



Activity Report 2023



*Union, resilience and solidarity.
For more than 100 years, these are the values that have strengthened us.*

Activity Report 2023

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A 108-year-old institution that is constantly transforming and growing.

The Unibes history (Brazilian-Israeli Social Welfare Union) begins in 1915, in the city of São Paulo, in a period in which several entities were organized to help families from the Jewish community who had recently arrived in the capital of São Paulo as a result of the 1st and 2nd World War. A social protection network was created by volunteers, who employed a great sense of solidarity to assist problems faced by the immigrants. Over the years, adapting to new social realities, a trajectory of successful mergers and work partnerships expanded these assistance works, strengthening the principles of Tzedakah, which promote social justice.

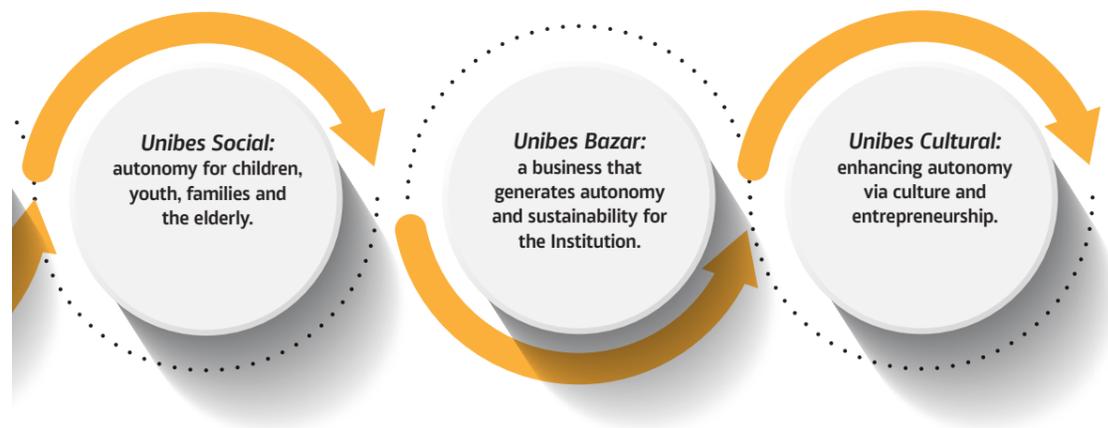
Currently, around 22,000 services are provided on an annual basis in different programs in the areas of social inclusion, educational support, professional training, culture and quality of life, promoting social well-being and developing the autonomy of children, youth, families and the elderly in vulnerable settings.

The Institution

The three pillars of Unibes in an essential cooperation

The Institution is celebrating 108 years assisting the needs of society and establishing its commitment to human beings. This is yet another year for the institution reinvent and improve itself. Grounded by its three pillars, Unibes maintains its credibility with serious, relevant and transparent work.

As such, providing the means and tools necessary for those assisted to acquire autonomy at all life stages is one of the main objectives of Unibes, which believes in the development of each individual as a unique, critical and active human being in our society.



A great legacy strengthening new cycles

The efficiency of its social programs and the transparency of its results have made Unibes a benchmark in the third sector and one of the largest Brazilian organizations in the segment in which it operates. In order to continue implementing this work, many people have joined the Institution's purpose, inspired by the goal of transforming our society, committed to the social pact of building a better future for all.

This trajectory includes the administration work of President Denise Zaclis Antão, who will end two consecutive terms in 2023, maintaining the strength of the great legacy she received through lasting actions and partnerships that have enabled the required conditions for the Institution's new cycles.

Under her leadership, a transparent body of work, based on resource optimization and innovation, has been consolidated by relevant achievements over the last few years, upholding the Jewish principles of good deeds and social justice.

Collaborative administration, excellent relationships with donors and stakeholders, 360-degree communication involving the three pillars of Unibes, investment in organizational culture and, above all, commitment to human beings, all these elements were essential parts of this management effort, always striving to serve the needs of society.

With a robust and structured base, Unibes will continue its work, boasting grandiose achievements in its history and seeking a fresh perspective on new challenges.

“My focus while presiding Unibes has always been to look inward, to structure and solidify areas and to attempt to convey the message that, in order to look at society in general, we must first take care of the people who are close to us.”

*Denise Zaclis Antão,
President of Unibes.*



Upon completing six years of my tenure as president of Unibes, I can certainly say that this period has been all about emerging challenges, resilience and results.

During the COVID-19 pandemic, we reinvented ourselves to serve all those who came to us, growing our figures from 15,000 to 22,000 people assisted. When we resumed our routine, we thought that nothing tragic could happen, only to then bear witness to one of the greatest atrocities that happened to our brothers in Israel on October 7th, which left our hearts broken.

Six years have passed since my inauguration of my tenure. I am very pleased to share with you that my commitment to looking inward and building bridges with the community is still strong and has led to several results.

Financial sustainability and a careful destination of our resources in all sectors of the Institution continue to guide us in the purpose of transforming the lives of thousands.

I am fortunate to count on the engagement and enthusiasm of a well-rounded staff: vice-presidents, directors and volunteer fiscal and deliberative advisors, employees, partners and volunteers in all areas. This is an incredible group. With all their work and support, they help us manage and optimize the use of resources more efficiently each day. I must thank the Unibes Deliberative Council, which has always been a source of guidance, support and orientation to me.

