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Activity Report 2026



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A Message from the President

Real change rarely announces itself. It accumulates, in the decisions of organizations working quietly in communities, in the relationships built over time between partners who share a long-term commitment, in the small shifts that eventually become something lasting.

2025 was Kaizen Foundation's first full year of operation. It was also, for me personally, a year of learning.

We set out with a clear ambition: to build a foundation that operates according to international standards, with transparency, measurable results and long-term commitment to the partners and communities we work with. What I did not fully anticipate was how much the work itself would teach us.

No two countries are the same and no two communities face identical challenges. This year we worked across seven countries in Europe and Latin America — on issues as different as environmental guardianship in the Amazon, access to education in Greece's remote islands and inclusion in football across European cities. What connected all of it was a single conviction: that funding alone does not create change. The projects that made the greatest impression on me were not always the largest. They were the ones built on trust, alignment and partners who were in it for the long term.

At Kaizen Foundation, we aim to be more than donors — present, consistent and committed to results that outlast any single grant. That requires patience. It requires listening before acting. And it requires the humility to accept that the people closest to a problem usually understand it best.

Looking back on this first year, I am grateful for every organisation and individual who chose to work alongside us. Their work — often invisible, rarely celebrated — is where real change begins. We consider it a privilege to stand alongside them.

Panos Konstantopoulos

President, Kaizen Foundation



Who We Are

Kaizen Foundation was created out of a conviction that meaningful social impact requires independence, consistency and a long-term commitment — things that are difficult to sustain within the rhythms of a business.

Funded exclusively by Kaizen Gaming, one of the world's leading GameTech companies, the Foundation operates as an independent entity with its own governance, its own standards and its own strategic direction. That independence matters. It means decisions are driven by impact, not by business cycles. It means partnerships are built for the long term, not shaped around a company's communications calendar.

The Foundation works across three pillars: Society, Education and Environment. Within those pillars, it supports a deliberately wide range of interventions — from the renovation of a public children's hospital in Athens to emergency housing construction in Brazilian underserved areas, from Indigenous land rights in the Amazon to STEM education for children in Greece's border communities. The scale varies. The geography spans multiple continents. What remains constant is the approach: rigorous partner selection, transparent operations, measurable results and a genuine commitment to staying present beyond the first grant.

Based in Athens, the Foundation is currently active in seven countries across Europe and Latin America. It works through a lean, specialist team and a network of carefully selected partners — local organizations with deep roots in their communities and international bodies with the expertise and reach to drive systemic change. Before any intervention is designed, the Foundation invests time in understanding the specific conditions, needs and existing capacities of each context. It does not arrive with ready-made solutions.

The Foundation also invests in its own development as an institution. In 2025, Kaizen Foundation joined the Pathways to Change program — a year-long philanthropic learning initiative run by Greenwood Place in partnership with the Gates Foundation — alongside a small group of strategic philanthropists. Through roundtable discussions with leading social entrepreneurs, field visits and immersive learning experiences focused on the Global South, the program deepens the Foundation's understanding of what effective, responsible philanthropy requires in practice.

What distinguishes Kaizen Foundation is not the size of its grants — though some, like the €4.1 million renovation of Penteli Children's Hospital, are significant by any measure. The quality of the relationships it builds and the seriousness with which it approaches lasting impact matter far more.

Penteli Children's Hospital Renovation

Athens, Greece • Society

Penteli Children's General Hospital has served the children of northern Athens and the surrounding region for decades. By the time Kaizen Foundation began its involvement in 2024, the facilities had not seen a significant upgrade in over 80 years. Operating rooms, outpatient clinics, hospital rooms and laboratories were in need of comprehensive renovation. For the medical staff working there every day and for the families who brought their children through its doors, the limitations were visible and real. An outdated surgical suite, overcrowded clinics and facilities that no longer met modern standards shaped the experience of every child who needed care and every professional responsible for providing it.

