



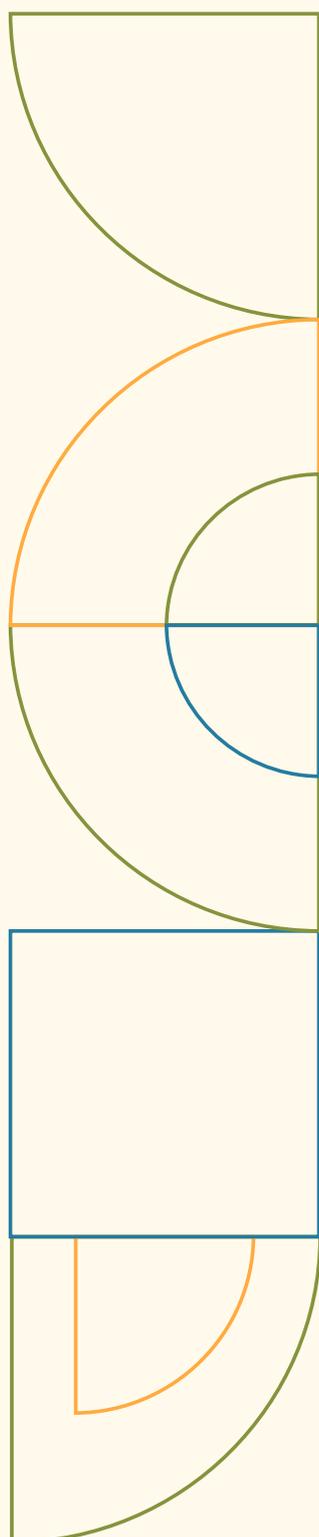
INSTITUTO SEMEAR 2024

Annual Report

24



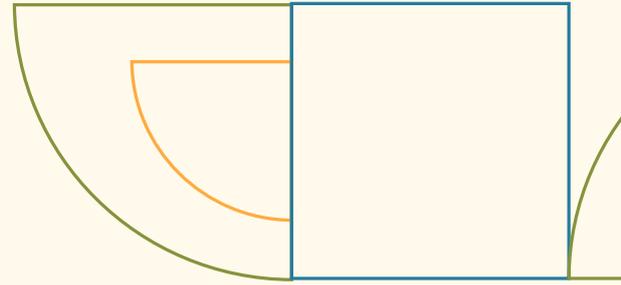
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¹Jovem-Semente or Jovens-Semente (Semear's engaged youths)



Letter from the Executive Director



In 2018, I joined the Instituto Semear ecosystem as a young candidate being accepted in the selection process of the Jovem-Semente program. I was beginning my studies in Mechatronics Engineering at University of Sao Paulo -USP -SP.

In addition to receiving financial assistance, which that year was essential to cover expenses for food and transportation, I had the opportunity to develop my self-leadership skills and broaden my critical view of society and my professional future through the training and mentoring program offered by Instituto Semear. With each new learning opportunity, I felt more encouraged to change my life, my family's life, and to invest in actions that create a positive impact on society.

Months later, I was invited to intern at Semear, and I was able to fully experience both sides of social impact: the side of those who benefit and the side of those who provide benefits, those who work to support more and more low-income youths who need assistance to continue their university studies. I grew with Semear, and Semear grew with me.



I am very proud to have journeyed through my path at Instituto Semear from a young seed to executive director, giving back to society the opportunities I received at the university.

Ending this professional cycle, after more than six years of dedication, has been a decision marked by the desire for new challenges, but I remain as a volunteer, with a grateful heart for everything I experienced in this organization that transformed me so much.

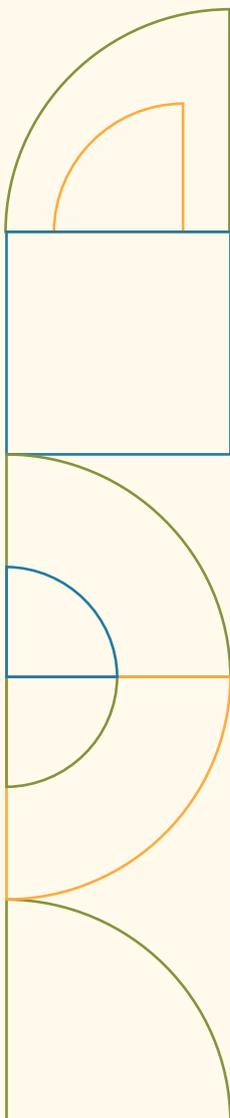
The year 2024 was a period of growth, maturation, and development for Semear, in which we faced challenges with resilience and expanded our impact through innovation, active listening, and collaboration. This report presents the milestones of this cycle – more than results, it brings real stories of change, showing our commitment to a fairer Brazil full of opportunities for low-income youths who dream of higher education.



Lucas Moraes
Executive Director



SUMMARY



Development is the driving force that guided Instituto Semear in 2024. More than a technical concept, for Semear, development means creating real conditions for young people to blossom, advance, and transform their life paths. It is the visible result of years of investment in autonomy, education, emotional support, and opportunity. After a cycle marked by institutional strengthening, Semear is moving to a new level: fostering continuous and sustainable growth.

For Semear, development is not just about creating opportunities and implementing improvements; it is about making room for young people to achieve something greater. We believe that a successful youth is that one who moves towards personal, academic, professional, and community development. This is the growth we observed over the past years: our scholarship recipients broke barriers, took the lead, and contributed to a more just and inclusive society.



Our scholarship program remains the fundamental pillar of our efforts. The Self-Leadership Pathway ensures that low-income students have the necessary peace of mind to make it through college, stay in university and overcome obstacles.

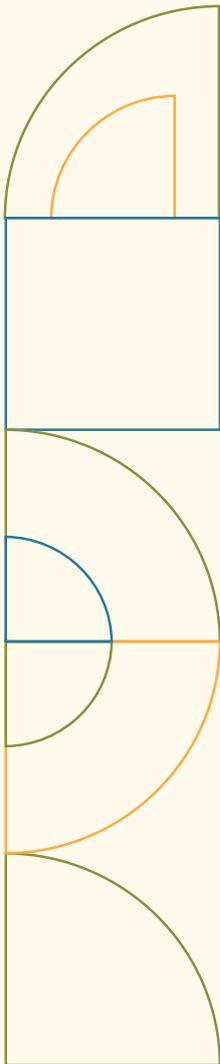
However, we know that development goes beyond a diploma in building values, skills, and support networks. Therefore, we invest in providing opportunities for our youths. In this way, we contribute to their maturation in our network, also preparing them not only for the job market but for life.

Our impact can be seen in every story of adversity overcoming, every academic achievement, every feedback we receive. In 2024, we saw development unfolding in solidifying trajectories, making dreams come true, and transforming communities through education.

The journey of Instituto Semear is collective. Every partner, donor, mentor, and collaborator who was with us in 2024 is part of this story of development. We close this cycle convinced that to develop is to continue, believe, invest, and walk together.



A word from the Board



There is a saying that goes, "if it ain't broken, don't fix it," but at Instituto Semear, we decided to go further. In 2024, we challenged ourselves to think about the next steps: what social outcomes do we want by 2030? What will Semear look like by the end of the decade? These questions pushed us to turn the year into a development agenda, involving the entire team and ecosystem in building the Strategic Plan for 2025–2030, with support from the global strategy consulting firm L.E.K. Consulting and a solid foundation of data and research.

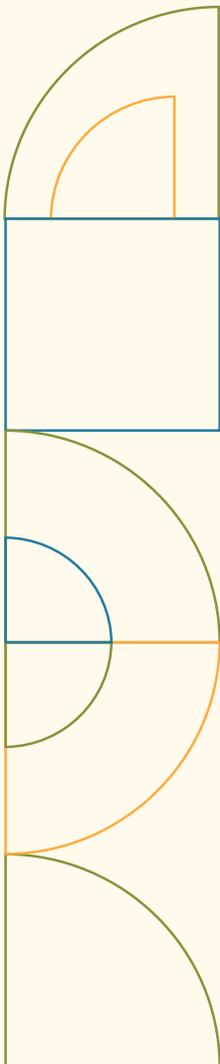
Over 14 years, we have impacted more than a thousand youths and their families with hard work and excellence. Now, with the approach of Semear's 15th anniversary, we reaffirm our commitment to even greater social impact. We continue together and will go further with donors, mentors, volunteers, and partners, encouraging protagonists who transform their stories and communities, towards a fairer, more inclusive future full of opportunities.



Written by
Semear Board



Letter from a Jovem-Semente



Throughout my entire high school years, I was always searching for a feeling that would allow me to continue pursuing my dream: security. It was necessary not only to have confidence in the path I was following but also to be sure I wouldn't be harming anyone in the process, especially my mother. It has always been a concern to think that I would depend on her to achieve what I thought would be my dream. I wouldn't imagine myself as a good adult; I wouldn't see myself as the 'master of my own house and life.'

However, I got to know the Instituto Semear through the voice of Bruna Tsarbopoulos, and thanks to that, my life changed. My mother, a cleaning lady and a single mother of three children, wouldn't always be able to help me, so I approached the scholarship with great expectations. Who would have thought that today I see significant changes in my life that go far beyond financial support?



I indeed learned to be a young person in college, realizing that I was out in the world and needed to be on my own, from providing my own meals to finding my social group at the university. Semear was with me through all these stages, and I became a much healthier person, both physically and mentally, thanks to the mentoring, psychological support, and health training.

But certainly, the lessons that most nurtured my dreams, which until then were silently germinating in my mind, were conceived at the program PlantYou. From the validation of my dreams to how I should conduct myself in a job interview, they made me become a more dedicated Silas, both professionally and educationally, but also in life itself, learning to choose which company to join and which paths to follow.

Thanks to the security that Semear provided, I can now embrace myself as an adult who makes mistakes but can recognize the growth marks on the path of dreams called life. The name of the Institute could not be better; it's incredible to see what I can and will still harvest thanks to their support.

Thank you for helping me go beyond!



Silas André
2024' Jovem-Semente

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About the Institute

Mission

Develop, through the encouragement of education, leaders committed to social challenges who act as multiplying agents for a better and fairer Brazil.