Transparency is still an important pillar of our Institution. For this reason, accountability before sponsors and partners in the public and private spheres is one of the priority points in Unibes' management. This is essential to maintain our credibility and to make room for new opportunities based on the seriousness and results of our work.

One of the many dreams we have for this Institution is about to come true: our endowment! Yet another foundational stone for our purpose of self-sustainability. We were awarded a significant part of the inheritance of a member of the community. Though we did not know that person, they knew how serious Unibes' work is. We are already starting to receive the funds from this donation, which will be directly transferred to the Unibes Endowment Fund account managed by a specific council. More details on that shortly.

The social transformation we believe in can be witnessed on a daily basis in Unibes programs that serve people at all stages of life. Partnerships with the government and the private sector are essential so that we may continue to promote change in the reality of thousands of children, youth, families and the elderly.

Unibes transforms the lives of many. This includes our own lives, as volunteers who are deeply dedicated to bringing the Jewish principles of social justice into the daily life of the Institution.

I have also made a commitment to something I believe to be very relevant and vital: uniting institutions. Sharing information and experiences, adding to multiply and keeping in mind that we cannot compete if we wish to do good.

There have been so many partnerships we maintained and created over the years. Among many of them, I would like to highlight our work with the Albert Einstein Hospital, with which we have so often established partnerships and that has been so vital to us.

I now recall a quote from the late Rabbi Henry Sobel, one that is so present in my life: "The mission of the Jew is not to make the world more Jewish. It is to make it more human." And that is our purpose. Always.

Often throughout the years, I have heard from public authorities that Unibes is a benchmark, an example of efficiency and transparency. This is the greatest proof that public-private partnerships are the best recipe for success.

We must also keep in mind that we cannot do anything alone. My performance and the level that Unibes has achieved are the results of all previous tenures over more than 100 years. I participated in some of these previous administrations. In total, I have worked for 16 years within the Institution. Each administration left a contribution according to its DNA.

I hope that the legacy I leave is to look inward, to structure and solidify areas and to attempt to convey the message that, in order to look at society in general, we must first take care of the people who are close to us.

To the Unibes staff, to the board, the volunteer councils and the partners and donors, please accept my acknowledgment and gratitude.

I reiterate my pride in being part of this century-old institution. Unibes, once and forevermore.



Denise Zaclis Antão - President of Unibes

Mission

To develop and implement projects in the areas of social assistance, educational support, quality of life and culture in order to promote autonomy, observing the Jewish principles of doing good deeds and upholding social justice.

Vision

To generate opportunities for people to develop autonomy and transform their own history.

Values

Commitment to human beings;

Credibility and transparency;

Innovative thinking;

Ethical actions;

Respect towards employees and volunteers;

Resource optimization.

Unibes Manifest

Unibes wishes to invite you to see donations from a different perspective.

Not as mere welfare.

Not as philanthropy.

Not as a way to relieve our guilty consciousness.

Not as an aid with an uncertain practical impact.

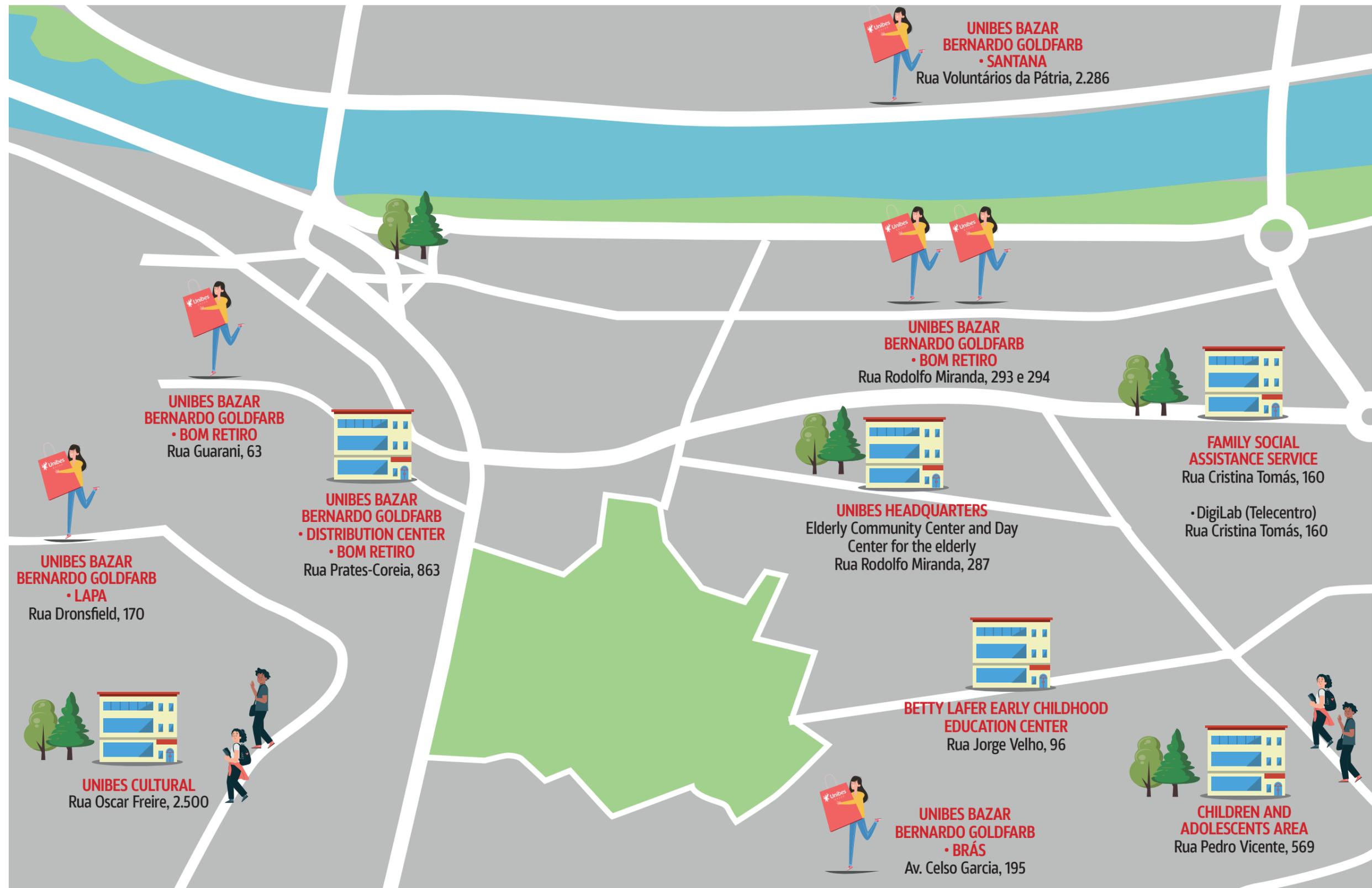
Unibes sees donations as the giving of action.