Kaizen Foundation committed 4.1 million euros to the complete renovation of the hospital, making this the largest single grant the Foundation has made to date and one of the most significant private investments in Greece's public health infrastructure in recent years. The project is being executed in four phases, a deliberate approach that allows construction to advance while the hospital continues to serve its patients without interruption. Work covers the surgical rooms,



ground and first floor clinics, outpatient facilities and laboratories, as well as fire safety systems, outdoor areas, healthcare facility furniture donation (hospital beds, medical recliner chairs etc) and accessibility upgrades that guarantee full access for people with disabilities across all areas of the hospital.

The renovation is well advanced. The ENT and Orthopedic Clinics on the first floor have been fully renovated, 26 advanced patient beds, 3 baby cribs/bassinets, 26 recliner chairs and 29 hospital bedside cabinets including isolation rooms are in place and the Surgical Department and Sterilization unit are ready for delivery. The outdoor areas have been completely transformed, with new parking, accessible routes and a brand new playground. Works on the ground floor are currently underway, covering a Day Care Unit, examination rooms, doctor call rooms and the hospital pharmacy, while preparation for the second floor, which will provide 34 additional beds, 8 baby cribs/bassinets, 34 recliner chairs and 42 hospital bedside cabinets is beginning immediately.

The project is on track for completion in summer 2026. When finished, it will serve more than 74,000 children who pass through Penteli's doors each year, offering them the dignity and quality of care that every child deserves and every medical team should be equipped to deliver.



“The renovation of Penteli Children’s General Hospital goes beyond an upgrade of infrastructure. It redefines the hospital as a place where patients receive dignified, high-quality care, families find reassurance and trust, and the wider community gains a stronger, more resilient pillar of public health.”

Board Member

Penteli Children’s General Hospital

Life Evolution

Greece • Education & Society

In Greece, when a young person in state care turns 18, they must leave the institution where they grew up. The transition is abrupt, and most leave without a family to return to. Life Evolution was founded in 2018 to address what happens to young people once institutional care ends, a gap the system had left open.

The organization works with adolescents still living in care and young adults who have recently left, providing education, psychological support, career guidance and housing. Each beneficiary receives an individualized plan, developed and monitored by a team of educators, psychologists and social workers.

Kaizen Foundation supported Life Evolution through an operational grant, enabling the organization to sustain and expand its programs for vulnerable adolescents and young adults transitioning out of institutional care. Since its founding, Life Evolution has supported over 300 young people, walking alongside them not just through the transition but for as long as they need.

The impact is visible in individual lives. Young people who arrived with little confidence in their own abilities — some misplaced in special education, others simply never given the chance — have gone on to pass uni-

versity entrance exams, complete degrees and build independent lives. When a young person turns 18, Life Evolution stays by them — and keeps staying until they no longer need it.



Credit: **Stathis Statharas**



“Every child who places their trust in us carries a story of loss and an immense inner strength.

Our impact is not measured only in numbers, but in the small and big transitions young people make from insecurity to stability.

Through consistent presence, care, and trust, we see our beneficiaries begin to believe in themselves again.”

Dimitra Kalantoni

Founder & CEO, Life Evolution

Charles Antetokounmpo Family Foundation

Greece • Society

Behind every young athlete is a family. In under-resourced communities, that family is often navigating pressures that have nothing to do with sport — food security, legal uncertainty, mental health, the daily weight of making ends meet. When those pressures go unaddressed, they follow young people onto the court and into the classroom.

The Charles Antetokounmpo Family Foundation was established on the belief that supporting a young athlete means supporting the world they go home to. Through the Antetokounmpo Academy in Greece, CAFF works with young basketball players and their families, providing structured sport alongside a wider network of care.

Kaizen Foundation's support enabled CAFF to expand that network. In addition to the Academy's core program, families gained access to counselling with IRC, monthly healthy food boxes, free monthly legal consultations on matters of Greek law and mental health support, all aimed at giving families the stability their children need to focus, grow and thrive.

This year, the Academy supported 120 athletes and their families. Beyond the court, young people developed social skills and self-confidence, while their families gained access to resources that many had never had before — nutritious food, legal guidance and mental health support. For communities where these things are rarely available, access to stability changes what is possible.

