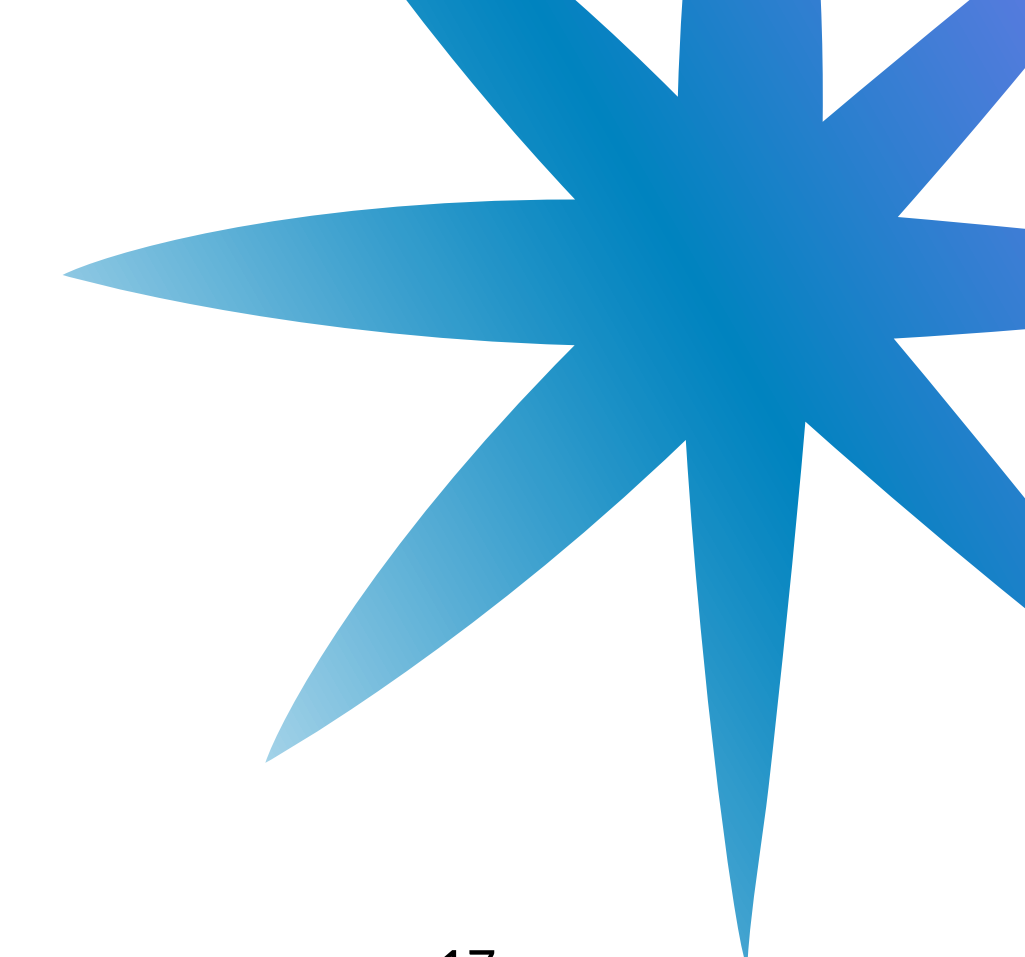


Activity Report

2025



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A portrait of Marcos Oliveira, a middle-aged man with dark hair, wearing a dark blue suit jacket over a light blue striped shirt. He is standing in front of a window with green foliage visible outside. The background of the page is a gradient of blue and purple, with a large blue circle partially overlapping the portrait. A decorative graphic of a central blue circle connected to five smaller circles (two purple, three light blue) is positioned in the lower-left area of the page.

MESSAGE FROM THE CHAIRMAN OF THE BOARD

Marcos Oliveira

MEMBER OF THE BOARD OF DIRECTORS OF IOCHPE-MAXION AND
CHAIRMAN OF IOCHPE FOUNDATION

"The connection between global mobility and
social mobility expresses the synergy between
Iochpe-Maxion and Iochpe Foundation."

MOBILITY THAT TRANSFORMS

In 2025, as we reflected on the future of Iochpe Foundation and its relationship with the trajectory of Iochpe-Maxion, the word "mobility" reaffirmed itself as a central concept of our identity. Iochpe-Maxion is a mobility company – and for us, this concept means much more than moving vehicles or goods. It represents the ability to create solutions that make the world move forward, with efficiency, responsibility and purpose.

That same principle inspires the work of Iochpe Foundation. The connection between global mobility and social mobility expresses the synergy between the enterprise and the institution. Created from the commitment of the Iochpe family to social transformation, Iochpe Foundation has Iochpe-Maxion as its main sponsor, with programmes such as Formare present in Brazil, Mexico and India. Over the years, the connection with mobility has expanded and today also involves other partner companies in the automotive sector – both customers and suppliers – as well as companies from other segments, non-profit organisations and public educational institutions, all united by the commitment to social mobility. Through these initiatives, young people from socio-economically disadvantaged backgrounds gain access to technical training, skills development and concrete opportunities to join the workforce, broadening their future prospects.

Social responsibility is a key component of the strategies of companies committed to giving back to society far more than just jobs, taxes, goods and services that meet market needs. Environmental and financial sustainability, ethics and solid governance are among the characteristics of long-lasting companies that understand that economic growth and positive impact must go hand in hand. It is in this context that Iochpe Foundation plays an essential role, transforming this direction into actions that expand access to education and employment, creating real opportunities for young people from socio-economically disadvantaged backgrounds.

We continue to move forward so that this connection generates consistent, long-term impact on the lives of people and the communities in which we operate.

Marcos Oliveira

CHAIRMAN OF THE BOARD OF IOCHPE FOUNDATION
AND MEMBER OF THE BOARD OF IOCHPE-MAXION



MESSAGE FROM THE PRESIDENT

Claudio Anjos 

PRESIDENT OF IOCHPE FOUNDATION

“Our programmes today form an ecosystem that continuously adapts to the demands of the world of work, without sacrificing its pillars: the company as a learning environment, employees as volunteer educators, and training aligned with market needs.”



WHEN VOLUNTEERING BECOMES STRATEGY

If there is one word that represents Iochpe Foundation, that word is connection. We connect companies and volunteers to young people seeking opportunities. We connect education and the world of work. And, increasingly, we connect social impact with corporate strategy.

Our programmes share the same purpose: to promote social mobility through training and professional integration. Formare, Formare Mentoring and our work with the public sector today form an ecosystem that continuously adapts to the demands of the world of work, without sacrificing their pillars: the company as a learning environment, employees as volunteer educators and training aligned with market demands.

Over the years, our programmes have evolved in content, methodologies and formats, keeping pace with market and educational transformation. But their essence remains the same: corporate volunteering as an engine for changes.

1. "Corporate Volunteering - Qualitative Results" research project. H2B and Iochpe Foundation. November 2025.

Research conducted by H2B in partnership with Iochpe Foundation¹ in 2025 showed that companies recognise concrete gains from this practice, such as strengthening internal culture, developing skills, improving relationships with communities and reputational benefits.

This model generates value across multiple dimensions: for volunteer educators, who develop skills and reinforce their sense of purpose; for companies, which strengthen engagement and organisational culture; and, most importantly, for young people, who gain access to quality training and broaden their future prospects.

At Iochpe Foundation, we work to ensure that this impact is consistent and lasting. This requires method, management, indicators and committed leadership. When these elements are in place, volunteering becomes a structural part of the culture of our partner companies.

We therefore continue to connect people, companies and opportunities, with consistency and a long-term vision.

Claudio Anjos

PRESIDENT OF IOCHPE FOUNDATION

MISSION

To drive social transformation by promoting equity through the creation of opportunities for social growth in the fields of professional training and art education.

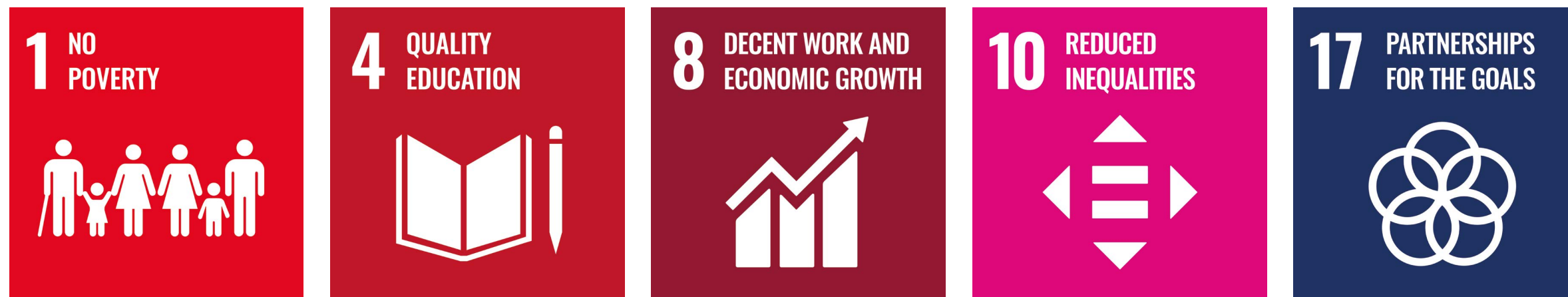
VISION

To be an organisation recognised as a national and international reference in education in the areas of professional training and art education.

VALUES

Collaboration
Equity
Excellence
Impact
Innovation
Respect

SUSTAINABLE DEVELOPMENT GOALS



NEW POSITIONING AND VISUAL IDENTITY

In 2025, Iochpe Foundation advanced in strengthening its institutional identity through the **development of a new visual identity and positioning**. The process was built upon the Foundation's already established logo, its attributes, values and a trajectory spanning over 36 years dedicated to the professional training of young people and to art education.

A national and international reference, the Foundation acts as a strategic **bridge between the productive sector, the public sector and the educational field**, promoting measurable social impact on the thousands of people who experience its programmes annually. This articulating role, combined with its commitment to social transformation, the reduction of inequalities and the construction of sustainable educational solutions, guided the conceptual and visual decisions of this new phase.



The new visual identity reflects the Iochpe Foundation's positioning by combining institutional solidity with a contemporary and accessible language. **The brand conveys consistency, credibility and ethics, while also engaging with the world of youth and transformative educational practices** through current and expressive graphic elements.



