Valores Foundation

Annual Report 2025

Valores
VENTURE PHILANTHROPY

Table of Contents

Annual Report

- A Word from the Board
- Activities and Achievements in 2025
- Team
- Portfolio
- Impact Measurement and Management Project
- SBA Program
- Fundraising Training Program
- Financial Information
- Commitments and Disbursements to Portfolio
- Partners

A word from THE BOARD

Valores is the first venture philanthropy fund in Poland. It aims to increase the sustainability, scalability and social impact of selected promising non-governmental organizations run by social entrepreneurs who take on Poland's most pressing social issues.

It is funded solely by more than 60 private individuals primarily associated with the private equity/venture capital and related business community in Poland.

Since its inception in 2014 until December 31, 2025, Valores has raised a total of **PLN 14.8 million** from donors and has engaged with 21 social organizations that had previously participated in the PSIK* Social Business Accelerator (SBA) Mentoring Program.

What is the role of Valores

Valores' role is to support its portfolio of social organizations to develop and scale-up high-impact strategies that produce measurable life-changing outcomes for the beneficiary groups they serve.

This annual report presents the key achievements of Valores and its portfolio in 2025

Valores applies the 'venture philanthropy' model of engagement where its portfolio of social organizations is managed similarly to how private equity/venture capital funds manage their investment portfolios, i.e. through hands-on engagement that seeks to leverage the know-how and contacts of the investor to add significant value to the portfolio.

Valores carries out its support through:

- ☑ Tailored but flexible grant financing.
- ☑ Significant non-financial support aimed at capacity building of supported organizations through a dedicated team of pro bono professionals: mentors from the Polish private equity community, direct portfolio engagement by the Valores Board Members and the Valores Executive Director, accompanied by tailored pro bono support from other relevant professionals across multiple disciplines.
- ☑ Impact measurement & management principles and tools introduced in each portfolio organization.
- ☑ Support for each social organization lasting 3 years per round of Valores engagement, in addition to typically 1-2 years in the SBA Program for a total of 4-5 years of total cooperation on average.

* PSIK – Polskie Stowarzyszenie Inwestorów Kapitałowych (Polish Private Equity and Venture Capital Association) www.psik.org.pl

How Much Funding Has Valores Raised So Far?

PLN 14,827,000
TOTAL CAPITAL RAISED SINCE INCEPTION

PLN 2,212,600
Valores I
Raised in 2014-2015

PLN 3,046,100
Valores II
Raised in 2018-2019

PLN 7,438,100
Valores III
Raised in 2023

PLN 313,300
COVID-19 Special Action Fund
Raised in 2020

EUR 400,000
Shelter Ukraine Project
Raised in 2022

PLN 72,000
Flood Response Fund
Raised in 2024

Activities and Achievements in 2025

We Supported a Total of Ten Organizations in 2025

Social organizations that entered the portfolio before 2025

- **Ocalenie Foundation** - migrants and refugees
- **BORIS Association** - persons with intellectual disabilities and their families
- **Amp Futbol Association** – adults and children with disabilities
- **Polska Misja Medyczna Association** - humanitarian assistance to people affected by war and natural disasters
- **eFkropka Foundation** – people with experience of mental health crises
- **Ogólnopolski Operator Oświaty Foundation** – high-quality kindergarten and primary school public education

Social organizations that entered the portfolio in 2025

- **Laboratorium Marzeń –** children with disabilities and their families
- **Stowarzyszenie Pomocy i Interwencji Społecznej (SPiIS) –**people experiencing homelessness and social exclusion
- **Fundacja Dobrych Inicjatyw (FDI) –** young people leaving foster care institutions (second round in Valores)
- **Nagle Sami Foundation –** people experiencing grief, bereavement, and personal loss

Organizations accepted into the Valores portfolio in 2025 received a three-year financial commitment totaling an aggregate of PLN 500,000 per organization.

Building Stronger Organizations

2025 was a year of growth, renewal and continued impact for Valores. Throughout the year, we remained committed to our mission of strengthening social organizations so that they can achieve greater and more sustainable social impact.

Our experience confirms a simple but powerful belief: when organizations receive long-term support that combines funding, mentoring, strategic guidance and impact management, they become stronger, more resilient and better equipped to address complex social challenges.

We continue to see organizations improve their leadership teams, strengthen their financial foundations, build more effective systems and reach more beneficiaries with high-quality programs. While each organization follows its own development path, together they demonstrate the power of long-term investment in organizational capacity and impact.

Strong Results Across the Portfolio

In 2025, organizations supported by Valores reached hundreds of thousands of people across Poland and beyond, e.g.:

- **Polish Medical Mission** provided medical support to 19,812 beneficiaries in Ukraine and worked with 2,498 medical professionals abroad.
- **eFkropka** delivered 868 peer-support sessions and provided support to 165 individuals experiencing mental health crises.
- **Ogólnopolski Operator Oświaty** reached 9,743 children through its educational programs, while its Virtual Pedagogical Support Center was accessed by 258,587 people.

Behind these numbers are people whose lives have been changed through access to education, healthcare, mental health support, social inclusion and opportunities for greater independence. They remind us that strong organizations are essential for creating lasting social impact.

Welcoming New Organizations

2025 was also a year of significant portfolio expansion.
Four organizations joined the Valores portfolio during the year (one for a second round). Together, they address a range of important and often overlooked social challenges.

- **Laboratorium Marzeń** supported 505 families and delivered 2,983 specialist consultations while building the foundations for future growth through the development of new support services and organizational systems.
- **Nagle Sami** provided 1,598 in-person therapy sessions, 1,197 online therapy sessions and answered 1,940 calls through its Support Line, helping people navigate grief and bereavement.
- **Fundacja Dobrych Inicjatyw** expanded its comprehensive support program to 251 children and young people in foster care and supported 32 young adults transitioning to independent living, while strengthening advocacy for systemic reform of foster care.
- **Stowarzyszenie Pomocy i Interwencji Społecznej** delivered 59,492 support interventions to 3,518 people experiencing homelessness, helping 658 individuals achieve greater stability and independence.

We are excited to accompany these organizations on their development paths and to support their ambitions for greater reach, stronger systems and deeper impact.

Completing Important Journeys

2025 also marked an important moment of transition within the portfolio as we completed our investment journeys with **Fundacja Ocalenie** and **Amp Futbol Polska.**

- **Fundacja Ocalenie** completed its second round of Valores support as a stronger and more resilient organization. During a period marked by unprecedented humanitarian and migration challenges, the organization successfully expanded its operations, strengthened its management and financial systems, diversified fundraising and provided essential support to refugees and migrants. Its development illustrates the importance of investing not only in programs, but also in the organizational foundations that enable sustainable long-term impact.

- **Amp Futbol Polska** achieved exceptional growth during the three-year period of cooperation with Valores. The organization expanded its Futbol Plus program from a network of 8 football academies to 75 across Poland, engaging more than 1,700 children and over 220 coaches. What began as an innovative sports initiative became a nationwide movement creating opportunities, confidence and community for children with disabilities.

We are proud of what both organizations have achieved and grateful for the opportunity to accompany them during important stages of their growth.

Strengthening Valores

As our portfolio continued to evolve, Valores itself continued to grow. A key milestone in 2025 was the expansion of the executive team through the addition of a program coordinator. This strengthened our capacity to support portfolio organizations, coordinate mentoring relationships and manage an increasingly active pipeline of potential new organizations.

During the year, we also intensified our work on identifying, assessing and developing future new portfolio opportunities. We introduced a more structured and proactive approach to pipeline management, enabling us to engage with a larger number of promising organizations and better prepare them for potential partnership with Valores.

These developments reflect our ongoing commitment to strengthening our own capacity so that we can provide even more effective support to social organizations in the years ahead.

The Results Confirm the Approach

Valores employs a venture philanthropy model of supporting its portfolio organizations. We are confident that this approach works and brings real results across the portfolio of organizations with whom we engage. At the end of the 2025, we surveyed the results of the organizations Valores that have completed our full three-year program. On average, during the period of cooperation with Valores, **these organizations grew the number of their direct beneficiaries by 4 times and grew their annual revenues by 3 times.** We are emboldened by this to continue our model of cooperation and to support additional social organizations to scale up their activities, since the over-riding goal of Valores is to help deliver scaled-up and tangible social impact.

We are deeply grateful to all Valores donors, partners, supporters, and the SBA mentors whose trust, generosity, and expertise enable us to carry out our objectives and activities. Thank you for being part of this journey.

Ewa Konczal
Chairperson of the Valores Board

Agnieszka Borek
Executive Director

The Valores BOARD in 2025

Ewa Konczal
Chairperson
of the Valores Board,
CEE Manager,
Impact Europe,
former CEE Director of
Ashoka

Iain Haggis
ESG Officer,
Spire Capital

Erik Hallgren
Managing Partner,
Equitin

Stanisław Knaflewski
Managing Partner,
Altamira

Krzysztof Krawczyk
Partner, Head
of Poland,
CVC Capital Partners

Robert Manz
Former Managing Partner,
Enterprise Investors,
Head of PSIK Venture
Philanthropy Committee

Leszek Muzyczyszyn
Senior Partner,
Innova Capital

Barbara Nowakowska
Ex Managing Director,
Polish Private Equity
and Venture Capital
Association (PSIK)