“Kaizen Foundation’s support enables us to expand our impact and reach entire families within the Antetokounmpo Academy community.”

Lauren Cochlin

Global CAFF Director



Credit: **Elias Joidos**, Antetokounmpo Academy, Greece

Mamagea

Greece • Environment & Education

Most schoolyards in Greece are concrete. No soil, no growing things and no particular reason for a child to look at the ground with curiosity. Mamagea, an environmental organization based in Thessaloniki, has been working to change that, one school at a time.

With support from Kaizen Foundation, Mamagea launched the WONDER Schools project: a program to design and establish vegetable gardens in four Thessaloniki schools, ranging from nursery school to secondary level. Launched in 2025, the project was developed in partnership with the Municipality of Thessaloniki and selected schools serving diverse communities, including areas with significant migrant and Roma populations. Each garden was built with the active participation of pupils, parents and teachers — and accompanied by an educational program on sustainable food, seasonal growing and environmental stewardship.

The results went beyond the gardens themselves. Children who rarely engaged in group activities began collaborating across year groups. Parents who had little connection to school life showed up on construction days. Teachers reported new confidence in orga-

nizing community-facing activities. The project also produced a documentary film, an educational toolkit for replication across other schools, and a children's exhibition shown at the 9th Thessaloniki Contemporary Art Biennale.

Ten schools now have a functioning vegetable garden, with two more waiting to join.



Credit: Antonis Vlachos



“I have never seen my kids being so enthusiastic with any other kind of work. They didn’t want to stop!”

Parent

63rd Primary School, Thessaloniki

Social Impact and Innovation

Athens & Thrace, Greece • Education

In Greece, access to quality STEM education is not evenly distributed. Children growing up in vulnerable environments — in care facilities or border communities far from major cities — rarely have access to the coding, robotics and digital skills that are increasingly fundamental to participation in modern society. The digital divide is not just about equipment. It is about opportunity.

Through the Tech Talent School for Kids program, Socialinnov brought free, structured STEM education to children and families across three locations: Athens, Alexandroupolis and Komotini — the latter two being remote border communities in Thrace with limited access to specialized educational resources.

The program ran weekly classes in programming, robotics and computational thinking for children aged 10 to 15, delivered by specialist educators at SOS Children's Villages facilities. Summer and winter camps extended the learning beyond the classroom, giving children the space to design, build and present their own projects.

Credit: Evi Koskina, Socialinnov



The program did not stop at the children. Parents and caregivers attended digital literacy classes, gaining basic computer skills that many had never had the chance to develop. Moreover, thirty-six staff members from SOS Children's Villages facilities across Greece completed a professional development program in digital tools, AI applications and project management, building internal capacity that outlasts the program itself.

Kaizen Foundation's support enabled Socialinnov to reach 40 children across three cities, while also equipping the adults around them with the skills to support their development long after the program ends.

Credit: Evi Koskina, Socialinnov



“Thanks to the support of the Kaizen Foundation, the Tech Talent School for Kids opened doors for children and families who otherwise wouldn’t have access to digital upskilling. The program also has completely transformed how children from vulnerable communities experience learning. Many of them had never used computers, coding, or engaged with STEM activities before. Now, they are curious, confident, and excited to explore new skills. With the support of their families and the ecosystem around them this program isn’t just about education, it’s about hope! It’s about belonging, confidence, and a future where no one is left behind.”

Stella Psarrou

Socialinnov, Director

Scholarship Program for Students from Remote Islands

Greece • Education

On Greece's smallest islands, academic excellence does not always translate into opportunity. For a student who graduates at the top of their class on an island with fewer than 2,000 residents, the path to university is rarely straightforward. The cost of relocating to the mainland, covering tuition and sustaining four years of study is a burden that too many families simply cannot bear. Too often, some students choose not to go at all.