A central aspect of this process was considering how **the Foundation's identity coexists and dialogues with the identities of its programmes**. The brand now acts as an integrating axis, strengthening institutional unity while valuing the diversity of Iochpe Foundation's ecosystem.

RESEARCH ON CORPORATE VOLUNTEERING

In 2025, Iochpe Foundation commissioned the H2B research institute to conduct two qualitative studies aimed at deepening the understanding of corporate volunteering and refining the positioning of the Formare Programme.

The first, "**Qualitative Study: Positioning of the FORMARE Programme**" (October 2025), investigated perceptions, attributes and differentiators of the programme among strategic audiences. The second, "**Research: Corporate Volunteering – Qualitative Results**" (November 2025), analysed how companies set their structure and integrate volunteering into their management, culture and sustainability agendas.

Carried out in a complementary manner, the studies contributed to broadening the understanding of trends, challenges and opportunities in this field, reinforcing corporate volunteering as a practice with social impact also as a strategic dimension for organisations.

The results indicate that for corporate volunteering to be effectively aligned with business objectives, certain factors are decisive:

- **Clear strategic choices**
Integration of volunteering into the agendas of people development, sustainability and talent development.
- **Structure and intentionality**
Definition of budget, goals and impact indicators.
- **From peripheral action to strategic asset**
Volunteering as an instrument for engagement, skills development and strengthening organisational culture.
- **Engaged leadership**
Involvement of C-level as a decisive factor for continuity, legitimacy and scale.
- **Amplified impact**
Generation of value for companies, people and communities.



The studies also gathered insights from business leaders and professionals involved in the programmes, highlighting corporate volunteering as a driver of organisational and human development:



"When we observe the growing expectations of employees and partners to be part of a greater purpose, we understand that we are on the right track. Formare is a practical example of achieving this purpose, as its actions generate great added value for society, with positive effects on employees and, in particular, on the volunteers involved in the programme. It is satisfying to see the level of pride among volunteers in being part of professional and personal development of the young people supported by the programme over these 10 years at TE Connectivity. May this virtuous cycle continue for many more years to come."

Marcel Ducat

CHIEF FINANCIAL OFFICER AND CONTROLLER
OF TE CONNECTIVITY SOUTH AMERICA



"The educator learns to organise themselves for classes, interacts with colleagues from other departments and begins to feel that they make a difference to the company, beyond their specific role. For the organisation, they become a more engaged, more interested professional and, certainly, contribute to lower turnover among staff."

Bianca Grillo

FORMARE COORDINATOR
AT MAHLE ITAJUBÁ (MG)

PARTICIPATION IN STRATEGIC EVENTS

HR AS AN AGENT OF TRANSFORMATION: PRESENCE IN STRATEGIC FORUMS

lochpe Foundation participated in relevant events within the human resources management ecosystem, strengthening dialogue with leaders on the challenges and opportunities of the future of work.

CONARH (São Paulo - SP)

We were present at the largest human resources management conference in Latin America, organised by ABRH-SP, expanding connections with industry leaders and specialists.

Agro Forum (Ribeirão Preto - SP)

We engaged with human resources leaders from the agribusiness sector, a strategic industry for the country, reinforcing professional training for young people as a response to the shortage of skilled labour and corporate volunteering as a way to engage employees.

CHRO Forum (São Paulo - SP)

At this event, organised by ABRH-SP, we had our own stand and held the panel “*Innovation in Action: Inspiring Projects and Practical HR Lessons*”, moderated by Claudio Anjos, which brought together representatives from partner companies Priscila Maeda (JPMorganChase), Flávia Freitas (IBM) and Jussara Santos (MAHLE), a former Formare programme student.



 Access the Intraliza podcast, recorded at the CHRO Forum, featuring Claudio Anjos [here](#)

FORMARE IN DIALOGUE WITH STRATEGIC ORGANISATIONS FROM THE PRODUCTIVE SECTOR

lochpe Foundation presented the Formare programme to business associations, expanding the dialogue with leaders from the productive sector on employability, youth and talent development.

ABIFER (Brazilian Railway Industry Association)

Presentation to ABIFER, expanding dialogue with leaders from the railway sector regarding professional training and youth employability.

ABIMAQ (Brazilian Association of Machinery and Equipment Industry)

Presentation to ABIMAQ's Technology Council, with the participation of partner companies Cummins and Voith.

ABRASCA (Brazilian Association of Publicly Held Companies)

Presentation to ABRASCA's Legal, Capital Markets and ESG Committees.

AMCHAM Campinas (American Chamber of Commerce)

Participation in the "Social Roundtable: Institutions of Campinas", promoted by the Open Sustainability Committee of AMCHAM Campinas, with a presentation of the Formare Programme to member companies.





APS (Santos Port Authority)

Santos Port Authority (APS), in Santos/SP, promoted debates on professional training and employability through CNIT (National Port Integration Congress) and the Professional Education and Youth Forum. At CNIT, topics such as modernisation, education and work were discussed, with the participation of over 500 students from the AMS Programme, supported by Lochpe Foundation, who presented its research on banners. The Forum, organised by CPS and Lochpe Foundation with support from APS and the CENEP Foundation, highlighted

youth employability and the integration between young people, companies and institutions of the Port of Santos, bringing together 76 participants and 23 companies and organisations.

Sindipeças Institute

Meeting with the Council of the Sindipeças Institute for Corporate Education, held at the factory of our partner MWM – São Paulo.



IOCHPE FOUNDATION IN THE MEDIA

Click on the images to access the articles



Folha de S. Paulo

Article by Claudio Anjos



A Tribuna

Testimonial from Claudio Anjos on labour market trends



Estadão

Feature article on Iochpe-Maxion mentioning Formare



Veja Negócios

Feature article on Formare at L'Oréal and Volkswagen Trucks and Buses



Exame

Feature article on L'Oreal mentioning Formare



G1

Announcement of the Formare Selection Process at Consórcio Modular Resende



Valor Econômico

Announcement of 193 vacancies in Formare Selection Processes



Você RH

Announcement of the Formare Selection Process at Instituto 3M

AWARDS AND RECOGNITIONS

Banco do Brasil Social Technology Formare Programme

The Formare Programme had its registration renewed in the Transforma Network of Social Technologies at the Banco do Brasil Foundation, reinforcing recognition of its methodology and social impact.

AB Diversity & ESG Award 2025 Cummins, Stellantis, Bosch, Mahle

Recognises diversity and ESG practices to which the Formare programme contributes through the training of young people and the promotion of productive inclusion.

Great Place to Work 2025 Volkswagen Trucks and Buses

Reflects an organisational culture that integrates people development and social impact initiatives, such as Formare.

Ranking Merco 2024² Bosch, L'Oréal, Stellantis South America and Suzano

Evaluates corporate reputation associated with commitments to sustainability and social responsibility, dimensions strengthened by programmes such as Formare.

FGV Social Responsibility Award 2025 (Education Category – Finalist) Iochpe Foundation

Direct recognition of Formare's role in promoting professional education and youth employability.

2. Released in 2025



ACTIVITIES OF IOCHPE FOUNDATION

Transformative initiatives in the fields of education and culture through partnerships with public and private institutions.



Watch Iochpe Foundation Institutional Video [here](#).



FORMARE



FORMARE
mentoria



e-FORMARE

AMS
Articulação da Formação
Profissional Média e Superior



Click on the logos to be directed to the specific chapter of each programme

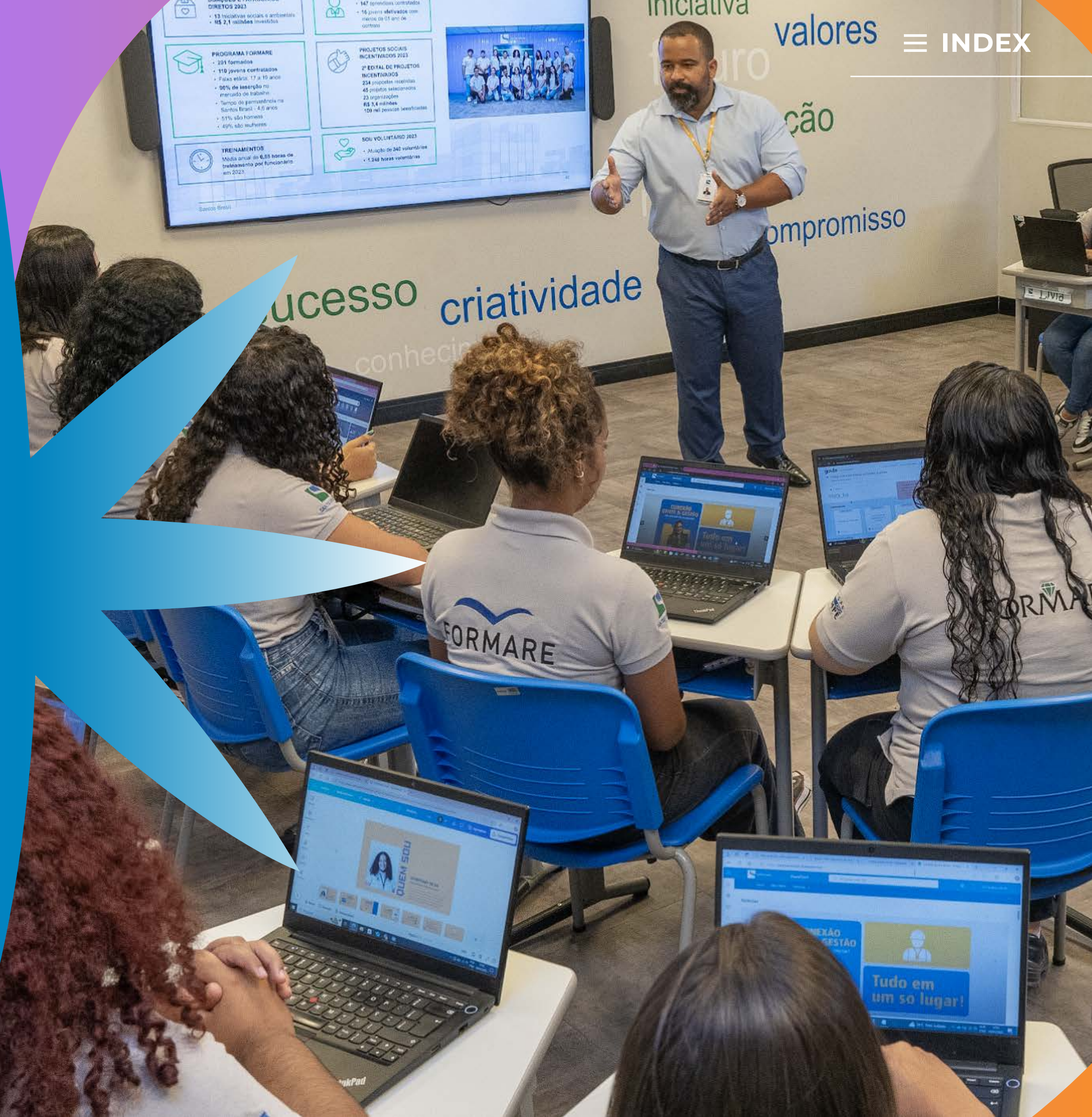


FORMARE

Professional training programme for young people from socio-economically disadvantaged backgrounds. Classes take place within partner companies and the employees themselves act as volunteer educators.