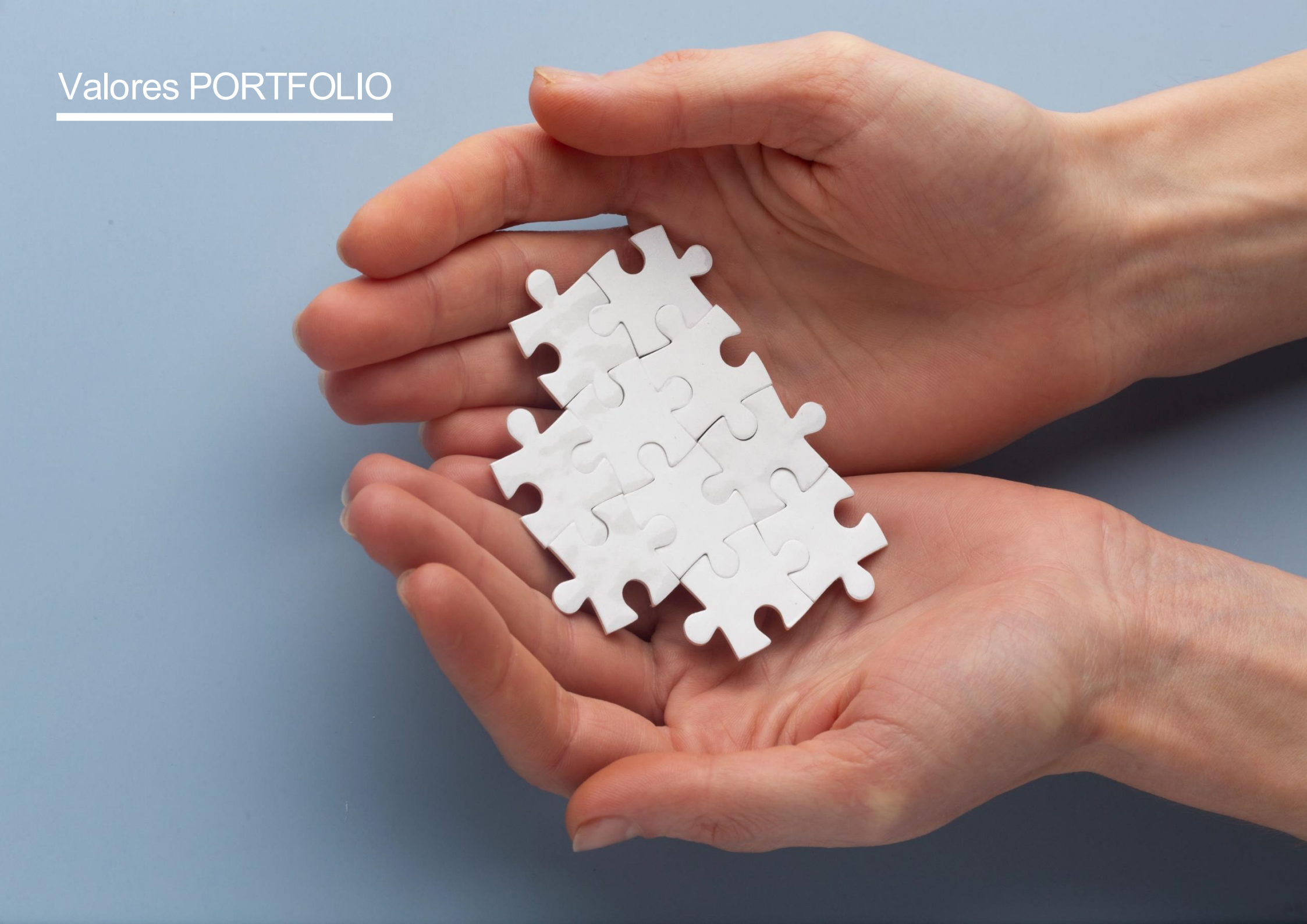
Paweł Padusiński
Member of the Board,
Former Partner,
MidEuropa

The Executive TEAM in 2025

Agnieszka Borek
Executive Director

Marzena Maj
Coordinator

Valores PORTFOLIO



Organization Name	Social Focus	Valores Start Date	Valores Exit Date
Current Portfolio as of December 31, 2025			
BORIS Association	Intellectually disabled persons	2017 (Round I) 2022 (Round II)	2021 (Round I) 2026 (Round II)
Polska Misja Medyczna Association	Humanitarian assistance to people affected by war and natural disasters	2023	2026
eFkropka Foundation	Supports people who have experienced a mental health crisis	2024	2027
Ogólnopolski Operator Oświaty Foundation	Kindergarten and primary school education in underserved areas	2024	2027
Laboratorium Marzeń Foundation	Supports children with disabilities and their families	2025	2028
Stowarzyszenie Pomocy i Interwencji Społecznej (SPiIS)	Social assistance and support for people experiencing a homelessness crisis	2025	2028
Fundacja Dobrych Inicjatyw	Children in foster care	2021 (Round I) 2025 (Round II)	2024 (Round I) 2028 (Round II)
Nagle Sami Foundation	Support for people in grief	2025	2028
Exited Portfolio in 2025			
Ocalenie Foundation	Immigrants and refugees	2018 (Round I) 2021 (Round II)	2021 (Round I) 2025 (Round II)
Amp Futbol Association	Adults with limb impairments and children with various disabilities	2022	2025

Organization Name	Social Focus	Valores Start Date	Valores Exit Date
Exited Portfolio, prior years			
Integracja Association	Persons with disabilities	2015	2017
Robinson Crusoe Foundation	Youth in foster care	2015	2017
Szczęśliwe Dzieciństwo Foundation	Child education	2015	2017
Pomost Foundation	Ex-convict re-integration into society	2016	2019
Kamiliańska Misja Pomocy Foundation (CMSAF)	Persons experiencing homelessness	2018	2021
Twoje Nowe Możliwości Association (TNM)	Disabled students seeking higher education and employment	2017	2022 (extended from 2020 due to pandemic)
Mali bracia Ubogich Association (mbU)	Companionship for lonely seniors	2019	2022
Światło Foundation	Comprehensive assistance for people in comas, and cancer patient support	2020	2022
Habitat for Humanity	Improving living conditions for the underprivileged	2020	2023
Otwarte Drzwi Association (SOD)	Preventing social exclusion and helping those affected by it	2020	2024
Fundacja Joanny Radziwiłł Opiekuńcze Skrzydła	Children at risk of exclusion	2021	2024

Current PORTFOLIO

BORIS Association

Operates	Valores start and planned exit dates	Territorial scope	Total revenue	WEB
since 1992	2017-2021 (Round I) 2022-2026 (Round II)	Nationwide	In 2016: PLN 1,362,500 In 2025: PLN 5,434,602	www.boris.org.pl

*Period before Valores support

Goal and Target Groups

BORIS developed the "Safe Future Project" and the concept of Circles of Support for intellectually disabled persons in Poland, which offer a network of kind, diversified people accompanying a person with an intellectual disability in everyday life to have a direct impact on such person's quality of life and maintain their independence outside of institutional care. Such persons historically have not been well cared for by the Polish system and the BORIS concept shows great promise to make an immense positive difference in the lives of intellectually disabled persons, by actually giving them a quality of life.

Solution

- ☑ During the first round of Valores engagement (2017-2021), **BORIS met and exceeded its plan**. A national pilot program for Circles of Support was established with 100 circles supporting intellectually disabled persons. The model was perfected and adopted at the local level in 12 cities around Poland. Furthermore, the concept was approved and adopted at the National Program level in Poland, thus opening up material financing in the coming years to scale the program significantly.
- ☑ **Valores cooperates with BORIS in a second round engagement (2022-2026)** in order to support the program to reach a national scaling stage with the goal of 2,000 circles of support developed by 2027. Alongside, a new program to introduce the support circles model to younger persons in schools is being developed and implemented.

Goals with Valores

Round 1

- ☑ Testing and documentation of the Circles of Support operational model.
- ☑ Successfully apply for EU grant funding for a national roll-out of the project's pilot phase.
- ☑ Prepare a financial and legal guidebook for persons with disabilities and their families.

Round 2

- ☑ Set the project on a path of exponential growth.
- ☑ Maintain a central network coordinating function until it can be financed from the national budget, promised as part of the National Strategy for Disabled Persons.
- ☑ Develop and implement the new School in Support Circles project for persons with disabilities at an earlier age.

		Round I					Round II			
Key Performance Indicators	**2016***	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Number of Support Circles	10	10	10	80	80	100	110	120	150	150
Number of Support Centers	1	1	1	8	8	12	12	12	14	15
Number of Participating Schools	N/a	N/a	N/a	N/a	N/a	2	5	5	5	5
Number of Students in Schools-Support Model	N/a	N/a	N/a	N/a	N/a	0	2	16	50	50

*Period before Valores support

The Collaborative Team

Valores Pro Bono Support

- Robert Manz
- Agnieszka Borek

Paweł Jordan
BORIS
President of the Board

Katarzyna Leśko
BORIS
Safe Future Project
Coordinator

Dariusz Pietrzak
Enterprise Investors
SBA Mentor

Key Achievements in 2025

Expansion of Core Activity

- Expanded the Circles of Support network to 15 cooperating institutions and organizations, providing training, supervision and mentoring to support implementation quality.
- Continued implementation of the School-Support Circles Model in five schools and institutions, supporting 50 students with intellectual disabilities.
- Strengthened the model's sustainability by training 22 Circles of Support educators and building a nationwide network of facilitators.
- Promoted the Circles of Support model through trainings, seminars, conferences, and online educational activities delivered across Poland.
- Advanced preparations for a nationwide scaling program planned for 2026, including expansion through local government and NGO grants and pilot implementation with new target groups.
- Maintained and developed the Circles of Support knowledge platform, providing educational resources, good practices, and ongoing support to practitioners.

Financial Performance

- Various funding models adapted to local conditions were utilized to conduct 150 Circles of Support across Poland.
- Revenues increased from PLN 4.2 million in 2024 to PLN 5.4 million in 2025.

Valores Contribution in 2025

- Supported knowledge sharing and Circles of Support model dissemination through the development and maintenance of the www.kregiwsparcia.pl platform, providing access to educational resources, tools, and examples of good practice.

POLSKA MISJA MEDYCZNA

	Operates	Valores start and planned exit dates	Territorial scope	Total revenue	WEB
Polska Misja Medyczna	since 1999	2023-2026	Worldwide	In 2022*: PLN 75,868,497 In 2025: PLN 13,790,290	www.pmm.org.pl

*Period before Valores support

Goal and Target Groups

Polish Medical Mission Association helps victims of wars and disasters by providing medical humanitarian aid. PMM's activities are based on the work of volunteers: doctors, paramedics, nurses, rehabilitation workers, as well as psychologists and medical analysts. Its work stretches globally, but more recently, with the outbreak of war in the Ukraine, PMM's focus has been concentrated on supporting the war's victims in Ukraine and Poland.

Solution

- **Emergency Response:** immediate assistance to persons affected by war or disasters (Poland, Ukraine, Gaza, Kenia, Uganda).
- **Specialist Medical Care:** mobile clinics, prostheses for children in war zones (Ukraine, Syria, Colombia, Palestine).
- **Mother and Child Care:** neonatology, gynecology, obstetrics, child-friendly zones, etc., to support mothers and children in hospitals and refugee camps (Ukraine, Colombia, Ethiopia, Senegal).
- **Conducts Professional Training:** for medical staff and establishes and manages medical facilities and implements specialized programs such as neonatal and orthopedic care.
- **Hunger and Malnutrition:** changing eating habits, food aid, training (Senegal, Venezuela, Ethiopia, Gaza).

