examples include:
    - Number of participants
    - Number of graduates
    - Number of mentors
    - Number of volunteers
    - Number of training or mentoring hours delivered
    - Number of countries reached

Outcomes

- Measures the changes experienced by participants as a result of programme participation.
- Examples include:
    - Employability outcomes
    - Skills acquisition
    - Completion rates
    - Confidence and career readiness indicators
    - Progression into employment, education or entrepreneurship

Engagement

- Measures the contribution and involvement of stakeholders.
- Examples include:
  - Volunteer participation
  - Mentor engagement
  - Employee involvement
  - Client participation
  - Partner collaboration

Reporting Period

- This report covers activities delivered between 1 January 2025 and 31 December 2025.
- Unless otherwise stated, all participant figures represent unique individuals directly reached through Foundever.org-supported programmes during the reporting period.

Data Limitations

As Foundever.org continues to strengthen its monitoring and evaluation framework, some programmes may use different methodologies or reporting frequencies. Efforts are underway to establish a consistent impact measurement framework across all programmes and geographies, supporting greater comparability, transparency and alignment with emerging ESG reporting requirements.

Sustainable Development Goals (SDGs)

Foundever.org contributes to several of the United Nations Sustainable Development Goals through programmes focused on education, employability, digital inclusion, mentorship and economic empowerment.

- SDG 4 – Quality Education
  - Foundever.org supports access to learning opportunities, skills development and lifelong learning through mentorship, upskilling and educational programmes.
  - Examples: Global Mentorship Initiative; Inspiring Girls; Tech Academy; Future skills programmes
- SDG 5 – Gender Equality
  - Several programmes are specifically designed to support women and girls through education, mentorship, employability and economic empowerment initiatives.
  - Examples: Freelance Mama; Inspiring Girls
- SDG 8 – Decent Work and Economic Growth
  - Foundever.org helps participants develop employability skills, access professional networks and strengthen their readiness for employment, entrepreneurship and economic participation.
  - Examples: Freelance Mama; Global Mentorship Initiative; Refugee employability programmes
- SDG 10 – Reduced Inequalities
  - The foundation prioritises underserved and underrepresented populations, helping reduce barriers to education, employability and opportunity.
  - Examples: Refugee inclusion programmes; Women-focused programmes; Youth employability initiatives
- SDG 17 – Partnerships for the Goals
  - Collaboration is central to the Foundever.org model. Programmes are delivered in partnership with nonprofit organisations, educational institutions, corporate partners and community stakeholders.

Partner List

The impact achieved during 2025 was made possible through the collaboration, expertise and commitment of a diverse network of partners.

- Programme Partners
  - Global Mentorship Initiative (GMI)
  - Carerha
  - Inspiring Girls
  - ACNUR

Foundever Volunteers and associates

Foundever associates play a critical role in delivering impact through mentoring, volunteering, advocacy and programme support. Their contribution extends the foundation's reach and reinforces its mission of creating pathways to opportunity.

Looking Ahead

Foundever.org remains committed to building long-term, trust-based partnerships that combine local expertise, global reach and shared purpose. These collaborations are essential to scaling impact and creating sustainable opportunities for the communities we serve.


foundever.org