Watch the Formare Inspira series here.



FORMARE PROGRAMME: WHY WE CHOSE TO TAKE OFF

Formare arrived at Thales in São Bernardo do Campo in early 2020. Shortly after, the pandemic presented us with a dilemma: wait for more predictable times or continue investing in something we believed in. We chose to take a chance, because the programme's potential was too great to be interrupted.

What we experienced from then on was transformative: young people eager to learn, volunteer educators committed to sharing their knowledge, and a team mobilised around a common purpose. In an environment of exchange and real challenges, the experience went far beyond professional training, it strengthened bonds, stimulated collaboration, awakened empathy and encouraged everyone to develop skills aligned with the world of work, in a genuine cycle in which everyone grows and takes pride in being part of Thales and the Formare Programme.

The results motivated us to move forward. In 2024, we expanded Formare to the Thales unit in Pinhais (PR), extending the reach of the initiative. We continue to work on expanding the programme to other factories, both in Brazil and abroad, taking this incredible experience to new contexts, teams and communities.

My experience with the Formare programme also led me to accept, with great joy, the invitation to join the Executive Committee of Iochpe Foundation. I believe in Formare because I see, in practice, how it transforms lives and leaves a legacy — for young people, for those involved and for the organisations that choose to commit. Investing in Formare is investing in proven social impact, but also in culture, people and the future, generating returns in engagement, collaboration and sense of purpose.

We continue to take off – and we invite you to be part of this journey!

Luciano Macafferri Rodrigues

MEMBER OF THE EXECUTIVE COMMITTEE OF IOCHPE FOUNDATION AND VICE PRESIDENT OF THALES GROUP FOR LATIN AMERICA AND MANAGING DIRECTOR OF THALES GROUP FOR BRAZIL



FORMARE 2025 IMPACTE

41
Companies

63
Units

50
Cities

12
States

4
Countries
Brazil, Argentina,
Mexico and India

+1.000
Young People
Trained

+4.200
Volunteer
Educators

150
Active Formare
Coordinators

lochpe Foundation Support



17
Coordinator
Trainings (online and
in-person), with **73**
participants

94% rated the learning obtained from the in-person training for the implementation, management and improvement of Formare as excellent.

34
Pedagogical Visits

459
employees
participating in
Awareness Sessions
to encourage
corporate
volunteering

52
Audit Visits

1.219
participants,
as Volunteer
Educators,
taking part
in Educator
Trainings

PARTNERSHIPS IN 2025



NEW PARTNER COMPANY:



Resende (RJ)

NEW UNITS:



Barueri (SP)



Córdoba (Argentina)

FORMARE INTERNATIONAL

The methodology of the Formare Programme is being exported to other countries as a way to attract resources to Brazil, expand its reach and promote professional training for young people, with a pedagogical approach aligned with global demands.

In 2025, the methodology continued to be applied in Mexico, with licensing at the companies Maxion Wheels, TE Connectivity and Volkswagen Trucks and Buses, and in India, through Maxion Wheels. In parallel, we advanced in the prospecting of new international partnerships, including licensing for Argentina, with a start date in 2026, in addition to other units planned for the same period.

"Formare creates a real bridge between academic learning and the world of industry. By combining university education with hands on experience inside our Pune plant, we help young people from vulnerable backgrounds build capability, confidence, and career readiness. Our goal is not to shape them only for Maxion, but to prepare them to succeed in the wider job market and build sustainable futures."

Sutheep Ratnabhas

PRESIDENT, MAXION WHEELS ASIA BUSINESS UNIT





Formare Mexico - Maxion Wheels Chihuahua



Formare India - Maxion Wheels Pune



Formare Mexico - Maxion Wheels San Luis Potosí



Formare Mexico - TE Hermosillo



Formare Mexico - Volkswagen Camiones Y Buses



Camiones Buses





INNOVATIONS IN 2025

"OUR FUTURE IS NOW: FORMARE ON THE ROUTE TO COP30" CAMPAIGN

The campaign mobilised young people and partner companies in a socio-environmental education journey, expanding the range of Formare content and aligning it with the global discussions of COP30.

30 units (~50% of the network) across 10 states participated in at least one campaign action.

ACTION 1 - COP30, climate change and green jobs

In partnership with the 3M Institute, students watched the documentary Green Works, reflected on "green jobs" and discussed what COP is and the particularities of the Brazilian edition.

ACTION 2 - Climate in images: photographic narratives of the water crisis

Drawing on the work of photographer Érico Hiller and his book Água Brasil, classes debated the water crisis and had direct contact with the author in an exclusive webinar with the participation of Dan Ioschpe.

ACTION 3 - The youth perspective on environmental issues

We invited students to express their critical, sensitive and creative perspective on environmental issues in their cities by producing their own photographs. The images make up a virtual exhibition launched at COP30.



Access the Virtual Exhibition [here](#).

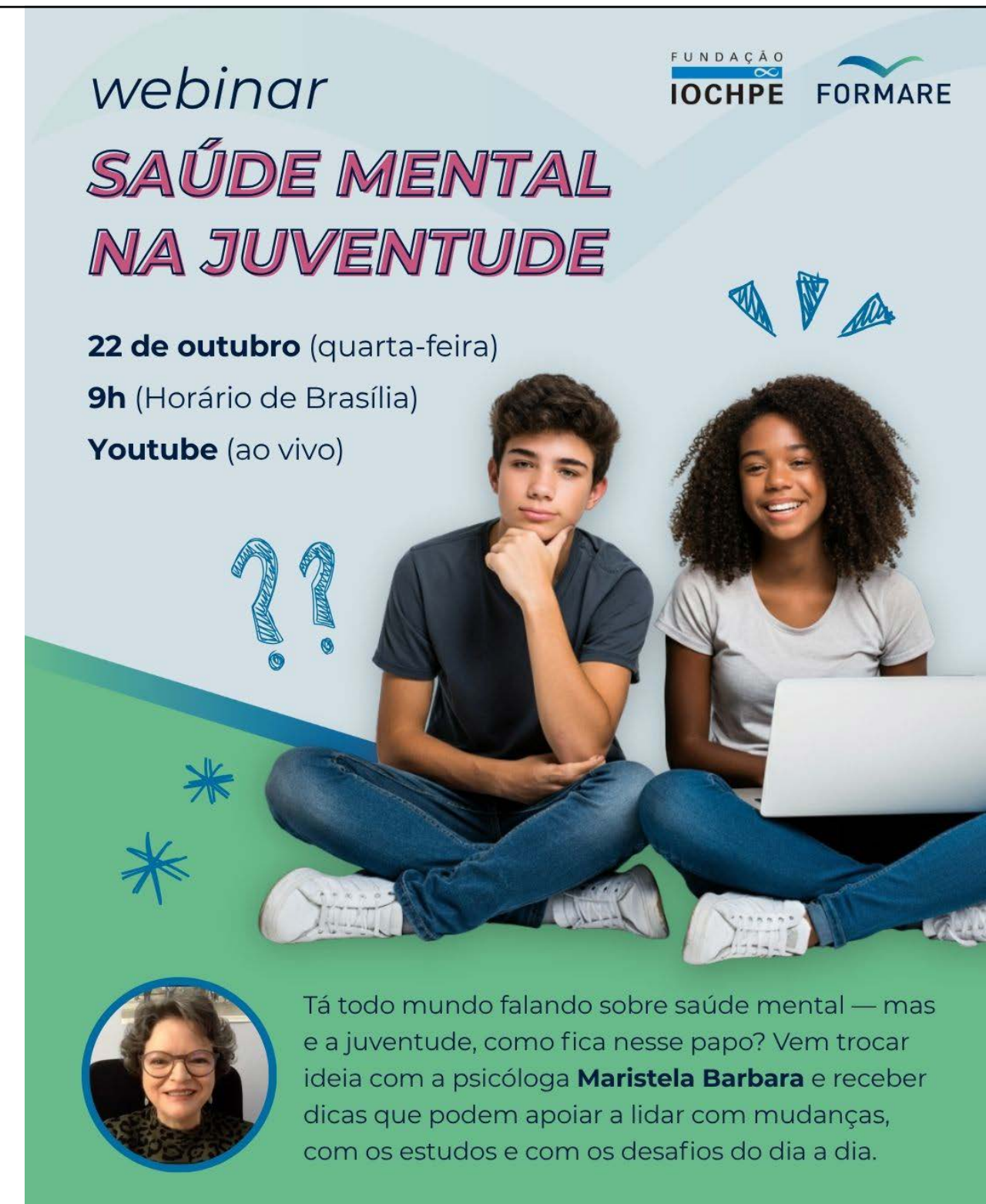
Access the Diário do Grande ABC article [here](#).



"MENTAL HEALTH IN YOUTH" WEBINAR

Led by psychologist Maristela Bárbara, the webinar promoted an open conversation with young people from the Formare network about the emotional challenges of today, offering guidance, support and self-care strategies.

 [Access the pocketbook here.](#)



webinar
SAÚDE MENTAL NA JUVENTUDE

FUNDAÇÃO IOCHPE FORMARE

22 de outubro (quarta-feira)
9h (Horário de Brasília)
Youtube (ao vivo)

Tá todo mundo falando sobre saúde mental — mas e a juventude, como fica nesse papo? Vem trocar ideia com a psicóloga **Maristela Barbara** e receber dicas que podem apoiar a lidar com mudanças, com os estudos e com os desafios do dia a dia.