Vision

Consolidate Semear Mentorship as the **largest and most beloved social mentoring program in Brazil**, being the most recommended volunteer work by leaders of the dream organizations of the people supported by the Institute.



Values



Multiplier effect

We are agents of change who inspire by example, creating a network effect that enhances our chances of transformation and strengthens our purpose.



Diversity as an asset

We value different perspectives and constructive criticism as assets for those who recognize they don't know everything and want to change with us.



Entrepreneurial attitude

We believe the future is made now by turning ideas into action. Decisions, not chances, build destinies.



Education as a tool

Education is a tool to tackle social challenges. Our legacy is to shape people who are better than we are.



Genuine connections

We listen attentively and without judgment, cultivating trusting and quality relationships that strengthen our bonds.



Clear principles and bold ends

We pursue a "why" that gives us the courage to face any "hows," with firm principles and boldness in our goals.



How we act



Scholarship Grant

To prevent university dropout and encourage the development of young people, **we offer assistance scholarships in the first or second year of undergraduate studies**. The benefit is granted after a selection process, and the amount is calculated based on the specific needs of each young person, considering basic expenses such as transportation, housing, and food.

Mentoring program

Voluntary mentors accompany young people throughout their graduation, offering career guidance, emotional support, and encouragement for personal and professional development. There are hundreds of professionals engaged with the mission of the Instituto Semear, working in various fields and organizations recognized throughout Brazil.



Network of Contacts

The network of the Instituto Semear connects young people, volunteers, and partners, promoting bonds and practical solutions for academic and professional challenges. The goal is **to stimulate social engagement, facilitate entry into the job market**, and encourage the exchange of experiences among different actors in the Semear community.

Educational Pathway

The Educational Pathway is the main axis of development for young people at Instituto Semear. In it, low-income students strengthen skills such as autonomy and citizenship. In the second year, the focus is preparing for the world of work, with an emphasis on technical and socio-emotional skills through real challenges and close monitoring.





Mode of operation

Instituto Semear is a network focused on developing skills for young people from the most disadvantaged socioeconomically vulnerable layers of society, providing them with tools to prevent university dropout rates and enhance their future opportunities, turning them into multiplying leaders.

At Semear, we understand that getting a college degree is a turning point in terms of income of youngsters and their family: according to IBGE*, a young person who graduates from college earns more than three times what someone who only completes high school does. In other words, obtaining a higher education degree is one of the most effective tools for breaking the cycle of poverty, enabling new future opportunities for the individual and their family. Therefore, we have created a program focused on development and connection, establishing a sense of belonging for this person, supporting them to stay in university until the end of their course and find an opportunity the job market.

*Source: Pesquisa Nacional por Amostra de Domicílios Contínua (PnadC) released by IBGE at 2018.
Access in: <https://bit.ly/ConcluiroensinosuperiortriplicaarendamostraIBGE>



In return, our scholarship holders, called Jovens-Semente, commit to maintaining the network secured by the Institute, with the mission of making Brazil a better and fairer country for everyone. The commitment of the Jovens-Semente is to act as agents of social transformation in any and every place they occupy: **from university students to the Presidency of the Republic.**

The culture of Instituto Semear is supported by four pillars: Scholarship Assistance, Mentorship Program, and Network of Contacts, all placed within a Training Pathway that develops the necessary skills to awaken each young person's leadership potential.

And all this impact is only possible due to the support of volunteer mentors, the administrative team—mostly composed of university talents—and the financial resources from donations by people who believe in the mission of the Institute: individuals and legal entities with no ties to governmental, political-parties, or religious organizations, who collaborate daily for our impact.



Additionally, since 2014, Instituto Semear has conducted annual external audits with major auditing firms (Big Four), resulting in reports approved without restrictions, being their financial statements published on our website. In 2024, the annual audit was carried out by KPMG.

Semear's Social Impact is achieved through two main areas of focus:

Dropout Prevention

Self-Leadership Path

Psychological Support

Employability

Talent Bank

PlantYou





Timeline



2010

Start operations in São José dos Campos/SP

2011

Establishment of the company organizational chart and executive board

2012

Legal formalization and creation of the Fiscal Council

2015

Approval of Qualification for OSCIP

2014

Start operations in São Paulo/SP

2013

Start of operations in Fortaleza/CE

2016

269 Jovens-Semente assisted by the Institute

2017

12 Jovens-Semente with international experience through exchange programs

2018

Restructuring of the operational model and creation of the Leaders Program

2021

Milestone of 100 scholars being supported by the Institute through the self-leadership path

2020

10-year anniversary of Instituto Semear; COVID-19 Emergency Campaign, and expansion of projects at national level

2019

First Edition of PlantYou and the Summer Program

2022

Network strengthening and the unprecedented number of 200 young people assisted in a single year

2023

1st edition of innovative events and projects, such as the Employability Fair and Young University Applicants

2024

Milestone of 1,000 scholars benefited from Semear, the greatest outreach of the Development Track, and the holding of the largest Employability Fair



Our team

The Instituto Semear reflects the people who build it every day. In 2024, we continue with a committed, curious team eager to make a difference.

Those who make Semear happen are the young people of the Delta Leaders Program, university students who work in the administrative team and learn practically about their areas of interest. Even from different states, they work together to run the Institute's daily activities.

We also count on the essential support of our Board of Directors. We thank everyone who was with us in 2024 – innovating in education and strengthening Semear's purpose.

Founders



Thiago Feijão



Manoel Oliveira



André Mathias



Antonio César

Administrative Council



Thiago Feijão



Bernardo Carneiro



André Mathias



Júlio de Angeli



Our team

Communication

Ana Clara Thommen Maia, Anna Julia Nery Queiroz, Brenda Joana de Lima Dantas, Cainã Marques Lopes, José Carlos Souza Ramos Junior, Laís Gusmão de Souza Aguiar, Laura de Almeida Santos, Livia França Leite, Sankey Gabriel Carvalho, Sara de Almeida Santos, Suianne Gonçalves de Souza, Vitória Régia de Oliveira Januário.

Board & Presidency

Adler Amorim Santos, Bruna Tsarbopoulos de Resende, Daniel Buarque Tubenclak, Lucas de Moraes Mata.

Finance & Legal

Adriana Esmera Cabral, Alexandre Gerardi Mari, Gabriela Delane Martins de Souza, Iohana Narah Freitas Damasceno.

Mentoring

Amanda Prado Elias, Bruna de Araujo Nunes, Gabriela Leandra Souza Bonini, Isabella Silva Felix, Isabelle Vitória Pereira Miranda, Laura Cassia Leite, Luana Cristina de Oliveira, Mariana Emanueli do Nascimento Ferraz, Natália de Jesus Trindade, Nicolly Diniz Field, Rafael Gomes Maia Fernandes, Victória Oliveira Monteiro, Vitória de Oliveira Coimbra.

Projects

Beatriz Felix dos Santos, Beatriz Vitoriano Alves de Oliveira, Joana Angélica da Silva Lobo Mendonça, João Marcos Chagas Duarte, João Vitor Ribeiro Costa, Karine Antônia da Silva Martins dos Santos, Larissa Viana Nunes, Letícia da Silva Paz, Sarah Inlá dos Santos Lima, Thyerri Camargo Teles.



Human Resources

Camilla Sampaio Aguiar, Camilla Santos da Silva, Michelle Valdiria Demétrio, Priscila Mistro, Tatiane Ferrari Frangonari.

Institutional Relationship

Ana Joyce Soares Ribeiro, Ana Karolayne Chaves Gouveia Santos, Ana Lúcia Pereira de Sousa, Fabiana Montenegro Gonsalves, Geovana da Mata Vasconcelos, Jady Matias de Paula Prado, Jady Millan Inacio, João Pedro de Paula Menezes, João Vinicius dos Santos Lima, Larissa Gabriely Oliveira Nascimento, Leonardo Amaral Piaí, Maysa Helena Cursino Bueno, Nayara Cristina Parreira Valadares, Renata Ferreira Barcellar, Thamires Rodrigues.

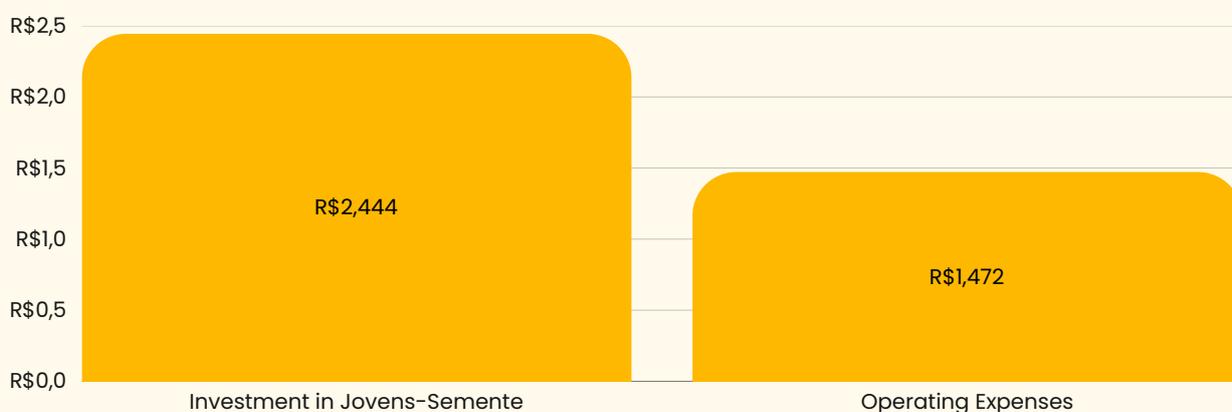
Technology

Caio Vitor Pinheiro de Sousa, Diego Cândido Lima, Élica Carolina Pereira, Gabriela Rodrigues Matias, Kessen Lara Gonçalves de Souza, Laura Abrão, Marcelo Espíndola Martins, Matheus Ferreira Mendes, Victoria Aparecida Nunes de Souza Silva.