An action that can be seen.

An action that continually improves.

An action that is taken so that children, youth, families and elderly people in need may gain their autonomy and become agents of their own actions. Inspired by the principles of tzedakah (social justice) and grounded by years of proven experience and efficiency, Unibes allows you to give action in three ways: through Unibes Social, with financial contributions, through Unibes Bazar, with objects, clothes, furniture or real estate and through Unibes Cultural, with cultural incentive laws. Since giving without action is just an intention.

#eudouação



Unibes is part of the eight Sustainable Development Goals (SDGs) in Brazil on the UN 2030 agenda.



Eradication of poverty

Eradicating poverty in all forms and everywhere.



Zero hunger and sustainable agriculture

Eradicating hunger, achieving food security, improving nutrition and promoting sustainable agriculture.



Health and wellness

Ensuring access to quality healthcare and promoting well-being for all people at all ages.



Quality education

Ensuring access to inclusive, quality and equitable education, promoting lifelong learning opportunities for all.



Decent labor and economic growth

Promoting inclusive and sustainable economic growth, full and productive employment and decent labor for all.



Reduction of inequality

Reducing inequalities within and between countries.



Responsible consumption and production

Ensuring sustainable consumption and production patterns.



Partnerships and means of implementation

Strengthening the means of implementation and revitalizing the global partnership for sustainable development.

Our ecosystem

Faced with the new needs of our constantly changing society, we have achieved a consistent growth in our results and continued to generate value through our human, social, sustainable and cultural capital that strengthen the Institution's work.

CAPITAL USED



HUMAN

Professionals who make up our team and continually develop their potential with excellence.

- 389 Employees
- 260 Volunteers



SOCIAL

Work carried out by Unibes that develops the autonomy of thousands of people, from the Jewish community and the community at large.

- Over 14 social programs
- Annual actions meant for assisted individuals and employees



SUSTAINABLE

Stores and distribution center that make up the Institution's ecosystem.

- 7 physical stores
- 1 online store
- 1 distribution center
- 12 trucks for collecting donations, operating throughout the city of São Paulo



CULTURAL

Promote culture as a tool for social development, through a program conceived and based on five pillars: Culture and Diversity; Culture, ESG and Sustainability; Cultural Expressions; Jewish and Educational Roots.



Our ecosystem

GENERATED CAPITAL



HUMAN

Employee training programs, lectures, meetings and discussions, integration between sectors, improvements and standards and rules in all areas.



SOCIAL

The projects are meant for members from the Jewish community and the community at large, developing the autonomy of each individual so that they become the protagonist of their own story and also become an agent of transformation in our society.



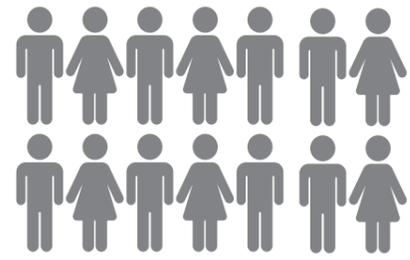
SUSTAINABLE

Sustainable practices are strengthened through the reuse, recycling and upcycling of products, which reduce the impact of new production on the environment and avoid waste, promoting conscious consumption and circular economy practices.



CULTURAL

Generation of multiple opportunities for the cultural sector, democratizing knowledge and enhancing autonomy through culture and creative entrepreneurship.