NEW MATERIALS: AI, ENTREPRENEURSHIP AND ENGLISH

We launched new Teaching Plans and Student Guides, reinforcing the updating of programme content in line with market demands and technological innovations. The portfolio of materials evolves continuously, with revisions and the incorporation of topics such as Big Data, Cybersecurity, Cloud Computing, Internet of Things (IoT) and other emerging technologies.



EMS (EDUCATIONAL MANAGEMENT SYSTEM)³

Implemented in 2024 and adopted by the network in 2025, the EMS consolidated a unified system for managing data, classes, students and results of the Formare Programme. The platform brought greater agility and intelligence to management, enabling rapid certificate generation, real-time monitoring and the issuance of strategic reports.

³ In Portuguese, it is called Sistema de Gestão Educacional, or SGE.



2025 HIGHLIGHTS

INTEGRATION BETWEEN UNITS AND MULTIPLIED IMPACT

The integration between Formare units strengthens the programme's network and multiplies opportunities for learning, networking and professional development for young people and partner companies.

In 2025, this movement took shape through joint actions between different units, such as:

Paraná

Collaboration between the Robert Bosch Curitiba Institute and Brose São José dos Pinhais, promoting meetings between classes, integration activities and visits to production processes.



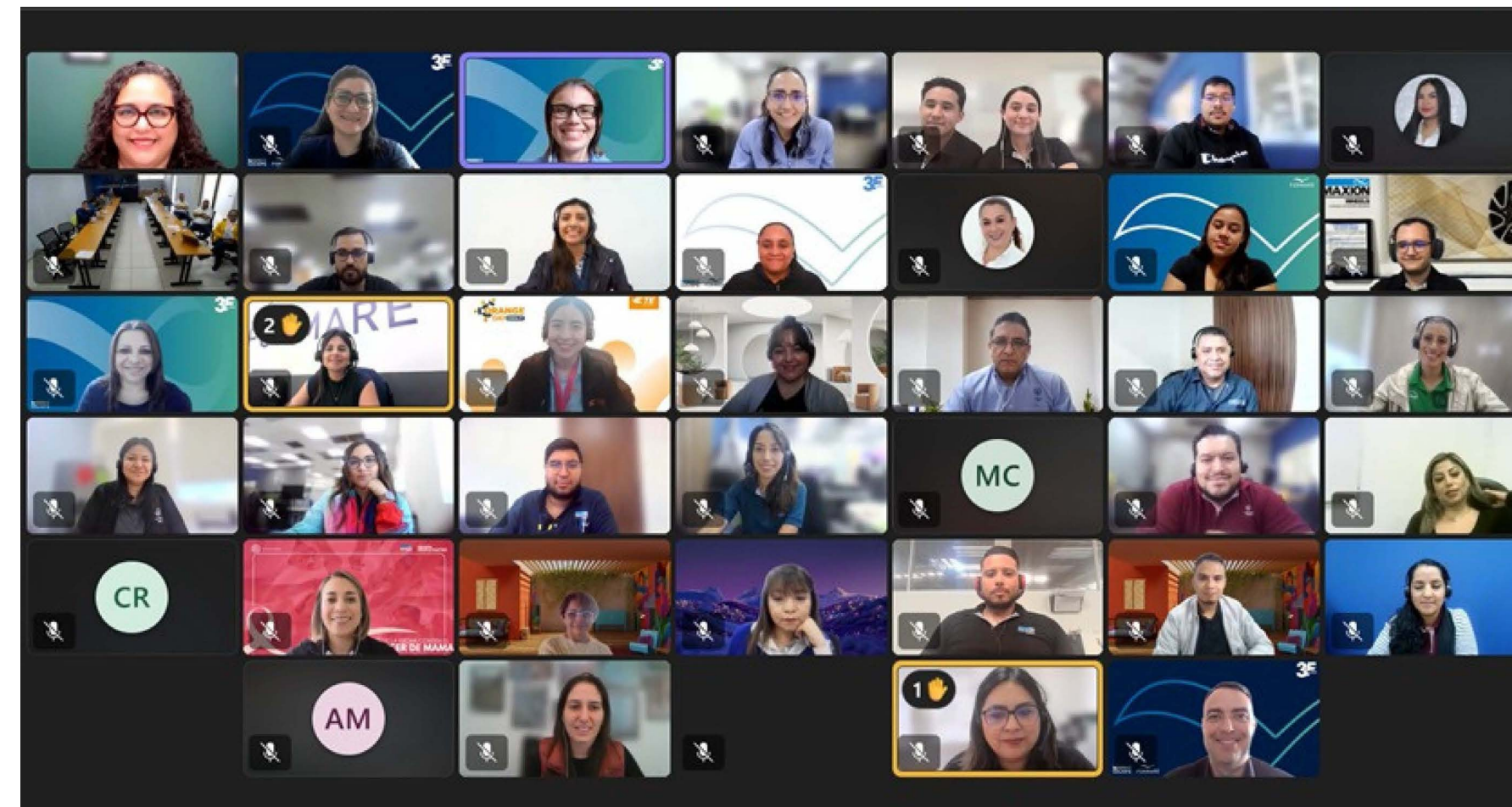
Rio de Janeiro

Partnership between Consórcio Modular Resende, DHL Itatiaia and Stellantis Porto Real, with initiatives for exchanging experiences, joint field visits and broadening students' professional repertoire.

 Watch the video recorded by the students [here](#).

Units in México

The pedagogical team of Iochpe Foundation conducted the Formare Volunteer Educator Training in Mexico, bringing together more than 50 participants from the companies Maxion Wheels, TE Connectivity and Volkswagen Trucks and Buses. The meeting addressed the role of the volunteer educator, the profile of new generations and the competency-based development methodology.





The event featured the panel "How the private sector can contribute to professional training", organised in partnership with lochpe Foundation and moderated by Claudio Anjos, bringing together Carolina Learth (CEO of Universia Brasil), Guido Cerveira (Executive Director of the L'Oréal Group São Paulo) and Wallace Medeiros (former Formare student and Manufacturing Operator at L'Oréal).

CELEBRATION OF HISTORIC MILESTONES

10 years of Formare L'Oréal

The event celebrated a decade of partnership between L'Oréal São Paulo and lochpe Foundation, as well as the renewal of the company's commitment to the professional training of young people from socio-economically disadvantaged backgrounds.

"Beyond the impact of Formare on the students, it is impressive how the programme also engages employees. A programme like this mobilises people and generates performance gains. Why? Because we have professionals that we ourselves have helped to train within our industry. Formare ultimately becomes a pipeline that ensures a steady flow of new talent."

Guido Cerveira

EXECUTIVE INDUSTRIAL
DIRECTOR AT L'ORÉAL GROUP





20 years of Formare at the Robert Bosch Institute

The event celebrated two decades of Formare at the Robert Bosch Institute and its impact on youth training, bringing together leaders from Bosch and Lochpe Foundation for a moment of reunions, stories and transformation through education.

"After Formare, I was accepted into Bosch's apprenticeship programme and now I am joining the Systems Development team. For me, coming from the outskirts, to be working in an international team today is a dream come true. I'm even trying out a few phrases in German!"

Cauã Olive Barbosa

FORMER FORMARE STUDENT
AND CURRENT BOSCH EMPLOYEE



Find out more [here](#).





TECHNOLOGY, SPORT AND EDUCATION IN DIALOGUE

In partnership with IBM, we provided students from Formare at Thales São Bernardo do Campo with a practical immersion in technology, AI and innovation – connecting the launch of IBM SkillsBuild to inspiring experiences and real-world challenges that broaden their vision of the future, careers and youth leadership.



Challenge in which students created an innovation for sport, connecting problem, technology and impact, presented in storyboard format.



FORMARE AGENCY AT ABX25

Students from the Formare Cummins class in Guarulhos took part in ABX25 (Automotive Business Experience), the largest event in the country's automotive sector, where they had the opportunity to visit stands, attend lectures, find inspiration and broaden their knowledge. During the event, the students were also able to network and interact with journalists from Automotive Business, with special mention for student Nicolas Campos, who took a leading role and was cited in the article published by the event.



Access the Automotive Business article [here](#).

IMPACTFUL STORIES

Impact on those who teach...

"My story with Formare began in the classroom, as a volunteer educator at Mizu Cimentos. For about four years, I had the opportunity to teach different subjects, closely follow the students' development and, whenever necessary, take on new classes to ensure that no one was left without instruction. This experience deeply impacted my trajectory. Formare contributed not only to my professional development, but also to the way I view leadership and purpose. Today, I carry with me lessons that arose in that period and which remain present in my daily life."

Jonas Paiva

FORMARE VOLUNTEER EDUCATOR AND
CHEMICAL ENGINEER AT MIZU CIMENTOS



Impact on those who learn...

"When I joined Formare in 2011, in Cruzeiro (SP), I was still searching for a professional path. The programme was a true turning point in my life. It was there that I awakened my interest in the administrative field and began to see new possibilities for the future. From this experience, I earned a partial scholarship to study Business Administration, worked at different companies and had the opportunity to experience international assignments in Uruguay and now in Peru. Today, working in team leadership across different countries, I recognise Formare as the foundation of my journey and as a decisive factor in broadening my worldview."

Robert Targino

FORMER FORMARE STUDENT AT MAXION CRUZEIRO
AND SOURCING & PROCUREMENT LEADER AT ORICA
MINING SERVICES.



FORMARE

mentoria

Built on the experience of the Formare Programme, Formare Mentoring is based on a gamified platform with a self-directed learning pathway, guiding young people through a journey of self-discovery to develop a life and career project, which can also be enhanced through in-person or online guidance with mentors.



Watch the Formare Mentoring Institutional Video [here](#).



SOCIAL INVESTMENT THAT BROADENS HORIZONS

Supporting young people in seeing possibilities for their own future is one of the most urgent challenges of our time. Many young people complete basic education without references, without contact with the world of work and without support to turn aspirations into concrete paths. Formare Mentoring acts precisely at this turning point by combining a simple, accessible digital journey with the power of human connection. Through a gamified platform, young people embark on a path of self-discovery that helps them understand their trajectory, reflect on the present and make plans for the future — a journey that can be deepened through guidance sessions with volunteer mentors, whether in-person or online.