In partnership with Symplefsi, Kaizen Foundation launched a scholarship program specifically designed to address this gap. Three scholarships of €12,000 each were awarded for the 2025–26 academic year to students from Lipsi, Kastellorizo and Kasos. Recipients were selected on the basis of academic excellence alongside financial need and personal circumstances. Each scholarship is renewable for up to four years, provided recipients maintain satisfactory academic progress.

The partnership with Symplefsi reflects a shared conviction: that where a student grows up should not determine how far they can go. For the three students

receiving this support, it means the freedom to pursue their studies without the weight of financial uncertainty and in time, the possibility of returning to their communities with the skills and knowledge to strengthen them.



Credit: kokixx, Adobe Stock

“Thanks to this scholarship I can now feel freer, with less financial pressure, and I can do things for myself that without this support would not have been possible.”

E.S.
Lipsi

Fire Detection & Prevention Technology Donation

Greece • Environment

Greece loses thousands of hectares of forest to wildfires every year. The fires move fast, and the window between the first sign of smoke and a fire that is beyond control can be measured in minutes. Early detection is not a technical detail — it is the difference between a contained incident and a national disaster.

Kaizen Foundation donated advanced fire detection and surveillance technology to Greece's Ministry of Climate Crisis and Civil Protection. The equipment includes ten mobile drone communication and interconnection systems — deployable rapidly to any location across the country — and one Autonomous Fire Surveillance and Detection Tower, to be positioned at a mountain location designated by the Fire Service. Both systems use artificial intelligence, optical and thermal imaging, and satellite connectivity to detect and geolocate fire outbreaks in real time, giving firefighting teams the ability to intervene im-



mediately and precisely, even in remote and hard-to-reach areas.

The systems also allow the integration of data from cameras, unmanned aircraft, and drones into a single operational center, enabling real-time decision-making and better coordination between ground and aerial forces. Critically, the donation includes five years of technical support, upgrades and maintenance — not a one-off gift, but a sustained operational commitment.

The equipment is built on Greek technology and innovation, and was formally handed over at a ceremony attended by the Minister of Climate Crisis and Civil Protection in December 2025.



“This donation is not simply the handover of equipment — it is an act of responsibility, collaboration, and trust toward the work of the people who fight daily to protect life and our natural environment.”