22.000

annual visits across all Unibes programs



204
at the Daycare



700

children and adolescents, on average, participate in after-school activities on an annual basis



700

young people, on average, participate in Professional Training programs on an annual basis



230 young people, on average, are directed to the Young Apprentices Program

70% of the youth enter the job market after our Professional Training programs

Commitment to the comprehensive development of human beings.

1.300 families from the Jewish community are assisted by the Marcia Nigri Social Service organization

2.360 families benefited from social assistance actions

99 young people benefited from support from the Unibes University Program

115 elderly people were assisted at the Day Center and the Community Center

120 people are currently impacted by the Unibes Employability Program

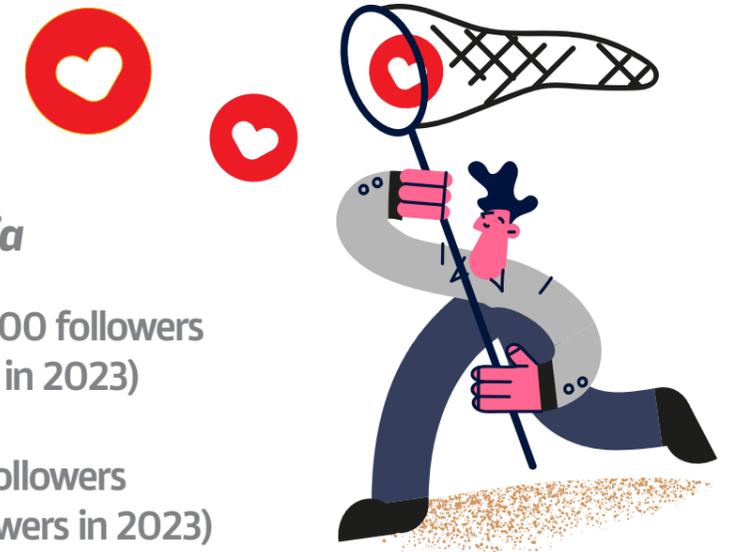
220 people attended the Unibes Holocaust Survivors Program

300 participants in the Unibes Kavod Program

Unibes Social on social media

Instagram 17,000 followers (34.30% growth in 2023)

LinkedIn 5,115 followers (1,084 new followers in 2023)





Children, young people and elderly people participating in Unibes social programs.

UNIBES SOCIAL

Commitment to the comprehensive development of human beings.





Daycare children at play time

CEI – BETTY LAFER EARLY CHILDHOOD EDUCATION CENTER

At the Betty Lafer* Early Childhood Education Center (CEI), around 204 children, aged 2 to 5, are served at the start of their school life. In the mornings, pedagogical activities are carried out according to the official calendar of the City of São Paulo. In the afternoon, recreational workshops take place, with games, storytelling, play time, reading and art, as well as nutritional and dental care.

**In partnership with the São Paulo Municipal Department of Education.*

CCA - CENTER FOR CHILDREN AND ADOLESCENTS

The Child and Adolescent Center* (CCA) serves, before or after regular school hours, around 700 children and adolescents aged 6 to 14 each year, all students from the public school system, providing extracurricular support with activities that include dance, drama, arts, reading, chess, storytelling, football, volleyball, judo, music, orchestra and choir workshops. Furthermore, students can have breakfast, lunch and a snack in the morning and afternoon.

**In partnership with the Municipal Social Assistance and Development Department of São Paulo.*



Arts workshop for youth of the CCA



Presentation of the children's orchestra at our partner Unimed

CEDESP – YOUTH CENTER FOR SOCIAL AND PRODUCTIVE DEVELOPMENT

At the Unibes Youth Center for Social and Productive Development* (CEDESP), around 700 young people aged 15 to 29 are professionally trained on an annual basis through courses in Hospitality, Web Design, Restaurant Service and Office Routines. The Program is divided into two modules: basic and specific. At the basic level, behavioral skills are improved, addressing concepts of citizenship, responsibility, work appreciation and respect towards cultural diversity. The specific module is supported by partner companies, with the goal

of stimulating training through workshops and practical learning opportunities. The program also offers guidance and directs graduates to job interviews at partner companies, in addition to supporting 230 young people in the Young Apprentice Program. Currently, 70% of all students who complete our Professional Training program enter the job market.

**In partnership with the Municipal Social Assistance and Development Department of São Paulo.*



Girls Education Program students in a moment of self-knowledge and empowerment.

GIRLS EDUCATION PROGRAM

At Unibes, developing women's autonomy at all stages of life is a top priority. Therefore, the partnership between Unibes and Estée Lauder Companies Brasil, a global cosmetics and beauty group, develops the Girls Education Program, Estée Lauder's pioneering education and social responsibility project in Latin America. Young women from the Child and Adolescent Area, aged 12 to 17, enrolled in one of the Professional Training courses or who are in after-school classes offered by the Institution, receive a high-performance education that strengthens their entrepreneurial

acumen, self-knowledge and empowerment, impacting over 400 young women annually. The main pillars that constitute the Program are Leadership Skills and Emotional Intelligence, so that young women can develop the knowledge required for the job market, identifying their potential with self-awareness, in addition to receiving support to strengthen their emotional structures. The learning includes dynamic workshops, group readings and videos, English and makeup classes to strengthen self-esteem and help them feel confident in hiring processes.