Goals with Valores

- Train a significant number of medics for missions in Poland and abroad.
- Deploy mobile medical clinics in Ukraine during the war.
- Support Ukrainian children in Polish daycare centers.
- Develop organizational capacity to operate at scale.

POLSKA
MISJA MEDYCZNA

Key Performance Indicators	2022*	2023	2024	2025
No. of medical personnel trained by PMM and active in its projects in Poland	32	88	143	129
No. medical personnel trained by PMM and active in its projects abroad	15	1,678	1,732	2,498
No. of beneficiaries who received medical care in Ukraine	15,562	6,995	18,351	19,812
No. Ukrainian refugees in Poland who benefited from PMM's aid programs	1,000	6,779	1,604	0
No. of the Ukrainian victims of war who lost their limbs benefitting from PMM's aid programs	100	313	21	0

*Period before Valores support.

The Collaborative Team

Justyna Stępień
PMM
Strategy and Emergency
Expert

Wojciech Jezierski
Ex Abris Capital Partners
SBA Mentor

Valores Pro Bono Support

- Erik Hallgren
- Agnieszka Borek

Key Achievements in 2025

Expansion of core activity

- Recorded significant growth in international medical missions, with the number of personnel abroad increasing to 2,498 vs.1,732 in the prior year.
- Provided medical assistance to 19,812 individuals in Ukraine in 2025, representing an 8% increase compared to 18,358 beneficiaries reached in 2024. This growth reflects the expansion of PMM's emergency medical operations in the region.
- Continued its humanitarian assistance for the people of Gaza by deploying, in cooperation with a Jordanian partner, medical teams to work in hospitals across the territory.
- Humanitarian projects in Ukraine continued to be implemented, including support for neonatal hospitals and the operation of mobile clinics providing access to primary healthcare services for residents of areas affected by the consequences of the war.
- The Emergency Medical Team (EMT) comprises 70 members, reflecting its continued development and increased operational capacity.

Financial Performance

- Continued the process of investing financial reserves, generating income to support operational sustainability.
- Total revenues decreased from PLN 15.8 million in 2024 to PLN 13.7 million in 2025, which was a result of decreasing domestic public funds for humanitarian aid.

Management

- PMM successfully passed an independent organizational audit conducted by the Directorate-General for European Civil Protection and Humanitarian Aid Operations (ECHO), achieving a score of 9/10. The audit assessed all key areas of the organization's operations, including the planning and implementation of humanitarian activities, governance, decision-making processes, as well as financial management and internal control procedures. The positive evaluation confirms PMM's compliance with the stringent humanitarian and financial standards required by ECHO. This certification enables the organization to apply for European Commission funding for humanitarian assistance. The first project is planned for autumn 2026 and will focus on Ukraine.
- Operates based on implemented financial management tools, including a budgeting and control system, cost analysis and continuous monitoring of expenses and revenues.

Valores Contribution in 2025

- **Strategic and organizational strengthening -** support in management, planning, and organizational professionalization.
- **Impact Measurement & Management (IMM) -** support in developing impact measurement practices, KPI monitoring, and using data for decision-making and organizational learning.
- **Long-term strategic partnership -** mentoring, expert support, and a trusted sounding board for PMM's leadership during a period of rapid growth and transformation.
- Participation in a specialized fundraising course organized by Valores .

eFkropka Foundation

	Operates	Valores start and planned exit dates	Territorial scope	Total revenue	WEB
fundacja eFkropka	since 2010	2024-2027	Warsaw & Nation-wide	In 2023*: PLN 814,024 In 2025: PLN 1,978,775	www.ef.org.pl

*Period before Valores support

Goal and Target Groups

The eFkropka Foundation supports people with mental health crisis experience, including those with psychiatric diagnoses, in order to help them return to full functionality, to defend their rights, including the right to accessible treatment, and to prevent discrimination, stigmatization and social as well as professional exclusion.

Solution

The Foundation helps in three ways:

- **Direct Assistance:** direct help to persons experiencing mental health crisis and their families, through individual and group support sessions, engaging professional and peer-to-peer models. This support is made available through the "Poradnia u Asystentów" (Counseling Center with Recovery Assistants) platform.
- **Systemic Change:** actively working to increase access to psychiatric care in the public health system and to expand community-based solutions. eFkropka organizes the bi-annual Mental Health Congress (Kongres Zdrowia – the largest mental health event in Poland) and the Annual Yellow Ribbon March (Marsz Żółtej Wstążki) to support system change that will bridge the gap between mental health care standards in Poland vs. other developed countries.
- **Education**: programs to break stereotypes and stigmas via workshops, training, and awareness building for institutions, corporations, and individuals.

Goals with Valores

- Scale up the „Poradnia u Asystentów" direct assistance project, in particular the professional peer-to-peer support model – a solution not available previously in Poland.
- Strengthen and professionalize the organizational capacity of eFkropka.
- Support the advocacy efforts of eFkropka to promote systemic changes in public mental health care, including improved national coverage of state-run Mental Health Centers (CZP).
- Diversify and grow the organization's sources of income by developing the fundraising function.
- Develop cooperation with business to expand educational activities.

eFkropka Foundation

Key Performance Indicators	2023*	2024	2025
No. of participants in individual sessions with recovery assistants	3	183	165
No. of participants in group sessions	131	103	232
No. of family/loved ones participating in groups sessions	44	16	58
No. of functioning state-run Mental Heath Centers (Centrum Zdrowia Psychicznego)	100	117	129
No. of public institutions employees participating in educational workshops	408	127	251
No. of participants in commercial educational workshops	290	298	108

*Period before Valores support.

The Collaborative Team

Valores Pro Bono Support

- Robert Manz
- Agnieszka Borek

Jerzy Kłoskowski
EFkropka
Co-founder
Menber of the Board

Joanna Krzyżanowska-Zbucka
EFkropka
Co-founder
Member of the Board

Krzysztof Rogowski
eFkropka
President of the Board

Monika Morali-Majkut
Chairwoman of the Investment Committee at PFR Ventures, SBA Mentor

Key Achievements in 2025

Expansion of Core Activity

- ☑ The number of participants in group sessions more than doubled, increasing by 125% from 103 in 2024 to 232 in 2025.
- ☑ Participation of family members and loved ones in support groups increased by 260%, from 16 to 58 participants.
- ☑ The number of public institution employees participating in educational workshops nearly doubled, growing by 98% from 127 to 251 participants.
- ☑ Organized the Extraordinary Mental Health Congress, bringing together 650 participants. Strengthened its advocacy role through active participation in the Mental Health Council and other national advisory and parliamentary bodies.
- ☑ Advocacy efforts helped keep the mental health reform in place and slightly expand the number of Mental Health Centers (CZP) to 129.
- ☑ Expanded organizational capacity by securing a second premises in Warsaw and introducing an impact measurement tool for Recovery Assistant services.

Financial Performance

- ☑ Total revenue increased from PLN 1.0 million in 2024 to PLN 1.9 million in 2025, representing a 74% increase year-over- year.
- ☑ Secured funding from the National Institute of Freedom (NIW) to strengthen fundraising capacity and support organizational sustainability.

Management

- ☑ Strengthened organizational capacity focus on team structure, role clarity, changed roles within the management board, and internal coordination.
- ☑ Recruited a new full-time fundraising professional.

Valores Contribution in 2025

- ☑ Provided ongoing mentoring and strategic support to the Foundation's Board and fundraiser, strengthening management capacity, fundraising efforts, and organizational development.
- ☑ Supported the Foundation through leadership and governance changes, helping ensure continuity, effective communication, and a smooth transition within the Board.
- ☑ Provided substantive and financial support for the development of a social impact measurement survey and the Foundation's Impact Measurement and Management (IMM) framework.
- ☑ Supported the development of a corporate partnership and fundraising offer, including the recruitment and onboarding of a dedicated fundraiser.

OGÓLNOPOLSKI OPERATOR OŚWIATY Foundation

Operates	Valores start and planned exit dates	Territorial scope	Total revenue	WEB
since 2001	2024-2027	Nationwide	In 2023*: PLN 167,275,625 In 2025: PLN 281,446,772	www.operator.edu.pl

*Period before Valores support

Goal and Target Groups

- **OOO** is one of the largest non-governmental educational operators in Poland. It ensures access to high-quality, inclusive public education for children and young people aged 3 to 18 in underserved areas.
- **The organization** operates without selection or labeling of students and emphasizes psycho-emotional development and well-being as integral parts of education. It actively supports children facing social, economic, or developmental challenges.
- With a broader mission to **champion child well-being**, OOO focuses on expanding educational infrastructure, implementing psychological support programs, and driving awareness through impactful social campaigns.

Solution

- **Educational institutions**: OOO develops and directly operates kindergartens and primary public schools (currently 74 in total) on behalf of local governments, providing high-quality free education, with integrated psychological and pedagogical support.
- **Family Psychological and Pedagogical Counseling Center:** the only free center of this type that is available on-site only in OOO primary schools and kindergartens.
- **Virtual Pedagogical Counseling Center (#MamyNaToRadę)**: offers online consultations and advice to parents and educators, launched in 2024, with over 250,000 users in 2025.
- **EduAktywności Centers:** collaboration with local governments to restructure school networks.
- **Promotion:** OOO promotes educational well-being via social campaigns, conferences, and webinars.

Goals with Valores

- Establish 12 new public educational institutions in 6 locations, providing high-quality education and psychological support for 1,500 children.
- Develop and implement an educational well-being measurement system.
- Pilot a new financing model for educational investment through diversified funding sources.
- Promote educational well-being through targeted social campaigns and parent engagement.
- Increase the number of children benefiting from educational and psychological support.

OGÓLNOPOLSKI OPERATOR OŚWIATY FOUNDATION

Key Performance Indicators	2023*	2024	2025
No. of public primary schools and kindergartens operated by OOO	67	69	74
No. of children benefiting from high-quality public education and counseling support in OOO's schools	7,947	9,071	9,743
No. of children receiving support from the Family Psychological & Pedagogical Counselling Center in OOO facilities	166	196	211
No. of users accessing the Virtual Pedagogical Counseling Center	0	109,505	258,587

*Period before Valores support

The Collaborative Team

Valores Pro Bono Support

- Paweł Padusiński
- Agnieszka Borek

Mateusz Krajewski
OOO
President of the Board

Kaja Reszke
OOO
Director of Communications and Business Development

Edgar Koleśnik
Abris Capital Partners
SBA Mentor

Magdalena Śniegocka
CVI
SBA Mentor

Key Achievements in 2025

Expansion of Core Activity

- OOO expanded its network by opening five new educational facilities, increasing the total number of students supported to 9,743 across 74 institutions.
- The Virtual Pedagogical Counseling Center #MamyNaToRadę more than doubled its reach, growing from 109,505 to 258,587 users.
- Launched two modular schools in Bogdanowo (gm. Oborniki) and Dobrzykowice (gm. Czernica), creating 100 places in each.
- Established cooperation with local authorities in the field of education system restructuring and conducted a pilot educational assessment by the EduAktywności Center for the Municipality of Kołaczkowo.
- Developed and piloted the students' educational well-being indicators in collaboration with Valores experts and school leaders.
- Deepened institutional dialogue with local governments, curatoria and national policy stakeholders on school network transformation.