Yannis Kefalogiannis

Minister of Climate Crisis and Civil Protection, Greece

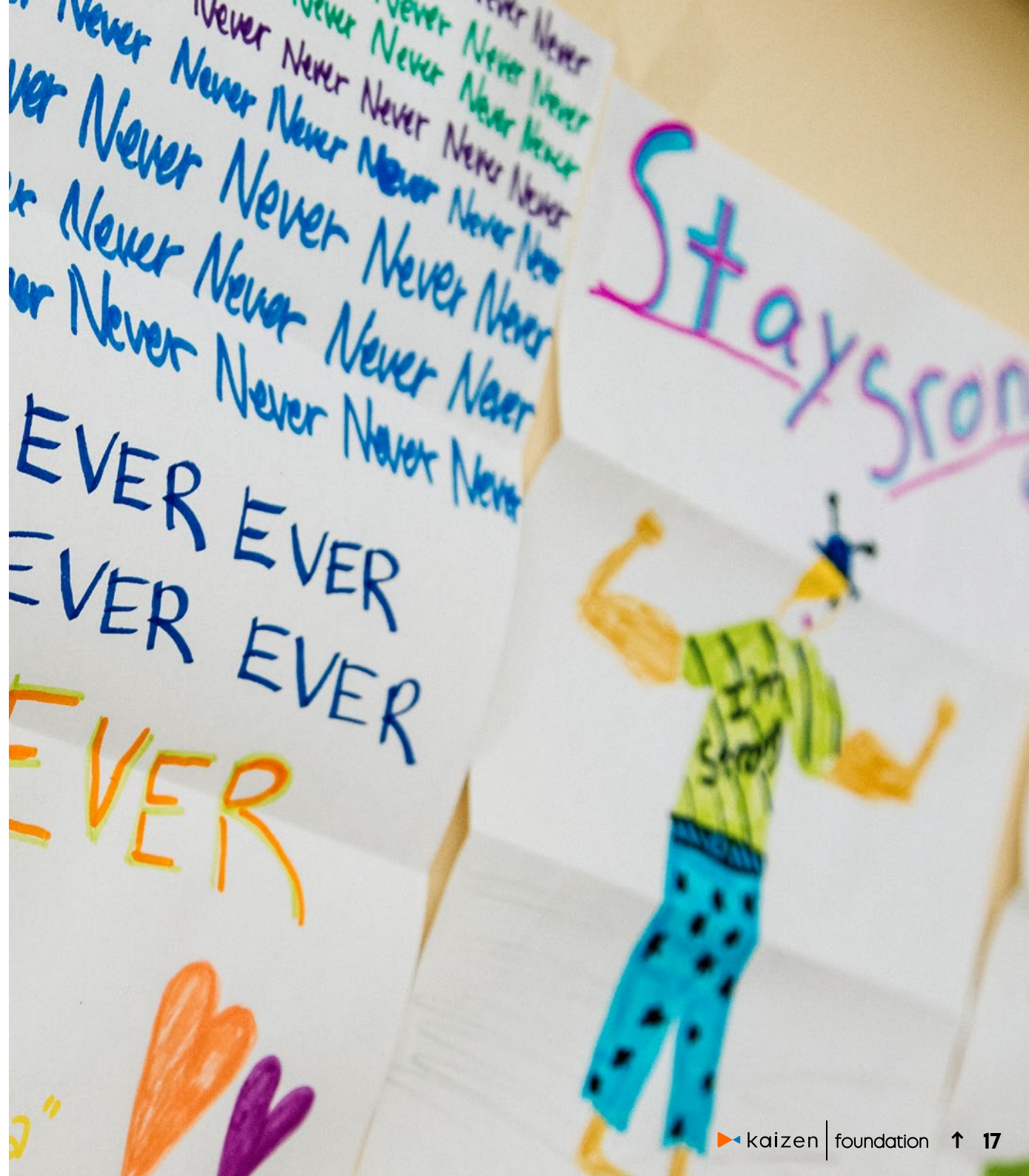
Association of Parents of Children with Oncological Diseases

Romania • Society

A child with cancer does not only need treatment. They need a physiotherapist who shows up regularly, a parent who understands how nutrition affects recovery and a medical team that has learned to work across specialties rather than in isolation. APCAO was founded to make sure all of that exists.

Based in Bucharest, APCAO works within the pediatric onco-hematology department of the Fundeni Clinical Institute — one of Romania's leading clinical centers — providing the support infrastructure that the health-care system alone cannot offer. Since 2022, two APCAO physiotherapists have been embedded directly in the department, working alongside medical staff and building the kind of continuous, trusted relationships with children and families that short-term interventions cannot replicate.

Kaizen Foundation's support enabled APCAO to sustain and expand this work. The two physiotherapists



evaluated more than 200 children and delivered over 1,000 hospital-based sessions in a single period — a volume that speaks to how embedded they have become in the department’s daily life. Beyond the bedside, medical education workshops brought together specialists across oncology, rehabilitation, nutrition and psychology, disciplines that rarely operate as a team. Parents and caregivers attended sessions on nutrition and recovery, gaining practical tools to support their children at home. A communication skills course for medical staff recognized something that is easy to overlook — that how a doctor speaks to a frightened family is part of the treatment.

The work is cumulative. Each year that APCAO’s physiotherapists remain in the department, the relationships deepen, the model becomes more trusted and the care more effective. For children facing one of the hardest things a person can face, that consistency is what matters most.

Credit: pixel-shot.com, Magnific



“When I founded APCAO, I took upon myself a heartfelt promise: to provide real support in improving the quality of life for children facing oncological conditions. This mission is also made possible by the support of the Kaizen Foundation, a partner that chose to believe in our vision.”