The partnership between the Órizon Institute and lochpe Foundation stems from the understanding that expanding this impact requires new ways of working. Along this journey, we have come to understand that technological solutions are part of the answer, but never the whole answer. The digitalisation of educational provision needed to be accompanied by strategy, human intermediation and coordinated work between organisations,

educators, companies and volunteer mentors. It is this combination that sustains young people's engagement and gives meaning to the use of technology.

The experience built within the Órizon ecosystem — such as the partnership between lochpe Foundation, Farmax and Mão Amiga School — shows the strength of this hybrid model, in which each actor contributes a human or digital element for the benefit of young people. I see lochpe Foundation as an organisation that brings together knowledge, methodology and the experience of numerous real-world pilots, now enhanced by learning in the digital environment. Today, it may be one of the organisations that best knows how to do this in a hybrid format — and it is because I believe in this capability that the Órizon Institute continues to invest in Formare Mentoring.

Karina Blanck

EXECUTIVE DIRECTOR OF THE ÓRIZON INSTITUTE



FORMARE MENTORING IMPACT 2025

5
years of
development

7
cities

46
mentors
trained
(+350 volunteers since
the start of the project)

138
young people
supported
(+500 young people since
the start of the project)

10
meetings
with mentors

IMPACT ON YOUNG PEOPLE⁴:

- Self-awareness and appreciation of lived experiences
- Resilience to face challenges
- Ability to organise and make plans for the future
- Recognition that education plays an important role in this decision-making process
- Reduced anxiety about their professional future
- Confidence to choose a career and communicate with others.

⁴ Source: Impact evaluation survey, Plano CDE, 2021.

BENEFITS FOR MENTORS⁵:

100% state that the programme added social purpose

85% state that the programme met their expectations

83% feel they have contributed to making the world a better place.

⁵ Source: Farmax satisfaction survey, 2023.

PARTNERSHIPS IN 2025



2025 HIGHLIGHTS



INSPIRING MEETING WITH AN ENTREPRENEUR

Approximately 55 students from Mão Amiga School, participating in the Formare Mentoring pathway, took part in an inspiring meeting with Rosângela Silva, founder and curator of the Negra Rosa brand, part of the Farmax ecosystem. In a close and moving conversation, Rosângela shared her journey as a Black woman and entrepreneur, reinforcing the importance of education in shaping choices and opportunities.



ROUNDTABLE DISCUSSION ON MENTAL HEALTH

Approximately 60 students from Mão Amiga School, participating in the Formare Mentoring pathway, took part in a roundtable discussion on mental health with psychologist Maristela Bárbara. The activity provided a space for listening, dialogue and reflection, providing open conversations about emotions, everyday challenges and self-care, while also broadening the understanding of mental health as an essential part of personal, academic and professional development.

IMPACTFUL STORIES



From the perspective of a mentee...

"The experience is really great, both the app part and the part with the mentors. Both help us understand what we want for the future and to get to know ourselves better. Before, I had some doubts about my professional path, and it was Formare Mentoring that brought me clarity."

Ana Victória

STUDENT AT MÃO AMIGA SCHOOL



From the perspective of a mentor...

"I learn more than I teach. I think the exchange is wonderful and I find the development of the young people throughout the programme incredible. In these three years that I have been taking part in the mentoring programme, and looking at it from my perspective as an HR professional, I believe the programme contributes to a kind of education that sparks curiosity, an interest in earning money, growing and, above all, learning."

Ana Paula Godoy

COMPLIANCE OFFICER AT ANGÁ



e-FORMARE

Built on the consolidated experience of the Formare Programme, e-Formare is an innovative, hybrid and flexible professional training programme that connects young people to the world of work through active methodologies and technology.





The participation of volunteers from Bosch Campinas led the Creativity and Innovation track of e-Formare to take on a hackathon format, with students presenting projects to a judging panel and awards for the best ideas.

HYBRID TRAINING IN PUBLIC SCHOOLS

e-Formare is an initiative that expands the reach of the Formare methodology by integrating a virtual learning environment (VLE), project development in the community or at school and, where applicable, mentoring with volunteers from partner companies. In this way, it enables educational institutions and companies to offer formative experiences connected to the contemporary demands of the world of work, with scalability, pedagogical quality and structured support.

In 2025, the Creativity and Innovation course offered by e-Formare, with a workload of 40 hours, was delivered to 15 Technical Schools (Etecs) within the Paula Souza Centre, benefiting 712 students, of whom 345 completed the entire learning pathway and received certification. In some units, such as Etec Bento Quirino in Campinas, the students' experience on the platform was enriched by project mentoring carried out by Bosch volunteers, which transformed the course into a Hackathon with an evaluation panel and awards in the final stage.

IMPACT E-FORMARE 2025

15
Technical
Schools (Etecs)⁶
participating

712
students
enrolled

345
students
certified

⁶ "Etecs" refers to Escolas Técnicas Estaduais (State Technical Schools).

IMPLEMENTED MODELS

Model 1: Self-directed

Independent study in the VLE, focusing on student autonomy and self-assessment activities.

Support: Technical support and general monitoring reports.

Certification: 40-hour workload

Model 2: Project Development without Mentoring

Practical study in the VLE, focusing on an applied project.

Support: Provided by the Etec or partner company, without formal mentoring. Teachers and guests form the evaluation panel.

Certification: 40 hours + 4 hours (for those presenting to the panel)

Model 3: Project Development with Mentoring

Guided study in the VLE, with practical project development and mentoring by company volunteers.

Support: Provided by the Etec or partner company, with direct support from volunteer mentors. Project presentations with a closing event, featuring on average three to four evaluators, including mentors and representatives from the Etec and partners.

Certification: 44 hours (40 hours + 4 hours for the evaluation panel)

PARTNERSHIPS IN 2025

AMS
Articulação da Formação
Profissional Média e Superior

CPQS
Centro
Paula Souza

SÃO PAULO
GOVERNO
DO ESTADO
SÃO PAULO SÃO TODOS

IMPACTFUL STORIES

From the perspective of a student...

"Taking part in the Creativity and Innovation Journey course was an incredible experience. The content was light, interesting and deeply connected with me, mainly because it brought questions and personal reflections that made me think about my attitudes and ways of acting in daily life. In addition to the personal side, the course also helped me a great deal in my professional development, showing how creativity can be applied to solve problems, suggest improvements and think more openly in the workplace."

Maria Beatriz Nascimento Alves

AMS STUDENT, SYSTEMS DEVELOPMENT,
ETEC BENTO QUIRINO



From the perspective of a volunteer...

"The platform is very didactic and organises ideas and content in a way that enables students to fully understand their objectives upon completing the chapters. I liked how the exercises use daily analogies to help students understand the applications of feedback processes, financial content and so on. From my perspective as an educator, I believe the course has helped students not only to bring ideas, but also to apply them to real problems, as well as in terms of group learning."

Luca Dias

BOSCH VOLUNTEER





ACTIVITIES IN THE PUBLIC SECTOR

An initiative of Iochpe Foundation, with support from JPMorganChase and in partnership with the Paula Souza Centre, the project seeks to enhance the AMS (Articulation of Secondary, Technical and Higher Professional Education) teaching model by bringing companies and schools closer together to expand young people's preparation for the world of work.

AMS
Articulação da Formação
Profissional Média e Superior

CP
Centro
Paula Souza

S **SÃO PAULO**
GOVERNO
DO ESTADO
SÃO PAULO SÃO TODOS

CENTRO PAULA SOUZA AND IOCHPE FOUNDATION: A PARTNERSHIP THAT STRENGTHENS THE CONNECTION BETWEEN EDUCATION AND THE WORLD OF WORK

The Paula Souza Centre considers the partnership with Iochpe Foundation to be strategic in expanding the reach and quality of Professional and Technological Education offered to young people in the State of São Paulo.

The expansion of the course offering with a verticalised educational pathway (AMS Programme) in 2026 represents more than just an increase in the number of places. It represents the consolidation of a model that integrates technical training, continuity of studies and a concrete connection with the world of work, creating more structured and inclusive educational trajectories.

The work of Iochpe Foundation, particularly in mobilising companies and supporting units through regionalised meetings, has been decisive in strengthening this connection between schools and the productive sector. This collaboration expands opportunities and directly

contributes to ensuring that more young people have access to a public, free education aligned with contemporary demands.

We believe that the results of this partnership have the potential to impact not only AMS students, but the entire school community of the Paula Souza Centre, consolidating a network increasingly connected to the country's social and economic reality.

We remain committed to transforming cooperation into opportunity, planning into execution and education into an effective instrument of social development.