Young people from the Girls Education Program during makeup class.



Children in the Adopt a Future Program receive full support for their comprehensive development.

ADOPT A FUTURE PROGRAM

The Adopt a Future Program seeks to contribute to a future with more opportunities for our little citizens and helps to finance and complement part of the costs of activities carried out inside and outside the classroom, focused on cultural and educational experiences for over 800 children and teenagers, aged 2 to 15, including tours, theater, cinema, exhibits, leisure and recreational activities, in addition to supporting any needs, according to

each case, with the necessary support for the comprehensive development of all beneficiaries. We believe in education and culture as means of social transformation and investing in the autonomy of children and young people is an essential step towards a fairer world. The Program is open to new supporters who wish to embrace this cause.

SASF – FAMILY SOCIAL ASSISTANCE SERVICE



The strengthening of emotional ties is a constant occurrence at SASF.



The needs of each family are mapped out to mitigate vulnerable situations.

The Family Social Assistance Service* (SASF) provides opportunities to improve the socioeconomic situation of 2,360 families in vulnerability or social risk situations and strengthens emotional ties through guidance on conflict resolution. Families assisted by the Program are registered in public income transfer programs and Unibes social workers carry out field work to verify the conditions and needs of each family. With this work, it is possible to help strengthen family and community ties, promoting the awareness of social rights and access to public services, in addition to making referrals to health centers. Projects aimed at training and entrepreneurship are also carried out, such as crafts and painting classes, so that families can increase their financial autonomy.

**In partnership with the Municipal Social Assistance and Development Department of São Paulo.*

DIGILAB (TELECENTER)

DigiLab* is a public space, with computers connected to the internet to promote free access to communication and information technologies, available for multiple uses, including courses and assisted browsing. The activities offered are open to anyone and provide basic IT content, such as the main research and entertainment resources, to enable and improve

user knowledge, in addition to providing the development of autonomy through digital inclusion and the exercise of citizenship. The current average of monthly users is 260 people.

**In partnership with the Municipal Department of Innovation and Technology.*



Art therapy in the routine of those assisted who attend the Day Center.

CDI - DAY CENTER FOR THE ELDERLY

The Unibes Day Center maintains a specific program of daytime care for 30 semi-dependent elderly people, with daily actions to improve the quality of life of those assisted. Balanced eating and activities such as dancing, painting,

art therapy and talks on self-care promote well-being and leisure, making the elderly's daily lives healthy and dynamic.

**In partnership with the São Paulo City Hall.*



Crochet and knitting workshops for those assisted by the Community Center.

UNIBES COMMUNITY CENTER FOR THE ELDERLY

The Unibes Community Center for the Elderly provides socialization and leisure for, currently, 85 people over 60 years old from the Jewish community, promoting well-being

through actions that encourage autonomy and interaction in daily activities, such as art workshops, lectures, choir and dance classes, tours and celebrations.

MARCIA NIGRI SOCIAL SERVICE

Unibes is available to members of the Jewish community and their families, providing guidance and offering all necessary support, always respecting their privacy, serving 1,300 families. Each person goes through an individualized social study and thus receives the appropriate referral to social programs that will provide access to aid, such as legal support, food baskets, housing and transportation. There are also programs for training, income generation and autonomy,

such as Kavod, Empregabilidade and the youth scholarship program through Unibes Universitário. If needed, Unibes also engages a network of partner institutions that provide social assistance services to support medical and other needs.

Every Wednesday, from 08:30 am to 11:00 am, social assistance is on duty at Unibes headquarters to provide the first care.

UNIBES HOLOCAUST SURVIVORS

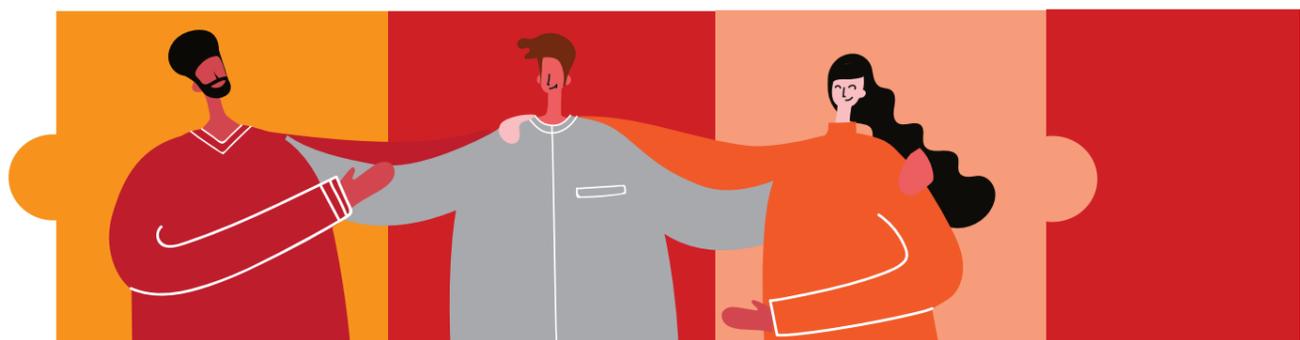
Unibes, in partnership with the Claims Conference Institution, based in New York, USA, works to guarantee the physical and emotional well-being of Holocaust Survivors. Social assistance for Jewish victims of Nazism is maintained through funds from the Conference on Jewish Material Claims against Germany (Claims Conference). Additionally, assistance also comes from URO Charitable Trust Limited. In 2019, for the second time in a row, Unibes

received the Green Flag granted by the Claims Conference auditors, who evaluated the Institution's documentation and procedures. The evaluation of this work provided an increase in the contribution of funds destined to survivors. Unibes was the only institution in Latin America, and one of the few in the world, to be awarded this recognition. Currently, 220 people are assisted by the Program.