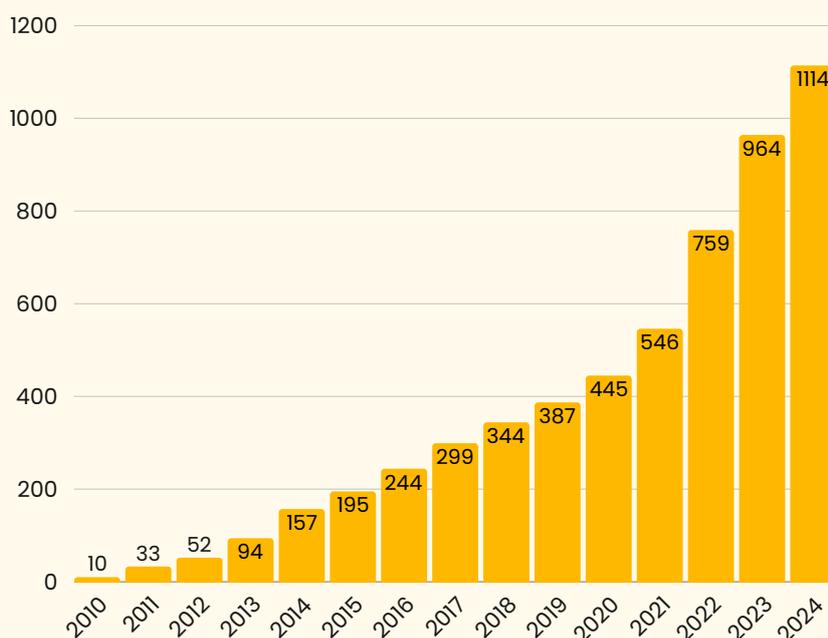


Social Balance 2024

Destination of resources in R\$



Jovens-Semente Accumulated



1,114

Jovens-Semente accumulated in 2024

149

Jovens-Semente in 2024

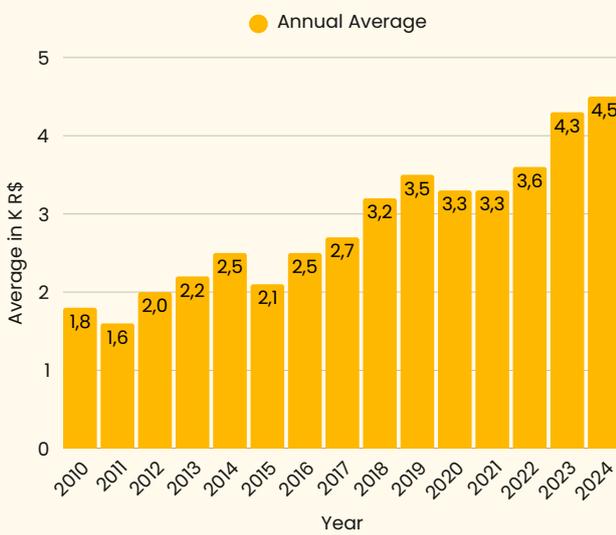
13,4%

Jovens-Semente from 2024



Social Balance 2024

Scholarships Granted¹ 2024



R\$985K

Investment in scholarships in 2024

R\$4,5K

Annual average of scholarships in 2024

218

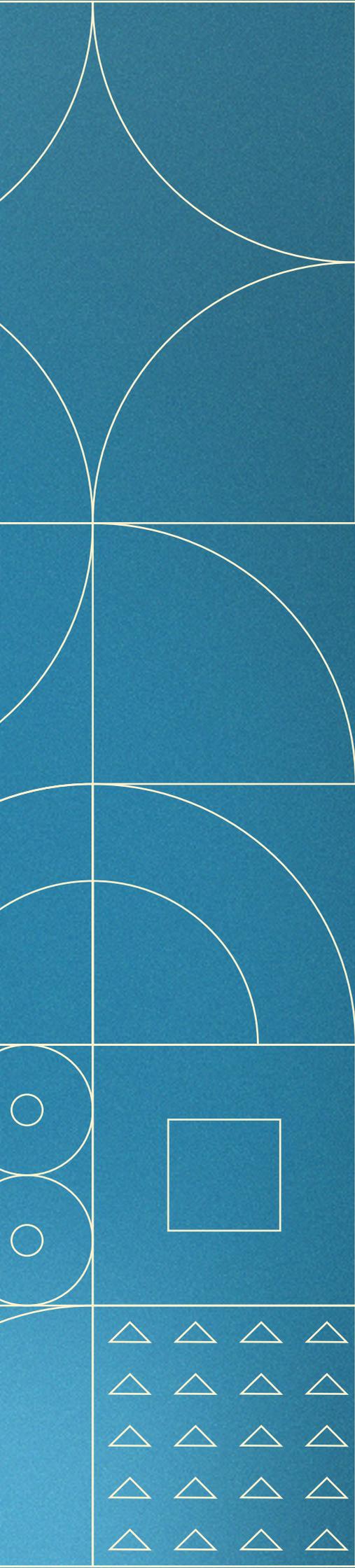
Scholarships granted in 2024



¹The scholarships granted include emergency and exchange programs.

2024 ANNUAL REPORT

Our Projects





Institutional Programs



We believe that education is the most powerful seed to transform Brazil into a fairer, more inclusive country with real opportunities for everyone. At Instituto Semear, our mission is clear: to eliminate university dropout rates and ensure that the youths in our network can enter the workforce, breaking the cycle of inequalities that affect their paths.

In 2024, we are strengthening our commitment to the holistic development of the individuals we support by structuring our work around two major educational pillars, each designed to address the different stages and challenges faced by the young people in the Semear network. This organization has allowed us to offer a more personalized pathway, sensitive to individual needs and anchored in concrete goals of retention, career choice, employability, and multiplier impact.



The pillars are based on the 16 challenges we have identified over the years, inspired by the Maslow's Pyramid and adapted to the reality of young people in situations of social vulnerability. At Semear, we recognize that development only flourishes when there is room to address the most fundamental human needs – from emotional stability to a sense of belonging, from career planning to building autonomy.

Maslow's Pyramid

Where we operate



Our tracks combine theory, practice, and belonging. Through a methodology that values learning, we propose challenges, practical activities, and meetings that encourage reflection, protagonism, and maturity. The language is accessible, current, and connected with the youth universe. Mentoring, one of Semear's brands, offers a safe space for exchange and continuous growth.



Projects related to Areas of Action

Preventing Dropout

In the Anti-Dropout Front, we support young university students in their first years of undergraduate studies, offering them a learning path that responds to the challenges of this initial stage. Focusing on the needs of the base of the pyramid, this front promotes the development of socio-emotional and technical skills, ensuring support so that scholarship holders face in this moment of transition with security, autonomy and continuity in their studies.



Self-Leadership Track

A Self-Leadership Track is the scholarship program of Instituto Semear and represents the core of our efforts to prevent university dropout rates. Through a financial aid/ scholarship, we ensure that low-income youth can stay in university with dignity while developing essential skills in self-awareness, citizenship, and autonomy. The Track includes a structured complementary training and access to the Semear mentoring program, composed of experienced professionals committed to our purpose. The young people also connect to our Network of Contacts, broadening their horizons and building bridges to the future they wish to pursue.



In 2024, the Self-Leadership Track included 149 new scholarship holders, with nine meetings, six practical activities, and five mentoring sessions, achieving an NPS¹ of 92.

Date	Event
May 25, 2024	Opening Event
Jun 8, 2024	Beyond the scholarship! Cultural and financial opportunities
Jul 6, 2024	Daily Challenges, Smart Solutions: Strategies to optimize routine and life
Aug 3, 2024	Time Management Workshop - Semear Board Game
Aug 31, 2024	Recognizing Dreams, Goals and Future Perspectives
Sep 28, 2024	Live Body Workshop: Physical Activity as a Driving Force!
Oct 26, 2024	Extra Training - Mental Health
Nov 9, 2024	Eating Habits Workshop: Conscious Eating
Dec 7, 2024	Closing Event



¹Net Promoter Score is a metric used to measure customer satisfaction and loyalty to a company, product or service.



2024 Track Indicators

Indicators	24 Goal	24 Real	% Reached
Retention (students showing over 80% participation/year)	144	146	101.39%
Engaged (students with one hour participation/year)	150	149	99.33%
Workload (number of hours attended by students/year)	7,130	7,641	107.17%
NPS	90	92	102.22%

Psychological Support

In the Front to Prevent Dropout, Psychological Support was created from attentive listening to the experiences of youths in our network - is an essential initiative of the Institute. Over the years, we have identified that mental health is a decisive factor in remaining in university. Therefore, we structured an emergency support project that connects Jovens-Semente with volunteer therapists, offering a safe space for support and listening. The goal is to provide a basis for emotional reorganization that allows students to continue their studies and encourages them to seek long-term care. After all, support also means ensuring that each youth can develop to their full potential.

63

Jovens-Semente

55

Professionals
Volunteers

850

Hours
Accounted



Projects related to the Areas of Activity

Employability Pillar

In the Employability Front, our focus is on supporting young people in the Semear network in building professional paths aligned with their life goals. Based on the challenges mapped out in our needs pyramid, we offer training that develops socio-emotional skills — such as self-esteem, self-knowledge and professional awareness — while presenting different career possibilities and inspiring stories of professionals who have already followed successful paths.

This Front also acts as support for our seniors Jovens-Semente, helping them in the transition from university to the job market. With practical and strategic training, we help them develop a solid repertoire of skills and differentials that position them confidently in selection processes and opportunities in the most diverse and prestigious organizations in the country.

In addition, we continually strengthen the Semear Network, offering monitoring and support to scholarship holders who are completing their undergraduate studies or have already started their careers, reaffirming our commitment to continuous development and building powerful futures.





PlantYou

The PlantYou is a project by Instituto Semear dedicated to the development of students under the umbrella of the Institute, in their second year as scholarship holders. More than just a stage in the educational journey, PlantYou is an invitation for these students to strengthen their academic path and take the first steps towards a solid professional career, aligned with their purposes and a commitment to a more just society.

We believe that preparing leaders means investing in high-potential youths, providing them with the necessary tools to enter the job market with confidence, preparation, and critical vision. In 2024, we are deepening this mission with a development journey that covered topics such as self-awareness, leadership, resume writing, job application simulations, and other essential skills for employability and citizenship.

The Jovens-Sementes who joined the program were invited to carry out a multiplier action related scene: a social impact initiative that gives back to society part of what was sown in their own journey. In this way, we encourage a sense of collective responsibility and community leadership.