Amalia Nastase

Founder and President, APCAO

Pitesti Pediatric Hospital Renovation

Romania • Society

The sixth floor of Pitesti Pediatric Hospital had not been renovated since the hospital was established, four decades ago. For the children treated there, some of the youngest and most seriously ill patients in the region, as well as for the medical staff caring for them, the conditions reflected decades of deferred investment. The floor serves children up to three years old facing serious illness, drawing patients from across the counties of Argeş, Vâlcea and Dâmboviţa.

Kaizen Foundation partnered with the Doctors for Romania Association to fund the complete renovation of this critical section, contributing €350,000 to what became the first Kaizen Foundation grant in Romania.

The project covered over 1,100 square meters, including the creation of sanitary units for every ward, a full replacement of heating, plumbing and electrical systems, and new walls and floors meeting current health and safety standards, while maintaining the same number of beds. The result is a safe, modern environment designed to support speedier recovery and better conditions for both children and their families during treatment.



Every year, more than 30,000 children pass through Pitesti Pediatric Hospital. For those treated on the renovated floor, the change is immediate and tangible. Children recover in spaces that are clean, modern and properly equipped, in conditions that finally match the dedication of the staff caring for them.



“Through our joint efforts, we have renovated this hospital floor, which will serve as a sanctuary of healing for children and their families. This renovation is a symbol of love, care and true commitment to the health and happiness of our children.”

Alexandru Costache

President, Doctors for Romania Association

Ashoka

Portugal & Global • Society

Ashoka was built on a conviction that was radical at the time and coined the term to match it. Social entrepreneurship, as a concept and a movement, began here — with the belief that the most powerful force for change is not a government program or a corporate initiative, but a specific kind of person. Someone with a new idea, the drive to pursue it and the ethical character to do so responsibly.

Today, Ashoka has nearly 4,000 Fellows in over 90 countries. Each is selected through a rigorous five-step process that looks not just at the idea, but at the person — their creativity, entrepreneurial quality and capacity to drive change at a systems level. Once elected, Fellows receive a three-year stipend, pro bono coaching and mentoring, access to a global peer network and a lifetime of support. Eighty-five percent report major impact growth. Seventy-four percent go on to influence legislation.

Kaizen Foundation's partnership with Ashoka operates on two levels. The first is global, supporting Ashoka's backbone infrastructure, which allows Fellows across all 90 countries to collaborate, access resources and amplify each other's impact. The second focuses on Portugal, where Kaizen Foundation is funding the



election of Bernardo Gonçalves, founder of MyPolis, as a new Ashoka Fellow.

Across European democracies, youth political engagement has been declining for decades. Almost 60% of eligible voters aged 18 to 24 choose not to vote. Less than 10% are members of a political party. Decision-making spaces are dominated by adults and citizenship education in schools remains largely theoretical, taught by teachers who have little support to turn it into something real. MyPolis, founded in Portugal, is built to change that.

Working across 35 territories in Portugal and six other countries, MyPolis uses games to turn classrooms into participation laboratories. Teachers are trained to run structured processes through which students develop proposals, present them in local assemblies and work alongside elected representatives to bring them to life. To date, more than 60,000 young people across seven countries have taken part in the program. Of over 5,000 proposals collected, more than 300 local-impact initiatives have been carried out — not as school projects, but as real changes in real communities.

The Ashoka Fellowship gives Bernardo something MyPolis has needed as it scales — time and space to focus on strategy, explore new solutions, build new partnerships and influence public policy so that the model has systemic reach rather than remaining a project that works well only where it already operates.



“Kaizen Foundation’s strong focus on innovation, technology and long-term social impact makes them a natural ally in Ashoka’s effort to build a world where everyone can be a changemaker. With their support, we will be able to identify and back outstanding social innovators, while also strengthening the support system that enables all Ashoka Fellows to collaborate, learn from one another and scale their impact.”

David Bonbright

Leadership Group Member

UEFA Foundation for Children

Europe • Society

Across Europe, exclusion takes on many forms. A young woman from a refugee background with no pathway into community life. A disabled person with no real opportunity in sport. A girl growing up in a neighborhood where opportunities are scarce. The circumstances differ, yet the result is the same.