Financial Performance

- Increased total revenue by 21% to PLN 281 million in 2025 from PLN 232 million in 2024.
- Completed the 2024 financial audit of OOO and a consolidated audit of the OOO group, in cooperation with Grant Thornton.

Management

- Standardized workflows for educational well-being research, school-level reporting and local-government cooperation.
- Prepared a comprehensive management report on the group's performance and established its regular review and evaluation during monthly Management Board meetings.

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Valores Contribution in 2025

- Provided expert support for social impact and educational well-being measurement.
- Supported financial management and fundraising activities, including training delivery and communication and fundraising audit support.
- Participation in a specialized fundraising course organized by Valores.
- Provided support for the selection of the auditor.

LABORATORIUM MARZEŃ Foundation

	Operates	Valores start and planned exit dates	Territorial scope	Total revenue	WEB
FUNDACJA LABORATORIUM MARZEŃ	since 2018	2025-2028	Poznan &:Wielkopolska	In 2024*: PLN 781,403 In 2025: PLN 1,403,370	www.laboratoriummarzen.pl

*Period before Valores support

Goal and Target Groups

Laboratorium Marzeń Foundation strives to ensure that children with developmental disabilities have the opportunity to develop their skills, pursue their passions, and fulfill their dreams, while their families receive the necessary tools and support to effectively cope with everyday life.

Solution

- **Wielkopolskie Laboratorium Kompetencji (WLK)** - a diagnostic and therapeutic center providing specialist services for children and families.
- **„W Punkt" -** a consultation point offering information, guidance, and specialist support to families with a child with disabilities.
- **„Kangurek" Childbirth Education Program -** an innovative childbirth education model designed for parents expecting a child with developmental challenges or disabilities.
- **„Pełnosprytni" Football Academy -** a sports-based development program supporting children's physical, social, and emotional growth.

Goals with Valores

- Develop and disseminate the "Kangurek" birth school model for expectant parents of children with disabilities.
- Creation of a network of "W Punkt" information points.
- Expansion of the Diagnostic and Therapeutic Center WLK.
- Development of the organization, strengthening the structure and financial stability.
- Develop and implement a structured Impact Measurement and Management (IMM) framework.

LABORATORIUM MARZEŃ FOUNDATION

Key Performance Indicators	2024*	2025
No. of consultations delivered by the Wielkopolskie Laboratorium Kompetencji “WLK”	4,400	2,983
No. of families supported through the "W Punkt"	87	505
Total number of Information Points "W Punkt"	1	2
No. of people in Program “Kangurek”	0	0

*Period before Valores support

The Collaborative Team

Valores Pro Bono Support

- Leszek Muzyczyszyn
- Agnieszka Borek

Jolanta Uchman
Laboratorium Marzeń
President of the Board

Michał Bartczak
Laboratorium Marzeń
Member of the Board

Dominik Smykla
Resource Partner
SBA Mentor

Key Achievements in 2025

Expansion of Core Activity

- Established a multidisciplinary expert team representing 12 specializations and developed the foundations of the Kangurek Childbirth Education Program, to be launched in 2026.
- Expanded the “W Punkt” consultation network by opening a new center within the Wielkopolskie Laboratorium Kompetencji (WLK) and initiated partnerships in three additional cities.
- Provided support to 505 families and delivered 2,983 specialist consultations through the organization’s support and diagnostic services.
- Completed the renovation of the WLK and equipped the new counselling center with 157 specialized diagnostic tools.
- Developed a growth strategy for the WLK and strengthened communication and community engagement through webinars, newsletters, and social media activities.

Financial Performance

- Generated revenue of PLN 1.4 million in 2025, representing an 80% increase compared to the previous year.
- Secured additional grants supporting the development of “W Punkt”, the Wielkopolskie Laboratorium Kompetencji (WLK), and the “Kangurek” Childbirth Education Program, including a PLN 100,000 grant from the DGA Innovation Incubator.
- Developed and implemented a fundraising strategy based on a comprehensive organizational capacity assessment, strengthening the Foundation’s long-term fundraising capacity and financial sustainability.

Management

- Expanded the team through the recruitment of four specialists to support the launch of educational and psychological counselling services.
- Strengthened organizational capacity by hiring a Project Coordination Specialist and increasing the operational involvement of Supervisory Board members.
- Implemented CRM-based automation systems for appointment scheduling, beneficiary communication, reminders, and call-center support, improving operational efficiency and service quality.

Valores Contribution in 2025

- Funded the recruitment of the Project Coordination Specialist, strengthening project management capacity.
- Supported the development of diagnostic services through financing the purchase of 157 specialized diagnostic tools.
- Co-financed the development of fundraising, communication, and CRM systems, including the implementation of automation processes across key operational areas.
- Supported the development of the Foundation’s Impact Measurement and Management (IMM) framework through workshops, advisory support, coaching, and the creation of initial impact measurement tools and methodologies.

STOWARZYSZENIE POMOCY I INTERWENCJI SPOŁECZNEJ

	Operates	Valores start and planned exit dates	Territorial scope	Total revenue	WEB
	since 2002	2025-2028	Warsaw	In 2024*: PLN 5,995,855 In 2025: PLN 6,816,354	www.spiis.pl

*Period before Valores support

Goal and Target Groups

The Stowarzyszenie Pomocy i Interwencji Społecznej (SPilS) supports individuals and families facing life crises, with a particular emphasis on people experiencing homelessness and with a focus on respect for their personal dignity and agency.

- The **Outreach Model** combines street-working, mobile services, and multidisciplinary support, enabling SPilS to reach people who rarely access traditional social services and accompany them through the entire process of social reintegration.

Solution

- **Comprehensive support** for people experiencing homelessness through 25 integrated services, including the Counseling Point, Mobile Counselling Point, street-working, community outreach, social, legal, psychological, therapeutic and vocational counselling, education and in-kind support.
- **Etezja Home** provides temporary accommodation and comprehensive support for women and caregivers with children, helping them regain stability and independence.
- **Stages of Change** is SPilS's proprietary framework for measuring beneficiaries' progress from crisis to independence. It tracks advancement through successive stages, from meeting basic needs and stabilization, through improving health, reducing substance use and securing housing, to achieving social and economic independence.

Goals with Valores

- Expansion and strengthening of support for beneficiaries through new service development, a deeper impact on beneficiaries, enhanced fundraising and partnership activities.
- Institutional strengthening and optimization of management processes.
- Development of the organization's Outreach Model.
- Integrate the existing Stages of Change beneficiary monitoring system into a comprehensive impact measurement and management (IMM) framework, to support evidence-based and strategic decision-making.

STOWARZYSZENIE POMOCY I INTERWENCJI SPOŁECZNEJ

Key Performance Indicators	2024*	2025
No. of total beneficiaries	3,000	3,518
No. of services available to beneficiaries	24	25
No. of activities across all beneficiaries	50,000	59,432
No. of individuals advancing by at least one stage in the Stages of Change model	500	658
No. of individuals reporting reduced substance use during support	100	147
No. of individuals with improved health outcomes through treatment and support	70	669
No. of individuals achieving housing independence	40	73

*Period before Valores support

The Collaborative Team

Kamila Suchenek-Maksiak
SPiIS
President of the Board

Wioletta Żelazko
SPiIS
Vice-President of the Board

Valores Pro Bono Support

- Stanisław Knaflewski
- Agnieszka Borek

Przemek Danowski
Momentum Capital Partners
SBA Mentor

STOWARZYSZENIE POMOCY I INTERWENCJI SPOŁECZNEJ

Key Achievements in 2025

Expansion of Core Activity

- Reached 3,518 beneficiaries, exceeding the annual target by 17%.
- Delivered 59,492 beneficiary activities, surpassing the annual target of 55,000.
- 147 beneficiaries reduced their use of psychoactive substances, significantly above target.
- Implemented a city-wide social awareness campaign focused on homelessness and the importance of community-based services.
- 73 people achieved housing independence, exceeding the target of 40.
- Introduced and developed shopping mall-based street-working in Warsaw's Złote Tarasy, Westfield Arkadia, and Wola Park shopping centers.

Financial Performance

- Total revenue increased from PLN 6.0 million in 2024 to PLN 6.8 million in 2025, representing a 14% year-on-year growth.
- Hired the organization's first dedicated fundraiser and developed a comprehensive fundraising strategy.
- Increased the operating budget of Outreach Model services by 30% for 2026 based on demonstrated effectiveness.
- Secured advocacy funding from the Batory Foundation, and established cooperation with Medicover.
- Diversified funding sources to strengthen long-term organizational sustainability. `

Management

- Strengthened fundraising and organizational sustainability through the recruitment of a fundraiser and implementation of a fundraising strategy.
- Prepared the organization for future growth by planning the modernization of internal management systems, including the development of a new database and communication capacity.
- Invested in staff development and organizational learning through professional training and international knowledge exchange.

Valores Contribution in 2025

- Supported organizational development and scaling efforts, assisting SPilS to exceed beneficiary and activity targets.
- Strengthened impact measurement and management processes.
- Supported the development of a fundraising capacity, including the recruitment of a dedicated fundraiser and implementation of a fundraising strategy.
- Enabled organizational capacity-building initiatives focused on process optimization, data management and staff development.

FUNDACJA DOBRYCH INICJATYW

Operates	Valores start and planned exit dates	Territorial scope	Total revenue	WEB
since 2014	2021-2024 (Round I) 2025-2028 (Round II)	Warsaw and 16 small cities in East and North-East Poland	In 2021*: PLN 617,174 In 2025: PLN 2,084,529	www.fdi.org.pl

*Period before Valores support

Goal and Target Groups

- **FDI ensures** that young people leaving foster care have equal opportunities for education, development, and independence.
- **FDI supports** foster care institutions across Poland through long-term educational and development programs.
- **FDI actively** contributes to the reform of Poland's child welfare and foster care systems.