In this cycle, 158 Jovens-Semente participated in the program, which included twelve training sessions, six formative missions, and the Employability Fair—our closing event, which fostered connections with 15 partner companies and expanded the professional horizon of the participants. At the end of the journey, we achieved an average NPS score of 93, reflecting the engagement, relevance, and power of this transformative experience.



PlantYou - Events Calendar 2024

Date	Activity
Mar 9, 2024	Opening Live
Apr 6, 2024	Do you know yourself?
Apr 20, 2024	What is purpose?
May 4, 2024	Immersing in My Personal Causes
May 18, 2024	Protagonism and collaboration
Jun 1, 2024	Flying over the professional world
Jun 15, 2024	Problem Solving
Jun 29, 2024	College: Opportunities that leverage
Jul 20, 2024	Professional posture
Jul 27, 2024	Guide to selection processes
Aug 10, 2024	Golden Resume + LinkedIn
Aug 24, 2024	Facing HR
Aug 31, 2024	Pitch of millions
Oct 5, 2024	Employability Fair



2024 PlantYou Indicators

Indicator	2024 Goal	2024 Real	% Reached
Engaged (Jovens-Semente with one hour of participation per year)	105	158	150.5%
Workload (All hours of Jovens-Semente's participation in projects)	5,139	5,585	108.7%
NPS	84	93	110.7%

Talent Bank

Semear Talent Bank (BT) is one of the initiatives that embodies our commitment to access, equality, and inclusion in the job market. Created to expand professional opportunities for low-income college students, the BT connects talents from our Network to internships, traineeships, and development programs offered by partner companies committed to a more diverse and fair Brazil.

In 2024, the Talent Bank established itself as a bridge between the transformative potential of our Jovens-Semente and the corporate world. By maintaining our database, we ensure that each profile has visibility and access to qualified opportunities, respecting the dreams and trajectories of the students.

In addition to advertising job openings, the BT is strengthening itself as a platform for continuous development. Our network shares courses, career fairs, competitions, and professional events, creating a chain of support and exchange among young people who believe in the power of education as the key to social mobility.



Throughout the year, we also hold meetings referred to as Company Days, which provide Jovens-Semente from the Semear Network with moments that bring them closer to partner companies, generating connections, expanding repertoires and opening doors. In 2024, we had the honor of promoting Company Days with partner companies such as BCG, Boehringer Ingelheim and Dexco, in both online and in-person formats.

These experiences not only bring the youths closer to the job market, but also strengthen ties with professionals who, like us, believe that talent is universal and opportunities should also be.

Partner companies that sponsored “Company Days”





Engagement and Benchmarks

In 2024, Instituto Semear engaged 1,559 young people through its various fronts of action, from the Self-Leadership Track to PlantYou, through the Talent Bank, Mentoring and the Annual Selection Process, which is also an experience of development and engagement.

Each youth who crosses Semear's path represents a story in the making, a future in motion. And this number, which carries much more than statistics, reveals a trajectory of continuous growth: in 2022, we engaged 991 young people; in 2023, there were 1,470. The leap in 2024 reflects our commitment to expanding the scope and depth of our actions, always guided by the mission of eliminating the barriers that limit the potential of those who dream big.

We continue to sow opportunities, with the certainty that each Jovem-Semente engaged strengthens the transformation network that we collectively build.

2024 Total Engaged

1,321

Impact
Target

1,559

Engagements

118%

Accomplished



More than just growing in numbers, in 2024 we celebrate the maturation of the quality of our initiatives. We have improved our development curriculum and formalized an exclusive learning path focused on employability, a training path that starts with the search for personal purpose and extends to strengthening essential technical skills for the job market worldwide.

This evolution reflects our commitment to the comprehensive training of the youths in the Semear Network, combining knowledge, self-knowledge and concrete tools so that each one can build their own path to success with autonomy and confidence.

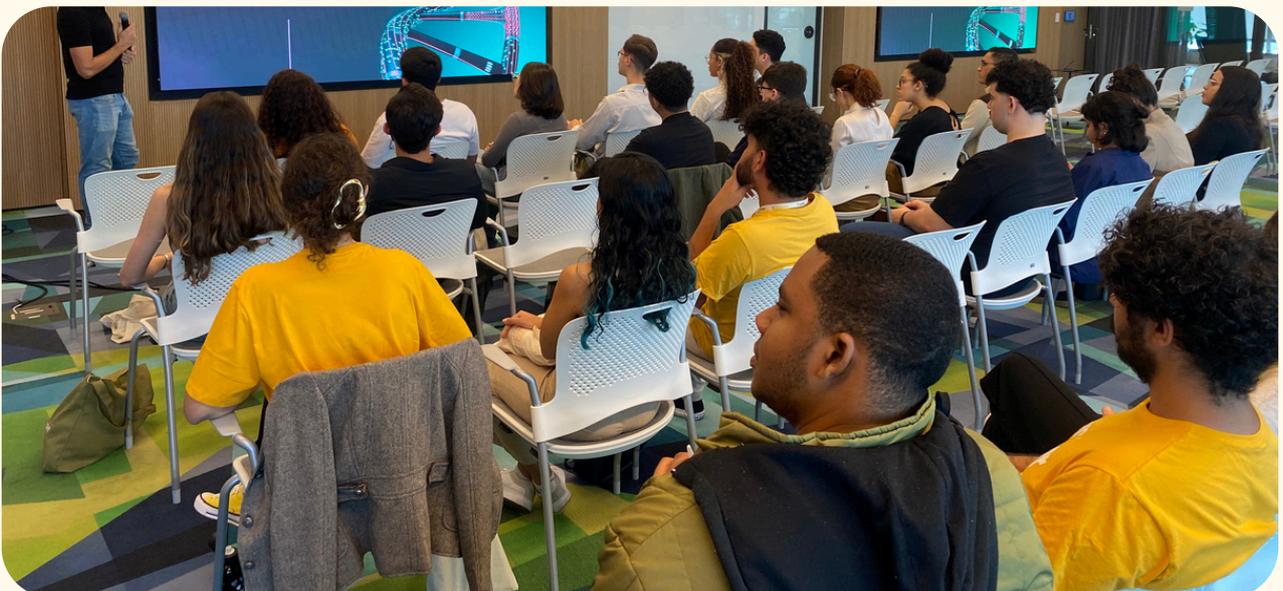
Scholarship holders per project

149

Self-Leadership Track

64

PlantYou





In 2024, we consolidated a new moment at Instituto Semear: with a clearer and more strategic direction, we moved from growth in volume to deepening the quality of impact. If before we opened our doors to a wider number of youths, today we chose to engage more deeply with our scholarship recipients, investing heavily in each path.

This maturity was reflected in projects with a more efficient distribution of curriculum and workload¹, seeking to act more intentionally in the challenges faced by the Jovens-Semente. With this, for the first time in years, we exceeded the target for training workload offered, increasing the time and quality of learning experiences lived by the youths. This positive delta confirms that, by focusing on development intentionally, we generate even more significant transformations.

2024 Total NPS

86 **91**
 NPS Goal NPS Real

NPS in the latest 3 years

2023	2024
90	91

Retention in the last two years

Year	Goal	Real	% Real / Goal
2023	260	269	103.50%
2024	204	208	102.00%

¹ Workload at Semear refers to the total time dedicated by young seed workers to training activities promoted or recognized by the Institute, such as meetings, workshops, mentoring, courses and events, throughout the year.



Project List

2022

Self-Leadership Track
Psychological Support
Talent Bank
Alumni Program
PlantYou
Technological Kickoff
Career Destination
Company Days



2023

Self-Leadership Track
Psychological Support
Talent Bank
Alumni Program
Sowing in Schools
Purpose
Career Track



2024

Self-Leadership Track
Psychological Support
Talent Bank
Alumni Program
PlantYou

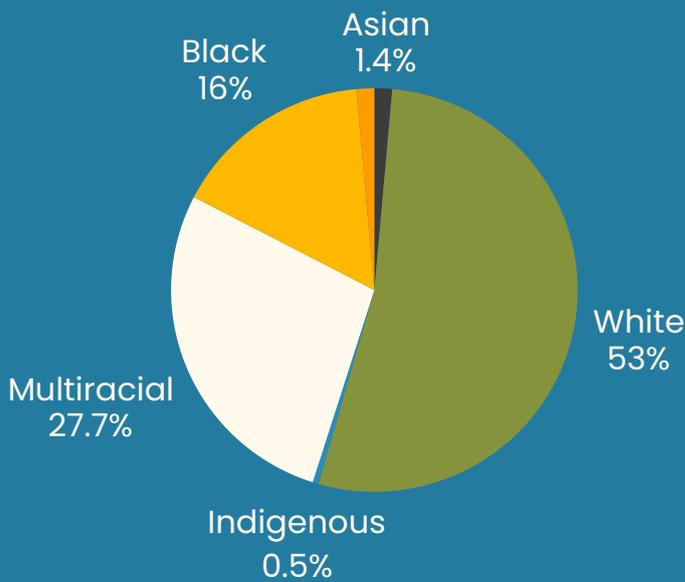
The number of projects fluctuates over the years, because they depend on sponsorship from private and government partnerships.



Diversity

We believe that full development is only possible in an environment where all identities are respected, valued, and included. Therefore, diversity is part of Instituto Semear's work, not only as a value, but as a daily practice. In 2024, we remain committed to building a safe, representative, and plural space that welcomes the voices that make up our network. The data below, present the diversity numbers of the 2024 Self-Leadership Track and PlantYou scholarship holders.