Maycon Geres

VICE-PRESIDENT OF THE PAULA SOUZA CENTRE



AMS IMPACT 2025

31
Etecs supported
(AMS)

77
Etecs engaged
(non-AMS)

652
Paula Souza Centre employees trained

5,594
AMS students benefited

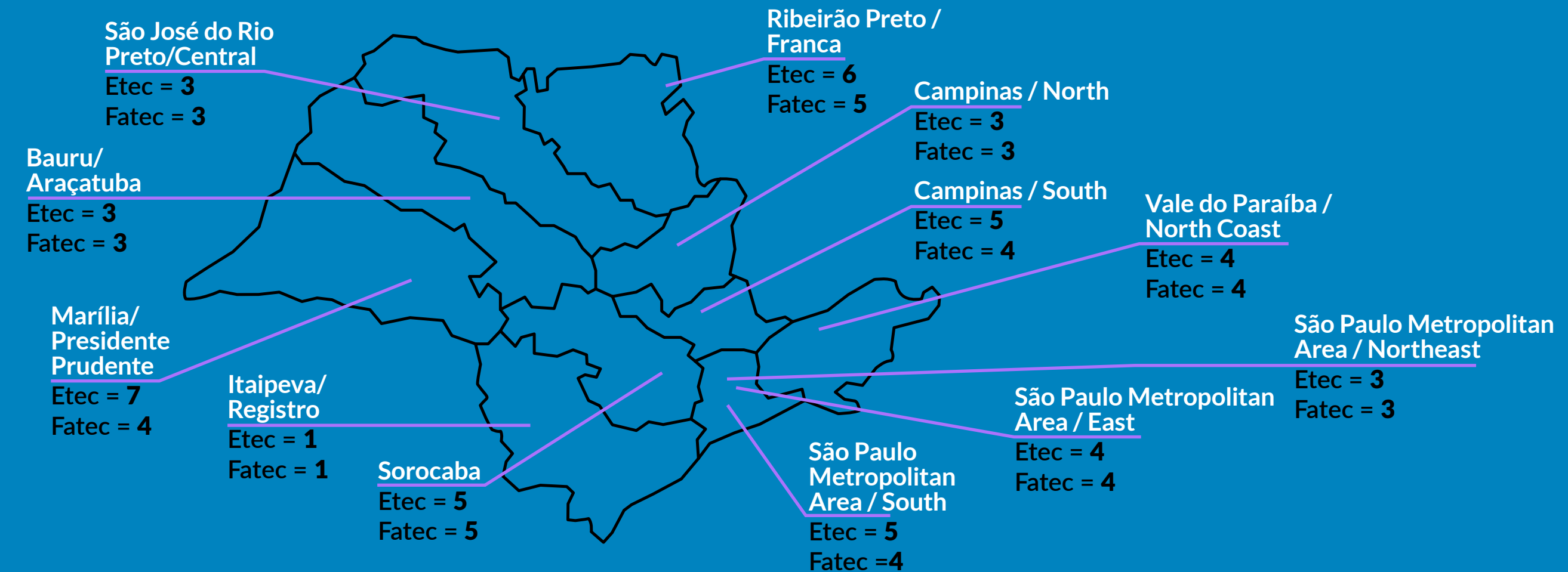
7,883
non-AMS students benefited

78
Companies engaged

257
Volunteers engaged

SCHOOLS WITH AMS BY REGION

Regional areas where events have already been held up to October.



Understanding AMS

AMS (Articulation of Secondary, Technical and Higher Professional Education) is a programme run by the Paula Souza Centre that integrates secondary, technical and higher education into a continuous educational pathway. In practice, the student enters through technical secondary education at an Etéc and, over five years, completes secondary school, obtains their technical qualification and progresses to a higher education technology course at a Fatec without having to sit the traditional entrance exam, building on content and skills already acquired and taking part in practical activities with partner companies.

PARTNERSHIPS IN 2025

JPMorganChase

AMS
Articulação da Formação
Profissional Média e Superior

CPQS
Centro
Paula Souza

 **SÃO PAULO**
GOVERNO
DO ESTADO
SÃO PAULO SÃO TODOS

ETECS

- Etec Lins – Lins
- Etec Rodrigues de Abreu – Bauru
- Etec Jacinto Ferreira de Sá – Ourinhos
- Etec Monsenhor Antônio Magliano – Garça
- Etec Prefeito Alberto Feres – Araras
- Etec João Maria Stevanato – Itapira
- Etec Pedro Ferreira Alves – Mogi Mirim
- Etec Polivalente de Americana – Americana
- Etec Conselheiro Antônio Prado – Campinas
- Etec Bento Quirino – Campinas
- Etec Tereza Aparecida Nunes de Oliveira – São Paulo
- Etec Zona Leste – São Paulo
- Etec Ferraz de Vasconcelos – Ferraz de Vasconcelos
- Etec Carlos de Campos – São Paulo
- Etec Bartolomeu Bueno da Silva – Santana de Parnaíba
- Etec Carapicuíba – Carapicuíba
- Etec Sebrae – São Paulo
- Etec Escolástica Rosa – Santos
- Etec Aristóteles Ferreira – Santos
- Etec Jorge Street – São Caetano do Sul
- Etec Heliópolis – São Paulo
- Etec Lauro Gomes – São Bernardo do Campo
- Etec Martinho Di Ciero – Itu
- Etec Fernando Prestes – Sorocaba
- Etec Salles Gomes – Tatuí
- Etec Professor Edson Galvão – Itapetininga
- Etec Professor Elias Miguel Júnior – Votorantim
- Etec Professor Alfredo de Barros Santos – Guaratinguetá
- Etec João Gomes de Araújo – Pindamonhangaba
- Etec Geraldo José Rodrigues Alckmin – Taubaté
- Etec São Sebastião – São Sebastião

FATECS

- Fatec Lins – Lins
- Fatec Bauru – Bauru
- Fatec Ourinhos – Ourinhos
- Fatec Garça – Garça
- Fatec Araras – Araras
- Fatec Itapira – Itapira
- Fatec Mogi Mirim – Mogi Mirim
- Fatec Americana – Americana
- Fatec Campinas – Campinas
- Fatec Campinas – Campinas
- Fatec Itaquera – São Paulo
- Fatec Zona Leste – São Paulo
- Fatec Ferraz de Vasconcelos – Ferraz de Vasconcelos
- Fatec Ipiranga – São Paulo
- Fatec Santana de Parnaíba – Santana de Parnaíba
- Fatec Carapicuíba – Carapicuíba
- Fatec Sebrae – São Paulo
- Fatec Rubens Lara – Santos
- Fatec Rubens Lara – Santos
- Fatec São Caetano – São Caetano do Sul
- Fatec Ipiranga – São Paulo
- Fatec São Bernardo do Campo – São Bernardo do Campo
- Fatec Itu – Itu
- Fatec Sorocaba – Sorocaba
- Fatec Tatuí – Tatuí
- Fatec Itapetininga – Itapetininga
- Fatec Votorantim – Votorantim
- Fatec Guaratinguetá – Guaratinguetá
- Fatec Pindamonhangaba – Pindamonhangaba
- Fatec Taubaté – Taubaté
- Fatec São Sebastião – São Sebastião

PARTNER COMPANIES

- ABC Sistema de Transporte SPE S.A
- Agriprosperos Serviços em Agronegócios
- Altus Automação Industrial
- Altus Sistemas de Automação S.A
- Associação Brasileira de Agências de Viagens de São Paulo
- Associação Comercial e Industrial de Americana
- Autoridade Portuária
- BeeCloud
- Betinha Assessoria Contábil S/S Ltda
- Bosch
- Chip Tronic
- Codotec Informática Ltda
- Concilig
- Conttrollare Soluções Contábeis e Tributárias Ltda
- Cordeiro Cabos Elétricos S.A
- Devcoffee Sistema de Gestão Integrada Ltda
- DJSystem Automação Comercial
- Eduzz Tecnologia Ltda
- Embarcadero
- Fatecoins
- Full Time
- GFT Brasil Consultoria Informática Ltda
- Grupo Assessor Público
- IBM
- iiBrasil
- Inovasi
- iPort Solutions
- iTalents
- iTalents Recrutamento e Formação S.A
- Itix Serviços de Tecnologia da Informação Ltda
- One 7
- PRONAVE
- Proative
- Rhodia Brasil S.A
- Scaffold Education
- SEBRAE
- Sogefi Suspension Brasil Ltda
- Tebe
- Tegra Ltda
- Tekno
- Terminal Logístico Cesari Ltda
- TNT Educacional e Consultoria Ltda
- Uno ERP Informática Ltda
- Usina Lins
- Valeo
- Valgroup
- Webdudos



2025 HIGHLIGHTS

SIRGTEC - 1st Regional Symposium on Management and Technology of the Paraíba Valley

São José dos Campos/SP

The symposium brought together ETECs and FATECs from the Paraíba Valley region (NRA 12), highlighting innovative projects and the scientific output of students. The event featured lectures, roundtables, posters and work presentations. Iochpe Foundation supported the organisation, encouraging innovation, the practical application of the solutions developed and the interaction between education and the productive sector.

+800 people

439 students from 14 Etecs

228 students from 8 Fatecs

107 projects presented

73 evaluators

6 speakers (C6 Bank)



Forum "From Education to Action: professional and technological training for a New Tomorrow"

Votorantim/SP

The event brought together companies, public institutions and third-sector organisations to discuss professional training, youth employability and to present the results of the AMS Programme. Partner companies such as Tegra, GFT, Bandeiras Centro Empresarial and Uno Soluções took part, strengthening the connection between education and the labour market.

143 participants

20 representatives from companies and organisations



16th FETEPS - Paula Souza Centre Technology Fair

São Paulo/SP

The event brings together companies that already support or have the potential to join the AMS Programme, promoting debates and the exchange of experiences. Lochpe Foundation facilitated the meeting, encouraged participation in the programme and provided practical guidance to increase company engagement.

 [Watch the event video here.](#)

4 Brazilian states

6 countries represented

158 projects combining
technology, sustainability
and social impact

+30.000 visitors

1.700 students attended
at Lochpe Foundation
stand

Support for the launch of the
AMS YOUTH COMMITTEE



Vestibulinho⁷ dissemination

Various locations

The dissemination activities for the Vestibulinho (entrance exam), coordinated and supported by Lochpe Foundation, sought to promote and democratise access to technical education through school visits, roundtable discussions, participation in Etec Open Doors events and the distribution of materials, raising awareness and motivating students, particularly those in Year 9, to enrol in vocational courses.

56 MIL leaflets printed

204 public schools involved

36.000 students impacted

⁷ "Vestibulinho" is the entrance exam for Etecs (technical schools) in São Paulo.

Meetings with IBM

São Paulo/SP

The partnership between Lochpe Foundation and IBM promoted the training of over 9,000 young people and 1,800 teachers through programmes such as Skills Build and Ctrl+Alt+Dream, as well as in-person events and mentoring sessions on the labour market. The Lochpe Foundation coordinated the articulation of activities, mobilised students and supported the delivery of mentoring sessions and lectures.