Solution

FDI offers programs in cooperation with foster care institutions and advocacy.

- **Financial & Career Education**: workshops like *#WeekendPlus, #EduPodróże, #MłodziFinansiściAkademii.*
- **Psychological & Social Support:** volunteer projects such as *#PaczkaDlaSeniora and #ChoinkaDobrychSerc.*
- **Preparation for Independence:** diagnostics, therapeutic-sports camps, and the *#StypendiumTalent* program.
- **Personal Development:** building key life skills and self-confidence.
- **Transition to Adulthood:** *#PierwszaGwiazdkaSamodzielności*, 18+ support groups, and internships.
- **"Asystent Usamodzielnienia"** Independent Living Assistant program supporting young people leaving foster care.
- **Research, advocacy, and policy initiatives** aimed at improving Poland's foster care system and accelerating deinstitutionalization.

Goals with Valores

Round 1

- Significantly grow the number of young people benefiting from FDI's programs, with a focus on those receiving sustained long-term support.
- Diversify funding sources by expanding individual and corporate fundraising and expand FDI's management team.
- Build and lead a coalition of NGOs and experts advocating for systemic reform in institutional foster care, including the preparation of legal and policy recommendations.
- Implement impact measurement tools (IMM) to assess outcomes related to self-reliance, life skills, and employability of care leavers.

Round 2

- Scale the comprehensive support model for children and young people in foster care, with a stronger focus on successful transition to independent adulthood.
- Develop and scale the Independent Living Assistant Program as a new model of personalized support for care leavers.
- Build a nationwide capacity-building program for foster care professionals through training, mentoring, and practical tools.
- Strengthen evidence-based advocacy by producing research, policy recommendations, and practical guidance to support foster care reform and deinstitutionalization.
- Diversify income sources and strengthen organizational capacity to enable sustainable growth and greater systemic impact.

FUNDACJA DOBRYCH INICJATYW

		Round I				Round II
Key Performance Indicators	**2020***	**2021**	**2022**	**2023**	**2024**	**2025**
No. of supported children in long-term programs	45	64	130	170	213	251
No. of foster care facilities in the long-term program	6	6	13	19	21	31
No. of facilities participating in the „Independent Living Assistant" program	-	-	-	-	-	1
No. of people receiving support through an „Independent Living Assistant"	-	-	-	-	-	32

*Period before Valores support

The Collaborative Team

Bartłomiej Jojczyk
FDI
President of the Board

Maciej Zużałek
Investment Entrepreneur
SBA Mentor

Valores Pro Bono Support

- Barbara Nowakowska
- Agnieszka Borek

Key Achievements in 2025

Expansion of Core Activity

- ☑ Expanded its comprehensive support program to 251 children and young people in foster care, while continuing individual and group support for 32 young adults transitioning to independent living.
- ☑ Launched the pilot Independent Living Assistant Program and expanded employment pathways through new internship partnerships.
- ☑ Strengthened support for foster care professionals through the launch of a Professional Development Group, thematic webinars, and the development of practical guidance for over 300 County Family Support Centres (PCPRs) across Poland.
- ☑ Increased public awareness of challenges faced by young people in foster care through the nationwide “Koszmarna Kolejka” (The Nightmare Queue) campaign, reaching more than 5 million people and receiving prestigious industry awards, including Złote Spinacze, one of Poland’s most prestigious PR awards.

Financial Performance

- ☑ Recorded an increase in revenue from corporate donors.
- ☑ Generated revenue of 2 million PLN in 2025

Management

- ☑ Strengthened management and governance during a period of organizational and personnel changes, improving internal communication, decision-making, and coordination across the Foundation.
- ☑ Strengthened fundraising capacity by developing new fundraising approaches and diversifying revenue sources to support long-term financial sustainability.
- ☑ Expanded organizational capacity through the launch of the Foundation’s first professional development program for foster care staff, creating a new area of expertise and support for the sector.
- ☑ Strengthened evidence-based management by initiating research and developing practical tools and resources to better inform program development and foster care reform.

Valores Contribution in 2025

- ☑ Provided mentoring and strategic support during a period of organizational and personnel changes, helping strengthen management processes and internal communication.
- ☑ Supported the development of the fundraising capacity and revenue diversification, contributing to the Foundation’s long-term financial sustainability.
- ☑ Co-financed key organizational development initiatives, including the launch of the first professional development program for foster care staff, the development of evidence-based advocacy tools, and the creation of practical resources supporting foster care reform.

NAGLE SAMI Foundation

	Operates	Valores start and planned exit dates	Territorial scope	Total revenue	WEB
FUNDACJA nagle sami	since 2011	2025-2028	Warsaw & Nationwide	In 2024*: PLN 1,132,622 In 2025: PLN 1,244,395	www.naglesami.org.pl

*Period before Valores support

Goal and Target Groups

The Nagle Sami Foundation supports people in grief who are dealing with deep personal loss, helping them rediscover strength, meaning, and functionality at work and in society.

Solution

- **Free Nationwide Support Line 800 108 108 -** anonymous, for people experiencing loss and grief and seeking immediate help.
- **Psychological consultations, individual therapy, and support groups -** for adults, youth and children, available both in-person in Warsaw („Therapeutic Center") and online nationwide.
- **Workshops, training, and interventions for institutions -** including schools, companies, and employers, to help them respond to crises and support people after a loss.
- **Public education and publications -** guides, webinars, podcasts, and materials for both bereaved individuals and professionals.
- **Academy** – structured and in-depth training of psychotherapists in the area of grief support.

Goals with Valores

- Development of the Therapeutic Center and national Support Line.
- Development of the Academy to train psychotherapists, and training for companies.
- Fundraising strategy development.
- Development and implementation of marketing, PR, and communication strategies.
- Development and implementation of an impact measurement and management (IMM) framework.

NAGLE SAMI FOUNDATION

Key Performance Indicators	2025*
No. of people using therapy services (stationary and online)	356
No. of suport group participants (stationary and online)	44
No. of distinct callers - Support Line	1,300
No. of corporate training participants	400
No. of trainees – Academy	17
No. of participants – Webinars	93

*joined in November 2025; 2025 is considered the baseline year

The Collaborative Team

Valores Pro Bono Support

- Robert Manz
- Agnieszka Borek

Olga Puncewicz
Nagle Sami
President of the Board,
Founder

Marianna Lutomska
Nagle Sami
Vice-President of the Board,
Managing Director

Rafał Bator
Enterprise Investors
SBA Mentor

Key Achievements in 2025

Expansion of Core Activity

- Delivered 1,600 stationary individual therapy sessions and 1,200 online therapy sessions in 2025.
- Recorded 29,370 podcast views and approved a concept for a new podcast series.
- Delivered training programs for corporate and institutional clients, expanding the organization's educational outreach and contributing to its financial sustainability.
- Implemented improvements to the Theraplo online booking and consultation system.

Financial Performance

- Fundraising activities achieved 100% of planned targets, generating an average monthly income of PLN 18,333, demonstrating the ability to secure sustainable donor support.
- Completed intensive fundraising training, enhancing the team's skills and confidence in resource mobilization and donor engagement.
- Developed and implemented a 1.5% tax donation campaign, increasing public engagement and supporting the organization's fundraising goals.

Management

- Recruited a new communications leader and prepared social media, NGO portal and internal outreach.
- Onboarded a new training coordinator to support the education function.

Valores Contribution in 2025

- Supported the development of financial planning and management practices, including budgeting, monitoring of financial performance, and resource allocation.
- Provided ongoing mentoring and strategic guidance to strengthen managerial competencies, decision-making processes, and the organization's capacity for sustainable growth.
- Participation in a specialized fundraising course organized by Valores.

Exited PORTFOLIO

In 2025 two investee social organizations exited the program, having completed their period of engagement.

OCALENIE Foundation

	Operates	Valores start and exit dates	Territorial scope	Total revenue	WEB
FUNDACJA OCALENIE	since 1992	2018-2021 (Round I) 2021-2025 (Round II)	Warsaw, Łomża, Łódź, the Polish-Belarusian border, Lublin, the Polish-Ukrainian border	In 2017*: PLN 1,673,500 In 2024: PLN 15,882,720	www.ocalenie.org.pl

*Period before Valores support

Goal and Target Groups

Ocalenie helps migrant and refugee families integrate into new communities and increase their chances for success and a fulfilling life in Poland.

Solution

- **The Center for Assistance to Foreigners** is the concept of comprehensive one-stop-shop assistance by an interdisciplinary and intercultural team.
- **Polish as a Foreign Language** a proprietary learning program implemented by trained volunteers.
- **Welcome Home Program**, a proprietary program addressed to refugee families at risk of marginalization and homelessness. They are supported to independently fulfill their basic life needs.
- **Children's Program „Wiedza do potęgi"** supports children through individual tutoring, cooperation with schools, a scholarship program, psychological support, socio-cultural activities, trips, and child-led awareness advocacy initiatives.
- **Refugees Welcome Polska** is an internet platform connecting refugees and local residents with available rooms for rent.

Goals with Valores

Round 1

- Develop an innovative Welcome Home Program providing housing to refugees.
- Increase Ocalenie's fundraising capacity to become less dependent on governmental funding sources.

Round 2

- Develop and scale Ocalenie's key activities, including opening help centers in additional cities.
- Manage exponential growth of aid for Ukrainian war refugees.