UNIBES EMPLOYABILITY

The Employability Program is a Unibes initiative, created to address and prevent, in the long term, issues of vulnerability and inequality of people from the Jewish community, assisted at the Institution, who are looking for new professional possibilities. Unibes connects these people to companies that have vacant

job posts available for new employees or service providers. Intermediation is carried out through the CVs of interested parties, providing opportunities through better working conditions and income. There are 120 people currently impacted by the Program, of which 17% have re-entered the job market.



UNIBES UNIVERSITY PROGRAM

For Unibes, education is an essential tool for social transformation and is the basis of a future with more opportunities. To support the studies of youth from the Jewish community and the community at large, the Unibes Universitário Program, with the support of donors and partners, provides the opportunity to pursue

higher education, through a scholarship of up to 50% of the monthly fee, with pedagogical support and lectures related to the job market, helping to strengthen the sense of discipline, planning, prosperity and achievement. Currently, 99 young people are supported by this program.

UNIBES KAVOD

The Unibes Kavod Program was created with funds obtained from donors, with the purpose of assisting families in the Jewish community that are in vulnerable situations. The project aims to develop new skills for participants through training workshops, providing them with more opportunities to develop autonomy, in addition to being encouraged to undertake and generate their own income. Multidisciplinary work is carried out by Unibes' Social Assistance to identify the main potential of each person, so that the referral to classes is carried out appropriately. The production centers are divided into craft workshops, which encourage creativity and entrepreneurship, and culinary workshops, which develop and teach effective eating practices, showing the different processes related to food and the



The embroidery workshop is one of the production centers of the Unibes Kavod Program.

proper handling of products. The Program currently has 300 participants.

Actions and events

Unibes provided its logistics expertise to Ação SOS Litoral Norte, which raised donations for the victims of the excessive rainfall that occurred on the north coast of São Paulo.



The children from the Children and Adolescents Area participated in the “Páscoa da Cesca” event, a project by Francesca Civita, which provided the unforgettable experience of a day of games, fun and lots of chocolate!



The “Unibes Sustainable Fashion Lunch and Afternoon” event promoted the auction of 25 denim jackets donated to the Unibes Bazar, with special customizations carried out by fashion and communication personalities to benefit the Institution’s social programs.



Unibes received the donation of a building to support social programs.



The Café Europa event, meant for Holocaust Survivors, was held again after the pandemic period, with a celebration of encounters and life.



Unibes Professional Training was the subject of an exclusive report on SPTV (Rede Globo broadcasting network), focusing on the development and autonomy acquired by young people.



Meeting of supporters of the Adopt a Future Program, to talk about the news and renew ties for next year.



Unibes Gala Dinner in honor of the administration of president Denise Zaclis Antão and to welcome the new president for 2024, Liora Steinberg Alcalay.