Kaizen Foundation's partnership with the UEFA Foundation for Children focuses on two connected commitments. The first marked the Foundation's 10th anniversary celebrations in April 2025. Kaizen Foundation sponsored an amputee football showcase match at the Colovray Stadium in Nyon, featuring players from Greece, England and Poland, alongside a Conference on Inclusion held at the Chateau de Bossey. Both events, organized in collaboration with Football Is More and the European Amputee Football Federation, put inclusion in football at the center of one of the sport's most significant institutional anniversaries.

The second commitment extends that partnership into concrete, lasting work. Through the Legacy for the Future project, Kaizen Foundation supported four organizations across Portugal, Denmark, Belgium and

Credit: DFL Stiftung - Writers



Germany — each working with a different community, each addressing a different dimension of exclusion. From opening football to disabled people in Lisbon, to equipping refugee and migrant women with leadership skills in Copenhagen, to creating safe spaces for girls in Brussels and Berlin, the work is varied in form but united in purpose.

Football is the entry point. What these organizations are building — confidence, belonging, opportunity, representation — goes well beyond the pitch.

Credit: DFL Stiftung - Writers



“Football has an extraordinary power to bring everybody together. Partnering with organizations like the Kaizen Foundation is key to building a movement that drives real impact and leaves a lasting legacy.”

Carine N’koué

General Secretary, UEFA Foundation for Children

Nia Tero

Brazil & Colombia • Environment

About 40% of the world's remaining large, intact ecosystems lie within Indigenous Peoples' territories. The Peoples who live in and steward these lands are among the most effective environmental defenders on the planet. They are also among the most underfunded and systematically excluded from crucial decisions.

Nia Tero works in direct partnership with Indigenous Peoples, providing funds and organizational strengthening support so that Indigenous Peoples' can sustain their territories, knowledge systems, and cultures. It also works globally to raise awareness of Indigenous Peoples' essential role and to promote policies that support them. Since 2017, it has partnered with 274 Indigenous Peoples across 46 biocultural settings on six continents and the greater Pacific, supporting the guardianship of over 130 million hectares of land and ocean.

Kaizen Foundation's partnership focuses on Nia Tero's work in Brazil and Colombia. In Brazil, the support strengthens Indigenous governance and territorial rights, funds legal defense and builds the capacity

Credit: © Kamikia Kisedje



of Indigenous organizations to access resources and sustain their programs. In Colombia, the focus is on direct funding for territories under threat, emergency protection for Indigenous environmental defenders and communications capacity to document threats and mobilize national and international support.

The numbers are stark. Outside Nia Tero's partner territories, tree loss runs on average 400% higher. Indigenous Peoples' guardianship goes far beyond cultural preservation. Across the globe, it remains one of the most effective tools available for protecting the ecosystems on which all life depends.

Credit: © Kamikia Kisedje



“Indigenous Peoples are the best-proven, most effective guardians of Earth’s land and waters. At Nia Tero, we provide resources to amplify the impact of Indigenous Peoples’ guardianship worldwide.”

‘Aulani Wilhelm
CEO, Nia Tero

TETO Brasil

Brazil • Society

In Brazil, 62 million people live in poverty. Of those, nearly half live in homes made from non-durable materials — without a solid floor, without a bathroom, without the basic conditions that make a house a place of safety. These are not just statistics. They are families navigating daily life in structures that offer little protection from rain, heat or the increasingly extreme weather that climate change is bringing to the country's most vulnerable communities. Precarious housing goes far beyond a single problem. It shapes the conditions that make every other problem harder to solve.

TETO Brasil has been working since 2006 to address this directly. Part of the TECHO network — active across 18 countries, with over 1.6 million volunteers mobilized and 3.6 million people impacted — TETO operates on a model that is as important as the houses it builds. Volunteers do not arrive with ready-made solutions. They arrive to work alongside residents, learning the specific needs of each community before designing and constructing emergency housing together. The process is participatory by design: residents are active partners in the process. Community leaders are trained. Local capacity is built. The goal extends beyond a safer home to a stronger community.