OCALENIE Foundation

		Round I				Round II		
Key Performance Indicators	**2017***	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024****
No. of persons supported by Ocalenie across all programs	3,588	2,575	2,600	2,500	2,800	22,500	15,000	6,600
No. of persons living in flats under the Welcome Home Program	11	45	66	75	72	113	66	107
No. of persons supported by the Center for the Assistance to Foreigners	2,677	1,540	1,514	1,419	1,649	8,323	3,610	4,100
The number of consultations for migrants and refugees (legal issues, job support, psychological support, etc.)	2,437	3,220	4,920	5,076	7,510	21,500	13,712	17,084

*Period before Valores support
**2024 is presented as the last full year of cooperation as Ocalenie exited Q1 2025

The Collaborative Team

Valores Pro Bono Support

- Erik Hallgren
- Agnieszka Borek

Piotr Bystrianin
Ocalenie
President of the Board
Coordinator (till June 2025)

Kalina Czwarnóg
Ocalenie
Board Member
Coordinator

Marianna Wartecka
Ocalenie
Board Member
Coordinator

Paweł Padusiński
ex MidEuropa
SBA mentor

Achievements and Exit in 2025

- The second-round Valores collaboration with the Ocalenie Foundation spanned the period 2021–2025 and coincided with two major humanitarian crises: the Belarus border crisis and the war in Ukraine. During this period, the Foundation significantly expanded its reach and strengthened its organizational capacity.
- Between 2021 and 2024, Ocalenie supported nearly 47,000 total beneficiaries, including 6,600 people in 2024 alone.
- In 2024, the Center for Assistance provided support to 4,100 aid recipients and delivered 17,084 consultations.
- A major focus of the Valores partnership was the development of the Welcome Home Program, providing supported housing for refugee families. Between 2021 and 2024, 49 families participated in the program. Of the families that completed participation, 42% achieved long-term housing self-reliance, despite increasingly difficult housing market conditions and rising rental costs.
- Fundraising capacity increased substantially during the engagement period. Annual fundraising income grew from PLN 8.5 million in 2021 to PLN 13.5 million in 2024, while the number of regular donors reached approximately 1,300 supporters, more than four times higher than the original business plan target.
- The Foundation invested heavily in organizational strengthening. During the engagement period, Ocalenie
  - introduced a four-person management board with clearly defined responsibilities,
  - expanded its HR and finance functions,
  - appointed a dedicated finance manager,
  - implemented new financial management systems,
  - developed impact measurement tools,
  - established a dedicated internal Monitoring, Evaluation, Accountability and Learning (MEAL) function supporting data-driven decision-making.

By the end of the second Valores engagement, Ocalenie had evolved into a stronger, more professionally managed and resilient organization, better equipped to sustain its mission and respond effectively to future humanitarian and migration challenges.

Valores value added – non-financial support

- ☑ Supported the Foundation in embedding a more effective and clearly defined organizational structure.
- ☑ Provided strategic mentoring that helped the organization focus resources on its most impactful activities.
- ☑ Co-developed and strengthened the impact measurement approach for the Welcome Home Program.
- ☑ Advised on improvements to donor management systems and CRM processes to support long-term fundraising capacity.

Scaling Results*

136%
Increase in total beneficiaries

149%
More Center for Assistance beneficiaries reached

96%
More refugee and immigrant children supported

Financial Sustainability*

60%
Higher annual fundraising income

4.3x
More regular donors than originally targeted

Impact Results

49 famillies
Supported through the Welcome Home Program during the Valores engagement

42%
Families achieving housing self-reliance after completing the Welcome Home Program

*The results noted here refer to the development of Ocalenie during the second round of Valores engagement, comparing 2024 to 2021

AMP FUTBOL Association

	Operates	Valores start and exit dates	Territorial scope	Total revenue	WEB
AMP FUTBOL POLSKA	since 2012	2022-2025	Nationwide	In 2021*: PLN 6,061,600 In 2025: PLN 8,483,419	www.ampfutbol.pl

*Period before Valores support. Revenues in 2021 include an extraordinary stream related to the organization of the European Amputee Football Championship.

Goal and Target Groups

Amp Futbol promotes and popularizes soccer among persons with limb amputations or physical or intellectual disabilities by organizing local academies, a national team and youth training programs.

Solution

- **Polish Amputee Football National Team** - the driving force behind the organization.
- **PZU Amp Futbol Ekstraklasa** - Polish amputee football league.
- **Junior Amp Futbol** - a national training program for children and youth.
- **Futbol Plus** – the newest program of football for youth with various disabilities (not only amputees, including also intellectual disabilities), with a plan to grow to 70 academies with 2,000 children.

Goals with Valores

- Roll out the Futbol Plus project across the country.
- Exponentially increase the number of Futbol Plus academies and the number of players and families influenced by the project.
- Build brand recognition of Futbol Plus to attract sponsors to become self-financing.

Key Performance Indicators	2021*	2022	2023	2024	2025
No. of total beneficiaries	140	550	1,200	1,450	1,945
No. of Futbol Plus academies	8	26	53	56	75
No. of Futbol Plus players	80	400	1,050	1,317	1,700

*Period before Valores support

The Collaborative Team

Mateusz Widłak
AMP Futbol
President of the Board

Arkadiusz Podziewski
Spire Capital
SBA Mentor

Valores Pro Bono Support

- Krzysztof Krawczyk
- Agnieszka Borek
- Tomasz Piętka

Achievements and Exit in 2025

- The Futbol Plus network expanded from 8 academies in 2021 to 75 in 2025 - an increase of over 830% - covering 13 of 16 Polish regions.
- The number of participating players grew from 80 in 2021 to 1,700 in 2025, marking an increase of over 2,000%, while the number of trained coaches rose to 220, reflecting the establishment of a structured national training system.
- The number of Futbol Plus tournaments increased by roughly 80%, from 4–5 events per year in 2021 to 9 tournaments in the first half of 2025.
- In addition, the organization now conducts over 20 inclusive football camps and coach training sessions annually, representing a 200% growth compared to the early years.
- The national 2024 - 2025 media campaign achieved a reach of 14.5 - 16 million, far exceeding the original business plan target of 1 million..
- The campaign combined television (Polsat Group), radio, online, and outdoor media, supported by influencer promotion and ambassador activities.
- The organization's annual revenues grew from approximately PLN 1.8 million in 2021 (excluding the extraordinary one-off revenue related to a European amputee championship) to PLN 8.5 million in 2025 - an increase of around 370%.
- Funding diversified from primarily grant-based sources to a balanced mix of public (70%) and private (30%) financing, including long-term sponsorships with ORLEN and PZU, and stable partnerships with PFRON and the Ministry of Sport and Tourism.
- The Amp Futbol team expanded from a small coordination group (2–3 people in 2021) to a 6 persons' professional multi-role structure including a dedicated Futbol Plus Coordinator, communications specialists, and regional training staff.

Valores value added – non-financial support

- Provided ongoing mentoring and strategic support from SBA mentors Arek Podziewski and Tomasz Piętka, helping the organization make data-driven decisions and navigate periods of rapid growth.
- Supported the design and implementation of the Impact Measurement and Management (IMM) framework, enabling the organization to systematically measure and demonstrate its social impact.

Scaling Results

+9 x
More Futbol Plus Academies

+21 x
More children participating in Futbol Plus

Financial Sustainability*

+370%
Higher annual revenues

Impact Results

96%
Of children reporting satisfaction with their training, coach and team

78%
Of regular participants demonstrate personal responsibility

79%
Of regular participants demonstrate initiative and cooperation

73%
Of regular participants believe they can achieve their goals

*The results noted here compare recurring revenues in 2025 vs. 2021, excluding one-off revenues in 2021 related to a one-off European amputee championship.

IMPACT MEASUREMENT AND MANAGEMENT PROGRAM

In 2025 we supported six Valores portfolio organizations to advance their impact measurement and management (IMM) processes.

Building Impact Management Systems

At Valores, we believe that measuring social impact is only the starting point. The real value of Impact Measurement and Management (IMM) lies in using evidence to improve programs, strengthen management, support strategic decision-making, and increase long-term social impact.
Rather than applying a standard evaluation framework, we work with each organization to develop an IMM system tailored to its mission, beneficiaries, and way of working. These systems integrate program monitoring, social impact indicators, research tools, and management processes into one coherent framework that supports both learning and organizational development.

In 2025, Valores supported six portfolio organizations in developing or strengthening their IMM systems. The work ranged from designing comprehensive impact frameworks and social impact indicators to piloting research tools and integrating impact measurement into existing beneficiary monitoring systems. The objective was not only to measure outcomes but also to help organizations make better decisions, improve program quality, and demonstrate evidence of social impact to donors and partners.

Development of Impact Measurement & Management systems in 2025:

Amp Futbol Association

IMM development

- ☑ Implemented a comprehensive IMM framework for the Futbol Plus program.
- ☑ Conducted the first baseline study involving children, parents, and coaches.
- ☑ Established a foundation for longitudinal impact measurement for the future.

Key social impact indicators

- ☑ Self-confidence and self-belief
- ☑ Independence and responsibility
- ☑ Initiative and teamwork
- ☑ Empathy and helping behaviors
- ☑ Social participation and peer relationships

eFkropka Foundation

IMM development

- ☑ Developed an IMM system for the Poradnia u Asystentów Zdrowienia (Counselling Center with Recovery Assistants).
- ☑ Designed separate research tools for patients and family members.
- ☑ Introduced a longitudinal pre- and post-measurement methodology.
- ☑ Piloted the research tools among beneficiaries and their families.

Key social impact indicators

- ☑ Mental health literacy
- ☑ Acceptance and therapeutic alliances
- ☑ Sense of agency and self-advocacy
- ☑ Stigma reduction
- ☑ Family and social functioning
- ☑ Social participation

Impact Measurement and Management Program

Laboratorium Marzeń Foundation

IMM development

- ☑ Developed a comprehensive program impact map and a set of social impact indicators.
- ☑ Designed an integrated IMM framework covering child development, family functioning, and therapeutic outcomes.
- ☑ Began integrating impact measurement with the Foundation's diagnostic and program monitoring systems.

Key social impact indicators

- ☑ Psychomotor development
- ☑ Educational functioning
- ☑ Emotional and social development
- ☑ Self-esteem and self-efficacy
- ☑ Family relationships

Stowarzyszenie Pomocy i Interwencji Społecznej (SPiIS)

IMM development

- ☑ Integrated the beneficiary monitoring system with the organization's IMM framework.
- ☑ Developed social impact indicators based on the Stages of Change model.
- ☑ Linked operational service delivery with measurable beneficiary outcomes.

Key social impact indicators

- ☑ Meeting basic needs
- ☑ Physical and mental health
- ☑ Addiction recovery
- ☑ Housing stability
- ☑ Employment and economic independence
- ☑ Progress through the Stages of Change

Ogólnopolski Operator Oświaty Foundation

IMM development

- ☑ Developed and piloted a comprehensive Educational Well-Being measurement system.
- ☑ Designed a standardized research methodology, implementation procedure, reporting framework, and school action-planning process.
- ☑ Tested the methodology in pilot schools and refined the research tools based on pilot findings.
- ☑ Established an evidence-based framework enabling schools to use well-being data for continuous improvement and management.

Key social impact indicators

- ☑ Joy of learning
- ☑ Sense of belonging to school
- ☑ Educational self-efficacy
- ☑ Psychological well-being
- ☑ Emotional regulation
- ☑ Resilience

Polska Misja Medyczna Association

IMM development

- ☑ Integrated program monitoring with IMM principles.
- ☑ Analyzed program data and aligned operational indicators with impact measurement.
- ☑ Prepared the Foundation's first comprehensive IMM report.