Number of Unibes Bazar stores



12 trucks to collect donations

ANNUAL AVERAGE
26.600 screening hours

6% increase in average donations from 2022 to 2023

MONTHLY AVERAGE
1.340 product collections

17% growth in average sales from 2022 to 2023



Unibes Bazar online store in 2023

AVERAGE OF
264.612 visits to the online store annually

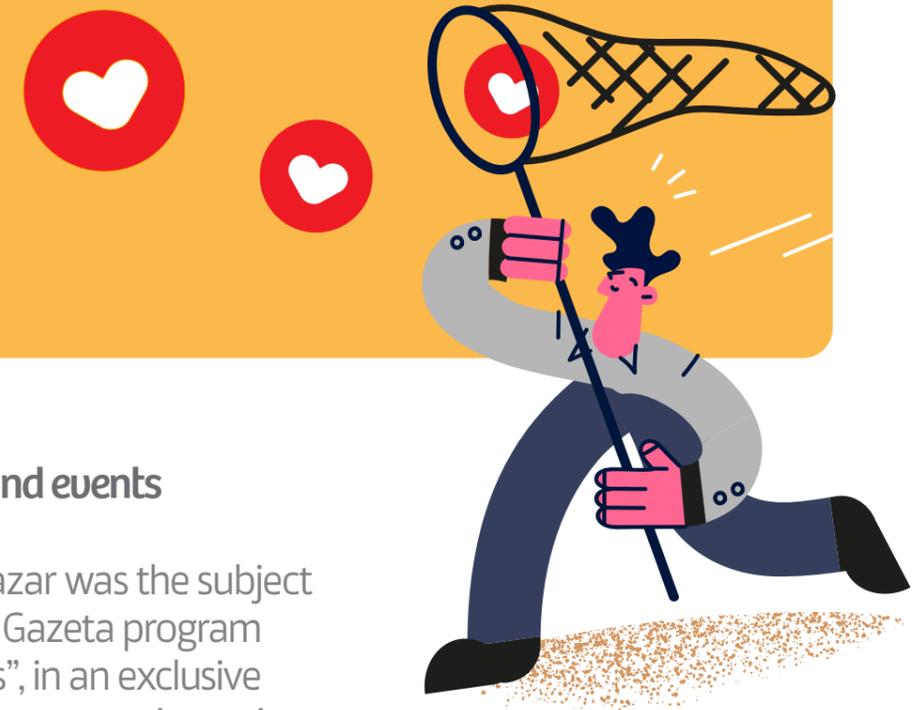
OVER
6 mil sales annually

713 new consumers in 2023

Unibes Bazar on social media

Instagram 30,600 followers (44.79% growth in 2023)

Tik Tok 3,532 followers (Father's Day campaign video received engagement of 99,000 views and 1,400 shares)



Actions and events

Unibes Bazar was the subject of the TV Gazeta program "Mulheres", in an exclusive section about our pioneering work focused on social causes and sustainable practices.



In addition to clothing, Unibes Bazar stores also have furniture, appliances, books, among other items in good condition.

UNIBES BAZAR BERNARDO GOLDFARB

Social retail, which for over 50 years has helped maintain social programs and strengthens sustainable practices





All Unibes Bazar products come from donations.

Every donation that Unibes receives is first offered to the people assisted by the Institution and then the surplus is distributed to the stores. To help further extend the useful life of products, activities such as assembling and renovating furniture and upholstery, overhauling white goods

and upcycling clothing items are carried out. In addition, Unibes Bazar has a fleet of 12 trucks that collect donations, free of charge, at the indicated location, by prior appointment. And alongside social causes, Unibes Bazar follows global trends and strengthens the importance of reuse as a



Purchasing products from Unibes Bazar makes fashion go round!

sustainable practice, contributing to the circular economy, in addition to providing a public utility service for the city of São Paulo by providing a correct destination option for unused products.

Unibes Bazar receives donations that consist of:

- Toys;
- Furniture;
- objects made of PET;
- Electronics;
- Home appliances;
- Books, records;
- Linen;
- Shoes and accessories (fashion, decoration, housewares).
- Other items in good condition.

Bazar donation cycle



DONOR
We collect the donation free of charge.



EMPLOYEE
The parts are sorted at the Distribution Center.



ASSISTED INDIVIDUALS
Many products are separated and donated to Unibes beneficiaries.



CUSTOMERS
The products are sold in the brick-and-mortar store and at the online store.



SOFTWARE
Sales are donated to Unibes' social programs.



Unibes Cultural has several spaces for several types of cultural activities.

UNIBES CULTURAL

The pillar of Unibes that enhances autonomy, through culture and creative entrepreneurship



Democratization of knowledge and culture.

In 2023, the Institution started a new program that encourages reflections on contemporary issues, with the collaboration of curators, artists, cultural producers, teachers and thinkers connected to our time, designed and planned based on five converging pillars: Culture and Diversity; Culture, ESG and Sustainability; Cultural Expressions; Jewish Roots; Educational. These pillars are worked on through

exhibitions, plays, shows, recitals, festivals and art fairs, book clubs and book release parties, courses and workshops in all artistic languages. The result of all this work is the generation of many opportunities for the cultural sector, democratizing knowledge and enhancing autonomy through culture and creative entrepreneurship, breaking down barriers to accessing culture.

LAUNCH OF THE JEWISH ROOTS PILLAR

The Jewish Roots pillar was created to honor, reflect and share the roots of the community and its culture with all those interested in art, entrepreneurship, technology and

human development, based on rich and aggregating content that fosters new perceptions and analyses on Judaism. Whether through a division of studies and enriching exchanges for

those who wish to learn and debate, or through cultural activities focused on artistic manifestations and their representatives, the purpose of this pillar is to investigate and identify their influences and reflections in the contemporary world, as well

as in the life of each person involved with this Program. Each year, free and ongoing courses are offered with scholars and artists who are dedicated to the knowledge, values and events relevant to the Jewish people throughout the generations.

Actions and events

Celebration of 8 years of Unibes Cultural, with an interview with president Denise Zaclis Antão carried out by Mona Dorf, on the program História Contada.



UNIBES CULTURAL ON SOCIAL MEDIA

Instagram 58,100 followers

Facebook 177,000 followers



DONORS

Essential support to continued work and actions

To reap results and promote transformation in the lives of so many people, Unibes relies on major donors, who believe in and promote the Institution's purpose,

actively helping to build fairness and social transformation. Actions, events and campaigns are part of this important relationship that unites forces to achieve great things.

PARTNERS

Enriching and aggregating connections

Partners also play a major role in Unibes' actions, in continuous and lasting joint work, in which many opportunities are made possible to support the Institution's social programs, through sponsorships, project financing, partnerships

and donations of products and services. This also allows partners to be positioned and active in the third sector, relying on Unibes' experience and professionalism, promoting a cycle of cooperation.