Race



PWD

201 ^{94%*}

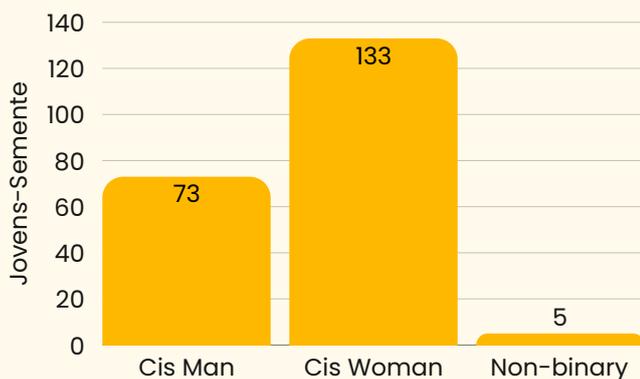
People without Disabilities

8 ^{4%*}

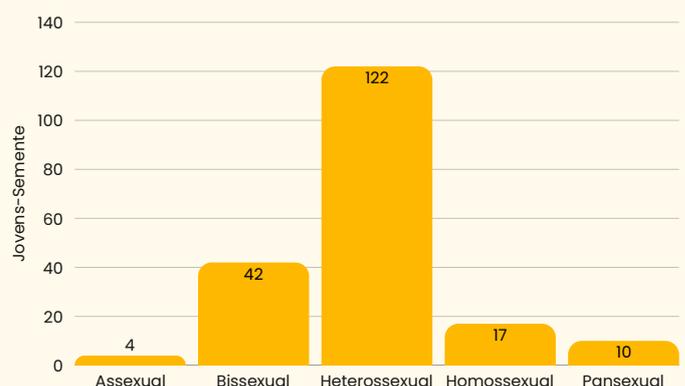
People with Disabilities

*4 youths opted not to declare (2%)

Gender Identity



Sexual Orientation





Diversity

Where the Jovens-Semente come from



State	Qty.
São Paulo (SP)	176
Rio de Janeiro (RJ)	4
Minas Gerais (MG)	9
Rio Grande do Norte (RN)	3
Mato Grosso do Sul (MS)	1
Pará (PA)	1
Amazonas (AM)	2
Bahia (BA)	6
Pernambuco (PE)	1
Paraná (PR)	4
Goiás (GO)	1
Espírito Santo (ES)	3
Rio Grande do Sul (RS)	1
Ceará (CE)	1

¹This indicator only seeks to inform the region of origin of the Jovem-Semente



Caio Alves Ferreira
2024 Jovens-semente

Jovens- semente in 2024

A

Aline de Santana Florêncio, Aline de Sousa de Brito, Amanda de lima manso, Amanda Maria dos Santos Coelho, Amanda Silva Soares, Amanda Vitória Freitas da Rocha, Ana Flávia Nunes Gabriel de Camargo, Ana Julia Ferreira dos Santos, Ananda Karine Araújo Caetano, Ândrea Tailany Corse dos Santos, Anne Gabriela Silva Batista, Arthur Borges Cantanzaro, Audrey Tcholakian Camilo, Augusto Cesar Pereira

B

Barbara Rayeli Aguiar da Silva, Beatriz Bernardes de Morais, Bianca Regina Pinheiro

C

Caio Alves Ferreira, Caio Jesus de Souza, Camila da Silva Melo, Camila Vitória de Assis Mendes, Camila Vitória Rocha da Silva, Camile Maria de Souza Pereira, Camille Mayumi Yamamoto de Moura, Camilly Sá de Oliveira, Carolina Alves Lima, Caroline Beatriz Corrêa, Cecília Beatriz Melo Galvão, César Augusto Alves Vieira, Clara Gabrielle Cavalheiro, Crisianne Moreira Zara de Souza

D

Daniel Duarte da Silva, Daniel Gleidson Gaioso Carvalho, Daniele Oliveira Passos, Danilo Azzem João de Lima, Davi de Oliveira Custódio, Davi de Oliveira Ferreira, Diogenes Vinícius da Silva



Eshiley Lislaine Almeida da Silva Sousa
2024 Jovem-semente

Jovens-Semente in 2024

E

Eduardo de Oliveira Lucio, Elvis da Cunha Ribeiro Rocha, Ermione Assunção Brabo, Eshiley Lislaine Almeida da Silva Sousa, Ester Cunha da Silva

F

Fábio Augusto da Silva Martins, Fabrícia Santos da Silva, Felipe Rodrigues Lambak, Fernanda Elloise Souza Santos, Fernando Soares de Oliveira, Franciellen Souza Cavalcante

G

Gabriel Moreira Santos, Geovana Coelho Fernandes, Geovana de Campos Mattos, Gilson Roberto Genaro Aza, Gilson Tavares da Silva, Giovanna Karoline de Oliveira Albuquerque, Giovanna Maria Amaral Andrade, Graziella Lorraine Gomes Rodrigues do Nascimento

I

Iasmin Gomes Santana, Ingrid Lohanny de Souza Santos, Isabela Cristina Vizoni, Isabela Duarte Fernandes De Lima, Isabelle Messias Dantas Pereira, Isis Katherine Jardim Alves Moreira

J

Jean Nunes da Silva, Jhudy dos Santos Souza, Jonathan Teodoro Alves, José Walyson da Silva Araújo, Josué Quintão Silva, Josué Ribeiro Santos, Julia Rodrigues de Oliveira, Júlia Soares de Lima



Myrelle Alves Marchi
2024 Jovens-semente

Jovens-semente in 2024

K

Kamilly Luz Ferreira, Kayrone Sandora Oliveira dos Santos, Kethellyn Nneka Nwabufo, Kewen Dias de Araujo

L

Larissa Cristina Pereira Portes, Larissa Matias Ramos, Larissa Nogueira Leite, Laura Helena Amorim Pinheiro, Lázaro de Sá Oliveira, Leonardo Ramos Vieira, Leonardo Souza Flores, Letícia dos Santos de Souza, Letícia Pimentel de Castro Santos, Leticia Pires Ribeiro, Letícia Sales de Oliveira, Livia Carvalho Nascimento, Lorena Rezende Tavares da Silva, Luana Alves da Cruz, Lucas Matheus Nunes, Luiza da Silva Pereira da Conceição, Luiza Souza Rubim

M

Maílly Alves de Almeida Souza, Marco Antonio de Oliveira, Maria Eduarda Lopes Divino, Maria Eduarda Marqueti Colombani, Maria Eduarda Rebouças Lopes, Maria Rafaela Mendes Alves de Oliveira, Maria Vitória Santos Pereira, Mariane Wingter Fernandes, Matheus Augusto Braidó, Matheus Cardoso Moraes Vieira, Matheus de Arruda Rodrigues, Matheus Fernandes Guimarães de Sousa, Matheus Giovany Nascimento, Michelle Linda Lopes Kim, Miguel da Silva Claret, Milena Aparecida Vieira Castro, Milena Miranda Barbosa, Milla Santos Anjos, Moisés Barbosa Oliveira, Myrelle Alves Marchi



Jovens-Semente in 2024

N

Nicole Faria Barbosa, Nicole Guida Cury, Nicollas Isaac Queiroz Batista

P

Pietra Izabel Edovirges Rodrigues, Poliana da Conceição Rodrigues Oliveira

R

Rafael Alves Nogueira, Rafael Tagliamento Santana, Rafaela Rezende Moreira, Rafaella Bianca Cavalcante, Ranieli de Andrade Santos, Rayssa Evelyn Barbosa Angrisani da Silva, Renan Gutemberg Costa, Renelle Gomes Teixeira, Ricardo Henrique Bacelar de Olivera Castro, Rodrigo Sales Freire dos Santos

S

Samuel Eloi Alvarenga, Sophia dos Santos Alvim, Sophia Xavier dos Santos

T

Tainá de Paiva Cortez, Tainá Nascimento Barreto, Tainara Silva Gouveia dos Santos, Thaís Mirella Pereira de Oliveira Costa, Thayane Nicolle dos Reis Sousa, Thiago Augusto Alves Catharino, Thiago Martins Volcati de Almeida

V

Victor hugo oliveira silva, Vinchenzzo Amaral de Souza, Vinícius Santiago dos Santos, Vitor Vieira Quintanilha, Vitória Cardoso Ribeiro da Silva

W

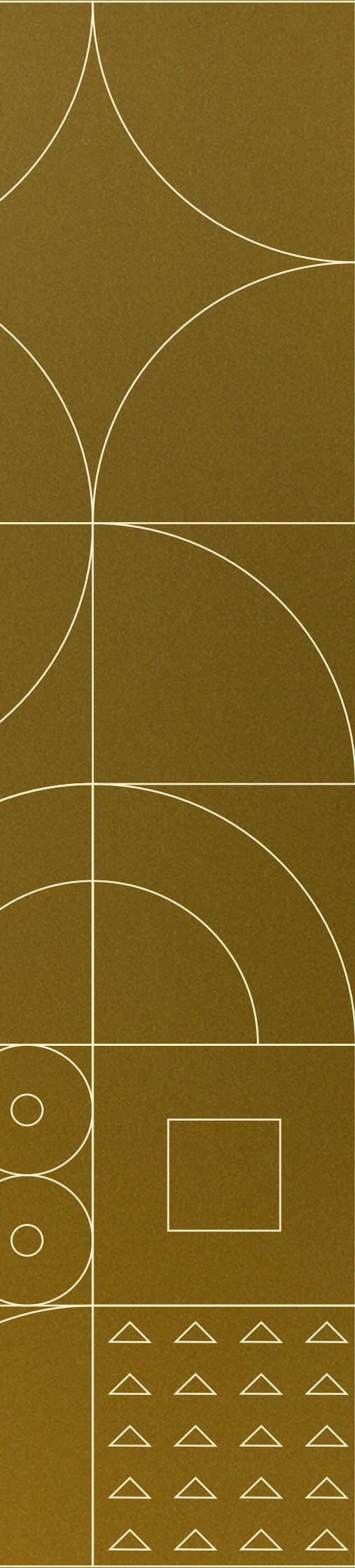
Wellington Rodrigues da Silva

Y

Yan Mendonça Coutinho, Yasmim Loiola Pereira, Yasmim Mota Daniel, Yasmin Palmeira Dos Santos, Yuri Ferreira Xavier, Yukari Yamamoto Fukuda

2024 ANNUAL REPORT

Annual Census





2024 Annual Census

The Semear Census is an annual survey to map and update the scholarship holders in our network. We seek to understand how our actions contribute to the personal, academic and professional development of them, with special attention to their continued participation in Higher Education, one of the pillars of our mission.

The census presents a careful analysis of the results collected in 2024. We believe that by transforming data into knowledge, we pave the way for strategic improvements, strengthen decision-making and generate valuable input for other areas carried by the Institute.