Key social impact indicators

- ☑ Access to life-saving healthcare
- ☑ Healthcare workforce capacity
- ☑ Emergency response readiness
- ☑ Maternal and child health
- ☑ Psychosocial resilience
- ☑ Health system strengthening

IMM Results in 2025

Amp Futbol Association

The first baseline IMM study showed that regular participation in Futbol Plus is associated with better social and emotional outcomes. Children attending the program regularly scored materially higher across all measured development areas than those participating less regularly.

Key findings (scores of regular participants vs. non-regular participants)

- ☑ Personal responsibility: **17 percentage points** higher
- ☑ Empathy and helping behaviors: **17 percentage points** higher
- ☑ Initiative and cooperation: **16 percentage points** higher
- ☑ Belief in achieving personal goals: **15 percentage points** higher
- ☑ All measured development areas: **14 percentage points** higher avg. score
- ☑ **94+%** of children and parents reported high satisfaction with the program

Polska Misja Medyczna Association

PMM's IMM analysis required a particularly unique approach and demonstrates that PMMs impact extends beyond delivering humanitarian aid. PMM increasingly strengthens local healthcare systems by improving access to healthcare, building medical workforce capacity, enhancing emergency preparedness and supporting long-term community resilience in crisis-affected regions.

Key findings (aggregate during 2023-2025)

- ☑ 10,273 medical consultations delivered through mobile clinics in Ukraine, improving access to healthcare in frontline areas
- ☑ 6,268 healthcare professionals reached through training and capacity-building programs
- ☑ 600 critically ill newborns and 757 pregnant women received specialist neonatal and maternal healthcare
- ☑ 1,446 children in Gaza received psychosocial support, strengthening resilience and emotional well-being
- ☑ 15 new specialists joined the Emergency Medical Team, strengthening Poland's humanitarian emergency response capacity

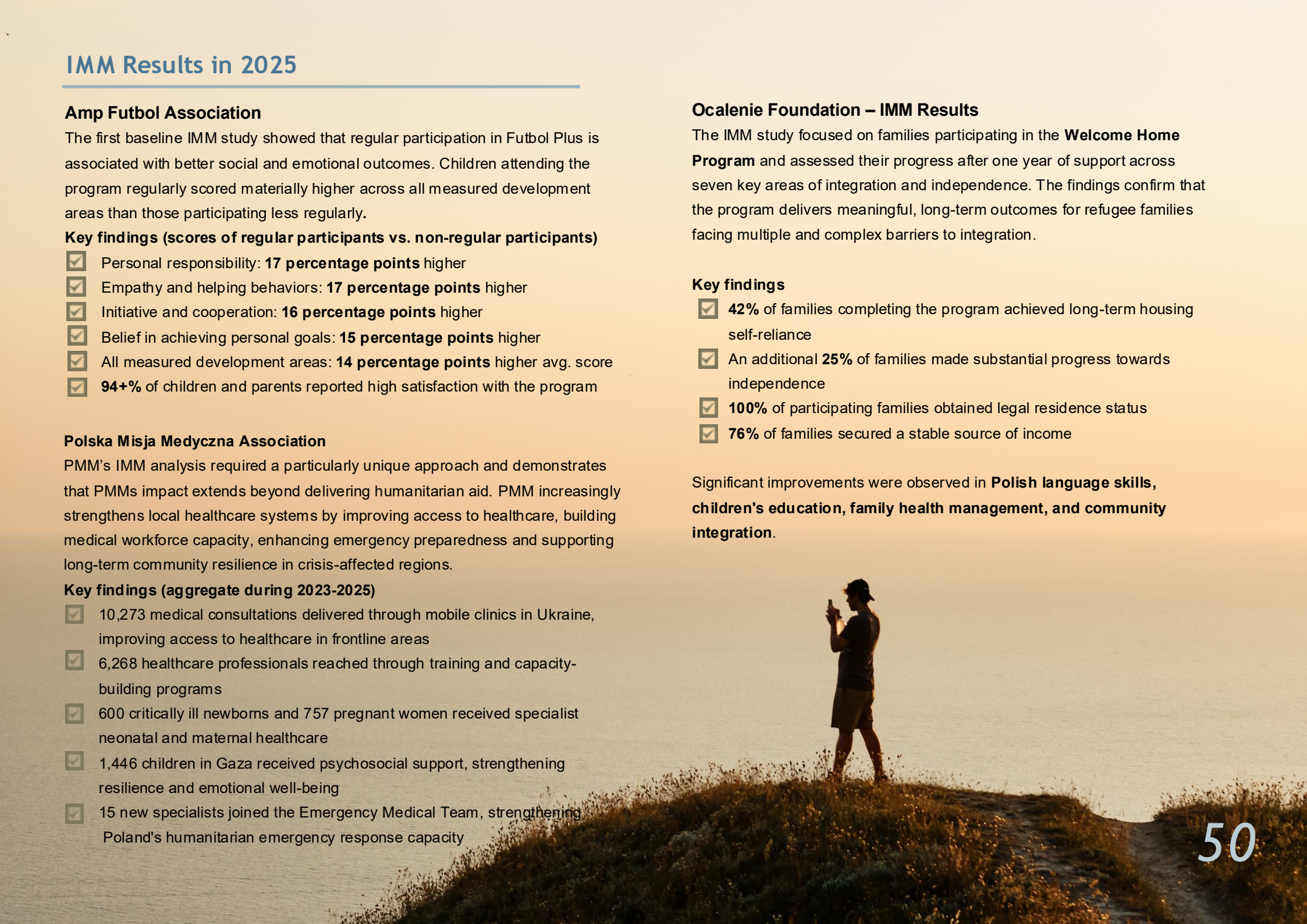
Ocalenie Foundation – IMM Results

The IMM study focused on families participating in the **Welcome Home Program** and assessed their progress after one year of support across seven key areas of integration and independence. The findings confirm that the program delivers meaningful, long-term outcomes for refugee families facing multiple and complex barriers to integration.

Key findings

- ☑ **42%** of families completing the program achieved long-term housing self-reliance
- ☑ An additional **25%** of families made substantial progress towards independence
- ☑ **100%** of participating families obtained legal residence status
- ☑ **76%** of families secured a stable source of income

Significant improvements were observed in **Polish language skills, children's education, family health management, and community integration**.



PSIK SOCIAL BUSINESS ACCELERATOR (SBA) PROGRAM

Valores, in cooperation with PSIK, manages the Social Business Accelerator (SBA) Mentoring Program. SBA is a pro bono initiative of the private equity and venture capital community in Poland, launched in 2011.

The SBA Program is based on individual cooperation between private equity investment professionals active in Poland ("PSIK mentors") and social organizations' leaders. PSIK mentors – the most experienced people representing the private equity/venture capital community in Poland – offer their knowledge and time on a pro bono basis and use their experience, professional skills, and contacts to support the development of the social organizations participating in the Program.

It is run in the form of annual editions lasting from September to June. Mentors are paired with social organizations at the beginning of each edition and hold at least monthly meetings throughout the year. The selected organizations are typically small or medium-sized but with a desire to scale and improve their operations and extend the reach of their social impact. They are led by passionate and dedicated social entrepreneurs who genuinely seek to improve the individual lives of their target beneficiaries.

The pairs sometimes work through two, three, or more consecutive editions of the SBA Program.

Through the end of 2025, the SBA Program has engaged in the aggregate 80 PSIK mentors who have worked with 115 social organizations.

The 13th edition of the SBA Program was completed in June 2025 and included 20 pairings.

The evaluation of the SBA Program re-affirmed that it is an essential initiative, delivering significant value to Poland's not-for-profit sector. Both the PSIK mentors and social leaders identified the most impactful outcomes in these key areas:

- ☑ Achieving financial stability
- ☑ Strategy development
- ☑ Strengthening financial management
- ☑ External communications and PR
- ☑ Management team development
- ☑ Developing innovative services or products

This feedback highlights SBA's role in empowering organizations with tools and strategies for sustainable development and increased impact.

The 14th SBA edition was launched in September 2025 with 23 pairings.

SBA PROGRAM FOURTEENTH EDITION

September 2025 - June 2026

Organization	Social Mission	Leader	Mentor
Czerwone Noski Klown Szpital Foundation	Emotional support for children in hospitals and hospices	**Katarzyna Kordziak-Kacprzak, Marcin Dudek**	**Łukasz Wierdak**, Spire Capital Partners
Daj Herbatę Foundation	Supporting people experiencing homelessness	**Katarzyna Nicewicz, Justyna Maciaszek**	**Jacek Pogonowski**, Value4Capital
Dbam o Mój Zasięg Foundation	Education on digital hygiene and prevention of e-addiction among children, youth and adults	**Aleksandra Markowska, Maciej Dębski**	**Marcin Kowalik**, Balnord
Dobra Wola Association	Supports people with intellectual disabilities	**Jacek Zalewski**	**Artur Dżagarow,** Highlander Partners
Dorastaj z Nami Foundation	Supports children of wounded or killed servicemen	**Magdalena Pawlak**	**Michał Rusiecki**, Enterprise Investors
Fundusz Zdolni Association	Support for students with special scientific and artistic talents	**Maria Mach, Barbara Bibik**	**Paweł Malicki**, MidEuropa
Humanosh Foundation	Supports migrants and refugees and runs humanitarian missions	**Anna Piłko**	**George Swirski**, Abris Capital Partners

SBA PROGRAM
FOURTEENTH EDITION

September 2025 - June 2026

Organization	Social Mission	Leader	Mentor
Klementyna Foundation	Actions for elderly people affected by loneliness and poverty	**Dawid Jarząbek-Nowak**	**Paweł Maj**, Vestbee Angels
Kosmos dla Dziewczynek Foundation	Youth gender empowerment	**Sylwia Szwed**	**Katarzyna Pac-Malesa**, 3TS Capital Partners
L'Arche Polska Foundation	Supports people with intellectual disabilities	**Agnieszka Karolak, Joanna Stasieńko, Bernadetta Mróz**	**Przemysław Głębocki,** Accession Capital Partners
mali bracia Ubogich Association	Actions to combat loneliness and isolation among elderly people	**Barbara Boryczka, Joanna Mielczarek**	**Dariusz Prończuk,** Enterprise Investors
Mudita Association	Support for families and caregivers of people with disabilities	**Ksenia Dementieva**	**Andrzej Bartos,** Innova Capital
Nagle Sami Foundation*	Support for people in grief	**Olga Puncewicz, Marianna Lutomska**	**Rafał Bator,** Enterprise Investors
Polki Mogą Wszystko Foundation	Support for foster and adoptive families	**Joanna Luberadzka-Gruca, Joanna Kuzebska**	**Tomasz Kwiecień,** ACP Credit
Pro Omnis Foundation	Special meals for people with eating disorders	**Agnieszka Lange-Olszewska**	**Jacek Woźniak,** ex Enterprise Investors

*Nagle Sami Foundation started the Fourteenth Edition of SBA and in December 2025 joined the Valores portfolio.