LECTURES

(in-person and online)

9 Etecs supported

15 Fatecs supported

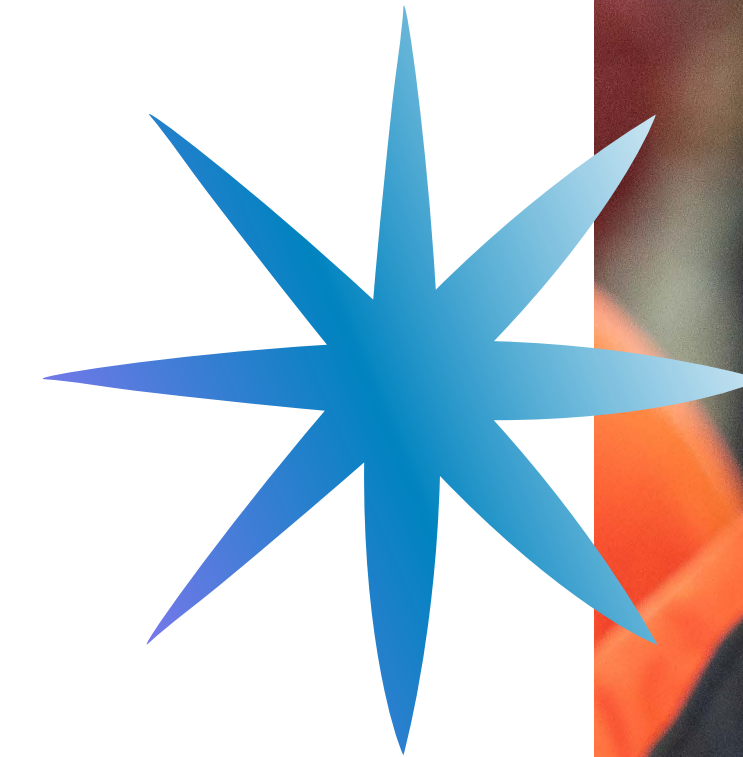
1.278 students attended

CTRL + ALT DREAM

Online Mentoring

1.025 young people supported

153 volunteers mobilised



Support for technical visits

Various locations

The lochpe Foundation supported technical visits at 31 Etecs, mobilising resources and organising experiences for 1,745 students at locations such as the Campinas Technology Park, GeniusCon 2025, Taubaté Innovation Hub, Sebrae Entrepreneur Fair, Lear Corporation, Abav Travel SP, Bovespa and C6, expanding students' contact with the market and innovation.

31 Etecs received funding

1.745 students already supported



Hackteen Venturus

Campinas (Venturus)

A programming competition in hackathon format for technical secondary school students, encouraging innovative solutions, teamwork and exposure to technology and the market. The lochpe Foundation supported the organisation, coordination with schools and awards, while Venturus provided mentoring and practical challenges.

 Watch the event video [here](#).

1st SEMESTER

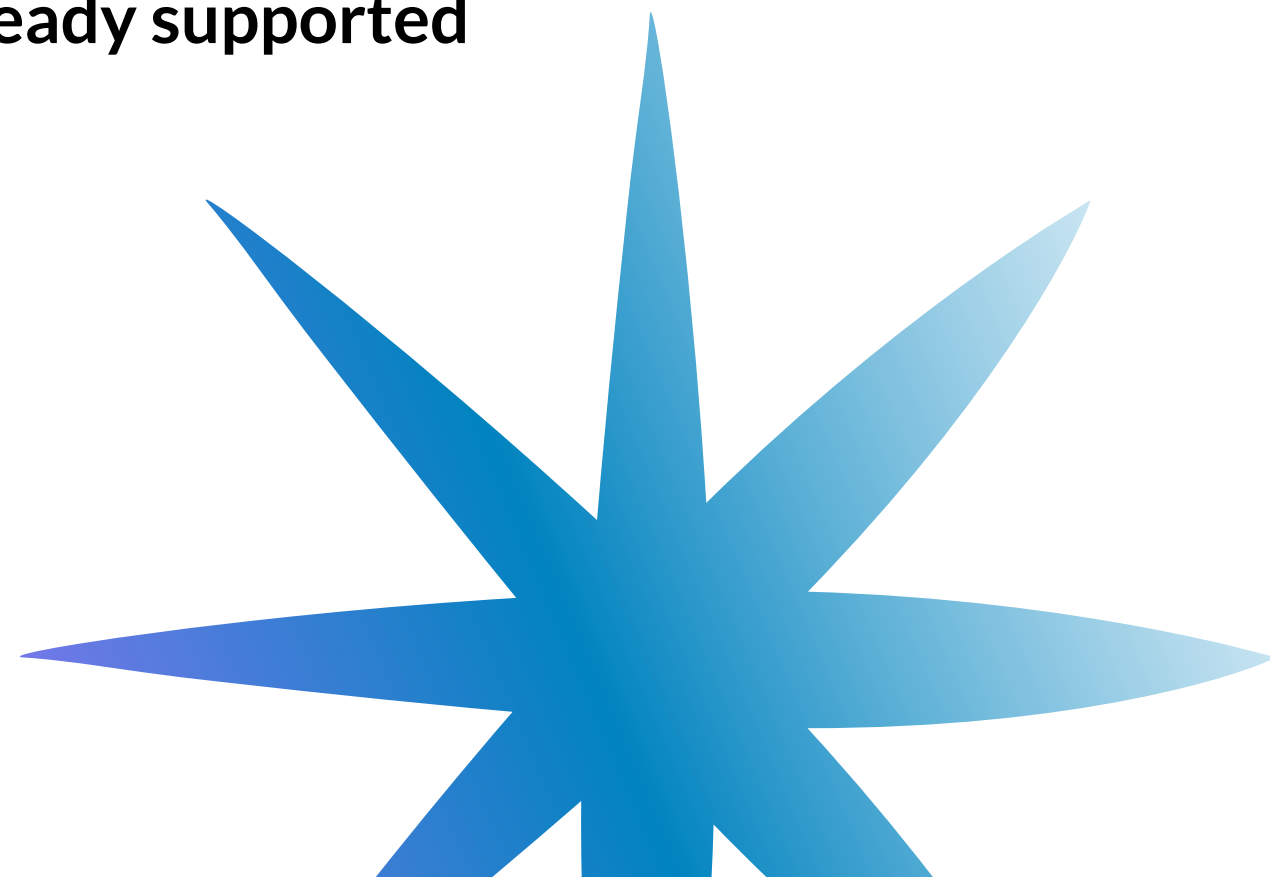
10 Etecs supported

1.521 students participated

2nd SEMESTER

15 Etecs supported

834 students participated



IMPACTFUL STORIES



From the perspective of a student...

"This programme of 300 hours served as a life manual, and I had a great support from the company [IBM] and the Foundation throughout this process. Each year addressed a different part of us, to help us evolve on how to handle corporate environments, how to conduct ourselves in front of companies, how to enter the job market..."

Karinne

AMS STUDENT ON THE SYSTEMS DEVELOPMENT COURSE AT ETEC ZONA LESTE

 Watch Karinne's testimonial [here](#).



From the perspective of a volunteer...

"The development of young people brings a different kind of reward from when we deliver a project. We feel that we have made a difference in someone's life, and we hope to soon see them as professional colleagues. It is very rewarding to have this experience."

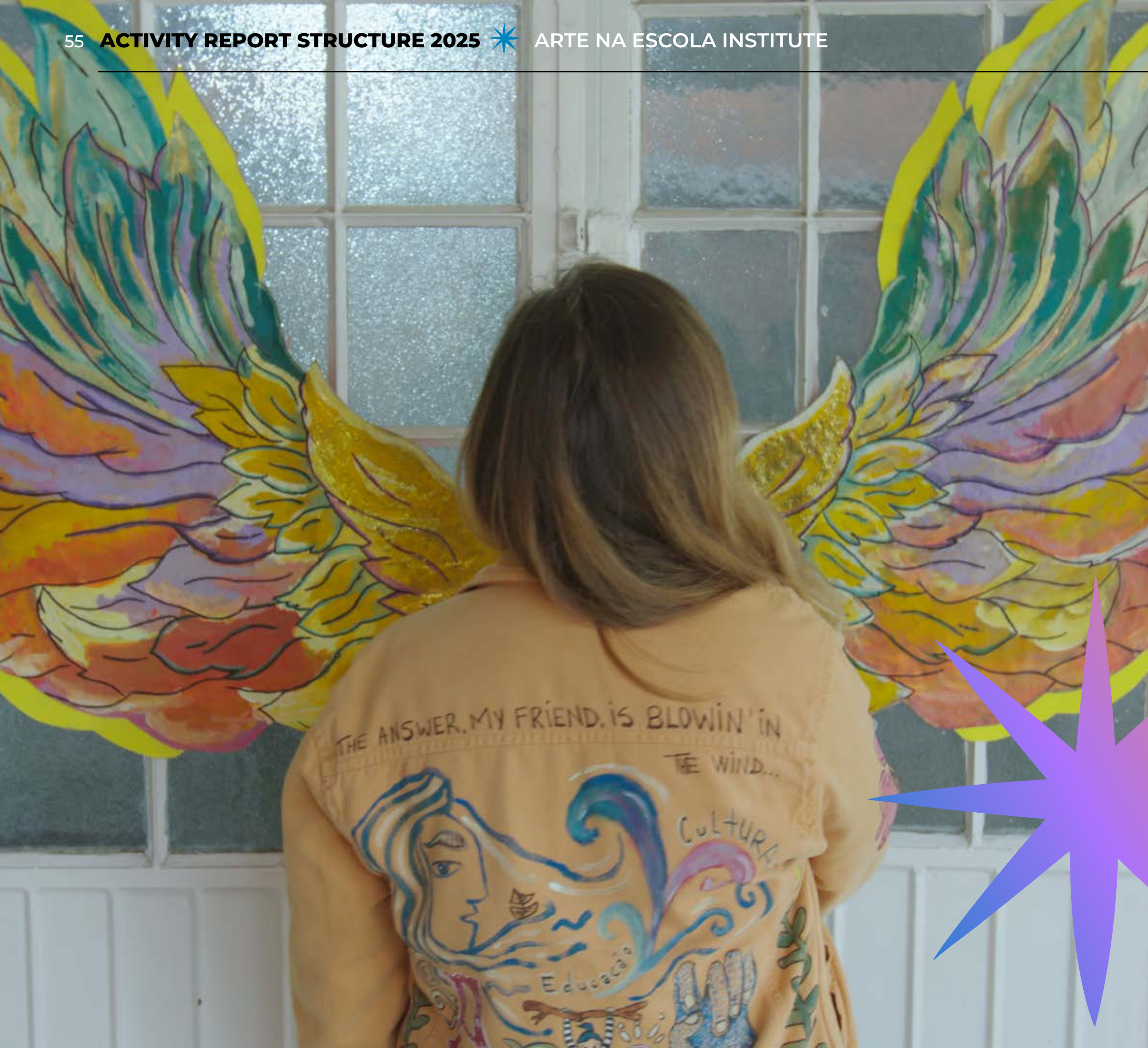
Elmo Ficagna

TIC TRAILS MENTOR AND SENIOR DEVELOPER AT VENTURUS



A non-profit association, supported by lochpe Foundation, which since 1989 has been qualifying, encouraging and valuing contemporary Brazilian art in educational contexts, with the aim of bringing diverse audiences closer to the cultural heritage of our country.