The Semear Census data collection was carried out through an online form, aligned with the Network's digital environment. The questionnaire covered eight thematic blocks, including diversity, education, employability and quality of life.



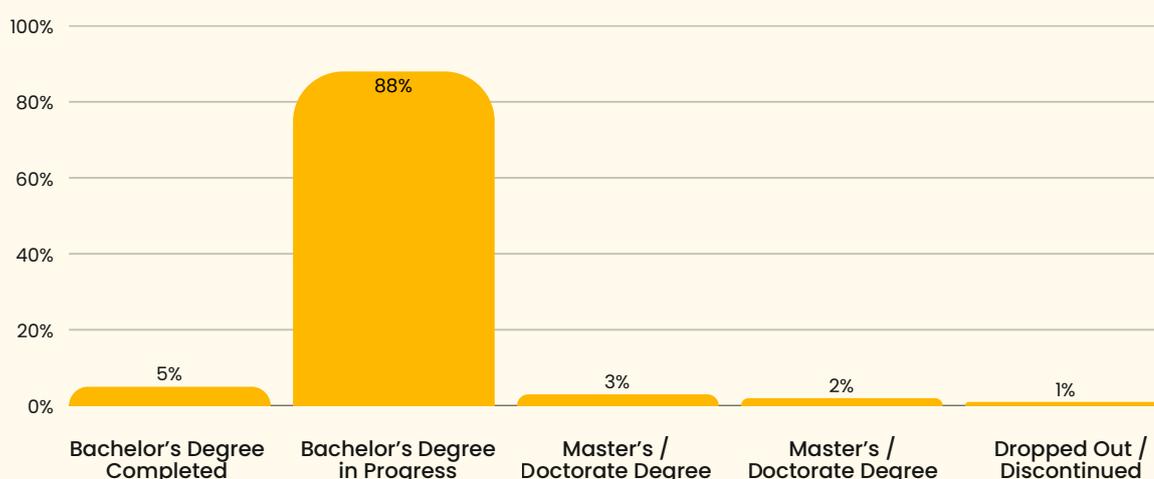
A total of **433 responses were obtained, 40% of the total number of Semear scholarship holders**. Monitoring the responses is aligned with the main objective of Instituto Semear to prevent the dropout rate among low-income youths. Thus, we monitor the retention and dropout rates through the Census.

Dropout prevention

Instituto Semear's major commitment is preventing university dropout. In 2024, we achieved a retention rate of 99% among the Jovens-Semente in our network, with 10% already having graduated from Higher Education and 5% moving on to master's or doctoral studies.

While the national average dropout rate is 57.2%, according to the 14th Higher Education Map (Semesp, 2024)¹, Instituto Semear shows a dropout rate of only 1% – a result that reinforces the effectiveness of our support and monitoring model throughout the university journey.

Semear's Persistence



¹Source: Higher Education Map: <https://www.semesp.org.br/mapa/educacao-14/>

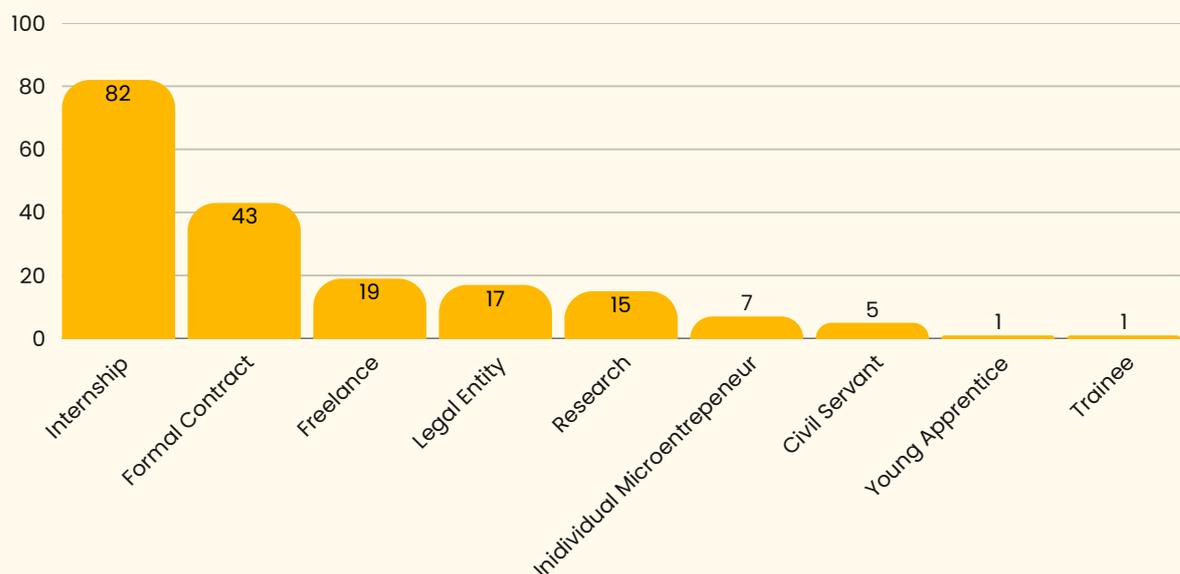


Employability

At Semear, we see employability as one of the pillars of development. When a youth accesses higher education and remains in college, they increase their chances of breaking the cycle of poverty and building a path of social mobility. But we go further: we believe in the search for employment that combines purpose, values, and dignity. That is why we offer training that strengthens self-knowledge and prepares our Jovens-Semente for the job market, supporting each step towards a career with meaning, stability, and fulfillment.

In the Census, we observed that approximately 44% of the youths in our network stated that they are engaged in some kind of income-generating activity. Of these, one in five face the reality of underemployment or temporary jobs to keep up with their bill. Even so, among the scholarship holders who work, 60% recognize the relevance of Semear for their current professional performance. This data reinforces the importance of continuing to invest in ongoing support, comprehensive training, and opportunities that drive fairer and more stable professional paths.

Types of Employment Contracts

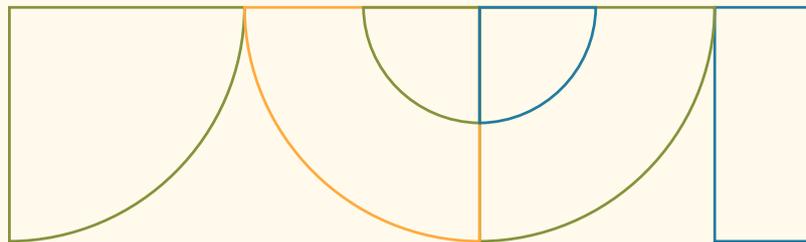


2024 ANNUAL REPORT

Mentoring



Mentoring



Mentoring at Instituto Semear is a transformative form of learning, based on exchange, connection and active listening. In this journey, a mentor – with major academic and professional experience – accompanies, guides and encourages the development of the Jovem-Semente, sharing experiences, learning and perspectives.

To act as a mentor at Semear, it is necessary to have completed higher education and be at least 27 years old. More than meeting criteria, we look for people who are willing to learn as much as they teach.

2,870
Active Mentors

1,784
Mentoring accomplished

We ended the year with a milestone that fills us with pride: 2,870 active mentors were part of our network – people who chose to contribute to building a fairer Brazil through Education. More than 1,700 mentoring sessions were held, strengthening bonds, boosting trajectories and expanding possibilities for the Jovens-Semente at different points in their journey.



This impact was enhanced through nine mentoring projects, reflecting the ongoing commitment to the personal, academic and professional development of our network. The projects carried out were:

- Mentoring for the scholarship selection process
- Three cycles of PlantYou speed mentoring
- PlantYou Sprint mentoring
- Exclusive mentoring from Delta Leaders Program
- Exclusive mentoring from the Self-Leadership Track
- Three cycles of professional mentoring
- A career chat with Google®
- A career chat with Kearney®
- Two cycles of technical mentoring

We consider a mentoring session to be successful when at least one of the parties – the Jovem-Semente or the mentor – responds to our feedback form. This feedback is essential for us to closely monitor the quality of the experience.

In 2024, in addition to expanding our mentoring projects, we maintained our commitment to excellence. The feedback collected monthly revealed an average NPS of 9,9 among the Jovens-Sementes and 9,7 among mentors, rates that position us in the zone of excellence and reflect the strength and care invested in each connection.

9,9 Excelent
Average NPS Mentees

9,7 Excelent
Average NPS Mentors



2024 Mentors

A

Adriana Alcine, Adriana Costa, Adriana Higashi, Adriana De Paula Teixeira Mendes Franco Guidolin, Adriana Oliveira, Adriana De Queiroz Ferreira Leite Pinto, Adriano Alcine, Adriano Chick, Adriane Fernandes Ribeiro, Adriene Neves De Almeida, Adorlá Lima, Afonso Aparecido Dias, Afonso Jose Guedes Salles, Alan Haddad, Alberto Kaku, Alessandra Obara, Alessandra Silva, Alessandro Da Costa, Alessandro Fonseca, Alexandre Augusto Rocha De Carvalho Junior, Alexandre Augusto Pessoa Chaves, Alexandre Goulart De Oliveira, Alexandre Leao, Alexandre Sousa, Alexandre Wilson Alves Da Silva, Alexsandra Maia Oliveira Rocha, Alexsandra Pereira De Almeida, Alexis Novellino, Aliria Silva, Aline Bertotti, Aline Cristina De Araújo Silva, Aline Fernandes Pereira, Aline Marcela Figueiredo Chaves Gomes, Aline Muniz, Amaro Mendes, Amanda Alves Magnani, Amanda Batista, Amanda Carlini, Amanda Costa Vilela, Amanda Falchetti Couto, Amanda Nogueira Gonçalves Kvasnisk, Amanda Weber Cavaleiro, Ana Beatriz Bernal Gunia, Ana Carolina Duarte Ferraz, Ana Carolina Ferreira, Ana Carolina De Nadai Milan, Ana Carolina Valeriano Costa, Ana Claudia Da Silva Costa, Ana Gabriela Souza De Oliveira, Ana Julia Oliveira, Ana Lucia Micucci, Ana Lucia Pinheiro, Ana Lucia Martins Reinato, Ana Luiza Simoes, Ana Paula Chaves, Ana Paula Da Silva Peixoto Camargo, Ana Paula Lyrio Teixeira, Ana Paula Silva Ponchio, Ana Valeria Barbosa Da Silva, Anamaria Gullo Martins, Ananias Ribeiro De Souza Junior, Andrea Maia Brayer, Andrea Nocelli De Souza, Andrea Nylander, André Carvalho Whyte Gailey, André Cavalcante Dos Santos