VOLUNTEER WORK

Fundamental work to help transform our society

Volunteering has been fundamental to Unibes throughout its 108-year work, developing valuable actions to transform the lives of thousands of people each day. Volunteers carry out essential activities at the Institution in all areas, such as managing the Councils and Board

of Directors, with operations, fundraising, participation in events and promoting the organization, in addition to direct involvement in Unibes programs. We currently have the support of 260 volunteers who are dedicated to the Institution's purpose.

EMPLOYEES

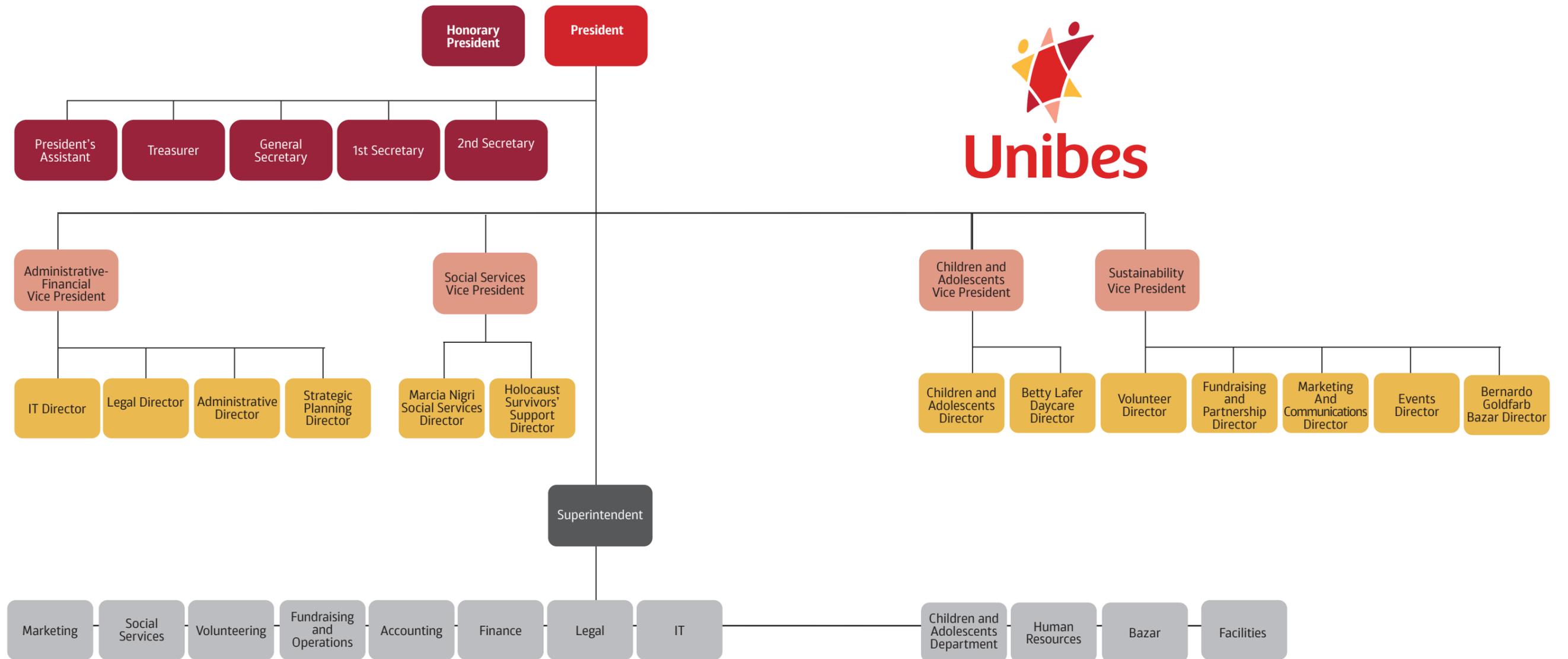
Human capital that strengthens the Institution's purposes

Unibes employees are internal stakeholders who help to foster the Institution's culture and actively participate in all actions carried out, contributing in a fundamental way to maintaining our works throughout the year, in daily demands, campaigns and projects that move the entire the Organization's ecosystem. Currently, Unibes counts on the expertise of 389 employees,

distributed across its three pillars. To support and promote the constant training of employees, feedback, climate surveys, lectures, integrations, alignments and training, information and awareness campaigns are carried out, in addition to the support of platforms such as Mobiliza, for teaching, and Gupy, for recruitment.

Entities that support Unibes

- São Paulo City Hall
- Municipal Department of Social Assistance and Development
- Municipal Department of Education
- Municipal Department of Innovation and Technology
- Municipal Department of Culture
- São Paulo State Social Development Department



Executive President

Denise Zaclis Antão

Deliberative Council

Presidente Celso Lafer

Abram Abe Szajman, Bóris Ber, Claudio Luiz Lottenberg, Daniel Leon Bialski, Denise Goldfarb Terpins, Israel Vainboim, Jayme Brasil Garfinkel, Léo Krakowiak, Luis Stuhlberger, Marcos Arbaitman, Meyer Joseph Nigri e Teresa Marco Nigri.

Fiscal Council

Mauricio Lafer Chaves, Renato Ejnisman, Ricardo Radomysler, Uri Eric Arazi e Ury Rabinovitz.

Honorary President

Anita Schuartz

Vice Presidents

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Directors

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