SBA PROGRAM
FOURTEENTH EDITION

September 2025 - June 2026

Organization	Social Mission	Leader	Mentor
Raduga Foundation	Support for families in difficult situations, single mothers, addicts and the unemployed	**Magdalena Zaczyńska, Marta Juzak, Anna Worobiej**	**Piotr Sadowski,** Accesion Capital
Rodzić po Ludzku Foundation	Women's rights, health protection, and improvement of perinatal care in Poland	**Joanna Pietrusiewicz, Monika Piekarek, Katarzyna Skoczylas**	**Krzysztof Konopiński,** Spire Capital Partners
Ruch Onkologiczny PARS Association	Support for persons suffering from cancer	**Elżbieta Kozik**	**Zygmunt Grajkowski,** Giza Polish Ventures
Słonie na Balkonie Foundation	Mental health of children and youth	**Michał Żak, Joanna Paduszyńska, Joanna Sass-Gust**	**Kamil Gajdziński,** MCI Capital
Szkoła z Klasą Foundation	Promotes innovative teaching methods that build empowerment and responsibility among student youth	**Michał Szeląg**	**Piotr Misztal,** Value4Capital
Święty Mikołaj dla Seniora Foundation	Support for seniors in difficult life situations	**Roksana Góral**	**Monika Nachyła,** ex. Abris Capital Partners
Zamieszkani Foundation	Support for people in crisis of homelessness	**Agnieszka Siekiera, Agata Kowalczuk, Jakub Garnis**	**Marek Chłopek,** Jet Investment
Życie Warte jest Rozmowy Foundation	Supporting people struggling with emotional crises and suicidal thoughts	**Konstancja Szymacha, Halszka Witkowska**	**Krzysztof Kulig,** Innova Capital

FUNDRAISING TRAINING PROGRAM

FUNDRAISING TRAINING PROGRAM

The second edition of a fundraising training course took place between February 2025 and November 2025. Valores, in partnership with Fundacja Akademia Organizacji Obywatelskich (FAOO), delivered a comprehensive fundraising course for **ten organizations** participating in the PSIK Social Business Accelerator (SBA) Program and in the Valores portfolio.

- Czerwone Noski Klown w Szpitalu Foundation
- eFkropka Foundation
- Fundusz Zdolni Association
- Kosmos dla Dziewczynek Foundation
- L'Arche Foundation
- Ogólnopolski Operator Oświaty Foundation
- Pociecha Foundation
- Polska Misja Medyczna Association
- Pro Omnis Foundation
- Szkoła z Klasą Foundation

Program Highlights

The course is designed to strengthen long-term fundraising capacity by helping organizations build strategic fundraising processes, improve donor engagement, and develop sustainable funding models.

- Two in-person workshops in Warsaw focused on fundraising strategy, donor segmentation, marketing for NGOs, fundraising campaign design, and donor relationship management.
- Two online webinars provided guidance, knowledge sharing, feedback, and discussion of practical assignments.

Two practical assignments enabled participants to assess their fundraising strategies and develop tailored fundraising campaign plans.

An evaluation session conducted five months after the course completion assessed implementation progress and organizational impact.

Outcomes

The program received positive feedback for its practical approach, applicability of tools, and direct relevance to participants' daily work. Participating organizations reported:

- stronger strategic planning and organization of fundraising activities
- improved donor segmentation and understanding of target audiences
- implementation of fundraising campaign planning models
- introduction of annual fundraising plans and activity calendars
- better allocation of responsibilities within fundraising teams
- increased adoption of CRM systems and donor relationship management practices

As a result, participating organizations became better equipped to transition from ad hoc fundraising activities toward more structured, team-based, and strategically managed fundraising approaches, improving their potential to secure sustainable funding.

The initiative reflects Valores' continued commitment to strengthening nonprofit organizations through capacity building and strategic support as part of its venture philanthropy approach.

We would like to thank BNP Paribas for kindly hosting the course in their Warsaw office, which supported the successful delivery of the program.

FINANCIAL INFORMATION

Sources & Uses of Cash Statement 2014-2025

PLN in 000s	2014-2022*	2023	2024	2025	Total Since Inception
A. SOURCES OF CASH					
Foundation capital	8.0	0.0	0.0	0.0	8.0
Donations to Valores I	2,212.6	0.0	0.0	0.0	2,212.6
Donations to Valores II	3,046.1	0.0	0.0	0.0	3,046.1
Donations to Valores III	0.0	6,037.4	1,398.2	0.0	7,435.6
Donations Covid-19 Special Fund	313.3	0.0	0.0	0.0	313.3
Donations Shelter Ukraine	1,723.0	18.5	0.0	0.0	1,741.5
Donations Flood Response Fund	0.0	0.0	72.0	0.0	72.0
1.5% revenue & other donations	30.0	5.7	13.5	0.0	49.2
Interest income	104.9	20.2	301.9	365.4	792.4
Forex differences (net)	45.7	(35.1)	76.5	(6.0)	81.1
Total Sources	**7,483.6**	**6,046.7**	**1,862.1**	**359.4**	**15,751.8**
B. USES OF CASH					
Total grants & loans	**4,470.0**	**528.7**	**1,050.0**	**1,133.8**	**7,182.5**
Grants to Valores portfolio	2,394.1	506.0	743.0	993.8	4,636.9
Loans to Valores portfolio	0.0	0.0	85.0	90.0	175.00
Covid-19 Grants	363.3	0.0	0.0	0.0	363.3
Shelter Ukraine Grants	1,712.6	22.7	0.0	0.0	1,735.3
Flood Response Grants	0.0	0.0	222.0	50.0	272.0
Operating expenses	**1,184.1**	**195.3**	**245.3**	**268.3**	**1,893.0**
Staff costs	874.0	130.0	159.8	210.0	1,373.8
Office costs**	237.4	43.5	53.6	31.1	365.6
Other	72.7	21.8	31.9	27.2	153.6
Impact Measurement Project	83.8	15.8	11.1	47.9	158.6
Portfolio training	0.0	14.6	21.9	37.4	73.9
Total Uses	**5,737.9**	**754.4**	**1,328.3**	**1,487.4**	**9,308.0**
PLN in 000s	**2022**	**2023**	**2024**	**2025**	
C. CASH	**1,748.2**	**7,040.4**	**7,574.3**	**6,443.9**	
% Annual Operating Expenses to Total Capital ***	6.3%	6.4%	3.3%	3,6%	

* Valores Foundation was registered in August 2014 and commenced operations in Q4/2014.

** 2022 Office Costs include advance payment of EVPA/Impact Europe fees for 2023 and 2024, in the aggregate of PLN 15.7k.

*** In relation to Valores I capital only through 2019, then in relation to Valores II capital only in 2020-23, Valores III capital only 2024-2025

Commitments and Disbursements to Valores Portfolio (as of 31 December 2025)

Organization	Commitment (PLN)	Disbursed 2015-2022	Disbursed 2023	Disbursed 2024	Disbursed 2025	O/S Balance
Completed grants to nine organizations (2015-2022)*	1,495,100	1,495,100	-	-	-	-
Kamiliańska Misja Pomocy Foundation (CMSAF)	180,000	170,000	10,000	-	-	-
mali bracia Ubogich Association (mbU)	180,000	105,000	75,000	-	-	-
Otwarte Drzwi Association (SOD)	240,000	212,000	28,000	-	-	-
Fundacja Dobrych Inicjatyw (First Round)	240,000	76,000	120,000	44,000	-	-
Fundacja Joanny Radziwiłł Opiekuńcze Skrzydła	240,000	144,000	48,000	48,000	-	-
Ocalenie Foundation (Second Round)	240,000	32,000	-	170,000	38,000	-
Amp Futbol Association	240,000	100,000	50,000	90,000	-	-
BORIS Association (Second Round)	240,000	60,000	95,000	61,000	24,000	-
Polska Misja Medyczna Association	240,000	-	80,000	95,000	50,000	15,000
eFkropka Foundation	500,000	-	-	150,000	150,000	200,000
Ogólnopolski Operator Oświaty Foundation**	500,000	-	-	170,000	180.000	150,000
Laboratorium Marzeń Foundation	500,000	-	-	-	225,000	275,000
Stowarzyszenie Pomocy i Interwencji Społecznej (SPiIS)	500,000	-	-	-	120,000	380,000
Fundacja Dobry Inicjatyw (Second Round)	500,000	-	-	-	225,000	275,000
Nagle Sami Foundation	500,000	-	-	-	71,800	428,200
Total	**6,535,100**	**2,394,100**	**506,000**	**828,000**	**1,083,800**	**1,723,200**

*The completed grants relate to funding to organizations prior to 2022. The nine organizations are: Integracja Association, Szczęśliwe Dzieciństwo Foundation, Robinson Crusoe Foundation, Pomost Foundation, BORIS Association (First Round), Twoje Nowe Mozliwości Association, Ocalenie Foundation (First Round), Światło Foundation and Habitat for Humanity

**The grant agreement with Ogólnopolski Operator Óświaty Foundation is 50/50 grant and loan, with the loan repayable at the end of the grant period. PLN 170k was disbursed in 2024 and PLN 180k in 2025 but formally 50% of these amounts is a loan. Therefore, the outstanding balance of grant commitments in the statutory financial statements is higher by PLN 175k.

Valores Partners 2025

The following firms have supported

Valores and/or the Valores portfolio during 2025.

- ☑ **Bearstone Global**
- ☑ **BNP Paribas Bank**
- ☑ **Dentons Europe Dąbrowski i Wspólnicy sp.k**
- ☑ **EY**
- ☑ **Fundacja Rozwoju Społeczeństwa Obywatelskiego**
- ☑ **Kancelaria Radcy Prawnego Artur Zawadowski**
- ☑ **Korn Ferry**
- ☑ **Mbank S.A.**
- ☑ **OC&C**
- ☑ **Rymarz Zdort**
- ☑ **Silvergrass Capital Partners**
- ☑ **Software Mind**
- ☑ **Stowarzyszenie Trenerskie Organizacji Pozarządowych**
- ☑ **Tatiana Miaskiewicz, ICF Coach**