2024 Mentors

A

André Menezes, André Monteiro De Castro Scher, André Porto Madruga, André Vale, Andressa Araujo, Andressa Brandi, Andressa Nascimento Silva, Andrezza Sousa, Angel Carbone Alvarez, Angélica Maria Souza, An Tien Jen, Antônio Berto Da Silva Filho, Antonio Alvaro Torquato, Antonio Carlos Matias Da Silva, Antonio Cleber Dias Teixeira Filho, Antônio Pena Júnior, Arnon Gonçalves Cardoso, Arthur Azevedo, Arthur Martinez, Arivaldo Bezerra De Albuquerque, Armando Dornelas Mota, Armando Lanzieri Filho, Aryadne Miranda Gomes De Assis, Augusto Cezar Da Silva Rodrigues, Augusto Hideo Ferreira, Aparecida Maria Ribeiro, Andreia Rodrigues Aranha Ribeiro

B

Barbara Scotto, Beatriz Brigantini, Beatriz Dos Santos Costa, Beatriz Vellozo, Beatrice Vieira Peli, Bernardo Augusto Agrizzi Mergár, Bernardo Sanches, Bianca Minozzi Galli Safiotti, Bruna Candido, Bruna Fuga Araujo, Bruna Lamounier Diniz Silva, Bruna Maximino Rezende, Bruna Motta, Bruna Moura, Bruna Nascimento, Bruna Paula Besse Matias Pinto, Bruna Rodrigues Barboza, Bruna Russo, Bruno Almeida Vaiano, Bruno Bachert Gennari, Bruno Brauer Botelho Saúde, Bruno Custodio De Moura, Bruno Glavina Lemes Da Silva, Bruno Guilherme Tortorella, Bruno Hirata, Bruno Lima, Bruno Marques Paulon Papa, Bruno Martosa, Bruno Sciuto, Bruno Alves Martos, Bruna Aparecida Cândido, Barbara De Almeida Fernandes Soares



2024 Mentors

C

Caio Braga, Caio Galileu, Camila Bergamo, Camila Duarte, Camila Feitosa De Castro, Camila Fernandes, Camila Maciel, Camila Riccetti, Camila Souza, Camilla Paes Ramalho, Carina Claros Pinheiro Gonçalves, Carla Carolina7, Carla Cristina Pereira Fávoro, Carla Ferrari, Carla De Paula Nascimento, Carla Primo, Carlos Alberto Fernandes, Carlos Branco, Carlos Chaves, Carlos Cotrim, Carlos Eduardo Rodrigues, Carlos Gonzalez, Carlos Henrique Costa Persi, Carlos José Carneiro De Vilhena, Carmem Lucia De Queiroz Gonçalves, Caroline Evangelista Miranda, Caroline Meneghetti Vasconcellos, Caroline Souza, Catarina Corrêa, Catherine Henrique, Cauê Vicente Rosa, Cassia Moreira Lopes, Cassia Zanetti Pimentel, Cecilia Guanabara Rodriguez Almeida, Celso Mota Taddei, Cesar Arantes, César Roberto Fassão Da Silva, Charles Damasceno, Christine Mattos, Cibele Dametto, Cintia Teixeira Dos Reis, Clarice Diniz, Claudio Fujimaki, Claudio Filho, Claudio Shigueru Matsui, Claudia Battagin, Claudia Melo, Claudia Sampaio Cabral Pereira, Clécio Alves Silva, Constança Madureira, Cristian Cesar Cunha, Cristian Melo Ragazzon, Cristiane Mari Tamae, Cristiane Pacanaro Donady, Cristina Aparecida Veloso Guedes, Cristina Karione Gonçalves De Lima, Cristina Ribeiro Leite Balbone Costa, Cristiano Greca Vidigal Canto, Cyntia Mathias, Cyntia Midori Akutsu, Camila Santos Bergamo, Caio Pinheiro Della Giustina, Carolina Ferreira Franco



Claudio Shigueru Matsui
2024 Mentor



2024 Mentors

D

Daiane Cristina Dos Santos Goncalves, Dalila Ramalho, Daniel Fernando De Lima, Daniel Marinho, Daniela Falsoni, Daniella Guedes Rocha, Daniele Rosa S Ramos, Daniele Santos Da Silva, Danilo Araujo, Danilo Canova Denardi, Darlene Moreira, Davi Miranda, David Meiler, Dayana Caroline Costa, Dayene Sandy Pereira, Dayvid Jr Crispin, Debora Alves, Debora Lourenco, Débora Almeida, Débora De Oliveira, Débora Wendt, Deiaaranha76, Denis Cardoso, Denis Henrique De Souza, Denise De Camargo, Denize Gomes Do Nascimento, Deusemar Chaves Junior, Dharana Da Veiga Puggi, Diana Bertin, Djair Correia Da Silva, Dora Ines Manzani Prado Alfier Trindade, Douglas Antônio Moreira, Douglas Carli Silva, Douglas Correa Dos Santos, Douglas Tokuno, Duilio Alves De Moraes

E

Edgar Elias Da Silva Filho, Ediraldo Bernardi Carvalho, Edson Pereira, Edson Rolin De Moura, Edson Toshio Tanioka, Eduardo Baraúna De Camargo, Eduardo Balardim, Eduardo Bortoli, Eduardo Costa, Eduardo Dionisio De Vasconcelos, Eduardo Garcia Muñoz, Eduardo Neubern, Eduardo Ribeiro Paradela, Eduardo Salomao, Eduardo Savio Rebello Bignami, Eduardo Vidoti, Elaine Cristina Barbato Andrade, Elaine Hipólito Dos Santos Costa De Almeida, Elaine Vieira Da Motta, Eliane Maria Santos De Melo, Eliene Santos, Elis Soares, Elisangela Sousa, Elizabeth Almeida, Elen De Souza, Eloa Beniti, Emilia Milanese, Emmanuel De Castro, Enrique Coelho Brugnara, Érica Castro, Érica Louback De Oliveira, Eric Kenji Hanhu Furukawa, Erico Piantkoski, Eri Silva, Erika Lorente Das Neves, Erika Linares, Estela Gurgel, Estela Silva, Etri Bandeira Jr, Eu Almeida Flavia, Evelin Machado, Everton Grassi, Everton Machado Dos Santos, Everton Regis De Souza Evangelista, Everton Roese Mancio



2024 Mentors

F

Fabiana Bezerra, Fabiana De Lima Pereira, Fabiana Ribas Davila Pettenazzi, Fabiane Scandura, Fabio Barbosa Vilela, Fabio Florentino, Fabio Julio De Oliveira, Fabio Romanin, Fabio Tamaki, Fabio Tomaz De Oliveira, Fabio Tomio Misawa, Fabio Urata, Fabio Vernalha, Fabio Yoshikazu Takahashi, Fabricio De Carvalho, Fátima Antunes, Fausto Brandao Soares, Fellipe Augusto Medeiros Ribeiro Silva, Felipe De Aguiar Monteiro, Felipe Luiz, Felipe Penido, Felipe Perrella, Felipe Siazdionis, Fernanda Carloto Martins, Fernanda Caropresso, Fernanda Do Amaral Pinto Machado, Fernanda Espinoza De Farias, Fernanda Inomata, Fernanda Kunioshi Pimentel, Fernando Antônio Leite, Fernando Antunes Panissio, Fernando Fernandes, Fernando Ferraz, Fernando Kakimoto, Fernando Candido De Paula Filho, Filipe Rezende Do Amaral, Flavio Augusto Santiago, Flavio Bretanha Freire, Flávio C. R. F. De Almeida, Flavio Passarella, Francisco Ditano, Frederico Almeida Petrucelli, Frederico Montezuma, Flávia Vidal De Almeida, Fábio Augusto De Souza Ferreira, Fabio Tamaki

G

Gabi Ribeiro, Gabriela Colares Ali Ganem, Gabriela Crivelenti Raffaini Dias, Gabriela Lemos De Oliveira Ribeiro, Gabriel Aoki, Gabriel Baracat De Almeida, Gabriel Carvalho Campos, Gabriel Gracia, Gabrielle Mancini, Gabriella Rodrigues, George Andrew Brindeiro, Geórgia Müller, Georgia Prisco Arakaki, Gessica Bezerra, Giancarlo Turmina Bristot, Giovana Cristina Cotrin Loro, Giovanna Maialle, Giovanna Pinheiro, Gisele Brito Coelho, Gisele Pecini, Giselly Pereira De Castro, Glaucia Pascoaleto Araujo, Glauber Dos Santos, Glauciran Alves Teles Cavalcante, Glauco Paiva, Glória Souza, Graciela Schonardie, Guilherme Alves, Guilherme Barreto, Guilherme Eduardo Carnevalli, Guilherme Ferreira Neves, Guilherme Ferreira De São José, Guilherme Fujii, Guilherme Furlan, Guilherme Jarreta De Castro, Guilherme Queiroz, Guilherme Recuero, Guilherme Sato Santana, Guilherme Souza, Guilherme Vietri Crespo, Gustavo Azevedo Branco, Gustavo Meirelles, Gustavo Pellegrini, Gustavo Piardi, Gustavo Teixeira, Gustavo Vellinho Manhães De Castro, Guilherme De Carvalho Almeida



2024 Mentors

H

Heitor Akio Kimura, Heitor Salvador, Heloisa Cardoso, Heloisa Glad, Helton Lima, Héliida Lorca, Higor Martins Rodrigues, Hilder Viana, Humberto Miyatake, Helger Vassallo Júnior

I

Iakes Rosa, Idalmir Silva, Ildarlidy Sousa Pimentel, Ildebrando Antonio De Jesus Junior, Inaiê Reis, Ingrid Santos Palmeira, Iolanda Fernandes De Oliveira, Igor Otsuka, Israel Rocha, Isabella Dâmaris Passos De Souza, Isabella Figueiredo, Isabel Mendonca, Itamar Da Cunha, Ivan Pires, Izabela Nogueira