ART EDUCATION AND BRAZILIAN CULTURE

Art education is a powerful tool for social inclusion and cultural appreciation. By recognising popular knowledge, local traditions and contemporary productions, it broadens access to cultural heritage and combats historical inequalities. The presence of art in schools and educational spaces contributes to building a more pluralistic, critical education that is connected to social reality.

Throughout its history, the Arte na Escola Institute has established itself as a facilitator between artists, art educators, universities and cultural and educational institutions, promoting the encounter of different knowledge and practices, always with the aim of bringing diverse audiences closer to Brazil's cultural heritage.

ARTE NA ESCOLA INSTITUTE IMPACT 2025

The Arte na Escola Institute operates based on three pillars: continuing education for art educators, recognition of good practices in art, and production of educational materials – such as publications, books and documentaries focused on art and culture. In 2025, all content produced was made available free of charge, expanding access and strengthening the network of art educators across the country.

2.000

*art educators
directly impacted
by Arte na Escola
Institute activities*

11.600

*art educators
impacted by Arte
na Escola Network
activities*

21

*cities operating
as Arte na
Escola Hubs*

PARTNERSHIPS IN 2025

To make our activities possible, we rely on companies that believe in the transformative power of art education and that supported our projects through different incentive mechanisms, such as the Rouanet Law, the Cultural Action Programme of the State of São Paulo (ProAC – ICMS), the Municipal Programme for Supporting Cultural Projects (PROMAC), as well as direct funding contributions.



CYRELA



Caminhões
Ônibus



facilita a vida



2025 HIGHLIGHTS

26th Edition of the Arte na Escola Cidadã Award

Holding of the awards ceremony aimed at mapping and recognising transformative educational practices that use art as a tool for listening, creation and social reflection.

Launch of seven documentaries from the series "A Arte na Voz de Quem Faz" (Art in the Voice of Those Who Create)

Expansion of the recording and dissemination of the trajectories and creative processes of award-winning art educators.

Access the Documentaries [here](#).



Multiplier Agents Training Programme (PFAM⁸)

Delivery of the programme in seven cities, expanding the reach of the Arte na Escola Network and strengthening educational practices aligned with the country's cultural and territorial diversity.

⁸ PFAM refers to the programme's name in Portuguese.



Training in Art Education – Formare VWCO Programme (Resende/RJ)

Development of a training initiative that strengthens the dialogue between art, education and the world of work.

Involvement in the development of public policies in art education

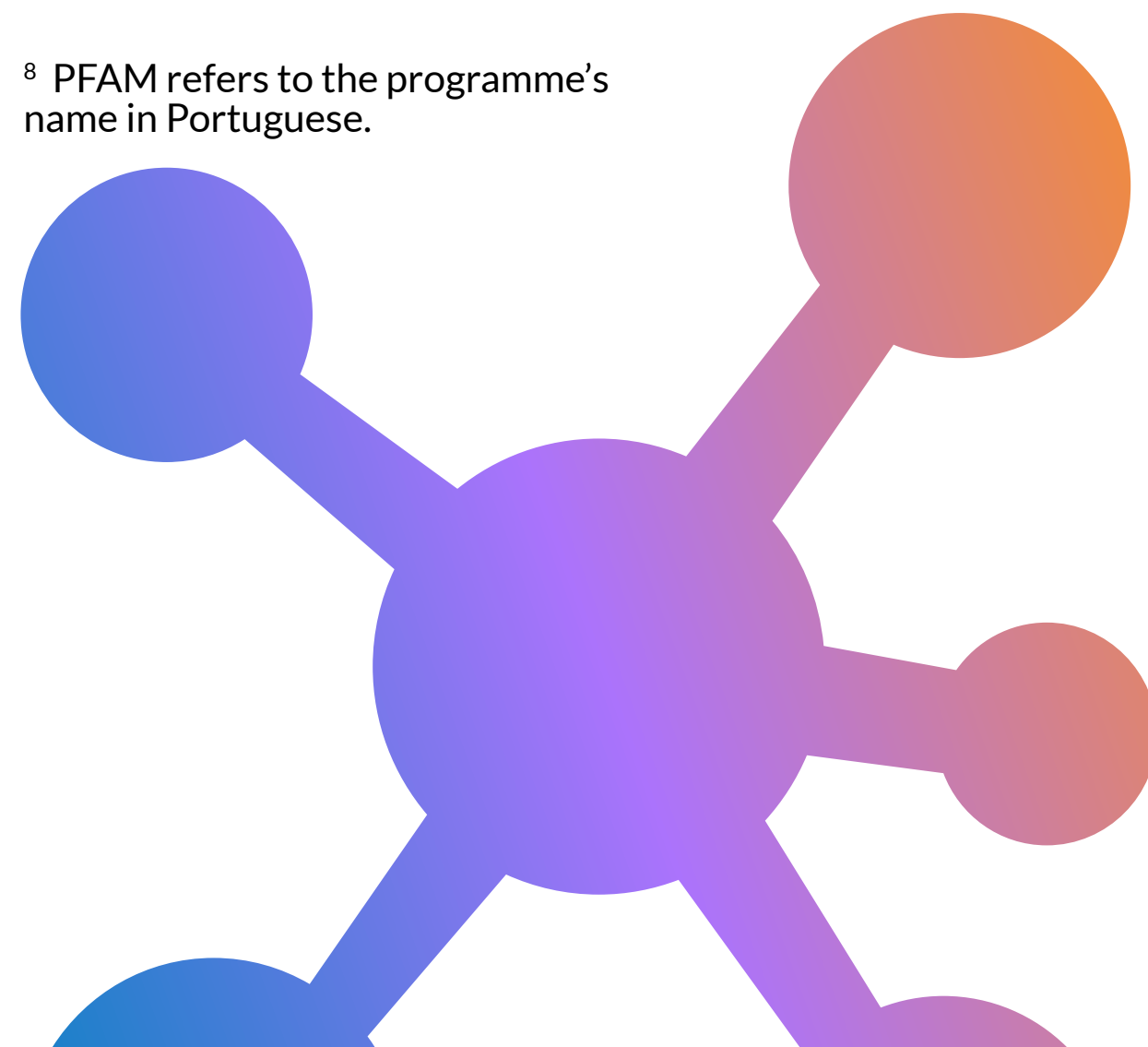
Promotion of the Conference on the BNCC⁹ (National Common Curricular Base) and the intersections between Art, Culture and Education, in dialogue with the MEC (Ministry of Education), the MinC (Ministry of Culture) and the CNE¹⁰ (National Education Council), contributing to the qualified debate on art in basic education.

Launch of the Residency and Outskirts Artistic Exhibition (Fundação Julita)

Implementation of an initiative aimed at valuing artistic productions from peripheral territories and expanding spaces for visibility, creation and exchange.

⁹ BNCC refers to the Brazilian National Common Curricular Base.

¹⁰ CNE is the Brazilian National Education Council.



INSTITUTIONAL DEVELOPMENT

In 2025, lochpe Foundation carried out a Strategic Planning cycle that brought the entire team together in a process of collective reflection and construction. The meeting, held over three days at SENAI São Paulo, deepened discussions on the Foundation's institutional positioning, the evolution of the Formare programme and the strategic priorities for the horizon up to 2030. The reflections were supported by dialogues with representatives of organisations from the Foundation's ecosystem, contributing to decisions aligned with the demands of the productive sector and the challenges of youth training.

GUEST PARTICIPANTS:

Marcos Oliveira

Chairman de la Fundación lochpe

Diogo Jamra

Itaú Educação e Trabalho

Paulo Tafner and team

IMDS (Institute for Mobility and Social Development)

Renato Nunes Nascimento and Camilla Oliveira

SENAI (Market Intelligence)

Vivianne Naigeborin

Arymax Foundation

Marcus Barão

National Youth Council / Youth Atlas

Sabrina Gimenez

Universia Brasil

William Molano

Teach For All (Global Career Education Network)



COMMUNICATION AND TEAM DEVELOPMENT

In 2025, lochpe Foundation restarted and improved the sending of newsletters to partners, strengthening transparency and institutional relationships. The material was redesigned and aligned with the Foundation's new visual identity, now bringing together updates and news from all the programmes in a more integrated and strategic manner. The initiative has achieved notably high average open rates, which indicates strong audience engagement.

Internally, it invested in team development through English classes, public speaking workshop and training on LGPD¹¹, as well as team-building activities such as a cultural visit to the Andy Warhol exhibition, reinforcing exchange and alignment among the teams.

¹¹ LGPD is the Brazilian acronym for the General Data Protection Law.



GOVERNANCE

In 2025, lochpe Foundation continued to strengthen its governance. The year's initiatives reinforced its commitment to transparency, ethics and the quality of its work with partner companies and organisations.

TRANSPARENCY

The financial statements and independent audit report are available on lochpe Foundation's institutional website.

 [Access the 2025 Financial Statements here.](#)

BOARD MEMBERS

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- Dan Ioschpe
- Eduardo Szazi
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- Paulo Marcio Almada dos Santos

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- Luciano Macaferri Rodrigues
- Marcos Sergio de Oliveira

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- Dan Ioschpe
- Gustavo Ioschpe
- Marcos Sergio de Oliveira
- Oscar Becker

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- Ana Carolina da Silva
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- Victor Hugo Carletti Guida
- Vitória Regina dos Anjos da Costa
- Yoná Cristina de Avelar Paranhos

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- **Associação Meu Futuro Digital**
- **Brasscom**
Asociación de las Empresas de Tecnología de la Información y Comunicación
- **Kolping Estadual São Paulo**
- **SIMEFRE**
Sindicato Interestatal de la Industria de Materiales y Equipos Ferroviarios y Rodoviaros

CERTIFIED UNIVERSITIES

- **Universidade Tecnológica Federal do Paraná**
(UTFPR)
- **Universidad Tecnológica De Chihuahua**
(UTCH)
- **Universidad Tecnológica De San Luis Potosi**
(UTLSP)
- **Savitribai Phule Pune University**
(SPPU)





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