Beyond housing, TETO Brasil works on water and sanitation, community centers, roads, bridges and stairs. It runs rights workshops, maps community needs and supports participatory processes that give residents a voice in decisions that affect their lives. The urgency of the housing crisis does not distract from the longer work of community development. On the contrary, it makes it more necessary.

Kaizen Foundation's support will fund the construction of 120 emergency housing units across six cities in Brazil. An estimated 524 people who previously lived in conditions of extreme vulnerability will move into safe, solid homes. Many of them have spent years on dirt floors. For them, a completed house represents something beyond shelter — the stability from which everything else becomes possible.

The partnership reflects Kaizen Foundation's commitment to Latin America and to organizations that combine urgency with methodology. TETO Brasil does not scale by cutting corners — it scales by training more volunteers, building deeper community relationships and developing replicable models that work across very different contexts. In Brazil alone, TETO Brasil has directly impacted more than 15,000 people across seven states over more than ten years.



“At TETO Brasil, every home represents far more than a physical structure, it is a step toward dignity, security, and opportunity. This project brings us closer to our Vision 2030 of a Brazil without poverty, reaching families across multiple territories and creating tangible change in their daily lives. The impact goes beyond numbers: it strengthens communities, builds hope, and proves that strategic partnerships can turn long-term ambition into real, lasting transformation for hundreds of people.”

Layanne Paixão

General Director of TETO Brasil

Teach For Colombia

Colombia • Education

In Colombia, where access to quality education remains deeply uneven across regions and communities, Teach for Colombia has spent over a decade working to close that gap. The organization recruits exceptional professionals and recent graduates, known as Ecos, and places them in classrooms in the country's most underserved communities, where they teach for two years while developing the leadership skills to drive change far beyond the classroom.

The two years in the classroom are the beginning of a longer commitment. Alumni of the program go on to work across education policy, civil society and social enterprise, with 86% continuing as active agents of change long after completing their placement. In over a decade, Teach for Colombia's Ecos have reached more than 150,000 students across 20 regions, with measurable results in mathematics, critical reading, English and scientific thinking.

Kaizen Foundation provides a grant that makes this work possible — the infrastructure, training and support systems that allow Teach for Colombia to recruit, develop and sustain the exceptional professionals at the heart of its model.



“Every day, our Ecos prove that education not only changes lives but also builds the future. Teaching is also about leading, supporting and believing deeply in the potential of every student, understanding that their backgrounds are the roots for a bright future — one as big as their dreams.”

Ana Medina

CEO, Teach for Colombia

The Journey Ahead

The Foundation's first year was, by design, a year of learning as much as doing. The portfolio built in 2025 reflects a deliberate breadth, testing approaches, building relationships and establishing the credibility and operational infrastructure that sustained impact requires.

In the years ahead, the Foundation will deepen its presence in existing geographies while extending its reach to new ones. It will strengthen partnerships that are already delivering results, add new ones where the need and the opportunity align and continue to seek out organizations whose work addresses the root causes of the problems they tackle, not just their symptoms.

But the ambition goes beyond grant-making. The Foundation aims to become a genuine partner to the organizations it supports, present not only at the moment

of funding, but throughout the life of a project, contributing expertise, networks and sustained commitment alongside financial support.

This means co-designing interventions rather than simply responding to proposals. And it means measuring success not by the number of grants awarded, but by the durability of the change they enable.

The goal, over time, is to be known not only for what the Foundation funds, but for how it works—as an institution that takes its responsibilities seriously, invests in its partnerships and remains accountable to the communities it serves.

Some of what that means is already visible in this report. The rest is what the coming years are for, and we are excited about the direction we have set.

The logo for Kaizen Foundation features a stylized play button icon on the left, composed of an orange triangle pointing right and a teal triangle pointing left. To the right of the icon, the word "kaizen" is written in a white, lowercase, sans-serif font. A vertical white line separates "kaizen" from the word "foundation", which is also written in a white, lowercase, sans-serif font.

▶ kaizen | foundation