J

Jaciara Oliveira, Jadson Andrade, Jailane Alves, James Willian De Paula, Jaques Santos Galdino, Jarbas Pixiolini, Jedson De Souza, Jefferson Oliveira, Jerckns Cruz, Jeser Madureira, Jessica Bitencourt, Jessica Araujo, Jessica Fuger, Jessica Pereira Alves, Jessica Sakaguchi, Jessica Valin, João Bussab Junior, João Caliope, João Fernando Biancardi, João Paulo De Sousa, João Paulo Imparato Spori, João Pedro Vivolo Lopes E Souza, João Roberto Serrão Da Costa, Joadson Costa, Johnatan Sousa Macedo Lorian, Jhones Petter Faitano Do Carmo, Jose Beraldo, José Arthur Antunes De Lima, José Eduardo Walter, José Humberto Da Rocha, Jose Luiz Nunes, Jose Rand De Sousa Costa, Jose Ricardo Murilhas De Faria, Jose Rui Scanavini Chiaradia, Jose Vicente Carneiro, José Victor Rafael Carneiro De Menezes, Juan Cavalcante De Oliveira, Julia De M Meira, Julia Homrich, Julia Nakamura, Julia Paskin, Juliana Bernardo Da Silva, Juliana De Sousa Cavalcanti, Juliana Fernandes, Juliana Hofmeister De Castro, Juliana Rangel Drumond, Juliana Terruel Furlan, Juliana Toledo Pinheiro Barra, Juliana Yaginuma, Juliano Adolfo Fenólio, Julio Cesar Pires Da Silva, Julio Melzer, Julio Santos, Julio Schonenberg, Julio Talavera Sena De Farias, Junia Gontijo, Junior Dutra



2024 Mentors

K

Kaio Cardoso, Karen Brunialti, Karen Lourenço, Karen Valverde, Karina Agustini Zanin, Karina Calixto, Karina Garcia, Karina Efigenia Tola De Lima, Karina Perini, Karina Santos, Karla Rennó, Katchen Julliany Pereira Silva, Katia Giraldi, Kelly Calixto, Kemil Jarude, Kermerson Kleber De Lucena Dias, Kevin Matheus Martins, Kleber Grasso Rodrigues, Konrad Doern

L

Laércio Almeida Junior, Laércio Ferraz, Laercio Miguel Morato Junior, Laís Bueno, Laís Santiago, Larissa Amstalden, Larissa Marchesin, Leandro Angeles, Leandro Lages, Leandro Souza Carvalho, Leandro Steele, Leda Almeida Psi, Leonardo Alexandre Dos Santos, Leonardo Andre Aiba, Leonardo Barreto, Leonardo Canova, Leonardo De Assis Mendes, Leonardo Fiorin Anhoque, Leonardo Gadotti De Figueiredo, Leonardo Lopes, Leonardo Silva, Leonardo Vedolin, Leticia Almeida Da Cruz, Leticia Garus, Letícia Laura De Oliveira, Lidia Pereira, Liliane Chibly, Liliane Pires Andrade, Lillian Correa, Lívia Franciulli, Livia Carvalho, Livia Valeria Silva, Liverson Cruz, Liza Freitas, Lorena Amorim, Louise Icart De Moura, Luana Fonsêca, Luana Ide, Luana Lara Perez, Luana Santana Brusque, Lucas Aparecido De Moraes, Lucas Barbosa, Lucas Baptistão, Lucas Canova, Lucas Ciabotti Tavora, Lucas Cipullo, Lucas De Lima Carvalho, Lucas Faria Rodrigues, Lucas Marinho De Lima, Lucas Nyari, Lucas Pardim, Lucas Silveira, Lucas Teoi, Luciana Carvalho Azambuja, Luciana Miranda, Luciana Rodrigues, Luciano Canezim, Luciano De Lutiis, Luciano Luiz Da Silva, Luciano Ricardo Emidio E Silva, Luciano Roberto Veríssimo Alem, Luciano Sampaio, Lucimara Correia, Luciane Luz, Luinne Couto De Amorim Feitosa, Luís Augusto Teixeira Silva, Luís Felipe Alves Silva, Luís Felipe Pepe, Luiz Alberto Zanoni, Luiz Eduardo Pereira De Oliveira, Luiz Fernando Da Silva Toledo, Luiz Fernando Rocha Silva, Luiz Guedes, Luiz Otávio Martins Mota, Luiz Rates



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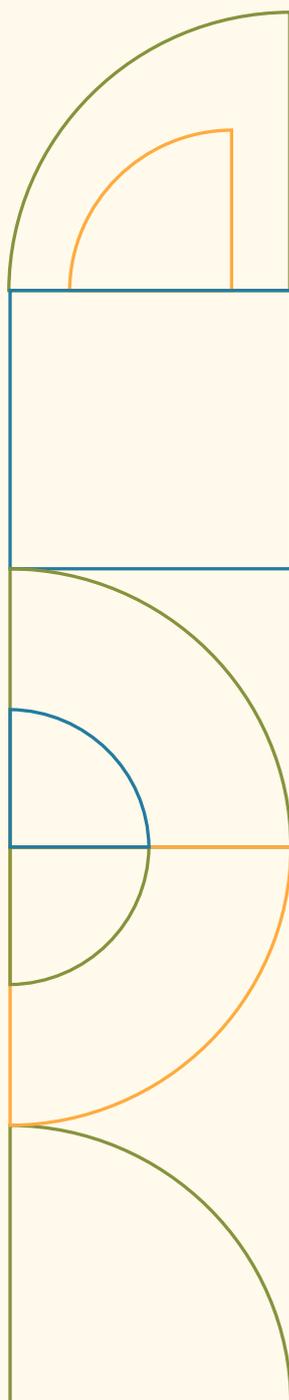


2024 ANNUAL REPORT

Institutional Relations



Institutional Relations



Institutional relations are the bridge that connects Instituto Semear's purpose to people and organizations that believe in the transformative power of Education. In 2024, our team continued to work with dedication and strategy to strengthen this support network, mobilizing resources and building lasting partnerships with those who share our commitment to equality.

Along with both individuals and legal entities, the Relationship team is responsible for working with donors, companies and partner institutions, ensuring the sustainability of our mission and expanding the impact on the lives of the youths we support. Each strengthened connection is one more step towards building a fairer future, with real opportunities for all.

In 2024, Instituto Semear set an ambitious goal: to raise R\$3,690,749 in discretionary resources — amounts unrelated to tax incentives — which represented a challenging growth of 60% in relation to the R\$2,305,483 raised in 2023 (without considering the R\$544,311 coming from incentivized resources that year).



We ended the year with a historic collection of R\$3,089,197 in discretionary funds, which represents a significant growth of 34% compared to 2023. When we include incentivized resources in the comparative analysis, the growth was 8.4%.

Individual donations showed a notable increase, growing 63% compared to the previous year — going from R\$900,785 in 2023 to R\$1,466,061 in 2024 — which is equivalent to 92% of the target established for the segment (R\$1,592,851).

Contributions from companies, institutes and foundations also showed growth, reaching a record amount of R\$1,623,136 in 2024, compared to R\$1,404,698 in 2023 — an increase of 16%, which corresponds to 77% of the established target of R\$2,097,898.

These results demonstrate the strengthening of confidence in our work and the growing commitment of our partners to ensure that more young people can follow their paths with autonomy, permanence and purpose.

R\$ **3,089,197** ↑ 8%
discretionary funds

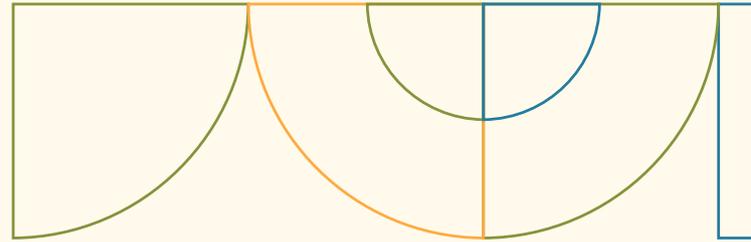
R\$ **1,466,061** 92%
from donations from individuals

R\$ **1,623,136** 77%
from corporate donations





Individual donors



Paraphrasing Theodore Roosevelt, we believe that “the credit belongs to the one who is truly in the arena, driving the impact of a great cause, so that their place will never be among the timid souls who know neither victory nor defeat.”

By investing in the Jovens-Semente, our individual donors enter this "arena" as people committed to social challenges, assuming the role of protagonists and social agents of change. Each contribution has been essential in helping Instituto Semear make Brazil a better and fairer place!

Donations can be occasional or recurring and made via Pix or PayPal. Each contribution has been essential for the change we generate through Education keep happening.

How to donate

To donate via PIX:

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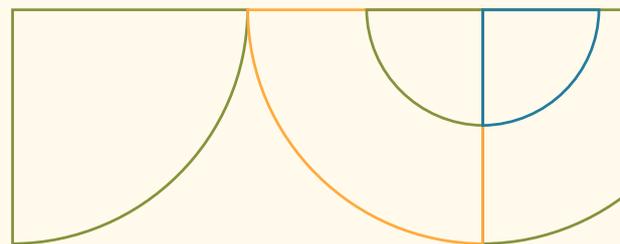
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Donations made by partner companies were essential to making our projects viable in 2024 and expanding the impact of Instituto Semear.

More than financial contributions, each partnership represents a commitment to social transformation, the promotion of equality and the strengthening of a network of opportunities for low-income youths.



Benefits for Corporate Partners

Companies that invest in civil society organizations like Instituto Semear directly contribute to building a fairer and more inclusive future, in addition to benefiting from a series of strategic benefits.

01

Institutional strengthening of the brand

Supporting social causes improves the brand's reputation and positioning in the market. Consumers and partners value companies that genuinely engage with society.

02

Internal engagement and organizational culture

Partnerships with social impact also have an impact on the organizational climate. Social responsibility initiatives increase employee engagement, strengthening the company's culture and values.

03

Direct impact on the lives of young people

By supporting Instituto Semear, companies help transform the trajectory of young talents, ensuring access to training, mentoring, emotional support and professional opportunities.



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2024



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